

Subject: PCC funding for uplift in staffing in the Domestic Abuse Safeguarding Team.

Originator: Director of Policy, Commissioning and Communications

Decision no. 37/2026

Reason for submission: For decision

Submitted to: Colin Sutton - Police and Crime Commissioner (PCC) for Norfolk

Summary:

1. The PCC has already identified violence against women and girls, and more specifically domestic abuse, as one of his three priorities, and this will be reflected in his Police and Crime Plan.
2. The PCC has prioritised domestic abuse due to the level of harm it causes victims and survivors and the demand it places on Norfolk Constabulary; with the aim of reducing demand over the long term to free up police resources.
3. As the PCC has a short term of office, he is looking to act quickly and utilise any opportunities that can be delivered immediately and have a significant impact on tackling and responding to domestic abuse.
4. The PCC and Chief Constable have reviewed the use of the Police Property Fund to take a more strategic approach to investing funding into priority areas for the PCC and Norfolk Constabulary.
5. The outcome is immediate investment in the Domestic Abuse Safeguarding Team, which operates in the Multi-Agency Safeguarding Hub, to increase the number of Domestic Abuse Case Investigators by 50% from 4 to 6 until March 2028.

Recommendation:

To approve the funding for an uplift in the number of Case Investigators from 4 to 6 for the remainder of the PCC's term of office.

Outcome/approval by: Police and Crime Commissioner for Norfolk

The recommendations as outlined above are approved.

Signature: 

Date: 25/08/2026

Detail of the submission

1. Objective:

- 1.1 To increase capacity in the Domestic Abuse Safeguarding Team, to...
- Increase timeliness of secondary safeguarding for medium/high-risk domestic abuse victims.
 - Identify "Right to Know" disclosure opportunities under Claire's Law.
 - Provide safeguarding when offenders are in custody.
 - Assess victim impact before offender release from prison.
 - Support the MARAC process.

2. Background:

- 2.1 During the twelve months ending June 2026, Norfolk Constabulary received over 20,000 reports of domestic incidents. Of these, 10,838 were classified as crimes—an average of 30 crimes reported per day—representing 19% of the total crime demand for the force.
- 2.2 The Domestic Abuse Safeguarding Team (DAST) operates within the Multi-Agency Safeguarding Hub (MASH), offering specialist support to protect victims of domestic abuse. Based at County Hall alongside partner organisations, they collaborate with third-party services, charities, and police officers to find effective safeguarding solutions for those affected by abuse.
- 2.3 The duties of the Domestic Abuse Safeguarding Team include:
- Ensure consistent, high-quality safeguarding for crime victims in Norfolk.
 - Conduct secondary safeguarding for medium/high-risk domestic abuse victims, including phone calls and referrals.
 - Identify "Right to Know" disclosure opportunities under Claire's Law.
 - Provide safeguarding when offenders are in custody.
 - Assess victim impact before offender release from prison.
 - Support the MARAC process.
 - Work with partner agencies to identify risks and protect vulnerable people affected by domestic abuse, including children.

- Provide domestic abuse safeguarding expertise to the constabulary.

- 2.4 Over the past year, DAST reviewed 2,223 high-risk and 10,717 medium-risk cases. One fifth of victims are repeat cases.
- 2.5 A review of the MASH is ongoing and has identified a need for an uplift in resource to meet the increasing demands in the department, most notably in the DAST.
- 2.6 The uplift in staffing within the Domestic Abuse Safeguarding Team will enable a timelier and more consistent service for victims and survivors. Individuals will experience quicker contact following incidents, reduced waiting times for support, and greater continuity in their engagement with safeguarding professionals. The extra resource will assist victims and survivors to feel safer, heard, and better supported throughout their contact with the Constabulary.

3. Areas for consideration:

- 3.1 The PCC is providing a total of £200k funding to Norfolk Constabulary to increase the number of Domestic Abuse Case Investigators from 4 to 6 until 31 March 2028.

4. Other options considered:

- 4.1 None.

5. Strategic aims/objective supported:

- 5.1 This directly supports the stated aim of the PCC to tackle domestic abuse, and this will be one of three priorities set in the forthcoming Police and Crime Plan.

6. Financial and other resource implications:

- 6.1 The funding for the additional posts will be from existing commissioning budgets, transferred to Norfolk Constabulary.
- 6.2 The headroom to make this investment has resulted from the allocation of Police Property Act Funding to existing services provided by a register charity through a PCC grant, thus freeing up resources.
- 6.3 The total funding available will be £100k per annum for 2026/27 and 2027/28; With funding allocated to the Constabulary (Pro-rata) upon recruitment of DA case investigators.

7. Carbon emissions and other environmental implications:

Carbon Emissions

- 7.1 The estimated impact on our carbon emissions that must be reported under current statute from this proposal is:

Emission Categories:	Increase in tCO ₂	Saving in tCO ₂
Scope 1 – Fuel – Building Heating	0	0

Scope 1 – Fuel – Transport	0	0
Scope 2 – Electricity	0	0

Environmental Implications

7.2 No material implications.

8. Other implications and risks:

8.1 None.

Originator checklist (must be completed)	Please state 'Yes' or 'No'
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	Yes
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
Have sustainability and environmental factors been considered (e.g. biodiversity, employee commuting, business travel, waste and recycling, water, air quality, food and catering and estates construction)?	Yes
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	Yes

Is this report a Confidential Decision?

No

If Yes, please state reasons below having referred to the [PCC Decision Making Policy](#)

Approval to submit to the decision-maker (this approval is required only for submissions to the PCC).

Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report, that the recommendations have been reviewed and that this is an appropriate request to be submitted to the PCC.

Signature:



Date: 25/08/2026

Chief Finance Officer (Section 151 Officer)

I certify that:

- a) there are no financial consequences as a result of this decision,
Or
- b) the costs identified in this report can be met from existing revenue or capital budgets,
Or
- c) the costs identified in this report can be financed from reserves,
And
- c) the decision can be taken on the basis of my assurance that Financial Regulations have been complied with.

Signature:



Date: 25/08/2026

Public access to information: Information contained within this submission is subject to the Freedom of Information Act 2000 and wherever possible will be made available on the OPCC website. Submissions should be labelled as 'Not Protectively Marked' unless any of the material is 'restricted' or 'confidential'. Where information contained within the submission is 'restricted' or 'confidential' it should be highlighted, along with the reason why.