

YAS 7 Point Action Plan for Victims of Crime

- 1) Assaults, hate crimes and all other offences against YAS staff and volunteers will be investigated with the same compassion, diligence, commitment as an assault or hate crime on a member of the public. This sounds obvious, but we wish to avoid a situation where such events are treated as secondary to other offences or victims, or deemed to be 'part of the job'.
- 2) The Victims' Code applies to all victims, including YAS staff and volunteers, who have been subject to assault or hate crime. Complying with the Victims' Code means keeping the victim updated, discussing outcome options, and taking account of the victim's point of view before imposing an outcome. This is crucial because we know how important it is for our staff and volunteers that we treat them properly.
- 3) A DATIX incident report must be completed. Ideally this should be completed by the affected staff member or volunteer, but if this is not possible, another person can complete the report on their behalf.
- 4) YAS will always support staff members who need to provide a statement to the Police in respect of any offence committed against them. YAS staff and volunteers will be given time to provide all necessary statements and information to the police, and YAS will ensure that all evidence required by the Police will be available in a timely manner.
- 5) Victims recover better and more quickly if they receive the right welfare and supervision. This also helps to avoid long-term negative consequences. The affected person's supervisor will meet with them as soon as it is practical to do so. The victim may downplay the impact on them, but supervisors will support the victim in considering the potential effects of the incident.
- 6) The supervisor will ensure that the victim is well informed about the support available to them from the Health and Wellbeing Team, Risk and Assurance Team, Unions, and other sources both within the Trust and externally.
- 7) To achieve a successful prosecution, the best evidence must be presented to police to enable them to investigate your complaint thoroughly. Police may ask for a statement including a Victim Personal Statement as well as other evidential requests. YAS will provide an Organisational Impact Statement, on request from the officer investigating or CPS.