Subject: Additional staffing for the Norfolk Integrated Domestic Abuse Service – NIDAS (Leeway Domestic Abuse and Violence Services)

Originator: **Commissioning Officer – Victim Services**

Decision no. **50/2026**

Reason for submission: **For decision**

Submitted to: **Colin Sutton – Police and Crime Commissioner for Norfolk**

Summary:

1. The current contract for the Norfolk Integrated Domestic Abuse Service (NIDAS) comes to an end in March 2028.

2. This Decision Notice details additional funding received to provide additional staffing for the NiDAS service to increase capacity and reduce the waiting list for service, as follows.

    a. Breckland County Council to provide an additional 18.5-hour IDVA in Breckland, from 1 January 2027 to 31 March 2028.

    b. An additional 37-hour Triage Worker, from 1 January 2027 to 31 March 2028.

Recommendation:

It is recommended that the Police and Crime Commissioner approve the additional staff for Leeway Domestic Abuse and Violence Services for the NIDAS service as outlined above, in order to increase capacity and reduce the waiting list for service.

Outcome/approval by: Colin Sutton – Police and Crime Commissioner for Norfolk

The recommendations as outlined above are approved.

Signature:



Date: 16/11/2026

Detail of the submission

1. Objective:

1.1 To enhance service capacity within NiDAS and reduce the waiting list for service by providing the following additional staff.

a. An additional 18.5-hour IDVA in Breckland, from 1 January 2027 to 31 March 2028, funded by Breckland County Council.

b. An additional 37-hour Triage Worker, from 1 January 2027 to 31 March 2028.

2. Background:

2.1 Since January 2022, Leeway Domestic Abuse has been contracted to be the Tier 1 Provider of the NIDAS service, and the current contract ends 31 March 2028.

2.2 NIDAS is a county wide service for victims of domestic abuse assessed as being at medium or high risk of harm, and their children. It provides support in court, recovery programmes, specialist support for groups with protected characteristics and manages the Domestic Abuse Champion Network, which is currently 1000 strong.

2.3 The Office of the Police and Crime Commissioner is lead commissioner for the NiDAS service in partnership which consists of Adult Social Services, Children's Services, Broadland District Council, South Norfolk District Council and Norwich City Council. All partners contribute funding to the NiDAS Service.

2.4 Since the launch in 2022, the NiDAS service continuously grows and develops and the Office of the Police and Crime Commissioner has been successful in Breckland District Council joining the funding partnership, to enhance service capability for victims of domestic abuse.

3. Areas for consideration:

3.1 This contract variation will allow for additional staffing to enhance the NiDAS service from 1 January 27 to the 31 March 28, as follows.

a. An additional 18.5-hour IDVA in Breckland, from 1 January 2027 to 31 March 2028, funded by Breckland County Council.

b. An additional 37-hour Triage Worker, from 1 January 2027 to 31 March 2028.

4. Other options considered:

4.1 Not to award additional staffing, this option was rejected, as NiDAS currently have a waiting list for service, these additional staff will reduce this by adding additional capacity.

5. Strategic aims/objective supported:

5.1 The PCC has a statutory obligation to set out a Police and Crime Plan. Within the current plan 2025-2029 the PCC has pledged under 'Your Priorities – Reducing Harm'

a. I WILL - Support All Victims – whether its women, men or children, to continue our vital support for victims and survivors of domestic abuse

5.2 The primary statutory legislation that drives the support of commissioning services that support victims of domestic abuse and sexual violence across the Local Authority and Police Force areas are:

a. Crime and Disorder Act 1998

b. Domestic Violence, Crime and Victims Act 2004

c. Health and Social Care Act 2012

d. Code of Practice for Victims of Crime in England and Wales

e. Uk Governments Violence Against Women and Girls Strategy (VAWG)

f. Domestic Abuse Act 2021

g. Public Services (Social Value) Act 2012

h. Directive 2012029/EU of the European Parliament minimum standards on the rights, supported and protection of victims of crime.

6. Financial and other resource implications:

6.1 The total cost for this Decision Notice is £87,604, comprising of £34,883 from Breckland District Council and £52,721 from existing NIDAS underspend budgets.

6.2 The NiDAS contract management is undertaken by 7Force Procurement, this additional funding will be under a standard grant agreement and will work alongside the NiDAS contract.

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 have been identified at this time.

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: 16/11/2026

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

d) the decision can be taken on the basis of my assurance that Financial Regulations have been complied with.

Signature:



Date: 16/11/2026

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.