

**London Borough of Newham Community Safety Partnership  
DVHR Panel for Ellie, killed in July 2015**

**LONDON BOROUGH OF NEWHAM  
COMMUNITY SAFETY PARTNERSHIP**

**DOMESTIC HOMICIDE REVIEW**

**'ELLIE' AGED 26 YEARS**

**FOUND MURDERED IN EAST HAM  
IN JULY 2015**

**REVIEW PANEL CHAIR AND AUTHOR  
BILL GRIFFITHS CBE BEM QPM  
10 JULY 2017**

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## **INTRODUCTION**

1. This report of a domestic homicide review examines agency responses and support given to 'Ellie', a resident of East Ham in the London Borough of Newham prior to the point of her death in late July 2015.
2. In addition to agency involvement the review will also examine the past to identify any relevant background or trail of abuse before the homicide, whether support was accessed within the community and whether there were any barriers to accessing support. By taking a holistic approach the review seeks to identify appropriate solutions to make the future safer.
3. One afternoon in late July 2015 police were called to a terraced house in East Ham, London where 'Ellie aged 26 was found deceased with multiple fatal stab wounds. Arrested and subsequently charged with murder is her partner of some 12 months, 'Vasile', then aged 27. In February 2017 at the Central Criminal Court, having been found guilty of murder, he was sentenced to life imprisonment to serve a minimum of 20 years.
4. The review will consider agencies contact/involvement with Ellie from when first registered with a NHS GP in June 2011 and the perpetrator from when first coming to the notice of police in June 2013. They were believed to be together as a couple and living in East Ham from August 2014. Any relevant fact from their earlier life will be included in background information.
5. The key purpose for undertaking DHRs is to enable lessons to be learned from homicides where a person is killed because of domestic violence and abuse. For these lessons to be learned as widely and thoroughly as possible, professionals need to be able to understand fully what happened in each homicide, and most importantly, what needs to change to reduce the risk of such tragedies happening in the future.
6. One of the operating principles for the review has been to be guided by humanity, compassion and empathy, with Ellie's voice at the heart of the process

## **TIMESCALES**

7. The review began with a Panel meeting on 20 October 2016. Two further meetings were held to review and debate draft overview reports, firstly on the facts, then the analysis, conclusions and lessons learned with development of recommendations. Additional drafts were circulated for comment and the fifth and final version was presented to the Domestic and Sexual Violence Partnership Board on 30 May 2017 and the Community Safety Partnership Board on 4 July 2017. The delay of three months in completion is due to the timing of these quarterly Board meetings.

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**CONFIDENTIALITY**

8. The findings of each review are confidential. Information is available only to participating officers/professionals and their line managers.
9. For ease of reference, all terms suitable for acronym will appear once in full and there is also a glossary at the end of the report. The deceased will be referred to herein as 'Ellie', a pseudonym chosen by her cousin. The perpetrator will be referred to as 'Vasile', a random Romanian male name. Code letters will be used to refer to others that feature in the narrative and these are listed in the glossary for reference.
10. The Government Protective Marking Scheme (GPMS) was adopted throughout with a rating of "Official-Sensitive" for shared material. Either secure networks were in place (gsi, pnn) and adopted (cjsm) or papers shared with password protection. A copy of chronologies and IMRs was provided to all Panel members for review and discussion.

**TERMS OF REFERENCE**

11. Following discussion of a draft in the first Panel meeting, Terms of Reference (ToR) were issued on the same day (appendix 1) with a chronology template for completion by agencies reporting contact with Ellie and Vasile. The ToR were subsequently discussed in a meeting with Ellie's mother in November, without further amendment being necessary.

**METHODOLOGY**

12. Under s9 Domestic Violence, Crime and Victims Act 2004, a Domestic Violence Homicide Review (DVHR) was commissioned by Newham Community Safety Partnership and, on 23 August 2016, Bill Griffiths CBE BEM QPM was appointed Independent Chair of the DVHR Panel. Tony Hester supported him throughout in the role of Secretary to the Panel.
13. This review report is an anthology of information and facts from the organisations represented on the Panel, most of which were potential support agencies for both Ellie and Vasile. From the table below it may be noted that four agencies had limited contact with Ellie.

*Table 1 – Agencies and records of relevant contact in the order that it occurred*

<b>Contact period</b>	<b>Agency</b>	<b>Summary of contact</b>
June 11 to March 15	Woodgrange Medical Centre, Newham Clinical Commissioning Group (CCG)	Provided GP services to Ellie from time of initial registration on arrival in the UK

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Sept 11 to Nov 12	Newham College East Ham Campus	In the academic year 2011/12, Ellie enrolled on an E3 English for Customer Services (ESOL) course. Attendance declined but she passed the course. In 2012/13, she commenced a L1 Office Professionals course until abandoned in Nov 12.
April 12 to July 15	Metropolitan Police Service (MPS)	Various contacts with Ellie and Vasile, none as a couple, and nothing relevant to this review until the day of the homicide
August 12 to June 13	Barts Health NHS Trust	Provided Ellie with confidential sexual health services during five visits to the Greenaway Centre

14. It is understood that Vasile entered the UK sometime in 2013 and resided in the London Boroughs of Barking and Dagenham and Newham, while working in Redbridge, but he was not registered with a GP. Contact that he had with the Metropolitan Police is not relevant to this review. He was not known to any other agency.
15. This review was commissioned under Home Office Guidance issued in December 2016. Particular attention was paid to the cross-government definition of domestic violence and abuse and is included in the Terms of Reference (appendix 1).
16. The following policies and initiatives have also been scrutinized and considered:
- HM Government strategy for Ending Violence against Women and Girls 2016-2020
  - Multi-agency Statutory Guidance for the Conduct of Domestic Homicide Reviews published by the Home Office December 2016
  - Domestic Homicide Reviews: Key Findings from analysis of domestic homicide reviews published by Home Office December 2016
  - MPS Domestic Violence Investigation and Supervisors Toolkit issued in July 2013
  - Protecting Adults at risk: London multi-agency policy and procedures to safeguard adults from abuse (Social Care Institute for Excellence (SCIE) Report 39)
  - HMIC (Her Majesty's Inspectorate of Constabulary) Reports: 'Everyone's business: Improving the police response to domestic abuse' 2014 and 'The Metropolitan Police Service's approach to tackling domestic abuse' 2014
  - Newham Council Domestic and Sexual Violence Delivery Plan 2013-2016
  - Newham Council DHR combined action plan V8 (a thematic consolidation of recommendations from five prior Domestic Homicide Reviews)

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**INVOLVEMENT OF FAMILY, FRIENDS, WORK COLLEAGUES, NEIGHBOURS AND WIDER COMMUNITY**

17. With the permission of Prosecuting Counsel and assistance of the police family liaison officer (FLO) and a Romanian translator, the Chair held a meeting with Ellie's mother at a pre-trial hearing in November 2016. She is resident in Romania and this was the first opportunity to meet a family member. The Terms of Reference for the review were explained and comment or suggestions invited. She was perplexed that Ellie did not report the abuse and violence she was suffering to the police. Knowing what she knows now, she realises that Ellie was afraid of Vasile's family and the power of their connections both in London and back in Romania. She was content that this concern would be explored through item 10 of the Terms of Reference:  
To identify how people in the LB of Newham gain access to advice on domestic abuse whether themselves subject of abuse or known to be happening to a friend, relative or work colleague
18. At the trial in February 2017 and following the conclusion of their evidence, several relatives and friends were interviewed about Ellie's life and what was happening in the relationship with Vasile. The police investigation team were also very helpful with provision of material such as social media records and in relation to a domestic violence incident that occurred in Milan. Ellie's mother and a cousin to whom she was particularly close, "like sisters", kindly provided copies of their respective impact statements considered by the trial Judge.
19. After the trial concluded, the Chair conducted a telephone interview with Ellie's close friend CD. A request to meet the Romanian landlord of the multi-occupancy home where Ellie lived with Vasile was declined.
20. A near-final draft of this report was provided via the FLO to Ellie's cousin with the request that she share the content and seek feedback from Ellie's mother who has returned to Romania. Late in May, the Chair met with the cousin and noted her opinion that the draft is factually accurate and has fairly reflected Ellie's 'voice' in the analysis and conclusions. Some additional detail was provided and included in the final version.

**The Perpetrator**

21. There was a pre-trial hearing involving six clinicians with divergent medical and psychological opinion to determine Vasile's fitness to plead in which the Judge ruled that he was fit to be tried. His defence then was of 'diminished responsibility' due to impaired mental health. All the experts reported bizarre and inconsistent behavior and this was also observed when he gave evidence before the Jury in his own defence. From the Prosecution perspective, Consultant Forensic Psychologists concluded that Vasile has a personality disorder with narcissistic traits, whereas Defence experts diagnosed 'on the balance of probabilities' that he suffers from paranoid schizophrenia. The Jury's verdict of 'guilty' to murder shows that the Prosecution position was compelling.

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22. The Governor of the prison establishment where Vasile resides was sent a request for the Chair to visit, for which he consented, and an interview eventually took place in May 2017. Vasile did not show remorse for his slaying of Ellie, rather, he sought to justify the use of a knife because she had produced it first. Similarly, when talking about an assault where he bit her on the cheek, he claimed she had bitten his lip first. Although he knew she was involved in prostitution, he said he was not 'minding' her but was working full time in his sister's partner's club in Redbridge. He was unable to assist with any suggestion or learning for safeguarding agencies that could or would have diverted him from the fatal assault.

### **CONTRIBUTORS TO THE REVIEW**

23. An Individual Management Review (IMR) has been provided by Newham CCG and Barts Health with respect to Ellie. Other than attendance and achievement records for Ellie, no other information is held by Newham College. The MPS position is that, because there was no recorded prior contact with them as a couple and there was nothing of relevance from encounters with them as individuals, the response to the request for an IMR was a letter dealing with the homicide and subsequent investigation.

24. Invaluable insight and advice as a Panel member was provided by the Head of Operations for nia Ending Violence who specialise in support services in the arena of domestic abuse and sexual violence. We were further advised by the Coordinator of 'Open Doors' (unable to attend the Panel due to operational constraints) a NHS funded outreach service for with women involved in prostitution, many of them Romanian, and the Chair was provided with an insightful overview of the particular landscape in Newham.

### **THE REVIEW PANEL MEMBERS**

25. The names of the Panel members, their agency, roles and job titles are set out in appendix 2.

### **AUTHOR OF THE OVERVIEW REPORT**

26. Set out in appendix 3 are the respective background and 'independence statements' for Bill Griffiths as Chair and author and Tony Hester who managed the process and liaison with the CSP and Panel. It will be noted that the Chair/author was a police officer in Newham between 1987 and 1990. Substantial time has elapsed since then and he has not been involved with any officer in Newham in that period.

### **PARALLEL REVIEWS**

27. The Chair set up liaison with the Case Officer to ensure the judicial process was effectively managed, including the disclosure of material during the review. There are no misconduct allegations. The Coroner has determined that the trial outcome is sufficient to negate the requirement for an Inquest hearing.

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**EQUALITY AND DIVERSITY**

28. Consideration has been given to the nine protected characteristics under the Equality Act 2010 in evaluating the various services provided. Both parties are East European, being Romanian by birth and heritage. Ellie is female. Vasile is male and, given the medical evidence and opinion advanced, may be suffering from a mental impairment and therefore an adult at risk.

**DISSEMINATION**

29. The intended recipients of copies of this report, once approved by the Home Office Quality Assurance Panel, are listed at the end of the review after the glossary.

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**BACKGROUND INFORMATION (THE FACTS)**

**Ellie**

30. Ellie was born in Sibiu, Romania in August 1989 and was aged 26 at the time of the murder. Her mother describes her only child as very independent; someone who liked to get things done by her own efforts. That said, she was also very friendly and was happy when helping other people. After leaving school, aged 19, she decided to move to London.
31. Ellie settled in Newham and found work as a barista in a coffee shop. She told her mother that she had started a 3-year language course at Newham College to improve her prospects. There is a record held at Newham College of her enrollment in the academic year 2011/2012 for the 'English for Customer Services' course that she passed. In 2012/2013, she commenced a Level 1 Office Professionals course but did not progress beyond the first term.
32. Ellie found work also in Stratford at the 2012 London Olympics. After the Milan incident in February 2015 (paragraphs 42-46 below), she told her mother she was interested in being a paramedic and intended to return to Romania and commence training in September. Sadly, this aspiration was thwarted by her murder in July.
33. Ellie's close friend AB, also Romanian, met her in 2008 when they shared accommodation in Stratford. The first official record of Ellie in the UK is when she registered with a GP in June 2011 while living at a HMO (home of multiple occupancy) in Romford Road E7. AB continued to share a room with Ellie at that address until she moved to Italy in late 2011.
34. At some stage after that, as disclosed by another Romanian friend, CD who describes the relationship with Ellie as 'like sisters', Ellie also became involved in prostitution and this may be linked to the record of her seeking support between August 2012 and June 2013 from the Greenway Centre that provides free and confidential sexual health services at Newham University Hospital under Barts Health.

**Vasile**

35. Vasile was born in Brasov, Romania in July 1989 and was 27 at the time of the killing of Ellie. He is known to the authorities in Romania for criminal offences including robbery for which he has served at least one prison sentence. It is understood that he entered the UK sometime before July 2013 and stayed with his sister and her partner in Dagenham. They provided him with employment at a club they ran in Redbridge. Vasile was arrested twice during 2014, on suspicion of dishonesty offences but he was released without further action.
36. At some point, he had performed a music video of himself that he posted on YouTube, entitled 'VASILE NO1 – RUGACIUNE' that may support the evidence of narcissism. A translation shows that the song is about "Playing with Fire", a theme that featured on the day of the homicide.

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**Overview of what is known about their relationship together**

37. AB believes that Ellie met Vasile in July 2014 through mutual friends. This is confirmed by her cousin, EF, furthermore, that Vasile 'dumped' his current girlfriend to embark on the relationship. By August, they had already separated and got back together once and this became a pattern in their relationship. They were sharing a first-floor bedroom at a terraced house in East Ham, a multiple occupancy for 10 Romanian nationals with shared bathroom and kitchen facilities.
38. AB, by this time living in Milan, visited London with her brother shortly afterwards and stayed with Ellie while Vasile stayed with another friend, CD. AB soon had cause to challenge Vasile's verbal abuse of Ellie in her presence. His response was to swear at her and leave the house, saying: "I do not talk to whores". The next morning, he returned and acted as if nothing had happened while the four of them travelled to Brighton for the day.
39. On the journey, a song on the radio referred to a relationship breakup and Ellie posed the question to Vasile: "What will you do if I will leave you?". His response was that he would kill her to which she pointed out that he would end up in prison and that would ruin his life. He then said: "If I go to prison I will pretend I am mad; they will put me in hospital and I will get free from there because I have lots of money". This prophetic anecdote was a key piece of evidence from AB in the mental health aspects of the pre-trial hearing and the trial evidence before the Jury.
40. During AB's stay, they also visited a night club in Redbridge that is run by the partner of Vasile's sister and what appeared to be an illegal drugs enterprise that involved Vasile. AB returned to Romania a few days later and was kept informed by Ellie of the repeat cycle in her relationship with Vasile of argument, breakup and reconciliation.
41. Ellie told her mother about the relationship in August 2014, including that she loved Vasile but that they used to argue and fight a lot and he was jealous. Her mother did not meet Vasile and only spoke to him by telephone on 3-4 occasions in the following 12 months.
42. In February 2015, Ellie visited her mother again. On this occasion, she noticed a bite mark on Ellie's face which she explained was caused by Vasile during an argument. This is the only reported incident of domestic abuse inflicted by Vasile but the record remained where it occurred, in Italy.
43. The circumstances are that AB had arranged with Ellie for a visit to Milan because she knew that Ellie wanted to run away from Vasile. Early in February 2015, in the expectation that she was on her way, AB had called Ellie when she was at the airport at ascertain the flight time and was then surprised to learn that Vasile had followed Ellie there and she had changed her mind about the visit.
44. About a week after this, Ellie did fly to Milan, arriving on 12 February. AB noticed that she had very few belongings which indicated she had packed in a hurry. Vasile then arrived,

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unannounced on 14 February as a 'surprise' for Valentine's Day and he intimated to everyone that he had a ring in his pocket.

45. At a disco that evening he cynically presented the ring which was made of plastic saying he had found it on the floor. At this, Ellie was very quiet and clearly upset at the cruel joke. AB then noticed that Ellie was crying and had a bite mark on her cheek. She said that she could not take it anymore and asked to be taken home, whereupon Vasile slapped her face. On return to AB's home, Ellie went to bed but Vasile jumped on her, punching and scratching her face and neck. He said: "Go outside; I will kill you!" and started counting down from 10. At this, AB called the police and Vasile ran off.
46. The Italian police report confirms this account and records that Vasile abused Ellie with the words: "You are a whore. Not only have I come here, this is your thank you" before slapping her face. Vasile was not seen by police and there was no investigation to follow up the assault. The evidence of the bite mark seen by both AB and Ellie's mother is not mentioned in the police report but a scratch and 'other marks' on her cheek is noted. Ellie declined medical assistance.
47. Ellie stayed with her mother in Sibiu until March when she returned to London. Just prior, Ellie put her phone on loudspeaker during a call with Vasile so that her mother could listen. It was an angry argument about money and delivery of a car key to Ellie's cousin, EF. Ellie's mother overheard Vasile threaten Ellie that if she does not return to London he will send his friends to beat her up and they will come to get her (the mother) as well.
48. AB spoke to Ellie while she was with her mother and again when she returned to London and was reconciled with Vasile. Her last contact was in early March when Ellie changed her phone number and was required by Vasile to delete AB from her list of Facebook friends.
49. CD who was also involved in prostitution with Ellie holds the view that Ellie would not leave Vasile because she loved him too much. He knew about her involvement in prostitution, in fact, encouraged it and had recently made a profile for her on an adult website where potential clients choose an escort. Vasile was regularly violent to her by punching, slapping, hair pulling and was verbally abusive, calling her a whore. It is obvious that the perception of Ellie's love for him may in fact have been a coping mechanism driven by the ever-present threat and fear of harm.
50. Vasile was also physically and verbally abusive to CD, blaming her for the troubles in his relationship with Ellie, and he clearly was jealous of the friendship they shared. On one occasion when Ellie and CD were at the coast he contacted them with a story that they had to return to deal with a car problem. On arrival, he drove at them causing damage to Ellie's car, dragged her out of the car, held her in a bear hug and said he would kill her.
51. On a day in June, the two friends were walking together and Vasile drove the car at them, stopping just short. He was laughing and shouted out of the window: "One day I'll kill you both."

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52. A different type of behavior was observed by EF. In her presence, Vasile would behave courteously toward Ellie and, on one occasion when Ellie left him because she needed some 'me time', he wept copiously in EF's presence. When Ellie was visiting her mother, Vasile called on EF and, weeping again, begged for some money for food. She emailed Ellie and agreed to give him £100. This debt was later repaid by Ellie.
53. Although she never witnessed the abuse observed by others, EF recalls a day in April when she noticed that Ellie had a large bruise on her upper arm. When questioned Ellie put it down to the car door accidentally closing on her arm. Looking back, EF realises that this explanation for the bruise might be accurate, but that the injury could easily have been inflicted by Vasile slamming the car door on her.
54. Further evidence of Vasile's abusive and controlling behavior has been discovered by the police investigation into the murder. The following sequence of messages were recovered from the mobile telephone that Ellie used for her involvement in prostitution and hints (in the third message) that Vasile was closely monitoring her. When there is no response, the messages become increasingly threatening. Each message originates from Vasile's phone:
- 10 June 2015 at 18:45  
I don't understand why you are not answering. I've just seen you. I've just gone past you. You drive well. I could feel you were close by. I mean I always feel [close to] you.
- 11 June 16:02  
Ellie ...
- 16:26  
Are you with him already? Of course [you are]. That's why you are not answering. Good on you.
- 16:41  
You f\*\*\*\*\*g stupid idiot. Speak to me. Stop hurting me like this.
- 22:45  
Ellie, call me, Ellie please, don't play games. Understand me. Or do you want me to come in person?
- 22:55  
Fine, Ellie. If you don't phone me, you will regret it for the rest of your life. I swear. You will be sorry for failing to solve this big issue for me. It only takes a few minutes call, so I'm begging you. Well, do as you wish. It's up to you, but you are hurting me badly. You could rescue this situation with a simple call. Think about it.
- 23:21  
Right. I understand. You wish me harm. It is with tears in my eyes that I am writing to you. I can't believe what you are doing to me. Thank you for your support. Let's not forget that you have ruined me and that everything that is going to happen is your own fault. Do you want me dead? Do you want me tormented?
55. Two weeks before the murder, GH, a resident at the same house heard Ellie and Vasile arguing and the next day his wife noticed Ellie with a bruise on her upper right arm.

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56. In about the second week of July, JK the landlord for the house visited and overheard Vasile being controlling and abusive to Ellie when he said: "Bitch, bring me a glass of juice; no I changed my mind, bring me a glass of milk." Most of the residents who were interviewed had overheard loud arguments between the couple at a frequency of twice a week.

**The day of the homicide**

57. At about midday on Wednesday 30 July 2015, LM, a more recent resident at the house awoke to the sounds of Ellie crying in the adjacent bedroom on the first floor. He heard Vasile say "Look what's happened; don't play with fire", a possible reference to the YouTube video [Note: this was not used in evidence at the trial]. LM could hear raised voices continuing, sometimes arguing and crying but also laughing and singing. He then showered and returned to his room and all was quiet. At 14:04 he received a mobile call and he went to the ground floor for a better reception whereupon he witnessed Ellie visiting the basement and returning with a suitcase printed with the Union Jack. He left for work at about 14:20.

58. At 13:34 that day CD missed a call from Ellie and seconds later Ellie called CD's sister who passed her the phone. Ellie was crying and clearly distressed, saying that she was going to leave Vasile and could she bring her luggage to stay with CD as she could not take any more from him. Vasile could be heard in the background saying: "Are you talking to that bitch again?" When CD called back at 14:18, Vasile answered and said that Ellie had taken the car and gone for a drink which CD considered was strange.

59. When she called again at 17:00, Vasile was calm and she gained the impression that they had made up after the argument. To CD, this pattern was typical in the relationship and happened once or twice a week. Vasile then asked CD if she knew the song: 'If you play with fire'.

60. CD remained concerned for Ellie because she would always take her phone with her and she tried again in the evening but there was no answer. In case her number had been recognised, CD asked her sister to call. When Vasile answered, he was breathless and appeared to be running. Such was CD's concern that she and her sister took a taxi to Ellie's home and there she encountered the police cordon.

61. JK had earlier been alerted by a mutual friend about the concerns for Ellie's welfare and they attended at about 20:00 to discover the lifeless body of Ellie. They called emergency services and the police arrived at 20:15, closely followed by paramedics who assessed Ellie was beyond saving.

62. CCTV and telephone evidence show that Vasile had fled the scene at about 14:15, taking Ellie's phone, her Romanian ID document and the knife that was the murder weapon. He admitted later at his trial that he had thrown them off a bridge into a river at Manor Park.

63. Retrieved from the telephone of his sister is a voicemail message from Vasile's phone recorded at 13:44. The transcript includes a clear threat from Vasile: "I'm going to kill you now", followed by the sound of a slap and very evident distress from Ellie. Another voicemail message to the same phone at 14:00 contains the unmistakable sounds of sexual intercourse [corroborated by forensic DNA material] and Ellie under duress from Vasile to wish death upon her mother. It is

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not known whether Vasile intended to leave these messages to be recovered. Either way, it is likely that this was done as prelude to the murder.

64. Within one hour, Vasile had appeared at his sister's home in Dagenham, looking and acting strangely. He had a shower and left.

**The scene of the homicide**

65. A police sergeant seized control of the scene and residents were evacuated. Ellie's body was face up with her head and upper torso loosely covered by a towel in the wardrobe of the room. Her clothes were packed in the suitcase printed with the Union Jack on the bed. A damaged bloodstained iron was also recovered that Vasile later admitted at trial he had used to initiate the assault on Ellie.
66. The pathologist concluded that the cause of Ellie's death was multiple incised wounds to the chest and neck. There was also evidence of blunt trauma to the head and an attempt at manual strangulation. Toxicology showed an absence of drugs and alcohol in Ellie's body.
67. The scene was still being examined when, at 05:25 on 31 July, Vasile tried to breach the cordon and gain entry whereupon he was arrested. At Forest Gate Police Station, he behaved bizarrely to the extent that he was interviewed in his cell. Despite the compelling evidence placed before him Vasile did not provide a coherent account. Toxicology revealed the presence of MDMA and cannabis but, due to the passage of time, it was not possible to conclude when he had consumed the drugs.

**The Trial**

68. Vasile's bizarre behavior continued whilst on remand awaiting trial and his mental health and capacity was assessed by clinical experts. A 'fitness to plead' hearing was held between 30 January and 6 February 2017 and the trial Judge ruled that he is fit to stand trial. This commenced on 7 February with a defence of 'diminished responsibility' due to mental impairment and concluded on 21 February with a conviction for murder. On 22 February, Vasile was sentenced to life imprisonment with a minimum of 20 years to be served.
69. Ellie's mother recorded in an impact statement before the Court that:
- "Being Ellie's mother, my only child who I raised by myself, she was my life. Without her, I feel my life is purposeless and hopeless. It was hard for me when she went to England but she did with the purpose of leading a better life, finishing her studies and having a family of her own. My life is now empty; I have had my happiness robbed away from me, as well as my only moral support"
70. In passing sentence, the trial Judge made these remarks:
- "You killed her because you could not face the fact that she was finally leaving you. The attack that killed her was ferocious and sustained, including with a blunt instrument, an iron, manual strangulation and very many stab and slash wounds. This truly was a slaughter of an innocent, committed in your narcissistic rage that Ellie was leaving you."

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**ANALYSIS**

71. Following the investigation into the homicide of Ellie in July 2015, it has been established that she had been in a relationship with her killer, Vasile, for about 12 months. This was a tempestuous on-off relationship in which she expressed her love for him to family and friends despite his consistently controlling, abusive and violent behavior toward her, that some also witnessed but it remained unreported. Fellow residents at their HMO in East Ham overheard the frequent arguments between them and, on one occasion, noticed bruising on Ellie's arm.
72. The only domestic abuse incident that was reported to the police happened on 14 February 2015 when Ellie acted and fled to Milan. Vasile followed in the guise of romance and then played a cruel joke that upset her whereupon he bit her cheek and subsequently slapped her face and threatened to kill her. A friend called police and, although the assault was recorded, it was not investigated further. There was no obvious reason for the Italian authorities to inform the UK police; Vasile had fled the scene and Ellie departed to visit her mother in Romania.
73. Vasile had cultivated a dangerous and threatening persona, particularly around women, with an apparent connection to organised crime. When Ellie determinedly packed her suitcase to leave on 30 July, Vasile flew into a narcissistic rage.
74. When reviewing the Terms of Reference for the review, Ellie's mother posed the question: "Why didn't Ellie [or, by inference, anyone who knew about the abuse] contact the police?" It also should be contemplated whether any of the agencies that did have contact with Ellie missed opportunities to exercise sufficient professional curiosity about her domestic situation.

**Metropolitan Police**

75. In 2012, when Ellie was living with AB in Romford Road, there are two incidents reported of criminal damage to her car for which a neighbour was charged, and one report of car theft that turned out to be a removal by the Council. She did not feature on any police incident report thereafter until the day of the homicide. She was not known to the police for her involvement in prostitution.
76. Vasile came to notice when living with his sister in Dagenham in July 2013 over confusion about child minding responsibilities. He had been in the UK for one week. There were two arrests in April and August 2014 for dishonesty matters that were not proceeded with. There is no reference to Ellie or her home address in these reports. In September 2014, the MPS received intelligence about Vasile from Romania not relevant to this review.

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**Woodgrange Medical Practice**

77. The service provided by the GP service at Woodgrange Practice is one that is confidential and mainly appointment led. The person is required to give their personal details, which are checked against the registered data held by the medical practice. This information is not shared by other professionals or health providers and are only given on a need to know basis.
78. Ellie was first registered in 2011 and a new patient health check was completed. For the first few months since registering with the GP, she attended a smoking cessation appointment, but cancelled the follow up appointment with no reason recorded. In December 2011, she contacted the GP stating that she had been involved in a car accident. The circumstances are not detailed other than she had not been wearing a seat belt.
79. In March 2013, she was seen by the GP due to a burning sensation when passing urine with blood evidence also in the urine. Ellie disclosed that she had obtained the antibiotics she had been taking from Romania. There is a no detail recorded of how the patient came to be taking antibiotics from Romania, whether she had gone there and how long she was there for.
80. There was no indication given that she may have been experiencing abuse or violence. There was no evidence disclosed to clinicians that she may have been involved in prostitution.

**Barts Health**

81. The service at the Greenway Centre, Newham General Hospital, provides discreet and on occasions anonymous sexual health services. People are not required to give personal details nor is information automatically shared with other health providers such as GPs.
82. Ellie first attended in August 2012 requesting a sexual health screen and was last seen in June 2013. During that time, she gave her occupation as a student and the Romford Road address.
83. A review of the medical record was undertaken with a Consultant in sexual health who confirmed that the way Ellie presented was not unusual and indicative of a slightly chaotic sexually active young woman who was not always reliable in her use of contraception or other sexual health precautions. Ellie attended requesting sexual health screening and contraception on different occasions. On the two later visits, it is noted that Ellie declined a sexual health screen. The reason for this is not recorded but it may be assumed that as she did not have symptoms and had one sexual partner she thought the tests to be unnecessary.
84. Enquiry was made about sexual partners and on her first attendance Ellie told staff she had one regular and one casual partner. On subsequent visits, she reported that she had one long term sexual partner. There was no direct questioning about domestic abuse at the time and there was no indication that she was experiencing abuse or violence. She did not disclose that she was involved in prostitution and there is no record of anyone attending the clinic with her so there should have no impediment to her seeking advice with respect to this.

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85. Barts also fund an outreach service from Homerton Hospital covering the Boroughs of Hackney and Newham, known as 'Open Doors'. The project co-ordinator has confirmed that Ellie was never in contact with Open Doors and was not on the 'radar' of outreach workers. Her involvement in prostitution was, so far as we know, through escort provision, where outreach contact is less likely, rather than on the street.
86. Considering the wider picture, Open Doors has significant evidence that Romanian women have high engagement in prostitution in Newham, furthermore, that there is a strong organised crime connection, including by trafficking and modern slavery activities, within the neighbouring LB Redbridge. There is no suggestion that Ellie was trafficked, however, there is a connection to Redbridge through Vasile's employment there in his sister's partner's nightclub.
87. The women who are known to Open Doors have devised a support system in Newham that means they cluster together in the same community. They present with no substance misuse issues and do not appear to have clinical mental health concerns. They face barriers accessing services because they have limited English language skills, a limitation which also prevents them from finding out about services that are available to them locally, many of which are free. They have little knowledge or understanding of their rights in the UK or how to access them, including the right to access information which is the best way to educate and protect. This in turn affects the women, their communities and their capacity to deal with a crisis effectively.
88. The Romanian community has a shared understanding, that information on individuals and events stays within the community and not shared outside. This limits the capacity to build a support network of their own, or to develop a high level of trust with professionals and services outside of their community. There is also the impact of shame attached to being exposed as involved in prostitution, fear of not being believed, fear of being arrested, fear of being deported, fear of retaliation and negative experiences of authorities
89. It is these influences that ensure Romanian women are less likely to identify or report abuse and sexual violence. Open Doors has a Romanian ISVA (Independent Sexual Violence Advisor) available to support women involved in prostitution from the moment they report right up until they go to court. She works with the victims and police helping victims to navigate their way through the system.
90. An additional problem occurs when their EU migration status means that they have limited recourse to public funds, presenting a major impediment for the women and the services when it comes to an offer of support. This status can also limit their ability to secure officially recognised work that, in turn, impacts on their ability to build relationships with other groups and services, which creates a sense of mistrust. Ultimately, it is felt these women are extremely vulnerable due to poverty, language barriers and limited opportunities for social interaction and contact with support services.

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**LB Newham**

91. Following analysis of the four DHR overview reports published by Newham in 2016, the Borough has produced a consolidated action plan of recommendations, themed in the following areas:
- Sharing learning
  - Publicity campaign
  - Training
  - DV Enquiry
  - Caring responsibilities
  - Case allocation – use of interpreters
  - Health pathways
  - Regional and National recommendations (there are 9)
92. It is good practice to step back from the immediate and look at the connections between incidents and the holistic learning from them when considered together. The greatest resonance with this review is the publicity theme because it appears that how to access DA services and safeguarding in Newham was not understood by Ellie or her friends.
93. The Open Doors Romanian ISVA has reported that the Romanian national agency for health education is prohibited from using public money for printing materials for public distribution, therefore, there are no flyers with information on prevention or education campaigns, including sexual health. Due to public criticism, there is also limited online information in Romanian. This cultural attitude from Romania is unhelpful to communication with women at risk in the UK.
94. This type of challenge in respect of migrant communities other than Romanian, has been flagged up in two prior DHRs (re AA and ZA) and three of the recommendations in the consolidated action plan are worth repeating here to note the potential synergy for addressing the learning in this review within the work already in progress in Newham:
1. LBN and Newham CCG provide publicity and information leaflets for public facing health services on domestic abuse. This should be targeted at immigrant women to ensure they know their rights and that services believe victims of domestic and sexual violence. This will extend to the Open Doors Service at Homerton Hospital.
  2. LBN, Newham CCG and Education provide publicity and information leaflets for public facing health services on domestic abuse. Priority should be given to encouraging family and friends to make third party referrals and that no religion accepts domestic violence.
  3. Newham Community Safety Partnership develop a strategy to engage with immigrant women to ensure that they understand legal rights in the UK and understand the law and reporting processes in the area of domestic and sexual violence

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## **CONCLUSIONS**

95. When viewed through the window that has opened on Ellie's life, there is an observable and predictable pattern of escalating domestic abuse, manifest in controlling, coercive, threatening and violent behaviour, inflicted upon her by Vasile that led to her terrible death at the most vulnerable time for her safety: the point where she had decided, for at least the second time, to physically flee the relationship.
96. Ellie's involvement in prostitution, that text messaging transcripts have indicated was at least partly controlled by Vasile, also increased her vulnerability to risk. It should be noted that, of the women murdered who are involved in prostitution, some 38% die at the hands of their partner/controller<sup>1</sup>.
97. Ellie had no one to turn to, other than female friends who, it appears, were not themselves aware of what they could do to challenge and confront the abusive relationship with Vasile. When asked by the Chair: "Why did Ellie or any of her friends not call the police?", her close friend, CD, put it in this way: "She loved him too much and none of us would go against her express wish not to inform the police." It is a well-documented survival technique for those in abusive relationships to express love and also to implore friends and family not to alert anyone in authority.
98. One outcome from this review is that there is no evidence that anyone responsible for safeguarding could view the window on what can now be understood *post mortem* in Ellie's life or otherwise knew anything about what was going on or missed an opportunity for the robust application of professional curiosity. It follows that there is no identifiable root cause of failure on the part of any individual or agency with safeguarding responsibility.
99. Another is that, from the evidence gathered in this review, all parties that knew anything of the chronic systematic abuse suffered by Ellie at the hands of Vasile in Newham, are Romanian. In addition, there is peripheral evidence that Vasile and, to some extent, his family in the UK, propagated fear of reprisals for talking to the police.
100. Witnesses spoke of a culture of corruption in their home country and a lack of confidence in the Romanian Police. It is also possible that the Open Doors project experience of Romanian women involved in prostitution reveals a home-grown resistance to being communicated with via leafletting or other tried and tested education methods.
101. The central challenge identified from this review, therefore, is to create a system of communication between Romanian communities in London and safeguarding agencies that fosters the reporting of domestic and sexual abuse without fear of reprisal. This should embrace clusters of friends, HMO landlords, further education institutions and third party reporting centres as well as safeguarding agencies.

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<sup>1</sup> Source: Femicide Census

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102. The lack of confidence in the authorities seems inextricably linked to the influence of organised criminal networks (OCN), again strongly associated with Romanian culture. A multi-agency assessment of the Romanian OCN(s) behind prostitution in Newham may identify other avenues to improve the safety of women involved in prostitution.
103. From the two IMRs provided there are specific lessons identified that lead into recommendations at paragraphs 108-110 below.

**Lessons to be learned**

104. When Ellie attended the Woodgrange Practice GP, there were no issues arising about domestic abuse. When she contacted the GP complaining about a burning session and blood in her urine, and informed the GP that she had been taking antibiotics from Romania, an opportunity was presented to explore why she was taking antibiotics and that may have opened a window on her involvement in prostitution.
105. At the time that Ellie attended the Greenway Centre there was no routine enquiry made about domestic abuse. Since then a proforma for assessing the risk of domestic abuse has been introduced into the electronic tool and all staff have access to further information together with the contact details for agencies who can support and advise them through the Trust intranet. However, the consultant who supported the review is not confident that staff always ask their patients if they feel safe at home unless there is some other trigger that prompts them to.

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## **RECOMMENDATIONS**

106. Ellie was brutally deprived of her young life in an attack the trial Judge described as “Truly a slaughter of an innocent” inflicted by Vasile when consumed by a narcissistic rage because she had decided to flee from 12 months of systemic controlling, coercive and violent domestic abuse. To Ellie’s mother who has lost her only child and to wider family and friends, the Panel offer our heartfelt condolences for this tragic loss.
107. It is hoped that the learning from this review will contribute in some way to an improved system for safeguarding in Newham.

### **IMR recommendations implemented or to be implemented within agencies**

108. Newham Clinical Commissioning Group:
1. Newham Clinical Commissioning Group to secure funding and lead in the implementation of the IRIS project to support GPs in identifying domestic abuse.
  2. To continue to raise awareness of domestic abuse with GP practices in the primary care sector.
109. Barts Health:
1. To share the learning from the review with sexual health services
  2. To continue to raise awareness of domestic abuse and where to access support throughout the workforce
  3. To make available and display information about domestic abuse support services in waiting areas in the hospital sites
110. In line with LB Newham’s combined action plan, version 8, with respect to the DHRs for AA and ZA, this Panel recommends, for this review, that both Newham CCG and Barts Health report progress on their internal action plans to the relevant task and finish group of Newham Community Safety Partnership

### **Panel recommendations for single and multi-agency implementation**

111. Some other actions from the themed areas in the combined action plan (paragraphs 91 and 94 above) are applicable and align with findings from this review. The Newham DHR Task and Finish group are monitoring implementation of these. Therefore, it is recommended that the extant combined action plan is utilised also for the wider findings from this review, with specific additional actions, as follows.
112. To identify and actively promote all the possible communication channels for women and girls of Romanian heritage who are subject to domestic and sexual violence to secure, without fear of reprisals, their contact with safeguarding agencies and the voluntary sector, to include:
1. Social hubs where Romanian friends meet
  2. A family and friends campaign
  3. Work with colleges and universities locally to raise awareness and signpost referral pathways to local commissioned services

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4. Private landlords and raising awareness of DSV with them
5. Employer DV Policy in local businesses
6. Interpreters good practice checklist

113. Within this activity, special attention should be paid to raising awareness of the Government definition of Domestic Abuse with emphasis on understanding the nature and form of controlling and coercive behaviour.

114. While it is not the function of reviews of this nature to be drawn into ongoing operational matters, it is important to acknowledge that, while not specific to this review, there is significant suspicion that Romanian women involved in prostitution in Newham are subject to sinister organised crime elements in the shadows, possibly controlled from Romania. This increases the threat and risk of harm to Romanian women coerced or trafficked into involvement in prostitution, and it is recommended that the Director of the National Crime Agency is added to the distribution list for this review.

**Author**

Bill Griffiths CBE BEM QPM

10 July 2017

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**Glossary**

CAADA	Safe Lives - Coordinated Action Against Domestic Abuse
CCG	Clinical Commissioning Group
cjsm	Criminal Justice Secure eMail
CPS	Crown Prosecution Service
CSU	Community Safety Unit
DA	Domestic Abuse
DAI	Domestic Abuse Incident
DASH	Domestic Abuse, Stalking and 'Honour'-based violence
DV	Domestic Violence
DVHR	Domestic Violence Homicide Review
FLO	Family Liaison Officer
GP	General Medical Practitioner
gsi	Government Secure Internet
HMIC	Her Majesty's Inspector of Constabulary
HMO	Home of Multiple Occupancy
IDVA	Independent Domestic Violence Advocate
ISVA	Independent Sexual Violence Advocate
IMR	Individual Management Review
LB	London Borough
LBN	London Borough of Newham
MAPPA	Multi Agency Public Protection Arrangements
MARAC	Multi Agency Risk Assessment Conference
MPS	Metropolitan Police Service
NHS	National Health Service
PNC	Police National Computer
PPD	Public Protection Desk
pnn	Police National Network
ToR	Terms of Reference

**Names and roles**

Ellie	Victim
Vasile	Perpetrator
Mother	of Ellie and provided victim impact statement
AB	Friend of Ellie who moved to Milan and described relationship
CD	Friend of Ellie who was also involved in prostitution and described relationship
EF	Cousin of Ellie, provided victim impact statement and reviewed draft report
GH	Fellow resident at crime scene who heard earlier argument and noticed bruising
JK	Landlord who overheard earlier verbal abuse and discovered Ellie's body
LM	Fellow resident who heard argument on day and saw Ellie with suitcase

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**Distribution List**

<b>Name</b>	<b>Agency</b>	<b>Position/ Title</b>
Kim Bromley Derry	LB Newham	Chief Executive
Douglas Trainer	LB Newham	Assistant Chief Executive
Councillor Lakmini Shah	LB Newham	Councillor and Lead Portfolio Holder for Domestic Violence
Grainne Siggins	LB Newham	Director of Commissioning, LBN Adult Social Care
Fiona Hackland	LB Newham	Head of Commissioning Domestic Violence and Substance Misuse
Allison Buchanan	LB Newham	Domestic & Sexual Violence Commissioner
Robert Carrick	LB Newham	Domestic & Sexual Violence Commissioner
Matthew Hooper	LB Newham	Director of Commissioning, LBN Enforcement & Safety
Meradin Peachy	LB Newham	Director of Public Health
Dr Navina Evans	East London Foundation Trust	Chief Executive
Janette Clark	East London Foundation Trust	Interim Associate Director for Safeguarding Adults and Domestic Violence
Ian Baker	Metropolitan Police	Borough Commander LBN
Sean Yates	Metropolitan Police	Detective Superintendent LBN
Neil Matthews	Metropolitan Police	Detective Chief Inspector LBN
Paul Healy	Metropolitan Police	Detective Chief Inspector Sexual Offences, Exploitation and Child Abuse Command
Allison Hamer	Metropolitan Police	Detective Sergeant Specialist Crime Review Group
Daniel Yeoman	Metropolitan Police	Homicide Command Case Officer
Jane Callaghan	Barts Health	Adult Safeguarding
Steve Gilvin	Newham Clinical Commissioning Group	Chief Operating Officer
Justin Roper	Newham Clinical Commissioning Group	Associate Director of Quality
Caroline Murphy	nia Ending Violence	Head of Operations
Karen Sobey Hudson	NHS England	Patient Safety Projects Manager (London Region)
Clare Williamson	Victim Support	East Area Manager
Bill Griffiths	Independent Chair	Independent Chair of the Domestic Homicide Review
Tony Hester	Director Sancus Solutions Ltd	Independent Administrator and Panel Secretary

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Quality Assurance Panel	Home Office	-
Cressida Dick	Metropolitan Police Service	Commissioner
Sophie Linden	Mayor's Office for Crime and Policing	Deputy Mayor
Baljit Ubhey	Crown Prosecution Service	London Chief Crown Prosecutor
Lynn Owens	National Crime Agency	Director

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**Appendix 1**

**Terms of Reference for Review**

1. To identify the best method for obtaining and analysing relevant information, and over what period of time [Note: Agreed as from 1 January 2011 to date of homicide (late July 2015) with any relevant prior information to be summarised] in order to understand the most important issues to address in this review and ensure the learning from this specific homicide is understood and systemic changes implemented
2. To identify the agencies and professionals that should constitute this Panel and those that should submit chronologies and Individual Management Reviews (IMR) and agree a timescale for completion [In this case, the MPS, Woodgrange Medical Practice and Barts Healthcare by 19 December 2016]
3. To understand and comply with the requirements of the criminal investigation, any misconduct investigation and the Inquest processes and identify any disclosure issues and how they shall be addressed, including arising from the publication of a report from this Panel
4. To identify any relevant equality and diversity considerations arising from this case and whether either victim or alleged perpetrator was a 'vulnerable adult' and, if so, what specialist advice or assistance may be required [Note: Agreed on 20/10/16 that the victim was female, not pregnant and not known to any agency to be an adult at risk]
5. To identify whether the victim was subject to a Multi-Agency Risk Assessment Conference (MARAC) or the alleged perpetrator subject to Multi-Agency Public Protection Arrangements (MAPPA) or Domestic Violence Perpetrator Programme (DVPP) and, if so, identify the terms of a Memorandum of Understanding with respect to disclosure of the minutes of meetings [Note: established on 20/10/16 that neither party known to these processes]
6. To determine whether this case meets the criteria for a Serious Case Review, as defined in Working Together to Safeguard the Child 2013, if so, how it could be best managed within this review [Note: there are no children known for either victim or defendant]
7. To determine whether this case meets the criteria for an Adult Case Review, within the provisions of s44 Care Act 2014, if so, how it could be best managed within this review [Note: Agreed on 20/10/16 that an Adult Case Review is not appropriate]
8. To identify how should family, friends and colleagues of the victim and other support networks (and where appropriate, the perpetrator) contribute to the review and how matters concerning them in the media are managed during and after the review
9. To identify how the review should take account of previous lessons learned in the London Borough of Newham and also from relevant agencies and professionals working in other Local Authority areas [Note: Five DHR overview reports completed in Newham have been provided]
10. To identify how people in the LB of Newham gain access to advice on domestic abuse whether themselves subject of abuse or known to be happening to a friend, relative or work colleague

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11. To keep these terms of reference under review and subject of reconsideration in the light of any new information emerging

**Operating Principles**

- a. The aim of this review is to identify and learn lessons so that future safeguarding services improve their systems and practice for increased safety of potential and actual victims of domestic violence (as defined by the Home Office – see below)
- b. The aim is not to apportion blame to individuals or organisations, rather, it is to use the study of this case to provide a window on the system
- c. A forensic and non-judgmental appraisal of the system will aid understanding of what happened, the context and contributory factors and what lessons may be learned
- d. The review findings will be independent, objective, insightful and based on evidence while avoiding ‘hindsight bias’ and ‘outcome bias’ as influences
- e. The review will be guided by humanity, compassion and empathy with the victim’s voice at the heart of the process
- f. It will take account of the protected characteristics listed in the Equality Act 2010
- g. All material will be handled within Government Security Classifications at ‘Official - Sensitive’ level

**Government Definition of Domestic Abuse<sup>2</sup>**

Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse:

- psychological
- physical
- sexual
- financial
- emotional

Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is: an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

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<sup>2</sup> Updated and published in August 2013 by the Home Office

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**Appendix 2**

**Panel Members**

<b>Name</b>	<b>Agency/Role</b>
Cat Everett	LB Newham Domestic & Sexual Violence Team (to Jan 2017)
Allison Buchanan	LB Newham Domestic & Sexual Violence Team (from November 2016)
Robert Carrick	LB Newham Domestic & Sexual Violence Team (from April 2017)
Pat Hobson	LB Newham Clinical Commissioning Group (to March 2017)
Justin Roper	LB Newham Clinical Commissioning Group (from Feb 2017)
Jane Callaghan	Barts Health, Adult Safeguarding
Janette Clark	East London Foundation Trust
Bailey Mitchell	East London Foundation Trust
Dr Jeremy Berman	East London Foundation Trust (briefing to first meeting only)
Caroline Murphy	Head of Operations, Nia Ending Violence, specialist DA adviser
Fatima Roberts	Open Doors Coordinator, Barts Health (specialist adviser to Chair)
Sean Yates	MPS LB Newham
Daniel Yeoman	MPS Homicide Command, Case Officer (briefing to first meeting only)
Allison Hamer	MPS Specialist Crime Review Group
Bill Griffiths	Independent Chair
Tony Hester	Independent Administrator and Panel Secretary

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## **Appendix 3**

### **Independence statements**

#### Chair of Panel

Bill Griffiths CBE BEM QPM was appointed by Newham CSP as Independent Chair of the DVHR Panel and is the author of the report. He is a former Metropolitan police officer with 38 years' operational service and an additional five years as police staff in the role of Director of Leadership Development, retiring in March 2010. He served mainly as a detective in both specialist and generalist investigation roles at New Scotland Yard and in the Boroughs of Westminster, Greenwich, Southwark, Lambeth and Newham.

As a Deputy Assistant Commissioner, he implemented the Crime and Disorder Act for the MPS, leading to the Borough based policing model, and developed the critical incident response and homicide investigation changes arising from the Stephen Lawrence Inquiry. For the last five years of police service, as Director of Serious Crime Operations, he was responsible for the work of some 3000 operational detectives on all serious and specialist crime investigations and operations in London (except for terrorism) including homicide, armed robbery, kidnap, fraud and child abuse.

Bill has since set up his own company to provide consultancy, coaching and speaking services specialising in critical incident management, leadership development and strategic advice/review within the public sector. Bill has been the chair and author of several DHRs in London and attended refresher training for the 2016 Home Office Guidance in April 2017.

During his MPS service he served as a Detective Chief Inspector at West Ham and Superintendent at Plaistow, each in the LB Newham, between 1986 and 1990. Since then has had no personal or operational involvement within Newham, nor direct management of any MPS employee associated with Newham.

#### Secretary to Panel

Tony Hester has over 30 year's Metropolitan police experience in both Uniform and CID roles that involved Borough policing and Specialist Crime investigation in addition to major crime and critical incidents as a Senior Investigating Officer (SIO). This period included the management of murder and serious crime investigation.

Upon retirement in 2007, Tony entered the commercial sector as Director of Training for a large recruitment company. He now owns and manages an Investigations and Training company.

His involvement in this DVHR has been one of administration and support to the Independent Chair, his remit being to record the minutes of meetings and circulate documents securely as well as to act as the review liaison point for the Chair.

Other than through this review, Tony has no personal or business relationship or direct management of anyone else involved.

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Appendix 4

**DHR RECOMMENDATION ACTION PLAN**

<b>Rec No.</b>	<b>Recommendation</b>	<b>Newham Combined Action Plan Linked Theme</b>	<b>Scope of recommendation i.e. local or regional</b>	<b>Action to take</b>	<b>Lead Agency</b>	<b>Key milestones achieved in enacting recommendation</b>	<b>Target Date</b>	<b>Completion Date and Outcome</b>
1.	Newham CCG and Barts Health report progress on their internal action plans to the relevant task and finish group of Newham Community Safety Partnership	Shared Learning	Local	Progress report to be made in line with IMR recommendations and linked to the existing Combined DHR action plan	DSV Commissioners	Task and Finish Group to monitor implementation of IMR recommendations	TBA once approval sign off from Home Office granted	

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Rec No.	Recommendation	Newham Combined Action Plan Linked Theme	Scope of recommendation i.e. local or regional	Action to take	Lead Agency	Key milestones achieved in enacting recommendation	Target Date	Completion Date and Outcome
2.	<p>To identify and actively promote all the possible communication channels for women and girls of Romanian heritage who are subject to domestic and sexual violence to secure, without fear of reprisals, their contact with safeguarding agencies and the voluntary sector, to include:</p> <ol style="list-style-type: none"> <li>1. Social hubs where Romanian friends meet</li> <li>2. A family and friends campaign</li> <li>3. Work with colleges and universities locally to raise awareness and signpost referral pathways to local commissioned services</li> <li>4. Private landlords and raising awareness of DSV with them</li> <li>5. Employer DV Policy in local businesses</li> <li>6. Interpreters good practice</li> </ol>	Publicity Campaign	Local	<p>Link to the existing Combined DHR action plan:</p> <p>Scope an initial budget and proposal to present to the DSV Board for partnership agreement and contribution – to include how to address increase demand for services following campaign work</p> <p>With consent of the DSV Partnership Board set up and convene DSV Communications Working Group – meet with DSV Forum first to discuss initial ideas</p> <p>Continue to coordinate a DSV awareness raising campaign and plan a series of activities to highlight support available to victims throughout the year on key dates</p>	DSV Commissioners	Task and Finish Group to monitor implementation of actions	TBA once approval sign off from Home Office granted	

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	<p align="center">checklist</p> <p>Within this activity, special attention should be paid to raising awareness of the Government definition of Domestic Abuse with emphasis on understanding the nature and form of controlling and coercive behaviour</p>		<p>DSV services have a presence at relevant community events throughout the year to raise the profile of services available and improve partnership working opportunities</p> <p>Seek feedback and views of service users &amp; the community on how best to raise awareness of DSV issues &amp; how to seek help</p> <p>Agencies and services to be responsible for displaying and maintaining DSV publicity materials and information in their venues</p> <p>Collate agency DSV publicity and comms activities</p> <p>Link with LBN communications team on planning and the LSCB Community safeguarding Forums</p>				
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