



Altogether Better Policing

Assaults on Police Staff or Police Officers: An Eight-Point Plan



What we expect from you...

- 1 **Assaults on police officers and police staff should be investigated with the same care, compassion and commitment as an assault on a member of the public.** On occasion our response to assaults on officers and staff can be rushed or treated as secondary to other offences. All assaults will be treated seriously. If the assault is linked to another crime, proceeding with the assault matter **should not be delayed** if other linked offences are unable to be progressed at that time. It is imperative that any assault charge is progressed expeditiously.
- 2 **The Victim Code applies to all victims and therefore to assaults on police officers and staff.** Complying with the Victim Code means keeping the victim updated, discussing outcome options and taking account of the victim's point of view **before** deciding on an outcome. This is crucial because we know that we don't always get our response right, with assaulted officers and staff reporting dissatisfaction and even resentment.
- 3 **The assaulted officer must never be the OIC for the investigation into their own assault.** This is not appropriate and even taking statements from witnesses may be inappropriate. The integrity of the investigation and the impartiality of the officer could be called into question, which could undermine the case and/or heighten the impact on the victim.
- 4 **Victims recover better and more quickly if they receive the appropriate welfare support.** This also helps to avoid long-term negative consequences. The assaulted person's supervisor should meet with them as soon as practicable. The victim may downplay the impact on them, but supervisors must recognise the potential effects of the incident. Consideration should be given to making appropriate and proportionate referrals such as Trauma Risk Management (TRiM).
- 5 **The supervisor must ensure that the following notification process is followed.** This is to ensure continuity of welfare support. The Police Federation or Unison can also provide valuable additional support to the victim.
 - Any assault on an Officer or staff member in the course of their employment is to be reported to their line manager immediately - if the assault involves injury or trauma the Control Room Inspector is to also be notified.
 - In the case of any injury or trauma, an incident is to be created relating to the assault (and dealt with accordingly) - the incident is to be included on the Executive Log.
 - The Line Manager for the assaulted officer/staff member is to ensure immediate welfare requirements are taken care of.
 - The Duty Silver is to be notified immediately by the FIM in cases of severe injury or trauma or for any hospitalisation. If out of office hours and not severe, the Duty Silver the following morning is to be notified. The Duty Silver will then identify a suitable long term welfare contact.
- 6 **The assaulted officer/member of staff and their supervisor must complete an Accident Report form in Origin within 24 hours.** It will not always be possible for the victim to do this, in which case another person should complete the report.
- 7 **To achieve a successful prosecution, the best evidence must be presented.** You should use Victim Personal Statements and whoever is investigating the assault needs to fully understand the "points to prove" for assaults on police officers or staff. An officer's self-written statements, provided straight after the events, could be made in haste and might not contain all the key facts. As a result, cases sent for prosecution sometimes fail to meet basic evidential needs.
- 8 **The Chief Constables impact statement must be included in all prosecution files.** This is to be submitted to highlight the severity of the incident and for the courts to take into consideration when sentencing.