



**Gloucestershire Domestic Abuse and Sexual  
Violence Concordat**

**Guidance for Professionals on  
Identifying and Responding to  
Stalking and Stalking Clinic  
Protocol  
2019**

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## 1. Introduction

This document has been produced to:

- Provide guidance on best practice for identifying and responding to cases of stalking.
- Provide guidance on risk assessing stalking cases and how to signpost and support victims.
- Outline the stalking clinic process for high risk cases of stalking in the county.
- Establish accountability and responsibility amongst practitioners.

This guidance is designed to support practitioners in responding to cases of stalking and should be read in conjunction with local and national policies on safeguarding adults and children, along with the Gloucestershire DASV Concordat guidance.<sup>1</sup>

This guidance is not designed to provide an exhaustive list of possibilities for responding to stalking, and practitioners should be aware of any procedures within their own agencies on responding to stalking.

### 1.1 Stalking Defined

Stalking is one of the most frequently experienced forms of abuse and can terrify its victims and escalate to rape and murder. It is often misinterpreted and misunderstood to be romantic and complimentary to its victims, but stalking is about fixation and obsession. Stalking behaviours are unwanted by the victim and unwarranted.

Stalking is a serious crime, and can destroy the lives of those victimised; it therefore needs to be treated with the seriousness that it deserves in order to better protect victims and address perpetrators behaviour.<sup>2</sup>

Stalking is not legally defined, but can be understood to be characterised by an obsession and a crime of persistence<sup>3</sup>; it is a pattern of repeat and persistent unwanted behaviours that is intrusive and engenders fear.

**Stalking is different to harassment as it relates to fixation and obsession rather than nuisance behaviour. Stalking will often focus on a person, whereas harassment will often focus on disputes (College of Policing).**

Harassment can lead to stalking if the offender becomes fixated and obsessed with their victim.

In order to define stalking more formally, Gloucestershire has adopted the following definition of stalking to support professionals understanding;

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<sup>1</sup> Available at [www.glostakeastand.com](http://www.glostakeastand.com)

<sup>2</sup> Paladin Service: <http://paladinservice.co.uk/key-facts-and-figures>

<sup>3</sup> 'Out of sight, out of mind', Suzy Lamplugh Trust 2016.

*“A pattern of unwanted fixated and obsessive behaviour involving the intrusive following, contacting or monitoring of the victim causing fear of violence or serious alarm or distress”*

### **1.1a Stalking Legislation**

In 2012 the Protection of Freedoms Act created 2 new offences of stalking inserted in the Protection from Harassment Act 1997;

- Stalking 2A: harassment which involves a course of conduct that amounts to stalking. This can include behaviours such as; following a person; contacting, or attempting to contact, a person by any means; publishing any statement or other material relating or purporting to relate to a person, or purporting to originate from a person; monitoring the use by a person of the internet, email or any other form of electronic communication; loitering in any place (whether public or private); interfering with any property in the possession of a person; watching or spying on a person.
- Stalking 4A: stalking involving fear of violence and involving serious alarm or distress. In this context the offender knows, or ought to know that they are causing another to fear violence will be used against them.<sup>4</sup>

### **1.2 National Statistics**

Research released by the Suzy Lamplugh Trust in 2016 indicated that around 1 in 5 women and 1 in 12 men have experienced stalking in their lifetime in the UK<sup>5</sup>; while the Crime Survey for England and Wales found that 734,000 women and 388,000 men experience stalking each year, making stalking as pervasive as domestic abuse.<sup>6</sup>

Stalkers are most likely to target someone they know, with the largest proportion of stalkers being ex-partners, demonstrating a clear link to domestic abuse and high risk, with DA stalkers more likely to cause serious harm to their victim than other types of stalkers. Stalking of strangers accounted for only 10% of stalking cases reported to the National Stalking helpline in 2015; with stalkers more likely to be ex-partners, acquaintances, colleagues/ex-colleagues, and family members.<sup>7</sup>

## **2. Identifying and understanding Stalking**

Taken in isolation, stalking behaviours may appear unremarkable. The persistence and repetition of these behaviours however, can give them a more sinister meaning and cause fear and distress for those affected.

### **2.1 Types of stalking behaviours**

Stalkers will use a variety of different behaviours to stalk their victim, and may in some cases try to appear endearing and loving as well as threatening or violent. The

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<sup>4</sup> [http://www.cps.gov.uk/legal/s\\_to\\_u/stalking\\_and\\_harassment/#a03da](http://www.cps.gov.uk/legal/s_to_u/stalking_and_harassment/#a03da)

<sup>5</sup> James, D & Persaud, R, The stalker in your pocket, 2016

<sup>6</sup> Office for National Statistics, Intimate personal violence and partner abuse, February 2016.

<sup>7</sup> ‘Out of sight, out of mind’, Suzy Lamplugh Trust 2016.

key to understanding these behaviours as stalking however, is that they are unwanted by the victim. The below provides some examples of stalking behaviour (this list is not exhaustive);<sup>8</sup>

- Following, surveillance, spying
- Standing, loitering around victim's home, school, place of work etc.
- Verbal abuse or public humiliation
- Unsolicited mail, postcards, photographs, gifts from the endearing to the bizarre
- Repeatedly texting / emailing / leaving voicemails
- Planting spyware, viruses into victim's computer
- Hacking into victim's computer, email, social media accounts
- Spreading rumours, discrediting
- Threats / violence against victim, victim's family, friends or pets
- Damage to property, stealing belongings
- Physical violence, sexual assault, rape, murder
- Attempting to take the children away, limit access by making false allegations or engaging in parental alienation
- "Befriending" victim's friends, family to get closer to them
- Stealing and disturbing post / mail
- Going through rubbish bins; leaving offensive material in the garden
- Breaking into victim's car, home or office
- Interfering, damaging personal belongings
- Threatening freedom by making false allegations to the police
- Blackmail - Threatening to divulge information that would be harmful
- Invading personal space by standing too close or brushing against victim
- Ordering unwanted goods to be delivered
- Seeking physical proximity by applying for jobs where victim work; joining same gym / church / professional / social / sports groups or clubs; moving into neighbourhood or building etc.
- Leaving or sending threatening objects
- Ordering goods in victim's name and address
- Identity theft - pretending to be victim
- Running up debt in victim's name
- Cyber stalking and bullying - social networks, websites, online forums, online chat rooms, instant messaging

It is important to note that the victim may not refer to their experiences as stalking, and may disclose their concerns or these behaviours to a professional without mentioning that they feel they are being stalked. It will therefore rely on the professional to identify that it fits the definition of stalking.

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<sup>8</sup> Action against Stalking

## 2.2 Reasons for stalking

There are many reasons why a person may stalk another, and is often defined by their fixation and obsession with another. There are however many tools that define stalkers by their behaviour to help aid our understanding. Within Gloucestershire, the Stalking Risk Profile provides the basis for our understanding. This tool categorises stalkers in the following way, considering their possible motivation for stalking<sup>9</sup>:

**The Rejected Stalker:** Rejected stalking arises in the context of the breakdown of a close relationship. Victims are usually former sexual intimates; however family members, close friends, or others with a very close relationship to the stalker can also become targets of Rejected stalking. The initial motivation of a rejected stalker is either attempting to reconcile the relationship, or to exacting revenge for a perceived rejection. In many cases rejected stalkers present as ambivalent about the victim and sometimes appear to want the relationship back, while at other times they are clearly angry and want revenge on the victim. In some cases of protracted stalking, the behaviour is maintained because it becomes a substitute for the past relationship as it allows the stalker to continue to feel close to the victim. In other cases the behaviour is maintained because it allows the stalker to salvage their damaged self-esteem and feel better about themselves.

**The Resentful Stalker:** Resentful stalking arises when the stalker feels as though they have been mistreated or that they are the victim of some form of injustice or humiliation. Victims are strangers or acquaintances who are seen to have mistreated the stalker. Resentful stalking can arise out of a severe mental illness when the perpetrator develops paranoid beliefs about the victim and uses stalking as a way of 'getting back' at the victim. The initial motivation for stalking is the desire for revenge or to 'even the score' and the stalking is maintained by the sense of power and control that the stalker derives from inducing fear in the victim. Often resentful stalkers present themselves as a victim who is justified in using stalking to fight back against an oppressing person or organisation.

**The Intimacy Seeking Stalker:** Intimacy Seeking stalking arises out of a context of loneliness and a lack of a close confidante. Victims are usually strangers or acquaintances who become the target of the stalker's desire for a relationship. Frequently Intimacy Seeking stalkers' behaviour is fuelled by a severe mental illness involving delusional beliefs about the victim, such as the belief that they are already in a relationship, even though none exists (erotomantic delusions). The initial motivation is to establish an emotional connection and an intimate relationship. The stalking is maintained by the gratification that comes from the belief that they are closely linked to another person.

**The Incompetent Suitor:** The Incompetent Suitor stalks in the context of loneliness or lust and targets strangers or acquaintances. Unlike the Intimacy Seeker, however, their initial motivation is not to establish a loving relationship, but to get a date or a

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<sup>9</sup> Stalking Risk Profile: <https://www.stalkingriskprofile.com/>

short term sexual relationship. Incompetent Suitors usually stalk for brief periods, but when they do persist their behaviour is usually maintained by the fact that they are blind or indifferent to the distress of the victim. Sometimes this insensitivity is associated with cognitive limitations or poor social skills consequent to autism spectrum disorders or intellectual disability.

**The Predatory Stalker:** Predatory stalking arises in the context of deviant sexual practices and interests. Perpetrators are usually male and victims are usually female strangers in whom the stalker develops a sexual interest. The stalking behaviour is usually initiated as a way of obtaining sexual gratification (e.g., voyeurism targeting a single victim over time), but can also be used a way of obtaining information about the victim as a precursor to a sexual assault. In this sense the stalking is both instrumental and also gratifying for those stalkers who enjoy the sense of power and control that comes from targeting the usually unsuspecting victim.

This stalking typology places the greatest emphasis on the context in which the stalking arose and the stalker's initial motivation for contacting the victim. It then incorporates the nature of the prior relationship between victim and stalker, and the role of mental illness in motivating the stalking behaviour<sup>10</sup>.

For the purposes of this document, the typology offers some further understanding of stalking. The Stalking Risk Profile (SRP) tool itself, should only be utilised by trained professionals.

### **2.3 Impact of stalking on the victim<sup>11</sup>**

The impact of stalking may vary according to the victim's characteristics, past experience, current circumstances, and what they know, or don't know, about the stalker. The impact on the victim may also be influenced by the way in which professionals respond to the situation and manage the risk associated with stalking.

Although the impact of stalking will vary from victim to victim, research has indicated that there are some common responses from experiencing stalking, regardless of whether the victim is male or female (although levels of fear are expected to be higher in female victims).

Some of the effects of stalking are detailed below. This list is not exhaustive, and some victims may experience the impact in other ways.

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<sup>10</sup> Stalking Risk Profile: <https://www.stalkingriskprofile.com/>

<sup>11</sup> <https://www.stalkingriskprofile.com/victim-support/impact-of-stalking-on-victims>

<b>Effects on mental health</b>	
<ul style="list-style-type: none"> <li>-Denial, confusion, self-doubt, questioning if what is happening is unreasonable</li> <li>-Frustration</li> <li>-Guilt, embarrassment, self-blame</li> <li>-Apprehension, fear, terror of being alone or that they, others or pets will be harmed.</li> <li>-Feeling isolated and helpless</li> <li>-Depression (all symptoms related to depression)</li> <li>-Insecurity and inability to trust others, problems with intimacy</li> <li>-Personality changes due to becoming more suspicious, introverted or aggressive</li> </ul>	<ul style="list-style-type: none"> <li>-Anxiety, panic attacks, agoraphobia (frightened to leave the house, never feeling safe)</li> <li>-Difficulty concentrating, attending and remembering things</li> <li>-Inability to sleep – nightmares, ruminating</li> <li>-Irritability, anger, homicidal thoughts</li> <li>-Emotional numbing</li> <li>-Symptoms of Post-traumatic Stress disorder e.g. hypervigilance (always on the lookout), flashbacks of frightening incidents, easily startled</li> <li>-Self-medication alcohol/ drugs or using prescribed medications</li> <li>-Suicide thoughts and/or suicide attempts</li> </ul>
<b>Effects on physical health</b>	
<ul style="list-style-type: none"> <li>-Fatigue from difficulty sleeping, being constantly on guard, symptoms of depression</li> <li>-Effects of chronic stress including headaches, hypertension</li> <li>-Gastrointestinal problems –</li> <li>-Fluctuations in weight due to not eating or comfort eating</li> <li>-Development or exacerbation of pre-existing conditions e.g. asthma, gastric ulcers and psoriasis.</li> </ul>	<ul style="list-style-type: none"> <li>-Dizziness</li> <li>-Shortness of breath</li> <li>-Impact on health of increased use of alcohol, cigarettes or drugs</li> <li>-Sexual dysfunction</li> <li>-Physical injury due to not concentrating or being under the influence of substances</li> <li>-Heart palpitations and sweating</li> </ul>
<b>Effect on work or school</b>	<b>Effects on social life</b>
<ul style="list-style-type: none"> <li>-Deteriorating school/work performance</li> <li>-Increased sick leave</li> <li>-Leaving job or being sacked</li> <li>-Changing career</li> <li>-Dropping out of school – poorer education and career opportunities</li> </ul>	<ul style="list-style-type: none"> <li>-Insecurity and inability to trust others impacting on current and future relationships and friendships,</li> <li>-Problems with physical and emotional intimacy.</li> <li>-Avoidance of usual activities e.g., going to the gym, going out.</li> <li>-Isolation through trying to protect others, feeling misunderstood or psychological symptoms.</li> <li>-Others withdrawing from the victim because they don't believe the victim, they are unable to cope with the victim's mental state or as a direct consequence of third-party victimisation.</li> <li>-Victim moving to a new area, changing their phone number, name or even their appearance.</li> </ul>
<b>Effects on finances</b>	
<ul style="list-style-type: none"> <li>-Loss of wages due to sick leave, leaving job or changing career.</li> <li>-Costs incurred through legal fees.</li> <li>-Expense of increasing home and personal security.</li> <li>-Cost involved in repairing property damage.</li> <li>-Seeking psychological counselling and medical treatment.</li> <li>-Cost involved in breaking leases on rented properties.</li> <li>-Expense of relocation.</li> </ul>	

## **2.4 Talking to victims and responding to disclosures**

Some victims of stalking may not be aware of what is happening to them; they may not refer to their experiences as stalking, or even realise that what they are experiencing is illegal and can be responded to. Professionals may therefore be required to identify the possible signs of stalking and ask appropriate questions.

Some victims may be reluctant to speak about their experiences as they may feel they are able to deal with it themselves or even that the stalker may see reason and stop their behaviour.

It is important to remember that many victims will feel that they are over-reacting and may be blamed in some way for encouraging the behaviour of the perpetrator. Many victims will also be fearful, isolated and may have even received direct threats from their stalker if they report their experiences.

### **2.4a Asking appropriate questions**

Some victims of stalking will disclose their experiences to a professional directly. Others however, may describe behaviours, experiences, or show signs that they are experiencing stalking<sup>12</sup>.

If a professional does not receive a direct disclosure of stalking, questions can be asked in order to ascertain the current circumstances.

Before asking a potential victim of stalking any questions consider the following:

- You and the individual are safe to proceed:
  - Where are you?
  - Who is around? Can anyone overhear you?
  - Is someone due to arrive soon?
  - Do your colleagues know where you are?
- Make sure you have time. Being rushed could create risks and not allow the individual to feel comfortable in disclosing.
- Is the individual comfortable?
- If the potential perpetrator is present:
  - Do not proceed with asking questions; instead, ask them when and where it is safe to talk.
  - Create an opportunity as soon as possible to see them alone; can a colleague distract the potential perpetrator?

In asking questions, it is important that you remain non-judgemental, listen and be aware of your reaction; try not to look shocked / disinterested. Quite often people will deny/minimise what is happening, or not be ready to fully disclose the extent of their experiences, but be aware that you have opened a door that they know is a route for support should they need it.

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<sup>12</sup> Some signs could be that of a person experiencing other forms of abuse, such as domestic abuse, sexual violence or Honour based violence. Please see guidance as part of the Gloucestershire Concordat [www.glostakeastand.com](http://www.glostakeastand.com)

Questions should be sensitive and can include:

- 'I have seen behaviours like this before, and that time the person had been stalked by someone-are you sure everything is ok?'
- T.E.D: Tell me, Explain to me, Describe to me.....
- 'I am concerned by (sign/symptom) and would like to help, would you like to talk about anything?'
- 'Is everything ok? Are you safe to return to...?'

If the person does not want to answer your questions, ensure options are presented to them should they want to come back in the future, and where safe to do so, provide them with information for support. You may also want to try asking them again if they approach in the future.

It is important to note that you or your agency may have a procedure in place to deal with questioning, and the above are suggestions and not an exhaustive list of options. It is possible for you to be inventive in your questioning, and come up with other ways to ensure you support the person.

### **3. Responding to Stalking**

Once a victim has disclosed that they are experiencing stalking, you are then able to focus on responding to the situation appropriately and take action to ensure their safety.

#### **3.1 Immediate safety measures**

To ensure a victim's safety and needs can be managed carefully, listening to what the person feels will keep them safe is critical, as they need to support any intervention. If, of course, you have concerns for their immediate safety, you should call 999.

Should you identify any risk to children or vulnerable adults, you should make a referral to children's social care and adult social care. Details on making these referrals can be found:

Children's Social Care: <http://www.gloucestershire.gov.uk/health-and-social-care/children-young-people-and-families/report-a-child-at-risk/>

Adult Social Care: <http://www.gloucestershire.gov.uk/health-and-social-care/adults-and-older-people/report-suspected-abuse-safeguarding-adults-at-risk/>

The key elements to consider when looking at a person's immediate safety may include:

- In an emergency always call police on 999.
- Is the person hurt? Consider if you need to call an ambulance or contact another health care provider.
- Are there risks to children or vulnerable adults? Consider onward referrals to safeguarding teams.
- Is the person safe to return home?
  - Can they stay with family or friends?

- Do they need temporary accommodation via the district council housing teams?
- Do they need refuge provision or a place of safety? Contact GDASS for advice if stalking behaviour is linked to domestic abuse.
- Has a crime been committed or is it likely a crime will be committed? Contact the police on 999 or 101 for non-emergency reports.
- Ensure you provide the victim with any emergency contact numbers, including a way of contacting you or your team should they need to.
- Provide details of specialist support services. Details available at [www.glostakeastand.com](http://www.glostakeastand.com)

It is important to remember that the duty of care remains with you until you appropriately hand the risk to someone else and they accept it.

It may be that given the circumstances, all you are able to do at this stage is ensure the immediate safety of the victim and their children. If this is the case, you can ensure arrangements are made to continue your response in the future.

The immediate safety measures you put in place may mean that you have discharged your duty to a specialist service who will continue the response required; you should however, still remain in contact with this service to ensure action is being taken appropriately and you understand your role in any future interventions.

Professionals should:

- Follow any necessary internal/agency procedures.
- Ensure line management are informed, and/or designated safeguarding officer, about your concerns.
- Ensure line management are aware of involvement and informed of any meeting attendance with the victim that may be outside of your office environment.
- Collate and record all necessary information relating to your involvement;
  - Names, dates of birth, addresses
  - Safe contact details and times of contact
  - Summary of what happened-ensure you distinguish between fact, allegations and victim opinion.
  - What does the person want?
  - Dates and times
  - Who else you have spoken to, what was said? What was agreed?
  - What actions have you taken or are planning on taking?
  - Who are you referring to?
  - Have you got consent from the person to share information with other professionals? If not, consider if the situation is of high risk and the grounds for which you can share without their consent.
  - What is your professional judgement?
  - Outcome of any action taken
  - Anything else you consider important

### **3.2 Conducting a risk assessment<sup>13</sup>**

Once safe to do so, an assessment of risk should be made using the Domestic Abuse, Stalking and Harassment and Honour Based Violence Risk Identification, Assessment and Management Tool (DASH)-See Appendix 1.

The DASH risk assessment is an evidence-based tool, developed from extensive research into domestic homicides, 'near misses' and lower level incidents. The DASH has been developed nationally to ensure a consistent approach to risk assessment and provides a practical tool for all professionals who identify domestic abuse, stalking, harassment and honour based violence.

The DASH should be used whenever a professional identifies that someone is experiencing domestic abuse, stalking, harassment or honour based violence. It is a tool designed to be used for those suffering current rather than historic stalking and ideally, should be used as part of an immediate response to an incident of stalking.

It is important to be aware that risk in stalking situations can change very quickly, and as and when things change you should re-visit the risk assessment. Events and circumstances may undergo rapid and frequent change. Where this is the case, assessment must be kept under review.

The DASH risk assessment should not be relied upon as the sole assessment of risk; as such it should also be used in conjunction with your professional judgement. The DASH is not designed as a predicative process, and there is no existing accurate procedure to calculate or foresee which cases will result in homicide or further assault and harm. The tool therefore provides a framework and structure for understanding risk, but the overall assessment of risk should be determined with your own professional judgement of the circumstances in mind.

#### **3.2a How to use the DASH**

It is advised that the DASH is completed on a face to face basis, or over the phone, with the victim in a safe environment. There may however be exceptional circumstances in which you will have to complete the DASH retrospectively following a conversation with the victim; in these circumstances it is advised that the professional has a good understanding of the DASH in order to aid the conversation and ensure enough information is gathered.

Before completing the DASH:

- Ensure immediate safety issues are addressed and the victim is in a safe environment.
- Establish how much time the victim has to talk to you and that it is safe for them to talk with you now.
- Take note of their contact details.
- Establish the whereabouts of the perpetrators and any children/dependants.

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<sup>13</sup> Richards, L (2009) Domestic Abuse, Stalking and Harassment and Honour Based Violence Risk Identification, Assessment and Management Tool (DASH): [www.dashriskchecklist.co.uk](http://www.dashriskchecklist.co.uk)  
DASH practice guidance for all front line staff, [www.dashriskchecklist.co.uk](http://www.dashriskchecklist.co.uk).

- Explain that you are asking these questions to better understand their circumstances and make an assessment of risk.
- Identify early on who the victim is frightened of (partner/ex-partner/family member/colleague/acquaintance/stranger).

### **3.2b S-DASH**

As stalking is considered to be a high risk indicator for serious harm to the victim, there are further questions embedded within the DASH to allow professionals to gather more in depth detail about the stalking situation.

The S-DASH is a screening tool that consists of 11 questions (embedded within the DASH) that should be asked in all cases of stalking, and not just those linked to domestic abuse. These questions are important to ask in all stalking incidents as the answers will give you an indication of exactly what is happening, risk and potential evidence collection and case building. This information should then be used to inform the risk management plan.<sup>14</sup>

The questions that should be asked in all stalking cases are:

1. Is the victim very frightened?
2. Is there previous domestic abuse or stalking/harassment history?
3. Has (insert name if known of the stalker) vandalised or destroyed your property?
4. Have they turned up unannounced more than three times a week?
5. Have they followed or loitered near your home or workplace?
6. Have they made threats of a physical or sexual violence nature?
7. Have they harassed or stalked any third party since the harassment began?
8. Have they acted violently towards anyone else during the stalking incident?
9. Have they engaged other people to help with their activities?
10. Have they had problems in the past year with drugs, alcohol or mental health?
11. Have they ever been in trouble with the police or do they have a criminal history?

Locally, additional questions related to stalking have been added alongside the S-DASH; these can be seen in the local 2017 DASH form in appendix 1. These questions are particularly helpful in understanding risk to stalking victims where domestic abuse is not a feature. These questions have been added to allow MASH processes to triage stalking cases via the SASH<sup>15</sup> Tool to decide which cases require further in depth risk assessment and referral into Multi-Agency processes for the management of risk.

### **3.2c Police Risk Assessment**

The police will also risk assess using the questions detailed in the DASH risk assessment and S-DASH + additional stalking questions. The DASH questions are

<sup>14</sup> S-DASH: <http://www.dashriskchecklist.co.uk/stalking/>

<sup>15</sup> Screening Assessment for Stalking and Harassment (SASH) 2010:

<https://www.stalkingriskprofile.com/stalking-risk-profile/stalking-assessment-screen> (Tool will be used to support triage for stalking clinic within the MASH. For details on wider use within your organisation, please access the website.

however included in the Vulnerability Identification Screening Tool (VIST); this tool ensures that attending officers can access all relevant assessments and referrals on their handheld device for domestic abuse, stalking, harassment, honour based violence, child protection and adult safeguarding. Whilst officers use the VIST, their assessment of risk will be the same as any other agency completing the DASH and S-DASH + additional stalking questions.

### **3.2d Outcome of the DASH**

Following the completion of the DASH and S-DASH, a victim may be assessed at:

**Standard Risk:** Current evidence does not indicate likelihood of causing serious harm.

**Medium Risk:** There are identifiable indicators of risk of serious harm. The perpetrator has the potential to cause serious harm but is unlikely to do so unless there is a change in circumstances, for example, failure to take medication, loss of accommodation, relationship breakdown, and drug or alcohol misuse.

**High Risk:** There are identifiable indicators of risk of serious harm. The potential event could happen at any time and the impact would be serious.  
Risk of serious harm (Home Office 2002): 'A risk which is life threatening and/or traumatic, and from which recovery, whether physical or psychological, can be expected to be difficult or impossible'.

High risk can be determined in the following ways:

- **Visible High Risk:** This accounts for the number of ticks on the DASH. If the victim has answered yes to 14 or more questions (or all S-DASH questions), the risk of serious harm is clear.
- **Professional Judgement:** If the outcome of the DASH is less than 14, a professional can refer assess the case as high risk on the grounds of professional judgement where they deem it appropriate. In these circumstances the professional will have identified key high risk factors from the DASH, and may also consider further contextual or circumstantial information not captured within the DASH that raises concerns of serious harm. The victim's perception of risk may also be considered.
- **Potential Escalation:** If the outcome of the DASH is less than 14, but the result of the DASH indicates that the victim is experiencing an escalation in frequency or severity of abuse, the case can be assessed as high risk on the grounds of potential escalation.

If as case has been assessed as high risk, please see section 4 relating to the stalking clinic process, or in cases of stalking in a domestic abuse context, refer to the MARAC Operating protocol and guide at [www.glostakeastand.com](http://www.glostakeastand.com)

### 3.2e Discussing risk with the victim

Informing the victim of their risk level following completion of the DASH can be difficult, and it is important that this is handled sensitively. Letting the victim know that they are at high risk of serious harm may be frightening and overwhelming for them to hear. It is therefore important that you state exactly what your concerns are by using the answers the victim gave to you, and explain what the next steps are i.e. safety planning, referral to services etc.

Equally, telling the victim that they are not currently high risk and that you may need to refer them to a different agency or provide a different service as a result may be disappointing for the victim. This therefore needs to be managed carefully to ensure the victim doesn't feel like their situation is being minimised or so they don't feel embarrassed for reaching out for help. Explain to them that there are high risk factors linked to serious harm and that if they experience any of these in the future that they should contact appropriate services, or emergency services.

### 3.2f Responding to the DASH risk assessment

During the process of risk assessment, you may have identified further immediate safety measures that need to be addressed. This should be completed first before you consider any further actions.

Should the risk assessment determine that the case is **Standard or Medium Risk**, you should consider the following actions (not exhaustive):

- Provide the victim with details for specialist support agencies. Details can be found at [www.glostakeastand.com](http://www.glostakeastand.com);
  - Seek their consent to make a direct referral to these services.
  - Provide support in contacting service if required.
- Advise them about reporting the stalking to the police and support them if necessary to make contact. Make them aware that stalking is a criminal offence and police can take action. Appendix 2 provides advice on evidence collection.
- Seek consent from the victim to discuss their case with other professionals and look to coordinate a joint response and share information.
- Consider any other agencies that may be a source of support e.g. health agencies, drug and alcohol services, mental health services etc. and support the victim in making contact with these services if necessary.
- If you have identified any risks to children or vulnerable adults, make referrals to children's social care and adult social care.
- If appropriate, ensure the victim knows how to contact you.
- Consider any resources within your own agency that can support with the victims safety.
- Advise about safety planning.
- Suggest the victim keeps a stalking incident diary to aid reporting to police in future (see guidance on page 39)
- Monitor the case for any changes in circumstance or escalation.

Should the risk assessment determine that the case is **High Risk**, you should consider all of the above and see section 4 on the stalking clinic process or follow the MARAC protocol and guidance available at [www.glostakeastand.com](http://www.glostakeastand.com)

It is important to note that once a high risk assessment has been conducted, you no longer need the victims consent to share information with other agencies and make onward referrals. Information sharing should be relevant and proportionate.

The key contacts section (3.4) below, provides details on specialist services that you can refer the victim to, or where you can seek advice on how you ought to respond.

### 3.3 Safety Planning advice

The below safety planning advice has been developed by the Gloucestershire Stalking Advocacy Service (GSAS).

#### Safety Planning and Advice about Stalking

**If you're being stalked, you will know far more about your own situation than anyone else. GSAS aims to listen and learn from you, providing as much help as possible. Stalking is a unique crime and every case is different however power and control are central to this behaviour. It's therefore important, when considering safety planning, to reflect that *anything a victim does to regain control over their life may reduce the control a stalker enjoys. This can significantly increase the risk to the victim and should be at the forefront of the minds of everyone involved in a stalking case.***

#### Safety and Security at Home

- Does your property have secure windows and doors? If not speak to GSAS or your landlord about making it more secure. (Keep record of conversation)
- Consider investing in a security/covert camera for your property. (Keep receipts)
- Consider investing in security lights outside your property (Keep receipts)
- If you have missing keys, consider getting your locks changed. (Keep receipts)
- If your stalker is known to you, consider getting locks changed. (Keep receipts)
- Plan escape routes out of your property, if the perpetrator comes in the front door, how do you get out?
- Set up a code word with your friends and family, if they call they know when you're in trouble.
- Keep with you any important and emergency telephone numbers: e.g. Police, family, friends.
- Are there neighbours you can trust? Consider telling them you're being stalked. Provide them with a photo or description of the stalker and any vehicle they may drive. Ask them to look out for anything suspicious and to keep records of times and car registrations etc.
- Keep a small amount of money on you at all times – including change for the bus or phone.
- Get the name and description of any tradespeople coming to your home. Identify anyone before opening the door.

- Make sure your house name/number is clearly visible – especially important in rural areas. If emergency services can't find your house they can't find you!
- Get rid of potential hiding places; trim shrubbery, especially away from doors and windows.
- If the perpetrator gains access to the house, avoid the kitchen or garage where there are likely to be knives or other weapons.
- Avoid locking yourself in small rooms. Always try and get out of the property.
- Consider packing a bag with important things you may need if you have to leave home in a hurry. This may include extra money, clothing, medicines, passports or other important documents and toiletries. Always keep a full tank of petrol in your car. If you have children, you may wish to pack a few toys, books, or other special items belonging to the child.

### Keeping safe at work

- Make sure your employer understands the risks associated with stalking. GSAS can advise on workplace policies/procedures.
- Tell your employer or work colleagues you're being stalked so they can help keep you safe.
- Vexatious complaints are common stalking behaviour - make sure your employer is aware.
- Meetings between a stalker and victim should be avoided at all costs.
- Make sure colleagues know what your stalker looks like.
- Avoid places where you are isolated or alone. Consider the risks of lone-working carefully.
- Keep a phone readily accessible. Make you have coverage, particularly in rural areas. You could drive between work, home and leisure activities to check you're not in a black spot.
- If you are being followed when you are driving make for somewhere with CCTV coverage – e.g. most petrol stations or drive to a police station.
- Consider investing in a dashcam for your car to capture evidence.
- Alter your routine as much as you can. Alter your working hours, walks home, supermarket etc.
- If you have any regular appointments the stalker knows about try to change your appointment time and/or the location.
- Try to choose an alternative route or mode of transport when approaching or leaving work.
- Ask for a parking space that is in plain sight of security or cameras
- Ask that your company email address doesn't directly identify you – use a job title i.e. accounts@ and do not have any presence on company web-site, press releases newsletters etc.
- Have someone screen your calls so the stalker can't call your direct line or ask for you directly
- Consider whether you may be being traced via your phone? Keep your old number for evidence but consider buying a new SIM card or phone.

### Should I tell the person stalking me to leave me alone?

**Remember! Stopping contact with a stalker may lead to an escalation in their behaviour and put a victim at increased risk. This should be considered in any safety plans that are made.**

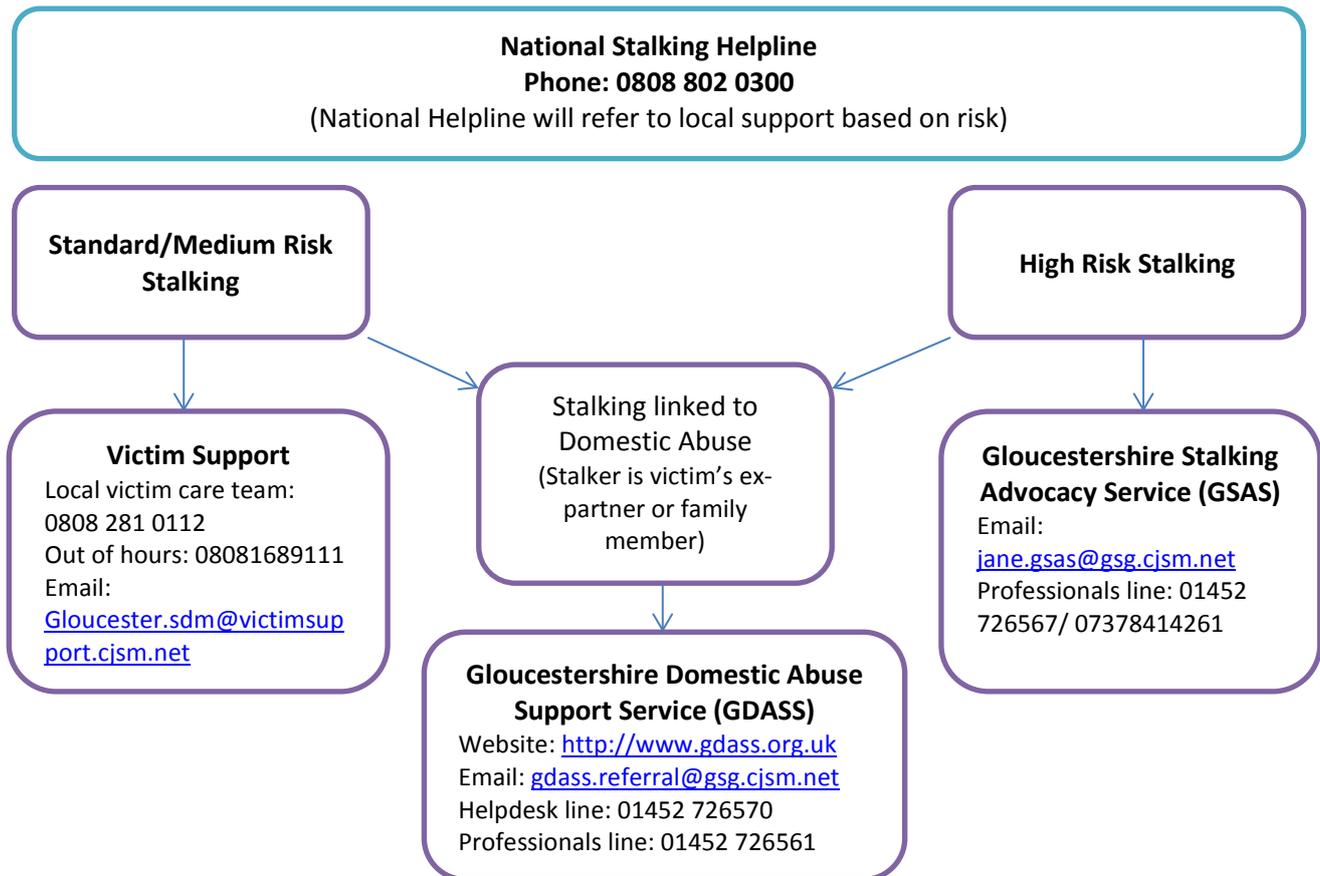
- A stalker needs to understand that their behaviour is **unwanted** and **you want it to stop**. Communicate this clearly, firmly, in a way that is safe for you to do so. **Don't respond further.**
- If a stalker and victim *do continue* to have contact – whether it's via text or email or directly, there's a risk this will be used to argue the suspect *didn't realise* their behaviour was upsetting or unwanted. This is a common defence used by stalkers and can lead to charges being dropped.
- Where contact is necessary for parenting, child contact arrangements can be made through a third party. (GSAS can help with this.)
- Make sure your address does not appear on any Court papers.
- Talk to your children about the need to keep your whereabouts confidential. Especially if they are having contact with the perpetrator.
- Ensure schools have any relevant court orders relating to the children, or a photograph of the perpetrator if they have been told by a court that they are not to have contact.

### Limit the Information Publicly Available about You

- Google yourself, including your name, email address, address and phone numbers to find out what information is available about you online. Remove as much content as possible by deleting accounts, or contacting sites to get the information removed.
- Make sure you limit what you publicly post online by keeping your privacy settings up to date. (GSAS has more information on digital stalking)
- Avoid using your real name and identifiable details on online sites such as 'justgiving', eBay etc.
- Make a list of all organisations and businesses that have access to your personal information. For example, local tradespeople, mechanics. Ask these businesses to not give out any personal information about you.
- Tell trusted contacts you're being stalked and ask them not to give out any details about you.
- To remove yourself from the electoral register, write or email your local council and ask to be taken off the 'open electoral register.'

### 3.4 Referring to support

The below chart details the support options available to victims of stalking in Gloucestershire. The National Stalking Helpline should be the first point of contact for advice and information about stalking. The helpline will also refer cases on to local support.



### 3.5 Supporting Colleagues and Employees<sup>16</sup>

Some professionals may find that they identify a colleague or an employee who is experiencing stalking. Stalking in the workplace may arise in many different contexts, but can include;

- Stalking intruding into the workplace from victimisation outside work
- Clients stalking staff
- Clients stalking other clients
- Staff stalking co-workers

Stalking in the workplace can create additional concerns for the victim, and can adversely affect their ability to perform at work and may result in absenteeism due to stress, anxiety or physical injuries, and in some cases some victims will cease work as a result of the staking there are experiencing.

Identifying that a colleague or an employee is experiencing stalking at an early stage will able you to offer appropriate support and enable to the victim to deal with their situation more effectively.

<sup>16</sup> A guide for employers on dealing with stalking in the workplace: The Home Office and The Suzy Lamplugh Trust.

Employers should look to:

- Raise any concerns with the victim in a private location and use non-threatening/indirect questioning, such as ‘can you tell me about your concerns? Explain the effect this is having on you.
- Believe what the victim is telling you, take their disclosure seriously and remain non-judgmental
- Avoid facilitating meetings between the alleged stalker and victim at all costs as this may put the victim at further risk.
- Be aware that vexatious complaints are common in stalking cases
- Reassure the victim of confidentiality, whilst explaining the circumstances in which this may be broken and information need to be shared with other agencies.
- Provide information about specialist support for the victim
- Conduct a risk assessment and safety plan with the victim, including any practical support the workplace can offer to increase safety e.g. changes to work location, hours worked, ensuring employee is not left alone etc.
- Monitor their wellbeing
- Consider risk to any other employees/colleagues who may be affected by the stalking behavior or come into contact with the stalker.
- Consider risks to victim’s family and friends; do you need to alert another agency of the concerns?
- Consider if the stalker is a member of staff and take disciplinary action where appropriate.
- Encourage victim to report to the police, or facilitate this where appropriate.
- Follow any internal processes/policies and consult with HR where appropriate.

### **3.5a Responding to perpetrators of stalking in the workplace<sup>17</sup>**

This section should be read in conjunction with any organisational policies and in consultation with HR colleagues and teams.

Employers and colleagues may become aware that someone in the workplace is perpetrating stalking; this may be through criminal conviction, disclosure from the victim and disclosure from the perpetrator themselves (may inform colleagues of their behaviour). Responding to perpetrators of stalking in the workplace is important for organisational reputation and to ensure victims feels supported and are made safer from workplace intervention.

In identifying abusive behaviour:

- Be clear that abuse is always unacceptable and that it may constitute criminal behaviour
- Be clear that abusive behaviour is a choice; being aware that in some cases, stalking behaviour may result from mental illness

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<sup>17</sup> Domestic Violence resource manual for employers, 2<sup>nd</sup> edition, Refuge and Respect.

- Be respectful but do not collude
- Be positive, it is possible for perpetrators to change if they recognise that they have a problem and take steps to change their behaviour or seek support for any mental health issues
- Be clear that you might have to speak to other agencies if there are grounds to breach confidentiality
- Be aware that on some level the perpetrator may be unhappy about their behaviour
- Be aware of the likely costs to the perpetrator of continued abuse (arrest/loss of relationship/impact on children/loss of job)

You should be aware that stalking is a criminal offence and can lead to caution, arrest, prosecution and criminal conviction. As such you should consider what impact legal action would have on the workplace especially when it results in restrictive bail conditions, the employee being remanded in custody or if they are given a custodial sentence.

The fact that an employee has been charged with a criminal offence is not in itself sufficient grounds for disciplinary action, including dismissal, unless this is specifically covered by the code of conduct. If a member of staff is perpetrating stalking, you should consider whether there is a connection between the abusive behaviour and their role at work.

#### **The nature of the conduct and the nature of the employee's work**

Where appropriate you may need to take action to minimise the potential for perpetrators to use their position or work resources to find out details about the whereabouts of their victim. This may include a change of duties or withdrawing access to certain computer programmes.

If a perpetrator of stalking is using work resources such as the telephone, fax, e-mail or company car to harass their victim, this could be construed as misuse of the organisation's property and contrary to the organisation's code of conduct.

#### **The extent to which the employee's role involves contact with/poses a risk to other employees and the general public**

You may believe that there is a conflict between the offence and the job the employee is employed to do. In some cases the fact that an employee is a perpetrator of stalking may make certain duties inappropriate and justify redeployment/disciplinary action.

#### **Breaking professional codes of conduct**

There may be circumstances in which an employee may be suspended or struck off by their professional body for being a perpetrator of stalking e.g. a social worker, a doctor etc.

#### **The status of the employee**

You will need to consider whether the actions of the staff member have brought the organisation into disrepute. Such behaviour, whether convicted or not, may be

against the aims and values of the organisation. Some employees represent the public face of an organisation and there may be considerable reputational damage to the organisation if an employee is a perpetrator of domestic abuse.

Consider what the impact of the employee's behaviour is on other employees. Such behaviour may be regarded as gross misconduct.

In order to address the points above, start by assessing if the employee's behaviour has had an impact on the employment relationship. In order to do this you will need to gather information in order to form an opinion and will need to investigate as appropriate.

**When you are considering how to respond to employees perpetrating stalking, it is useful to review what HR policies are already in place and refer to the advice and guidance of HR staff and teams.**

### **3.6 Key contacts and helpful links**

#### **Gloucestershire Police**

To report crime of stalking and seek advice from police stalking SPOC

Emergency phone: 999

Non-emergency phone: 101

#### **National Stalking Helpline**

For advice and support. The helpline will operate a triage service for GSAS and make referrals into this service when required.

Phone: 0808 802 0300

Website: [www.stalkinghelpline.org](http://www.stalkinghelpline.org)

Email: [advice@stalkinghelpline.org](mailto:advice@stalkinghelpline.org)

#### **Victim Support Gloucestershire**

For referral to support for victims of non-domestic abuse related stalking at standard or medium risk.

Email: [Gloucester.sdm@victimsupport.cjism.net](mailto:Gloucester.sdm@victimsupport.cjism.net)

Local victim care team: 0808 281 0112

Out of hours Support line: 08 08 16 89 111

#### **Gloucestershire Stalking Advocacy Service (GSAS)**

For advice and referral to Independent Stalking Advocacy Case Worker (ISAC) for high risk cases not linked to domestic abuse

Email: [isac@splitz.org](mailto:isac@splitz.org) / Secure: [jane.gsas@gsg.cjism.net](mailto:jane.gsas@gsg.cjism.net)

Professionals line: 01452 726567/ 07378414261

#### **Gloucestershire Domestic Abuse Support Service (GDASS)**

For advice, referral and IDVA service for stalking cases linked to domestic abuse

Website: <http://www.gdass.org.uk>

Email: [support@gdass.org.uk](mailto:support@gdass.org.uk) / Secure: [gdass.referral@gsg.cjism.net](mailto:gdass.referral@gsg.cjism.net)

Helpdesk line: 01452 726570  
Professionals line: 01452 726561

### **Paladin**

National Stalking Advocacy Service  
For advice and referral.  
Phone line: 020 3866 4107  
Email: [info@paladinservice.co.uk](mailto:info@paladinservice.co.uk)  
Website: <http://paladinservice.co.uk/>

### **The Suzy Lamplugh Trust**

Advice and information  
Website: <https://www.suzylamplugh.org/>

### **The Digital Trust**

Advice and information about cyber-stalking  
Website: [www.digital-trust.org](http://www.digital-trust.org)

### **Network for Surviving Stalking**

Advice and information  
Website: <https://www.scaredofsomeone.org/>

**Further details on support available in Gloucestershire, and guidance documents to support agency response can be found at [www.glostakeastand.com](http://www.glostakeastand.com)**

## **4. The Gloucestershire Stalking Clinic**

The overall aim of the Gloucestershire Stalking Clinic is to reduce harm caused to victims by assessing and identifying risks and considering offender management. It is a multi-agency panel that meets monthly to review high risk stalking cases and provide a forum for information sharing, referral, consultation, case formulation, sign posting and risk assessment of stalking cases. It will provide advice and guidance to those professionals managing or investigating the stalking case.

The stalking clinic will consist of a panel of professionals from Police, National Probation Service (NPS), Local Probation (CRC), Crown Prosecution Service (CPS), 2Gether Trust Forensic psychiatrist and clinical psychologist and the county Independent Stalking Advocacy Caseworker (ISAC).

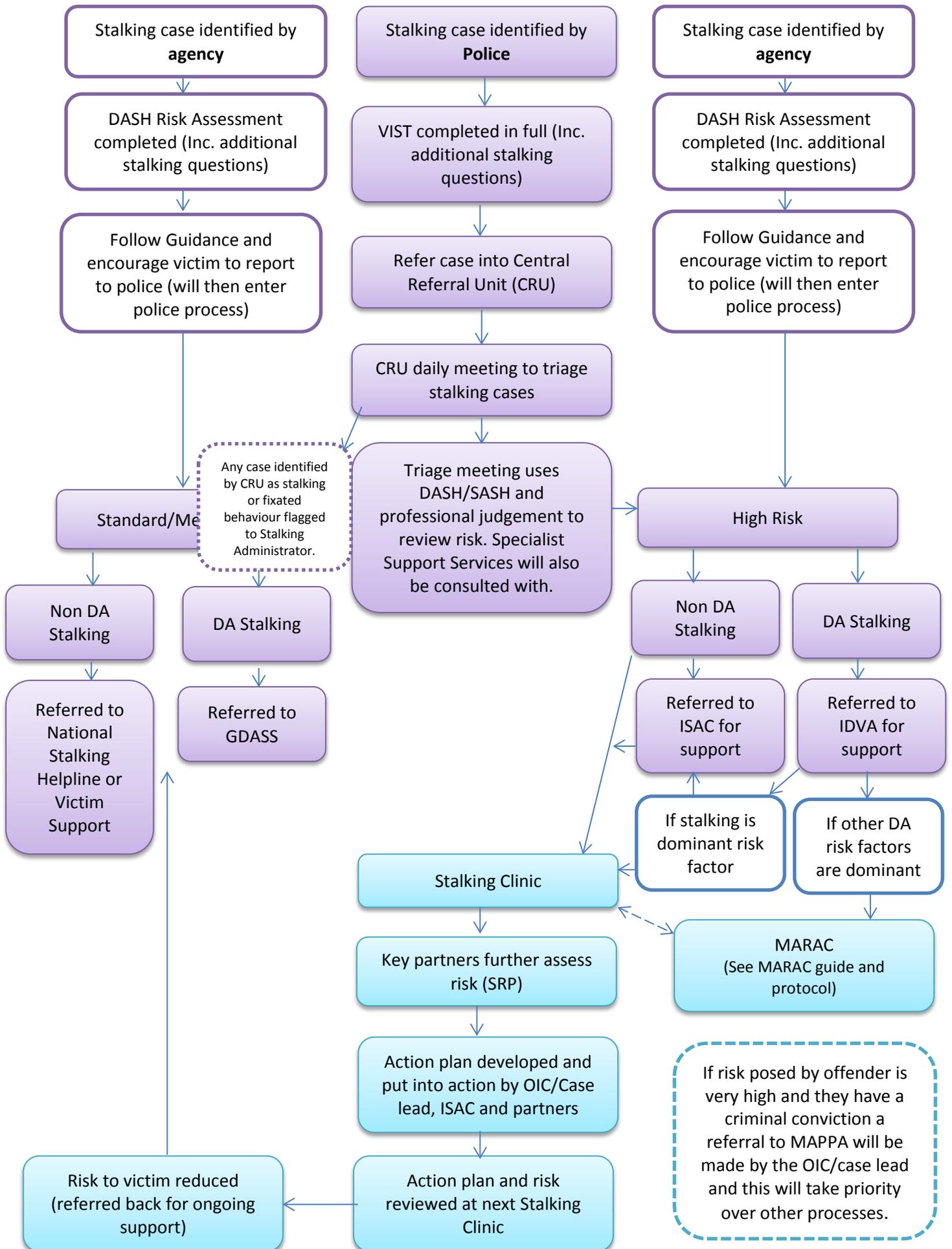
The stalking clinic panel will further risk assess high risk cases of stalking utilising the Stalking Risk Profile typology; this will aim to provide a response to victim safety and offender management through better understanding the type of stalker. The aim of the clinic is to provide a meaningful victim focused service, whilst also aiming to refer perpetrators, where possible, into mental health treatment or more robust offender management.

#### **4.1 Stalking Clinic Process Map**

The below chart provides an overview of the process for stalking cases in Gloucestershire.

This process does not take away the responsibility of the officer in the case, or case lead, but instead provides them with specialist advice and guidance on how to continue with their investigation or response to stalking effectively.

**This process outlines how an OIC/Case Lead can receive advice and support in their investigation/response to a stalking case**



**Stalking identified by the police:** Police will complete the VIST (DASH and S-DASH questions + Additional stalking questions) which will then be transferred in to the Central Referral Unit. During the CRU daily meeting, the risk assessed by the attending officer will be reviewed, utilising the SASH tool where necessary. If a case is deemed to be standard or medium risk, the case will continue to be investigated by the officer in the case, and the victim will be referred to either victim support or GDASS.

Cases identified as high risk will be referred to either the stalking clinic (non-DA stalking or stalking as dominant risk factor) or MARAC (DA stalking, or stalking as less dominant risk factor). These processes will support the officer in the case in their investigation and management of risk.

The victim will also be referred to the ISAC (non-DA) or IDVA (DA) for specialist support.

**Stalking cases identified by other agencies:** Professionals will complete a DASH including S-DASH and additional stalking questions and follow this guidance document to ensure the victim receives appropriate information, safety planning and onward referral. If the case is deemed to be standard or medium risk, professionals should refer the victim to support via the National Stalking Helpline. Professionals should monitor risk for any changes and if this escalates, follow the process for high risk cases.

The National Stalking helpline will offer a triage process to review risk and ensure the victim is able to access the correct local support.

If the professional identifies a case as high risk, the case should be referred to either the stalking clinic (non-DA stalking or stalking as dominant risk factor) or MARAC (DA stalking, or stalking as less dominant risk factor). If you are unsure, you can refer to the stalking clinic and this process will ensure the case is heard in the correct forum. The victim should also be referred to the ISAC (non-DA) or IDVA (DA) for specialist support.

**Note:** Both the National Stalking Helpline and Victim Support will refer cases to the ISAC where formal casework is required.

#### **4.2 Referring into Stalking Clinic**

Once you have identified a stalking case as high risk, you can make a referral into the stalking clinic. Consent from the victim should be sought where possible, but due to the high risk nature of the case, you can share information without their consent.

Appendix 3 provides detail on legislation that allows the sharing of information without consent in high risk cases.

Referrals to the stalking clinic are made by completing the DASH form (Appendix 1) **in full** and sending it to:

**Stalking Clinic Administrator:**

Email: [StalkingClinic@gloucestershire.pnn.police.uk](mailto:StalkingClinic@gloucestershire.pnn.police.uk)

Whilst making a referral to the stalking clinic, you should also make a referral to the Gloucestershire Stalking Advocacy Service (GSAS) to ensure the victim is provided with specialist support from an ISAC.

### **Gloucestershire Stalking Advocacy Service (GSAS)**

Email: [jsac@splitz.org](mailto:jsac@splitz.org) / secure: [jane.gsas@gsg.cism.net](mailto:jane.gsas@gsg.cism.net)

Professionals line: 01452 726567/ 07378414261

#### **4.3 Role of Independent Stalking Advocacy Case worker (ISAC)**

The ISAC is a specially trained role to provide support to high risk victims of stalking. The role aims to not only support victims, but to also work with other agencies, such as police, probation and CPS, to ensure a coordinated response to the stalking is taken.

The ISAC role aims to:

- Provide advice to victims to stalking and specialist advocacy to high risk victims
- Raise awareness of the dangers and risks associated with stalking
- Provide advice and raise awareness with professionals
- Campaign on behalf of victim

The ISAC role is essential to the stalking clinic process. They ensure the voice of the victim is represented in any risk management plans and provides specialist support aimed at reducing the risk to the victim.

#### **4.4 Links to other processes**

The Stalking clinic will link closely with both the MARAC and MAPPA processes.

Due to the nature of stalking, some high risk cases will be linked to domestic abuse. As such, a decision will be taken during the CRU daily meeting, and through ongoing conversation between the ISAC and IDVA, as to whether a case should be referred to the MARAC or the stalking clinic. The general principle will be that if the stalking is the dominant risk factor, it will be referred to the stalking clinic, if the stalking features as part of wider high risk concerns of DA, then it will be referred into the MARAC process.

Details on the MARAC process can be found at [www.glostakeastand.com](http://www.glostakeastand.com)

Given the high risk nature of stalking, there will be some cases where the risks from the perpetrator are deemed to be so high that the case is better managed by MAPPA. In these instances, the perpetrator will have had a criminal conviction for other serious offences that increase the risk to the victim and the public. These cases will be identified via the CRU daily meeting, and the officer in the case or case lead will make the referral into MAPPA. In these cases, the victim can still be supported by the ISAC.

Details on the MAPPA process can be found at [www.gov.uk](http://www.gov.uk)

Where necessary, the stalking clinic will also link into any child protection processes and adult safeguarding processes to ensure effective information sharing and case management.

#### **4.5 Assessment at Stalking Clinic**

The stalking clinic process will utilise the Stalking Risk Profile (SRP) as a method of enhanced risk assessment to inform the development of a risk management plan and provide advice to investigating officers and case leads on how best they can respond to the stalking case.

The SRP is a structured professional judgement risk assessment that will be used by trained professionals. Mental health professionals, namely a Clinical Psychologist, will be key in making these assessments at the clinic. In order to make an accurate assessment, the following will need to be considered:

- Previous history of violent incidents including PNC
- Previous history of other antisocial behaviour
- History of problems with relationships (intimate and non-intimate)
- History of problems with employment
- History of problems with substance misuse
- History of problems with major mental disorder (psychotic, mood disorder, cognitive functioning developmental disorder etc)
- History of problems with personality disorder
- History of problems with traumatic experiences
- History of problems with violent attitudes
- History of problems with treatment or supervision response
- Recent problems (last 6 months) with insight into mental disorder, risk and need for treatment
- Recent problems with violent ideation
- Recent problems with symptoms of major mental disorder
- Recent problems with instability
- Recent problems with treatment or supervision
- Future anticipated problems with professional services and plans
- Future problems with living situation
- Future problems with personal support
- Future problems with treatment or supervision
- Future problems with stress or coping

It is also important to consider protective elements and therefore knowledge about the following is also important: Intelligence, attachments in childhood, empathy, coping, self-control, motivational items, work, leisure activities, financial management, motivation for treatment, attitudes towards authority, life goals, medication, social network, intimate relationships, professional care, living circumstances and external control.

The Stalking Clinic will therefore open up opportunities for mental health intervention, where appropriate, to tackle the perpetrators behaviour alongside criminal intervention.

#### **4.6 Governance and performance management**

The stalking clinic will be monitored via a Stalking working group. This group was developed to set up the stalking clinic, and consists of all key partner agencies involved in the process.

For more information on the performance measures to monitor the clinic, or to raise any concerns or queries about the process, please contact:

[Sophie.Jarrett@gloucestershire.pnn.police.uk](mailto:Sophie.Jarrett@gloucestershire.pnn.police.uk) (County DASV Strategic Coordinator)

#### **4.7 Key contacts for the clinic**

##### **County Domestic Abuse and Sexual Violence Strategic Coordinator**

Email: [Sophie.Jarrett@gloucestershire.pnn.police.uk](mailto:Sophie.Jarrett@gloucestershire.pnn.police.uk)

Tel: 01452 753295

##### **Gloucestershire Police Stalking SPOC**

Email: [Richard.Ocone2@gloucestershire.pnn.police.uk](mailto:Richard.Ocone2@gloucestershire.pnn.police.uk)

##### **Gloucestershire Stalking Advocacy Service (GSAS)**

Email: [jsac@splitz.org](mailto:jsac@splitz.org) / Secure: [jane.gsas@gsg.cjism.net](mailto:jane.gsas@gsg.cjism.net)

Professionals line: 01452 726567/ 07378414261

**Gloucestershire**  
 Domestic Abuse, Stalking, Harassment and Honour Based  
 Violence  
**DASH 2018**  
 (Based on 2009 original)  
 Risk Assessment Form

Level of Risk **SELECT** \_\_\_\_\_

Name of Person Completing:	
Date of completing:	
Date of incident:	
Police incident No. (if not known please state):	
OIC (if not known please state):	

Victim Details						
Surname			Forename			
DOB						
Address						
Own Occ. <input type="checkbox"/> / Private rent <input type="checkbox"/> /Housing Assoc. <input type="checkbox"/>						
Postcode		Male/Female		SELECT		
Contact No						
Ethnic Self Classification 16+1 code						
Officer perceived ethnicity 6+1 code						
Children						
<b>(PLEASE MAKE SURE THAT THESE BOXES ARE MARKED YES/NO – INFO SENT TO SOCIAL CARE AND FORMS PART OF ANY RISK ASSESSMENT FOR THEM IF CONFIRMED TO BE PRESENT)</b>						
	Name	DOB	School	GP	Present During Incident?	Resident at Address?
1					Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
2					Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
3					Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
4					Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>

### Perpetrator Details

Surname	Forenames		
DOB			
Address			
Postcode	Male/Female	SELECT	
Contact No			
Ethnic Self Classification	16+1 code		
Officer perceived ethnicity	( 6+1 code)		
Is Perpetrator Parent To Child(ren) above			
Relationship	Spouse <input type="checkbox"/>	Ex-spouse <input type="checkbox"/>	Partner <input type="checkbox"/>
	Other <input type="checkbox"/>	Specify: .....	

### Vulnerable Adults Present

Do Not Include 'The Victim' of the Domestic Abuse unless they meet the definition\* below

Any professional who becomes aware of a vulnerable adult who is being abused should make an Alert to the **Adult Helpdesk** of Gloucestershire County Council on **01452 426868** in office hours. Out-of-hours service is provided by the Emergency Duty Team. The Alert will be made within 24 hours.

Full Name	Date of Birth	<i>*Nature of vulnerability (A vulnerable adult is 18 or over and is, or may be, in need of community services due to age, illness or mental or physical disability AND who is, or may be, unable to take care of himself/herself or protect himself/herself from significant harm or exploitation).</i>
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### CURRENT SITUATION

The context and detail of what is happening is very important.

**The questions highlighted in blue bold are high risk factors.**

**Tick the relevant box and add comments wherever possible to expand and add context.**

1	Has the current incident resulted in injury? <i>(please state what and whether this is the first injury)</i>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
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2	<b>Are you very frightened?</b> Comment:	YES <input type="checkbox"/>	NO <input type="checkbox"/>
---	---	---------------------------------	--------------------------------

What are you afraid of? Is it further injury or violence?  
*(Please give an indication of what you think(name of abuser(s)).... might do and to whom)*

**Kill:** You  Children  Other

3	<b>Further injury and violence:</b> You <input type="checkbox"/> Children <input type="checkbox"/> Other <input type="checkbox"/>
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**Other (please clarify):**

You  Children  Other



<b>ADDITIONAL STALKING QUESTIONS</b>	18	<ul style="list-style-type: none"> <li>Has (...) tried to be near you? Such as approach you, come to your home, come to your work.</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
		<ul style="list-style-type: none"> <li>Has (...) entered your house without your permission?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
		<ul style="list-style-type: none"> <li>Has the stalking become worse in recent days/weeks?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
		<ul style="list-style-type: none"> <li>Has (...) reached a point where they are expressing they have nothing to lose? For example 'I have no other way out', 'If I can't have you no one can' etc</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
		<ul style="list-style-type: none"> <li>Are there any situations where you can't avoid having contact with (...)? Such as work, live close by, child contact.</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
		<ul style="list-style-type: none"> <li>Has (...) previously stalked you or someone else?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
		<ul style="list-style-type: none"> <li>Has (...) experienced any significant changes in their life that might cause them stress/upset? For example, loss of loved one/job/relationship</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>

### Children/Dependants

*(if no children/dependants, please go to the next section)*

9	<p><b>Are you currently pregnant or have you recently had a baby in the past 18 months?</b></p>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	<p><b>Is anyone in the household pregnant? Yes or No</b> If YES please identify who is pregnant and what their expected birth date is?</p>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
10	<p>Are there any children, step-children that aren't in the household? Or are there other dependants in the household (i.e. older relative/vulnerable adult)?</p>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
11	<p><b>Has (.....) ever hurt the children/dependants?</b> Comment:</p>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
12	<p><b>Has (.....) ever threatened to hurt or kill the children/dependants?</b> Comment:</p>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<b>Domestic Violence History</b>			
13	<p><b>Is the abuse happening more often?</b></p>	YES <input type="checkbox"/>	NO <input type="checkbox"/>

<sup>18</sup> Additional questions added to support CRU in utilising SASH tool when required.

14	<b>Is the abuse getting worse?</b>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
15	<b>Does (.....) try to control anything you do and/or are they excessively jealous?</b> <i>(In terms of relationships, who you see, being 'policed at home', telling you what to wear for example. Consider honour based violence and stalking and specify the behaviour)</i>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
16	<b>Has (.....) ever used weapons or objects to hurt you?</b>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
17	<b>Has (.....) ever threatened to kill you or someone else and you believed them?</b>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
18	<b>Has (.....) ever attempted to strangle/choke/suffocate/drown you?</b> <i>(Consider when was the last time this happened, how frequently etc)</i>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
19	<b>Does (....) do or say things of a sexual nature that makes you feel bad or that physically hurt you or someone else?</b> <i>(Please specify who and what)</i>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
20	<b>Is there any other person that has threatened you or that you are afraid of?</b> <i>(If yes, consider extended family if <b>honour based violence</b>. Please specify who)</i>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
		<b>Expand Below</b>	<b>To Q21</b>
<b>If Yes to 20</b>	<ul style="list-style-type: none"> <li>• Truancy – if U18 is victim truancy?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<b>ENHANCED DASH</b>	<ul style="list-style-type: none"> <li>• Self-harm – is there evidence of self harm?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	<ul style="list-style-type: none"> <li>• House arrest and being 'policed at home' – is the victim being kept at home or their behaviour/activity being policed?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	<ul style="list-style-type: none"> <li>• Fear of being forced into an engagement/marriage – is the victim worried that they will be forced to marry against their will?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	<ul style="list-style-type: none"> <li>• Pressure to go abroad – is the victim fearful of being taken abroad?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	<ul style="list-style-type: none"> <li>• Isolation – is the victim very isolated?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	<ul style="list-style-type: none"> <li>• A pre-marital relationship – is the victim believed to be in a relationship that is not approved of?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>

	<ul style="list-style-type: none"> <li>Attempts to separate or divorce (child contact issues) – is the victim attempting to leave the relationship?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	<ul style="list-style-type: none"> <li>Threats that they will never see the children again – are there threats that the child(ren) will be taken away?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	<ul style="list-style-type: none"> <li>Threats to hurt/kill – are there threats to hurt or kill the victim?</li> </ul>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<b>Additional Information:</b>			
	Do you know if (.....) has hurt anyone else? <i>(children/siblings/elderly relative/stranger, for example. Consider HBV. Please specify who and what)</i>		
21	Children <input type="checkbox"/> Another family member <input type="checkbox"/> Someone from a previous relationship <input type="checkbox"/> Other <i>(please specify)</i> <input type="checkbox"/>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
22	<b>Has (.....) ever mistreated an animal or the family pet?</b>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<b>Abuser(s)</b>			
23	Are there any financial issues? For example, are you dependent on (.....) for money/have they recently lost their job/other financial issues?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
24	<b>Has (.....) had problems in the past year with drugs (prescription or other), alcohol or mental health leading to problems in leading a normal life?</b> <i>(Please specify what)</i> Drugs <input type="checkbox"/> Alcohol <input type="checkbox"/> Mental Health <input type="checkbox"/>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
25	<b>Has (.....) ever threatened or attempted suicide?</b>	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	Has (.....) ever breached bail/an injunction and/or any agreement for when they can see you and/or the children? <i>(Please specify what)</i>		
26	Bail conditions <input type="checkbox"/> Non Molestation <input type="checkbox"/> Occupation Order <input type="checkbox"/> Child Contact arrangements <input type="checkbox"/> Forced Marriage Protection Order <input type="checkbox"/> Other <input type="checkbox"/>	YES <input type="checkbox"/>	NO <input type="checkbox"/>

27	Do you know if (.....) has ever been in trouble with the police or has a criminal history? (If yes, please specify)	YES <input type="checkbox"/>	NO <input type="checkbox"/>
	DA <input type="checkbox"/> Sexual violence <input type="checkbox"/> Other violence <input type="checkbox"/> Other (please specify)		
28	Has the victim or perpetrator access to lawfully held and licensed weapons.	YES <input type="checkbox"/>	NO <input type="checkbox"/>

**If Yes to 28**      • **Please provide full details – Weapons, Ammunition, Certificate Number etc.**

**Other relevant information** (from victim or professional) **which may alter risk levels.**

**Describe:** (consider for example victim's vulnerability - disability, mental health, alcohol/substance misuse and/or the abuser's occupation/interests-does this give unique access to weapons i.e. ex-military, police, pest control) or is there serial offending?

**Victim Safety**

<p><b>Does the victim want contact from Gloucestershire Domestic Abuse Support Service?</b> GDASS offer a free and confidential service to victims of domestic abuse 01452 726570. <a href="http://www.gdass.org.uk">www.gdass.org.uk</a></p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
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**If yes, please advise the victim that the information they have provided on this form will be shared with GDASS**

**For victims of stalking, please refer them to the National Stalking Helpline 0808 802 0300.** They will offer advice, support and triage to local services. More details on local support can be found at [www.glostakeastand.com](http://www.glostakeastand.com)

**FOR INFORMATION**

**National Domestic Violence Helpline is available 24 hours a day, 7 days a week for victims of domestic abuse**  
**0808 2000 247 (24 hours)**  
[www.womensaid.org.uk](http://www.womensaid.org.uk)

**DASH Risk Assessment**

For **STANDARD/MEDIUM risk DASH (Domestic Abuse)** please refer to GDASS at [gdass.idva@gsg.cjism.net](mailto:gdass.idva@gsg.cjism.net)

For **STANDARD/MEDIUM risk DASH (Stalking)** please refer to National Stalking Helpline 0808 802 0300 or [www.glostakeastand.com](http://www.glostakeastand.com) for local support options.

If the case is assessed as **HIGH risk Domestic Abuse**, please advise the victim that the case may be referred to **MARAC (regardless of consent)**, and explain what the MARAC is.    YES

If the case is assessed as **HIGH risk Stalking**, please advise the victim that the case may be referred to **Stalking Clinic (regardless of consent)**, and explain what the stalking clinic is.    YES

'Multi-Agency Risk Assessment Conferences (MARAC's) and Stalking Clinics are meetings where information about HIGH risk domestic abuse victims (those at risk of murder or serious harm) is shared between local agencies to draw up a coordinated safety plan that helps victims with options to keep them and their children safe'.

For **HIGH risk DASH (Domestic Abuse)** please refer to MARAC at [marac@gloucestershire.pnn.police.uk](mailto:marac@gloucestershire.pnn.police.uk) and complete section below to provide a summary of the case.

For **HIGH risk DASH (Stalking)** please refer to Stalking Clinic at [stalkingclinic@gloucestershire.pnn.police.uk](mailto:stalkingclinic@gloucestershire.pnn.police.uk) and complete section below to provide a summary of the case.

**Risk Management Framework**

This is based on the Offender Assessment System (OASys) developed by the Prison and Probation Services definitions of what constitutes standard, medium, high risk.

**Please use your professional judgement to categorise the risk level.**

As a guide, standard risk cases are usually scored as anything under 7, medium between 7-14 and High risk 14 or above. Scoring is based on the numbered questions, with additional questions enhancing understanding of risk and influencing your professional judgement. **Your professional judgement is the overriding factor however, so this must be at the forefront when categorising risk.**

**Risk To Victim and Family:**

STANDARD <input type="checkbox"/>	MEDIUM <input type="checkbox"/>	HIGH <input type="checkbox"/>
<p>Current evidence does not indicate likelihood of causing <b>serious harm</b>.</p>	<p>There are identifiable indicators of risk of serious harm. The offender has the <b>potential</b> to cause serious harm but is unlikely to do so unless there is a change in circumstances, for example, failure to take medication, loss of accommodation, relationship breakdown, drug or alcohol misuse.</p>	<p>There are identifiable indicators of risk of serious harm. The <b>potential event could happen at any time and the impact would be serious</b>.            Risk of serious harm (Home Office 2002 and OASys 2006):  <i>'A risk which is life threatening and/or traumatic, and from which recovery, whether physical or psychological, can be expected to be difficult or impossible'</i>.</p>

Under what basis has the client met the high risk threshold for MARAC:		
Visible high risk (from DASH): <input type="checkbox"/>	Professional Judgement of high risk: <input type="checkbox"/>	Escalation in severity and/or frequency: <input type="checkbox"/>
Please indicate under which lawful basis you are sharing information (please see MARAC guidance at <a href="http://www.glostakeastand.com">www.glostakeastand.com</a> )		
Child Protection Act 2004: <input type="checkbox"/>	Pt.3 Schedule 8 Data Protection Act 2018 (Safeguarding): <input type="checkbox"/>	Common Law: <input type="checkbox"/>
S.115 Crime & Disorder Act 1998: <input type="checkbox"/>	Human Right Act 2004: <input type="checkbox"/>	The Care Act 2004: <input type="checkbox"/>
Data Protection Act 2018: Article 6: Article 9:		
Please ensure the information you share is relevant, adequate and necessary to achieve the purpose (Safeguarding), proportionate and will not significantly increase the risk to client/family.		

**COMPULSORY SECTION. Please provide a Summary of the case for the MARAC/Stalking Clinic Referral and any other relevant information. If you are referring based on your professional judgement of high risk, please provide details on why you believe the case is high risk:**

**Appendix 2: Advice on evidence collection**

**Helping To Get Justice for Stalking Victims**

*It is possible* for stalkers to be arrested, kept in jail before a trial and if they're found guilty, be given a prison term of up to 5 years (the maximum sentence for stalking will soon to be 10.) They can also be 'managed or monitored' after their release – for a maximum of 5 years; ordered to stay away from their victim and put on a compulsory treatment programme. HOWEVER up until now it has been *very rare* that these measures happen in a stalking case. In the past, many stalkers 'got away with it' – they were often given warnings and in many cases prison sentences were so short the system was unable to do anything to rehabilitate or monitor them in a meaningful way.

In July 2017 the government's Criminal Justice Inspectors recommended moves to tackle the crime of stalking more effectively. GSAS is playing a role in this in Gloucestershire. We want to help stalking victims get access to justice.

**What evidence is needed for a stalking prosecution?**

In order to deal with stalking effectively, the criminal justice system needs to *prove*:

- A)** The suspect has **done at least 2 things** as part of the stalking.
- B)** At least **2 things the suspect has done have caused** one or more of the following:
  - The victim to be frightened, distressed and upset.
  - The victim to be scared the suspect is going to become violent with them.
  - The victim to have to change their day to day lives to feel safer etc.

**Gathering Evidence**

Being aware of what might be used as evidence in a stalking case means you can take steps **now** that will mean more options and choices **in the future** – even if you don't want to proceed with a police complaint at the moment. The more evidence you can gather, the better. The following is potentially useful evidence:

- A) To prove the suspect has done at least 2 things:
  - Emails
  - Text Messages
  - Answerphone messages
  - Social media posts

- Letters
- Presents/parcels
- A detailed diary of incidents with times/places/witnesses/car registrations etc.
- Mobile phone footage (but only film if safe to do so)
- Dashboard cam footage
- CCTV outside home/work/other locations
- Statements from neighbours, work colleagues – anyone who witnessed suspect's behaviour

B) To prove the **impact** the suspect's behaviour has had on you:

- Medical notes from a GP/counsellor
- Witness statements from HR dept or work about impact on performance/ability to do job.
- Evidence of time taken off work due to stress/anxiety etc.
- Missed/cancelled appointments or social functions due to stress/anxiety
- Receipts for what you've had to buy to upgrade your security
- Witness statements from friends/family who can talk about how stalking has affected you.
- Evidence of you removing yourself from social media or deleting your accounts
- Evidence of you changing your route to work or work situation because of the stalking
- Receipts that show you've had to change your day to day routine/habits because of stalking
- A diary detailing how you feel and how the stalking is affecting you, emotionally, financially, socially etc. (See below for tips on diary keeping in stalking cases)

#### Ongoing contact with a stalker can cause problems in a stalking prosecution:

- If a stalker and victim continue to have contact – whether it's via text or email or directly, there's a risk this will be used to argue the suspect *didn't realise* their behaviour was upsetting or unwanted. This is a common defence. (Make sure you've informed the suspect you don't want them to contact you and don't respond – child contact arrangements can be made through a third party)

#### The Balance between Freedom and Obtaining Evidence

- It can be upsetting to make changes to your life as a result of being stalked – altering your route to work, changing where you socialise/shop/walk etc but remember these changes are *potentially useful evidence* in a stalking case – so try and keep notes of everything.

- It can be exhausting to report everything that happens in a stalking case but don't give up. The more evidence that is logged with the police, the more options you will have.
- You may want to change your number so you stop getting upsetting calls/texts BUT keeping the same phone number means you'll have access to vital evidence if the stalker continues to contact you. Consider buying a cheap second phone and give the number to trusted contacts. Don't delete anything.
- You may want to throw away things the stalker has sent because they're upsetting – keeping them means you have useful evidence in a future prosecution. Find a box, put the evidence in there and keep it safe until you choose to use it. Take photos of anything relevant too.
- Take screengrabs of anything that occurs online as part of the stalking – Facebook posts, messages, emails etc.

#### Tips on Keeping a Diary

- Keep a diary of evidence, one page for each event
- Include date and time
- What happened?
- How it happened, was it planned, by whom?
- Who was there, how do you know them?
- What did you see, did anyone else see this?
- What did you hear, did anyone else hear this?
- What was said and to whom?
- What was said as a reply and by whom?
- Was any damage caused, what and by whom?
- Was anything left behind – if so keep it
- Was anything stolen, what and by whom?
- If there was anyone else there then write down their names and contact details, plus anything else you know about how they might be contacted
- Write down how you felt after the incident – this can help you if/when you write a Victim Personal Statement later.

Find out more about stalking at [www.scaredofsomeone.org](http://www.scaredofsomeone.org)

### Appendix 3: Legislation for information sharing

Information exchanged at the Stalking Clinic follows that of the MARAC where information is shared on the basis of the following (allowing information to be shared when the victim has not consented):

- Crime and Disorder Act 1998: purpose of prevention and detection of crime. Section 115 details which 'relevant authorities' have the power (but not a legal duty) to share information if it is necessary for the purposes of any provision under the Crime and Disorder Act.
- Data Protection Act 2018:
  - Part 3, schedule 8: Safeguarding of children and of individuals at risk. This further empowers organisations to process personal data for safeguarding purposes lawfully, without consent: this would mean sharing information where there is substantial public interest and necessary for the purpose of protecting an individual from neglect or physical, mental or emotional harm; or protecting the physical, mental or emotional well-being of an individual where the individual is either:
    - A child or adult at risk
    - Has care and support needs
    - Is experiencing or at risk of neglect or any type of harm
    - Is unable to protect themselves.
  - This still expects the possibility of obtaining consent, unless it would prejudice the safeguarding purpose.
  - Special Category Data: to lawfully process this data, you must identify a lawful basis under article 6 and a separate condition under Article 9. These do not have to be linked.
    - Under Article 6 MARAC information sharing and processing will most often fall under:
      - Public Interest
      - Vital Interests: This lawful basis for sharing information covers where it is conducted to protect someone's life.
      - Legitimate Interests: This lawful basis for sharing information requests that you consider whether you are pursuing a legitimate interest that the processing of data is necessary for that purpose and the individual's interests don't override the legitimate interests.
    - Under Article 9 MARAC information sharing and processing will most often fall under:
      - Explicit consent from the victim
      - Substantial Public Interest
- Human Rights Act: Articles 2&3: right to life, right to be free from torture or inhuman or degrading treatment.
- The Care Act 2014: Prevention of abuse and Neglect.
- Mental Capacity Act 2005: Person lacks the mental capacity to make the decision regarding consent.
- Common Law: overriding public interest.