

City of London Violence Against Women and Girls Strategic Action Plan

October 2019- October 2021

This action plan has been developed in line with the City of London VAWG Strategy, DA Bill and the London Domestic Homicide Review (DHR) Case Analysis and Review of Local Authority DHR Processes.

The progress and completion of actions on the action plan have been impacted and delayed due to COVID-19. This has been reflected in the RAG rating. The City of London Corporation has been committed to tackling VAWG throughout the pandemic and members of the VAWG Forum have been continuing to work in partnership to raise awareness of services and support victims. Partners have adapted as the pandemic has presented new challenges and methods of working; in turn the action plan has adapted to ensure it aligns with these changes.

1. People are prevented from becoming victims of VAWG.

Appropriate education and training will be provided to schools and professionals within the City of London to ensure that, where possible, the City Corporation can prevent VAWG from occurring. Preventative work will be implemented through education within schools, training for City Corporation staff and professionals providing support services and supporting businesses to ensure they are promoting the importance of the welfare of employees.

Key Actions	Deadline	Outcome	Responsibility/ Lead	Notes	RAG rating	Continued actions from 20/21 to 21/22
Achieve DAHA accreditation. 1. Policies & Procedures	October 2021 Delayed due to COVID-19	DAHA accreditation for all our estates	AF and LG	Update on the progress at each meeting.	GREEN	Ongoing Deadline dependent on

<ul style="list-style-type: none"> 2. Case Management 3. Risk Management 4. Inclusivity & Accessibility 5. Perpetrator Management 6. Partnership Working 7. Training 8. Publicity & Awareness 	(To be included in 2021-2023 action plan)	achieved by 2020				resourcing from housing
Compulsory training to be embedded within the training schedule for the City of London housing estate staff and delivered regularly- as a recommendation from the City of London Serious Homicide Review in 2015.	February 2020 COMPLETE	All staff and managers required to attend training	AF and LG	This has been embedded however the training schedule has been postponed due to Covid-19	COMPLETE	Ongoing Domestic abuse training is delivered yearly to all housing staff.
Complete assessment to understand the	September 2021 Delayed	Through case audits and	AF and LG	Virtual training is scheduled	GREEN	Ongoing

impact of the training in practice terms.	due to COVID-19	feedback forms to staff.		for June- this action will take place following this training.		Feedback is collected from staff when they complete the training.
To have regular data collection from members of the forum to ensure the work we are doing is specific to the data we are seeing for the City. Members should also provide updates on targets for the services delivered in the CoL.	Ongoing- quarterly updates Forum are currently developing a standardised dataset.	To have a multi-agency dataset that informs strategic planning across the partnership	All	All members to send quarterly datasets to FIB The forum are currently reviewing the dataset.	GREEN	Ongoing The community safety team have a dedicated resource to develop this work from November 2021-March 2022
Work with neighbouring boroughs to engage religious leaders in raising awareness of VAWG issues. A way of engaging the whole community.	July 2021- Delayed due to COVID-19	Update report to come to the partnership on this work. Engage with 5 Prevent Coordinators in	Specialist Bangladeshi Advocate-Solace AF/AB	Part of this work can be completed by the specialist Bangladeshi Advocate	GREEN	Ongoing The Specialist Bangladeshi Advocate is now in post and developing this as part of

		neighbouring boroughs.		when in post.		the community engagement.
Invest time to understand dynamics of community groups that are already running within the CoL (such as the Islamic Women's Group and LGBT Network), providing awareness sessions to develop their understanding of DA.	October 2021- Delayed due to COVID-19 (To be included in 2021-2023 action plan)	Running article in the CoL estates resident's newsletter engaging with different community groups and promoting specialist services.	AF	Community groups have not been meeting during the COVID-19 pandemic. This will be actioned when face to face meetings resume.	AMBER	
Working with hotels to ensure their staff know how to respond to CSE/DA/SV/modern slavery.	February 2020 COMPLETE	30 hotel representatives to attend the event. 10 hotels to attend the	AF and CoLP	Joint work with Shiva and CoLP	COMPLETE	Ongoing CoLP provide a quarterly newsletter to hotels around vulnerability. A vulnerability conference is

		Good Night Out training.				planned for 2022.
Delivering a campaign to raise awareness of sexual harassment and abuse in the night-time economy.	November 2019 COMPLETE	Evaluation report will be written in February 2020 to evidence impact of the campaign	AF and Hackney Council	Launch campaign for VAWG 10 days of action. Joint campaign with Hackney Council.	COMPLETE	
Deliver training to licensed venues on sexual harassment and abuse in the night-time economy.	June 2021 Delayed due to COVID-19	Feedback forms from the training evidence that the participants feel better prepared and informed to respond to and support incidents of sexual	AF and Good Night Out Campaign	3 out of 10 sessions have already been delivered. 3 sessions scheduled for June/July.	GREEN	Ongoing Final 4 dates will be delivered one a month in November 21, January, February and March 22.

		harassment and abuse.				
GPs within the catchment area for CoL residents to receive DA training and information about the CoL MARAC and how to refer. Ensure they are using third party interpreters.	Ongoing COMPLETE	Nia (IRIS) to provide update at forum on training delivered to GPs	IRIS		COMPLETE	Ongoing GPs receive regular domestic abuse training and information from IRIS.
Distribute information to private GPs about support services for CoL workers and awareness on DA and MARAC.	October 2021	Feedback from GPs about domestic abuse to understand their challenges and good practice.	Public Health AF		AMBER	
A presentation to be delivered to Age UK and Adult Social Care around DA in a cared for relationship to highlight DA and how they should respond.	June 2020 COMPLETE	Train all staff from Age UK and adult social care working in the City.	Age UK, Adult Social Care AF		COMPLETE	

		L&D to report how many social care staff have received domestic abuse training.				
Review the CoL Corporation DA policy to ensure it is up to date.	April 2020 COMPLETE	Staff survey indicating employees are aware of the DA policy.	AF and HR		COMPLETE	
Ensure the CoL is working in line with the DA Bill and legislative changes.	TBC when bill is published	The CoL is working in line with the legal framework of the DA Bill.	AF and CP	This action will be progressed when the DA Bill is published.	GREEN	Ongoing AF delivered presentation to the VAWG Forum, updating the partnership on the changes.
The City and Hackney Safeguarding Children Partnership	September 2021-	All Partners will have greater awareness of their own and	City and Hackney Safeguarding		AMBER	

<p>to lead on a review of Domestic Abuse against the findings of the national multi inspectorate Joint Targeted Area Inspection report of DV.</p>	<p>Delayed due to COVID-19</p>	<p>each others local safeguarding systems / processes in terms of identifying and responding to cases of domestic abuse involving children</p>	<p>Children Partnership</p>			
<p>Work with schools within the CoL to ensure they have access to training and awareness sessions on domestic abuse, consent and healthy relationships.</p>	<p>May 2021</p>	<p>5 sessions to be delivered across the City of London schools.</p>	<p>AF and AB</p>		<p>GREEN</p>	<p>Ongoing Solace Women's Aid delivering Protect Our Women (POW) 10 week programme to the Aldgate School in October 21. Once complete, the programme</p>

						will be evaluated to measure impact and consideration given to running further programmes.
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2. People affected by VAWG have access to support services.

Ensuring the safety and effective protection of people affected by VAWG is paramount. Integral to this is service users being aware of how to engage with services and for the City to be clear its support services are accessible, and people know what they are going to get when they do.

The services and support that the City Corporation offers to people who are affected by VAWG is a crucial part of the VAWG Strategy and action plan. The action plan will encourage and promote for partner agencies to engage in joint campaigns across the community within the City of London.

Key Actions	Deadline	Outcome	Responsibility/ Lead	Notes	RAG rating	Continued actions from 20/21 to 21/22
Engaging businesses to promote support for people	January 2021 COMPLETE	Update to forum on DA awareness stalls and	AF/ CoLP AB	Support services have been promoted to businesses	COMPLETE	Ongoing The partnership are engaging

<p>experiencing DA. (London DHR Case Analysis and Review indicates in 54% of DHR cases employers knew abuse was happening).</p>		<p>communication with businesses.</p>		<p>throughout the pandemic through the Business Healthy newsletter and social media.</p>		<p>with businesses as part of the 16 Days of Action Against VAWG from 25/11/21-10/12/21</p> <p>The partnership to deliver 'safety in the City' presentations to businesses including UBS, Lloyds of London, Broadgate Circle and Savills from October-December 21</p>
<p>Engage the 'hidden</p>	<p>October 2021-</p>	<p>10 partner agencies to</p>	<p>AB, AF and ER</p>	<p>Delayed due to COVID-19 and</p>	<p>AMBER</p>	

workforce' in support and services available to City workers- joint work with LAWRS.	Delayed due to COVID-19 (To be included in 2021-2023 action plan)	include a link for the Spotting the Signs toolkit on their website.		significant disruption to CoL workforce.		
Develop a campaign to raise awareness to the general public of the 'hidden workforce' and the issues they experience whilst at work.	October 2021- Delayed due to COVID-19 (To be included in 2021-2023 action plan)	Provide an update report on the impact of the campaign	AB and AF	Delayed due to COVID-19 and significant disruption to CoL workforce.	AMBER	
Translate the 'Spotting the Signs' toolkit to Spanish and Portuguese.	December 2019 COMPLETE	Those that do not speak English or English is not their first language can	ER	Does this need to be developed into other languages?	COMPLETE	

		access the toolkit.				
Edit the translated text into the format of the Spotting the Signs toolkit. Disseminate to service users.	May 2021- Delayed due to COVID-19	10 partner agencies to include the translated toolkit on their website.	AR		GREEN	
Make training available and easily accessible for professionals within the CoL on VAWG by promoting the City and Hackney Safeguarding Children Partnership training. Ensure this includes coercive control.	Ongoing COMPLETE	L&D to report how many City Corporation staff attend the training to identify if it is easily accessible.	AF and CoL Learning and Development		COMPLETE	
Promotional work and training around the MARAC- to	Ongoing COMPLETE	An increase in referrals to the MARAC. Aim to reach 10	AB		BLUE	Ongoing Training delivered to

ensure agencies understand how to refer, when to refer and what it does. SafeLives estimate that the CoL should have around 10 cases per year heard at the MARAC (last year it was only 5).		cases per year as SafeLives estimate.				Early Help Providers Forum in October 21
Training to professionals on the DASH, high risk factors and when a CoL MARAC referral should be made. (Understanding needed on the different threshold of CoL MARAC to other London Boroughs).	Ongoing COMPLETE	Increase in MARAC referrals. Deliver training to 50 professionals.	SB and AB		COMPLETE	
Domestic abuse refresher sessions	September 2020	50 professionals	AF		COMPLETE	

delivered to professionals in preparation for the increase in DA reports post-lockdown.	COMPLETE	working within the City to be trained virtually.				
Create flowchart for the Sanctuary Scheme to make referral pathways clear.	November 2020 COMPLETE	Sanctuary Scheme to be discussed as an option at every MARAC. All partners to have a clear understanding of the Sanctuary scheme referral process.	AF and SC	This has been circulated to partners and accessible on E-CINS and the CoL website.	COMPLETE	Ongoing Referral pathway updated October 21
To create a script for adult and children's social care to use when doing initial assessment. To ensure they	October 2021	Continuity across adult and children's social care when completing risk assessments.	AF and RG	Virtual DA training has been delivered to social care teams.	AMBER	

know what questions to ask and to ensure they are not missing out important information.		This is a City of London requirement and must be completed with any assessment.				
Training and awareness on Modern Slavery (MS) to vulnerable adolescents.	October 2021	More awareness from young people how to keep themselves safe.	PD	This work will be incorporated into the broader keeping safe work. AF will attend MDS train the trainer course to deliver training to professionals. This will be delivered to the cadets in September/October	GREEN	Ongoing MS insight hour delivered in October 21-40 professionals attended.
Partners to be aware of the Continuum of Needs Model when working with families with	Ongoing	All partner agencies will know when and how to refer cases to	CP		GREEN	

<p>children, when domestic abuse and /or sexual violence is identified as a risk factor, and to take a lead professional role or refer to the CoL Children and Families Social Care and Early Help Service dependent upon the presenting needs.</p>		<p>Children Social Care and Early Help</p>				
<p>Ensuring that the principles of Making Safeguarding Personal, when dealing with domestic abuse and sexual violence regarding adult safeguarding issues, are evident in the practice and</p>	<p>Ongoing</p>	<p>The voice and wishes of service users will be clearly evident in the direction and outcome of all safeguarding referrals to Adult Social Care that have a domestic</p>	<p>CP</p>		<p>AMBER</p>	

recording of interventions by all partners. Adult Social Care to provide update to the VAWG Forum		abusive feature as part of the identified risk factor				
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3. Perpetrators are held to account.

Due to the nature of crimes under VAWG, often the responsibility is placed on the victim to make changes to their life to escape or prevent violence and abuse. This priority will aim to address this issue and hold the perpetrators accountable to their actions, ensuring there are appropriate enforcements in place. Services will be identified to support people and specialist training will be offered to service providers who work with perpetrators in order to be skilled and confident to engage and champion the positive outcomes of perpetrator programmes.

Key Actions	Deadline	Outcome	Responsibility/ Lead	Notes	RAG rating	Continued actions from 20/21 to 21/22
Campaign aimed at perpetrators around coercive control.	October 2021 Delayed due to COVID-19 (To be included in	10 partner agencies to disseminate materials to their service users and feedback to the	AF/AB and AR	Focus at present has been on promoting DA/VAWG services.	RED	

	2021-2023 action plan)	forum with engagement.				
Encourage young people to join the cadet's if they have experienced or perpetrated DA. (This could be to reduce the number of child-parent DA cases in CoL).	Ongoing-Delayed due to COVID-19	To discuss this option at MARAC when a young person is involved.	SH	Process currently being explored.	GREEN	
Clarity on who will fund a perpetrator programme when there is no involvement from the police or social care.	July 2021	To source funding streams for perpetrator programmes when needed.	Head of Community Safety and CP	AF is in discussion with Hackney council to spot purchase programmes when they are required.	AMBER	
CoL social care to develop links with	July 2021	CoL social care to fund 3 perpetrator	CP	AF is in discussion with Hackney council to spot	GREEN	

perpetrator programmes to be commissioned if needed.		programmes per year.		purchase programmes when they are required. Hackney Council can deliver Safe and Together model training to City social workers.		
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4. Additional actions from 2021

This section was added in November 2021 outlining actions which have taken place during 2021 and are ongoing. These actions are not captured within previous sections of this CoL VAWG Action Plan October 19- October 21.

Key Actions	Deadline	Outcome	Responsibility/ Lead	Notes	RAG rating
Vulnerable Victims Advocate additional 3 days per week to increase service to a full time post, increasing	Funded until March 2022	Increase in referrals to the service.	CoLP		GREEN

levels of community engagement undertaken.					
CrimeStoppers 'Hidden Harms' campaign	July 2021	Increase in number of domestic abuse police reports	CrimeStoppers CoLP		GREEN
Ask for Angela campaign launched within the City of London	October 2021				GREEN
Welfare and Vulnerability Engagement (WAVE) training delivered to licensed venues.	November & December 21	Licensed venues are trained to respond to vulnerable people in the venue.			GREEN
Coordinated community response to concerns and	January 21	30 sessions on domestic abuse awareness are delivered to			GREEN

disclosures of domestic abuse made by Afghan refugees		Afghan refugees.			
Home Office Safer Streets funding for City Corporation, City Police, St Johns Ambulance and Victim Support to run Night Hubs in November and December-providing a place of safety for the community, particularly women and girls.	December 2021		AF CoLP	Night Hubs started on the 12 th November	GREEN
Planned events for the City of London's	25 th November - 10 th December 21		AF CoLP	Events include: partnership vulnerability surgeries, VAWG	GREEN

response to 16 Days of Action Against VAWG.				insight hour, internal comms campaign for CoL and CoLP, 'coercive control' article within CoL estates resident newsletter.	
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VAWG Forum Attendance List

Name	Initials	Organisation	Title
Jessica Wood	JW	Homerton University Hospital NHS Foundation Trust	GP MARAC Liaison Nurse
Irene Willie	IW	Homerton University Hospital NHS Foundation Trust	Named Nurse Child Protection (Community)
Anna Rice	AR	City of London Police	DI Public Protection
Pat Dixon	PD	DCCS CoLC	Service Manager (Safeguarding & Quality Assurance)
Simon Shum	SS	Age UK East London	Community Services Manager

Helen Evans	HE	Toynbee Hall	City & East London Advice & Wellbeing Manager
Rory McCallum	RM	City & Hackney Safeguarding Children Partnership	Senior Professional Advisor
Monica Patel	MP	DCCS CoLC	Senior Commissioning Manager
Louise Ratcliffe	LR	City of London Police	Senior Analyst
India Gosh	IG	City of London Police	Analyst
Liam Gillespie	LG	DCCS CoLC	Head of Housing Management
Graeme Hodgkinson	GH	Westminster Drug Project	Service Manager & Safeguarding Lead
Cheyenne May	CM	Westminster Drug Project	Health & Wellbeing Practitioner
Chris Pelham	CP	DCCS CoLC	Assistant Director People
Claire Belgard	CB	Tower Hamlets	
Sinead Collins	SC	DCCS CoLC	Advice & Homelessness Officer
Diane Beresford	DB	CCG/NHS	
Eilana Ricciardi	ER	LAWRS	VAWG Advice Manager
Gena Nelson	GN	Guinness Partnership	Tenancy Enforcement Caseworker
Karen Rider	KR	Guinness Partnership	Domestic Abuse – Service Improvement

			(Tenancy Enforcement Caseworker)
Gill Herd	GH	Solace – Women’s Aid	Senior Manager - Partnerships
Jim Ashbury	JA	Prospects	
Jodie Woodward	JW	Nia	
Lauren Walker	LW	DCCS CoLC	Housing
Michael Carver	MC	The Royal London Hospital	Lead Nurse for Violence Reduction – Emergency Care and Trauma
Myriam Bell	MB	LAWRS	
Nicola McDonald	NM	City of London Police	FIB - Analyst
Peter Kelley	PK	Galop	Galop DV Lead
Rebecca Bennet	RB	St Bart’s Health - NHS	
Shania Zaman	SZ	City of London Police	FIB
Sharon Herbert	SH	City of London Police	Youth Officer
Trish Adams	TA	Central Criminal Court	Probation Officer
Ellie Ward	EW	DCCS CoLC	Integration Programme Manager
Rachel Green	RG	DCCS CoLC	Service Manager (Children & Families)
Sofia Sadiq	SS	DCCS CoLC	Interim Communications Manager
Ali Burlington	AB	CST CoLC	Community Safety Officer
Shabana Begum	SB	Victim Support	Senior IDVA

Ayesha Fordham	AF	CST CoLC	DA, Vulnerability and Risk Policy Officer
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