

## **Appendix B- VAWG Update to February SPPC and PAB**

### **Highlights of progress against NPCC objectives**

#### **NPCC Objective 1-Improve Trust and Confidence in Policing**

The Force remains committed to upholding the highest professional and personal standards, this is achieved through the application of our Codes of Ethics and Standards of Professional Behaviour continuing to be a key priority in our strategy to improving trust and confidence, both internally and externally.

The City of London Police is actively leading on a number of initiatives to create a supportive and strong 'call it out' culture.

- This includes a focus on the importance of men being upstanders, not bystanders through our 'He for She' campaign, alongside the ongoing promotion of our safe processes for reporting inappropriate behaviours.
- A re-launch of the Code of Ethics and embedding this at all levels to assist in demonstrating to the workforce that the Force supports a culture that is inclusive, both for our staff and the public that we serve.
- Leadership programmes and new mandatory annual values, standards and ethics workshops will be part of this. These will emphasise the importance of staff being open and alert to, challenging inappropriate behaviour or actions that undermine the culture. Our leadership culture will continue to promote and encourage our staff to step forward and raise concerns through our well-publicised, internal and external reporting mechanisms.
- Recruiting the right people with the right skills plays a pivotal role in the growth of the organisation and further improving upon the culture. With an emphasis on improving diversity of the workforce within CoLP, outreach work has already begun in the City and surrounding London boroughs where there exists a more diverse demographic. This will involve both physical engagement and through social media.
- The Professional Standards Department (PSD), has completed a significant amount of work with the MPS to ensure that the internal historical case review of any sexual misconduct investigations, is consistent across London. This also includes a peer review of some cases to ensure absolute objectivity and the promulgation of shared learning and good practice. A full report of the findings will be completed by the end of January. This is being reported to your Professional Standards and Integrity Committee.
- In relation to our Vetting Department, CoLP has reviewed all of the points raised by the NPCC in their letter of requirements to forces and has addressed these as appropriate.
- The CoLP PSD has completed an internal review of the NPCC direction to Chair accelerated hearings wherever grounds are met, and make submissions to the

Chairs of independent panels, wherever appropriate, so that sanctions always meet the gravity of an offence. In addition, to seek judicial review when a decision has been made to retain someone in the service who we believe undermines our culture and trust in standards that the public expects of us. This review has concluded that the PSD already follows this guidance, and it is well embedded into its current practice.

## **NPCC Objective 2- Relentlessly Pursue Perpetrators**

The CoLP is taking a whole system approach to targeting perpetrators, working across London with the relevant local authorities, healthcare, education and other law enforcement agencies. Nationally, there is a deeply felt, and long-standing concern from women, that the criminal justice system does not protect them when they are victims of violent or sexual crimes.

As an organisation the Force is working to improve the detection rates for key crimes including rape and serious sexual offences and working with the Crown Prosecution Service (CPS) to deliver the best criminal justice outcomes.

Currently, there is an absence of a consistent method for the police or the criminal justice system to identify how it is performing in relation to VAWG related crime. This does present challenges in reporting on outcome rates at a force or national level. The HMICFRS recognise that there is a need for a defined set of parameters that can be used consistently by all forces, this will establish whether improvements are being made, and which approaches taken are the most effective.

### Highlights

- Vulnerability training is mandatory within the CoLP. The training underpins a trauma-aware approach at all levels to ensure that officers and staff tailor their responses and approaches accordingly to victims.
- Domestic Abuse processes are well established in the organisation, they include the introduction of a '20 Point Plan' and mandatory supervisor attendance at all DA incidents to enhance opportunities for evidence led prosecutions. This has been shared nationally as best practice.
- The Force is developing a process to proactively identify individuals using intelligence, who pose the highest risk of harm to women and girls. These perpetrators will be actively managed to prevent or reduce reoffending.
- There has been an upward national trend in the reporting of drink spiking offences, the CoLP has also experienced an increase with 52 reported incidents since April 2021. A trial has now been implemented across 30 licenced premises for each to have access to drink testing kits. This will enable customers who suspect that their drink has been spiked to have a staff member test their drink. This ability to provide an indicative result there and then, will greatly assist CoLP in identifying perpetrators through fast-time investigative enquires, thereby protecting potential victims.

**NPCC Objective 3- Create Safer Spaces** (\*this section has been written in consultation with the City of London Corporation)

This is the objective within the NPCC Strategy where CoLP needs to work closely with partners in the City of London Corporation.

The Force and the City of London Corporation are working to create safer spaces, so that women and girls both are safe and feel safe, in line with the City of London Corporation Corporate plan.

In particular, by looking at individual factors which contribute to women and girls feeling unsafe, wherever they are. To create safer physical and online spaces, there is a need for greater comprehension regarding the data and evidence in relation to the challenges presented by VAWG.

- CoLP is working to build up detail around the current force intelligence picture, in addition to how this compares across the national landscape. Current data can provide areas of potential vulnerability through hot spots and will be enhanced by the intelligence profile being completed. The hot spot analysis has been completed over a 3 year period to identify where violent criminality tends to occur. In response, we have already targeted our activity at identified high-harm locations, including those associated with the night-time economy to make them feel safer to the public.
- For the Christmas Campaign , key days and times received an uplift of staff in order to provide a greater visible and pro-active policing presence in areas identified as potential hotspots. As part of this, funding from the Home Office enabled the provision of Night Safety Hubs<sup>1</sup> in collaboration with the Corporation and other partners. A review of this initiative revealed that although there was positive community feedback, uptake was low. There was some feedback from professionals that the location of the Hubs coupled with a reduced footfall due to Covid and impending restrictions at that time, may have impacted on this. Nevertheless, the learning from this initiative will be implemented into any future Safety Hub design process
- The City of London Corporation and CoLP have been awarded a £50,000 grant from the Home Office, this will be allocated to specific initiatives as follows:
  - £25,000 will fund the 'Good Night Out' campaign which will be promoted in March 2022. This awareness campaign will be largely delivered to the public in the City to challenge myths and misconceptions around sexual harassment.
  - £10,000 will fund a campaign to raise awareness of the 'Street Safe' app, encouraging people to report any areas they feel unsafe and reasons why they feel unsafe, for example poor street lighting. This will enable both the Police and City of London Corporation to address the issues raised.
  - £15,000 will fund Safer Sounds to deliver Welfare and Vulnerability Engagement training to 100 licensed venues across the City of London. This

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<sup>1</sup> The Night Safety Hubs were staffed in partnership with the City of London Corporation, St John's Ambulance and Victim Support at St Botolph's Church, Bishopsgate. A Police Officer from Public Protection was also present to represent the City of London Police and provide specialist support to females who wished to report a concern.

will help to ensure they are able to prevent, respond and support vulnerable people, particularly women and girls. The training will also enable venues to promote and deliver the 'Ask for Angela' campaign previously reported on in the vulnerability deep dive to your previous Committee.

- CoLP has been working alongside Victim Support to deliver Safety in the City presentations to around 470 employees from businesses in the City. The sessions highlighted the City of London's response to VAWG, including information on how male employees can change their behaviour to help make women feel safer. The businesses provided positive feedback around the sessions and requested further sessions in 2022.