

Violence Against Women & Girls

Nick Gazzard

Chairman

Hollie Gazzard Trust

30 November 2016



Hope, passion and a life fulfilled



Hollie



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Aims and Objectives

Talk about Hollie and what happened to her

What can we learn?

The events of her last weekend

The warning signs, stalking and coercive control

How we have responded and HGT

Projects and programmes HGT are rolling out

Raising awareness and support for schools

Working without fear and raising awareness in the business community

Introducing Hollie Guard



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Consulting Limited



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Hollie was murdered while working at her Salon in Gloucester on 18 February 2014 at 6.51pm.
 Assault and Domestic Violence in Maslin.



Assault inflicted 14 lacerations on her upper back, middle back and left arm.
 Hollie had a number of defence wounds to her left arm.



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REWIND



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Stalked Hollie by following her to London when she started training

Harassed Hollie while she was in the Bahamas

Embarrassed & humiliated Hollie on a family evening out

Bombarded Hollie with texts and calls

Hit Hollie or pushed her to the ground at the Notting Hill Carnival

He was caught on cctv with his hands around Hollie's throat

Stalking & Harassment

Persuasive & Controlling

Coercive Control

Physical Violence

Isolation & intimidation



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Turning up when she was out with friends

Quizzed one of her friends at her house

Threatened to beat Hollie up and throw acid in her face

Physically assaulted Hollie in January 2014. Threats against her family

Threatened to kill himself if she left him

Stole her car, threatened her to get in after beating three people up

Obsessive & Jealous

Threats & Intimidation

Physical Violence

Mind Games & Entrapment

Coercive Behaviour



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Stalking and Coercive Controlling Behaviour

Constant monitoring of what she was doing and who with

Disrespectful to Hollie, her mum and our family

Playing mind games on her 20 birthday. The constant calls and texts

Turning up at the pub that she worked at to get away from him

Threatening to hurt her family if she did not do what he wanted

Isolation & humiliation

Degradation & Intimidation

Constant Surveillance

Mind Games & Entrapment

Controlling Behaviour



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POLICE



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Call Handler:

Initial call to Police reporting theft of card and money

Despite information being relayed to the call handler, info was not recorded and did not make link to Domestic Abuse & Stalking

Obsessive and jealous behaviour characteristic of stalkers

Attending officers:

Vital information not passed on

Concentrated on the theft

Police handling was unsympathetic and threatening at a time when she was very vulnerable

DASH form not completed and Stalking questions not asked

When taking statement following day put pressure on Hollie



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On bail with:

3 accounts of common assault, possession of an offensive weapon, driving with excessive alcohol, taking without consent, driving without insurance

DHR - He was arrested 23 times in 6 years. He was involved in 24 violent incidents, 3 with Hollie, 14 with ex-partners, 3 involving his mum and 4 with unconnected persons

From 2008 – 2014 these incidents increased with intensity finally ending in homicide

Various agencies were aware of his history but did not put the pieces together.
He is a serial perpetrator



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Police intelligence held on Maslin indicated that he posed a number of risks including being high risk for:
Domestic abuse against his mother and previous partners.
Suicidal, DAU high risk, drugs, violent

On the Domestic Violence database it stated that he was a:
Previous perpetrator of DA with a number of ex partners
Previous DASH completed and one was assessed as high risk of serious harm
Referred to Glos DA Support Service – details not retained as against DPA

Hollie assessed as standard risk



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Maslin Showed Typical Signs

Stalked her while in London turning up constantly where she was
Vandalised and destroyed Hollie's property
Loitered near our home
Made threats of violence – throw acid in her face
Was violent towards Hollie on a couple of occasions
Constantly sending texts and calling up to 60 times a day
Had problems with drugs and alcohol
Had previous with the Police

HE IS A SERIAL PERPETRATOR



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Maslin Showed Typical Signs

He knew her pattern of work - Working late on a Tuesday
He knew that the salon would be easily accessible
He knew that there would be few clients and people around

Hollie's rejection and his inability to cope
Stalking was a way of communicating
Homicide was his ultimate act of control



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He eventually killed her at work, in front of her Colleagues

He was sentenced to life and 24 years, but he appealed

An Appeal was dismissed by Lord Chief Justice

Western Daily Press

70p THURSDAY JULY 17 2014 MAX 27C, MIN 19C

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Business

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More on www.westerndailypress.co.uk/offers



Taken by evil jealous monster

Murderer twice reported to police

BY CLAIRE HAYHURST AND BOB MINCHIN
www.westerndailypress.co.uk

Two police officers and a call handler are being investigated following the murder of a hairdresser at the salon where she worked, the police watchdog said last night.

Asher Maslin, 22, last night.

More coverage at www.westerndailypress.co.uk/news



Hollie Gazzard, 26, was killed by ex-boyfriend Asher Maslin, 22, while she was working at Fringe Benefits & La Bella Beauty in Gloucester city centre at 4.07pm on February 18. The former security guard was sentenced to life imprisonment and ordered to serve a minimum of 20 years behind bars at Gloucester Crown Court yesterday.

Mr Justice Turner, judging Maslin, described the murder as "merciless", with 18 stab wounds inflicted on Miss Gazzard in only one minute and 20 seconds. The court was told Maslin, 22, had been reported to police on two occasions in the weeks before the murder.

Minister Edwin Hart told MPs "none of the alternative solutions proposed could reasonably deliver the objectives" of easing congestion. If built, the road would be the largest capital investment project since the start of devolution. It is earmarked for completion by 2022. Mr Hart told Assembly Members: "Traffic congestion and unreliable journey times, particularly during rush hour, are common occurrences on the M4 around Newport."

It should shorten journey times and increase trade between Bristol and Cardiff. But opponents say improving existing roads around Newport would be cheaper and will be kinder to the environment. Wales Transport

£1bn plan for M4 approved

West Country firms doing business across the border in Wales will benefit from a £1.2 billion new investment plan was yesterday given the go-ahead by the Welsh Government.

Ministers say a preferred "black route" between Gloucester and Newport will be the best option to improve infrastructure between Wales and the West? Debate at www.westerndailypress.co.uk

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Opinion 16 Letters 18 Business Supplement Television and radio 22 Puzzles 24 Obituaries 26 Register 27 Weather 28 Classified advertisements 30 Sport 35

GIANT FLEA & COLLECTORS MARKET

Sunday 20th July 2014
ROYAL BATH & WEST SHOWGROUND
Shepton Mallet BA4 6QN
Inside/Outside Admission £3.50
9.30am - 4.30pm
New Extra Date Announced - 31 August 2014





Gloucester REVIEW

Issue 75 - Friday, July 18 2014 Gloucester District's Local Independent Newspaper

DO YOU HAVE MISTED/ FOGGY/ DOUBLE GLAZING?

No need to change windows
Just change the glass.
Tel: 07909 991691
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JONES upvc

INSIDE your FREE community newspaper Time to cull the gulls! page 4

Teddy bears picnic pages 12 & 13

Carl riding high page 24

Sentenced to life

Asher Maslin jailed for 24 years for stabbing hairdresser Hollie

by Peter Hayward



ASHER Maslin

THE former boyfriend who brutally stabbed hairdresser Hollie Gazzard to death in the salon where she worked has been jailed for 24 years.

Twenty-two-year-old Asher Maslin had been on a three-day binge of cocaine and alcohol before he bought a 13-year-old girl and walked straight to the salon in Gloucester. In a two-minute frenzy, he stabbed the petite girl 18 times before police had been violent towards her. He had threatened to harm her and her family.

Gloucester Crown Court was packed with members of the public and press for the two-hour hearing, with Maslin, from Cheltenham, appeared for sentencing.

He had pleaded guilty to Hollie's murder at an earlier hearing. Passing sentence, High Court Judge Mr Justice Neill told the young woman had ended the relationship he had grabbed her around the throat.

TURN TO page 2

Open Day at Three Ashes

Starts the summer of the 1st of August, see everyone at The Three Ashes Club. There will be a special event for the 100th anniversary of the club. The event will be held on Saturday 2nd August 10am - 4pm.

TURKEY ASHERS
www.threeashes.com

Register and Residential Care in Newport

Midweek News Centre has been successful in securing funding to establish a new day care centre for the 100th anniversary of the club. The centre will be open to all children and young people in the area. The centre will be open to all children and young people in the area. The centre will be open to all children and young people in the area.

Day Care Centre

Starts new Ashes club's day care centre. The centre will be open to all children and young people in the area. The centre will be open to all children and young people in the area. The centre will be open to all children and young people in the area.

01531 820226
www.threeashes.com

HOLLIE Gazzard's family speak outside Gloucester Crown Court

● News 07778 281661 ● Advertising 01594 841113 ● Fax 01594 842386 ● www.gloucesterreview.co.uk



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The Impact

Hollie's family

Hollie's friends

The community

Investigations, Appeal, IPCC, DHR

The cost



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What If?



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Hollie Gazzard Trust – Hollie’s legacy



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Registered charity number: 1156804



Hollie
Gazzard Trust

07538 575229
info@holliegazzard.org
/holliegazzardtrust
@HollieGazzardT

www.holliegazzard.org

Supporting...

- Young Hairdressers
- GC Gloucestershire college
- Gloucestershire Domestic Abuse Support Service
- Increase the Peace
- INCREASE PEACE



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HGT Projects and Programmes

Raising Awareness, Education & Prevention

Hollie's Young People

- RAE - Healthy Relationship Education
- CRUSH
- Hollie's story, Clare's Law

Working Without Fear

Hollie Guard



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Relationship, Advice & Education



RELATIONSHIPS
ABUSE
EDUCATION

Pupil Survey in Gloucestershire Secondary Schools Yrs 8 & Yrs 10

397 Pupils – Domestic Abuse was happening in their homes

272 Pupils – It was happening quite often or most days

127 Pupils – Abused sometimes by boyfriend or girlfriend

101 Pupils – Abused often or most days

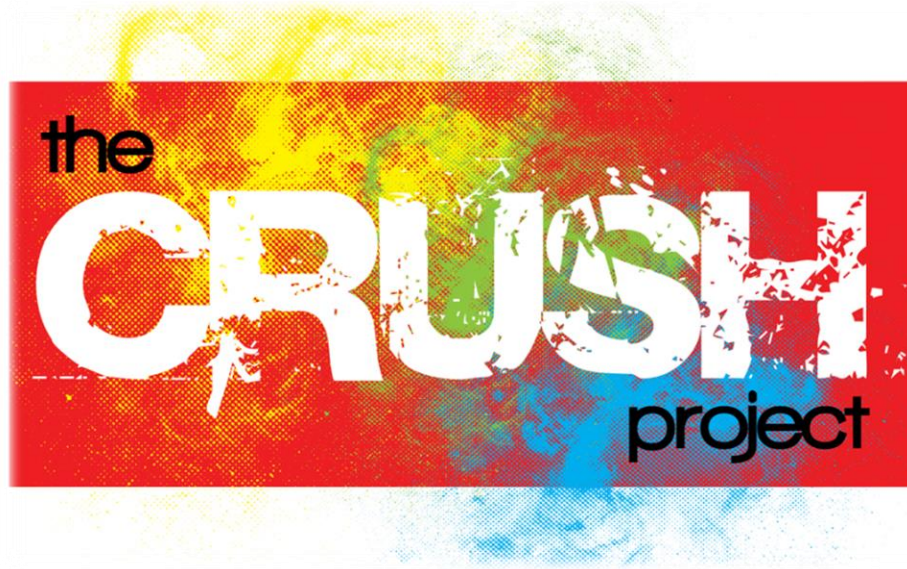
10.5% of Pupils said that they needed more support with Domestic Abuse



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CRUSH



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Working Without Fear

- Raising awareness of domestic abuse and stalking in the workplace
- Create a strategy of prevention and handling those affected
- Identify the responsibilities of the employer
- Show the negative impact and risks to the business, victim and co-workers
- How to raise awareness and spot the signs
- How to provide an appropriate response and signpost disclosures
- Carry out training workshops for management and employees
- Provide policy templates, booklets, flyers and posters to raise awareness and educate
- Provide ongoing support and advice



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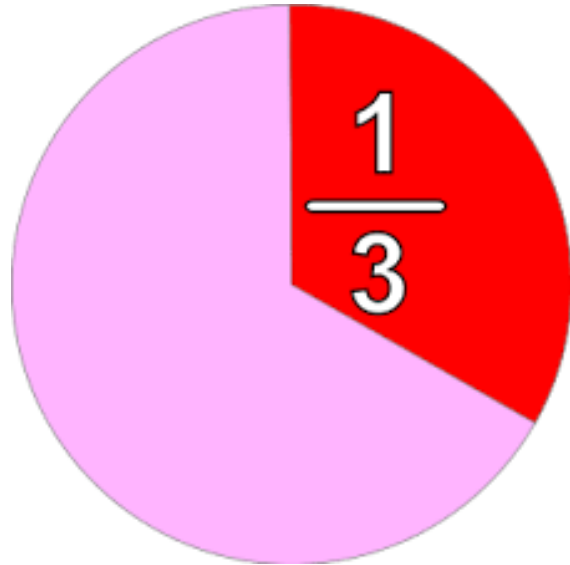
Responsibilities as an Employer



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Working Without Fear Dynamics



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Working Without Fear - The Impact

Domestic Abuse

- 20% of employed women take time off work because of domestic abuse
- 56% of abused women arrive late for work at least 5 times a month
- 28% of abused women leave early at least 5 days a month
- 53% of women miss at least 3 days of work a month

Stalking

- 50% of stalking victims have curtailed or stopped work due to stalking
- 79% of male stalkers will use work resources to target the victim
- 75% of domestic violence stalkers will turn up at the workplace



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CIPD Survey 2016

Employers cannot afford to ignore mental health in the workplace

Peoples work and domestic lives are entwined

Employers have a duty of care for the people they employ

Presenteeism is a real hidden issue that affects performance

Need to foster environments where staff feel comfortable

Employers are ill equipped to deal with this issue

Line manager training is vital

Need to spot the signs, intervene early and signpost



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Examples of Good Employer Engagement

- Having information available to assist Team Leaders to help staff
- Referring staff to a specialist domestic abuse support service
- Escorting an individual to and from home by one of the company's security team
- Agreeing working flexi-hours so that a victim was not leaving and returning home at the same time every day
- Offer a victim a trial placement at another site 50 miles away
- Drafting safety plans
- Providing a family and friends support policy



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Working Without Fear

Nick Gazzard Consulting Limited
with The Hollie Gazzard Trust



Guidance for
Employees and Staff

Working Without Fear



Assisting staff affected by domestic violence and abuse
(DVA), coercive control and stalking

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Company
Information Guidance

Working Without Fear



Assisting staff affected by domestic violence and abuse
(DVA), coercive control and stalking

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Do you know what
your colleague goes
home to?



Working Without Fear

Empowering staff affected by domestic violence
and abuse (DVA), coercive control and stalking

If you are affected by any of these issues, please speak to someone
you can trust or call our local domestic abuse support service.

Nick Gazzard Consulting Limited
with The Hollie Gazzard Trust

www.nickgazzard.co.uk
www.hollie.org.uk



Do you know how
many times he
called her
at work
today?

Working Without Fear

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She didn't turn up
for work again this
morning...



Working Without Fear

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#Dropthelatch



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Hollie Guard



Secured by Design



Official Police Security Initiative

Hollie Guard www.hollieguard.com

Introducing Hollie Guard

Your new personal safety app

www.hollieguard.com



Hollie Guard turns your smartphone into an advanced personal safety device at the touch of a button.

In danger? A simple shake or tap activates Hollie Guard. Your location, along with audio/video evidence, is automatically sent to our monitoring center. A second shake sends out a high pitched alarm and the flash starts to strobe, in order to attract maximum attention.



PantlGuard

Hollie Guard www.hollieguard.com

Hollie Guard

Safety & Security

Hollie Guard transforms smartphones into personal safety devices. Hollie Guard works on all major operating systems, so no new devices are required.

3 Alarm Profiles
Users can pick the alarm profile appropriate for their situation: stealth, personal, and deterrent.

Journey
Journey ensures safe travel by providing real-time updates as users move between two places.

Meeting
Meetings allow users to identify when they are going to a dangerous meeting. An alert is automatically created.

Danger Zones
Create zones to automatically warn users when they've entered a potentially dangerous area.

About Us

Hollie Guard was developed by the Hollie Gazzard Trust to help people stay safe. The app was created in honour of Hollie. It is the definitive personal safety app fully endorsed by Gloucestershire Police and the Office of the Police and Crime Commissioner Gloucestershire.

www.hollieguard.com | info@hollieguard.com



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Summary

HGT is about helping young people fulfil their lives and ambitions

We do this in Partnership with various Agencies

Support talented young people and help fund hairdressers and beauticians

Raise awareness through healthy relationship workshops in schools

Continuing running RAE and CRUSH sessions in schools and colleges

Raise awareness of the effects of domestic abuse and stalking in the business community through working without fear

Promote Hollie Guard

And continue the fight against knife crime and make our communities a safer place.



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Thank you

Hollie



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