

## Appendix B- VAWG Update to May SPPC, PSIC and PAB

### Highlights of progress against NPCC objectives

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

This area focuses on our commitment to improve internal and external trust and confidence. Our new Policing Plan outlines our operational priority to keep those who live, work, and visit the City safe and feel safe. Consequently, we know that we must do more to earn the trust and confidence of our communities, in particular that of women and girls. To achieve this, we must ensure that our officers and staff uphold the highest professional standards.

#### Highlights:

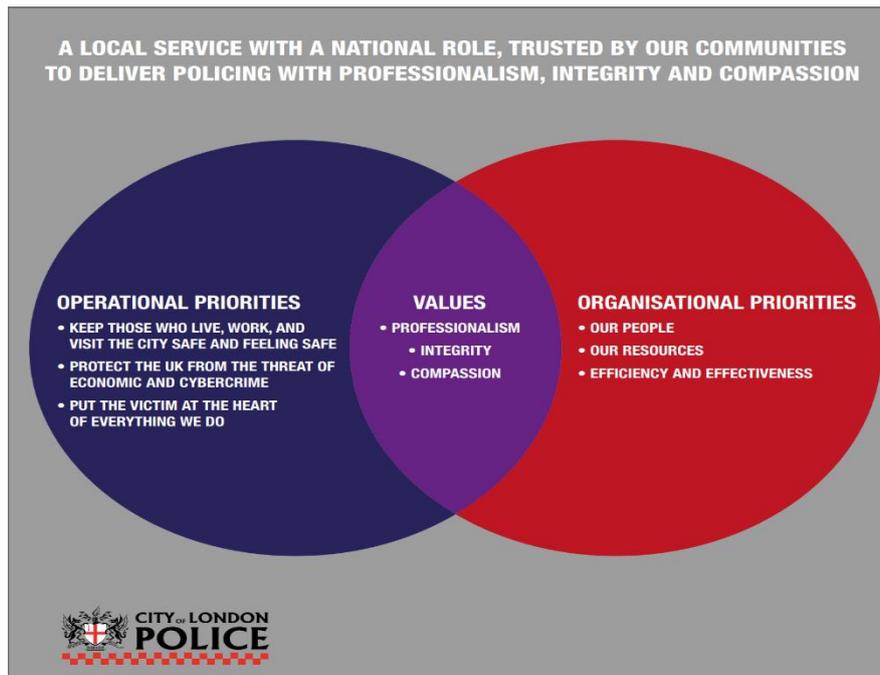
- Our Professional Standards Department (PSD) continue to review live, recent and historical cases to ensure that all concerns raised have been dealt with appropriately and updates on this are being provided to the Professional Standards and Integrity Committee. A peer review of cases with the Metropolitan Police will continue, not only to ensure absolute objectivity, but also to ensure that any organisational learning from each force is recorded and promulgated.

The PSD Counter Corruption Unit (CCU) has reported that the majority of concerns raised to them have been through direct contact rather than by anonymous reporting, this could indicate that employees are gaining confidence in the process of raising concerns.

- A number of PSD inputs regarding VAWG will be delivered by the dedicated Engagement Officer. This activity is designed to capture as many employees as possible through Management courses, probationer and transferee inductions and more general departmental inputs. A particular focus for these inputs is the organisation's Social Media Policy and will also refer to recent national misconduct cases.
- The PSD has reviewed the recommendations of the Operation Hotton Report<sup>1</sup> and responded with an overall strategic response regarding how these recommendations will be adopted for CoLP. This strategy has been circulated to our internal Rebuilding Trust and Confidence Strategic Board for comment and an update on this will be provided to the Professional Standards and Integrity Committee. The PSD will continue to review national organisational learning and promulgate recommendations which are appropriate for CoLP.
- Our new [Policing Plan | City of London Police](#) (2022-2025) intentionally puts victims at its heart and has a strong focus on creating a culture of equity and belonging.

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<sup>1</sup> [Operation Hotton Learning report - January 2022.pdf \(policeconduct.gov.uk\)](#) – the report makes 15 recommendations for the MPS to change policing practice following an IOPC investigation which found evidence of discrimination, misogyny, harassment and bullying involving officers predominantly based at Charing Cross Police Station.



This plan has now been published internally and externally. Furthermore, our own comprehensive internal communications strategy will ensure that all of our workforce understand what the priorities and values mean to them.

- On the 11<sup>th</sup> March 2022, Commissioner Angela McLaren opened the Force's first 'Our People' conference which welcomed around 150 Police Officers and Staff at managerial level from across the organisation. The Force's new values were introduced ('Compassion' has now joined 'Integrity' and 'Professionalism') with an emphasis on compassion, which applies not only to how we interact with the people we serve, but also in how we treat one another within the organisation. A number of important areas around Equality and Inclusion were the focus of the day, in particular VAWG, Race and Ethnicity, with a focus on leaders reflecting on their personal responsibility to make CoLP a more inclusive organisation. Feedback from the event is that this was hugely successful and impactful.

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

This area focuses on our ongoing commitment to bring more perpetrators of violence against women and girls to justice, working with partner agencies as a "whole system" response. This also includes work to reduce case attrition and to address the concerns and experiences of the victims.

- Public Protection are undertaking a capability review to ensure that the CoLP's operational response meets the public calls for service regarding VAWG. This piece of work not only seeks to examine specialist 24/7 availability but also wider training requirements for the whole workforce.
- To ensure that the highest investigative standards are maintained within VAWG investigations, there is now a process for a monthly dip-check of investigations

completed by the Crime Scrutiny Board and an independent Detective Chief Inspector from the Professionalism and Trust department. This also enables any organisational and individual learning to be captured and remedies implemented at the earliest opportunities.

- Public Protection are completing a review on offender management processes, in particular regarding managing offenders' post-conviction who are subject to civil orders, such as Domestic Violence Protection Orders and Stalking Protection Orders. This will support the Government's new Tackling Domestic Abuse Plan<sup>2</sup> and outline our approach in tackling domestic abuse through prioritising prevention, supporting victims, pursuing perpetrators and working with the CPS to build a stronger system.

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

This area focuses on protecting women and girls in public spaces, at home and online. We will continue to work closely with our partners and in particular the City of London Corporation (CoLC) to protect women from victimisation in these spaces.

#### Highlights:

- Following on from the Home Office funding award to raise awareness regarding the 'Street Safe' application<sup>3</sup>, the renewed advertisement campaigns have now gone live. The next stage of this campaign will be to review the data collected over the coming months, and whilst working with the CoLC, identify what improvements can be made to increase feelings of safety in the City.
- The funding also received for the 'Reframe the Night' campaign<sup>4</sup> (please see graphics in Appendix C) has provided the opportunity for joint advertisement with the CoLC around the City. So far, the campaigns on social media and within City of London train stations, have resulted in 9.3 million adult impressions through JCDecaux signage. The campaigns remain live, and Members will be updated in the September report.
- The Home Office funding received to enhance the 'Ask for Angela' campaign, through provision of Welfare And Vulnerability Engagement (WAVE) training to 100 licensed venues across the City remains underway. This will continue to ensure that trained staff at those venues are able to prevent and respond to incidents of VAWG.

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<sup>2</sup> [Tackling Domestic Abuse Plan - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/tackling-domestic-abuse-plan)

<sup>3</sup> This is a website ([StreetSafe | City of London Police](https://www.street-safe.com/)) which encourages 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 Corporation to address the issues raised.

<sup>4</sup> This is an awareness campaign largely delivered to the public in the City to challenge myths and misconceptions around sexual harassment. The emphasis will be on men to think about changing their behaviour, rather than putting the responsibility on women to change their behaviour to keep themselves safe. Please note that in the previous report this was entitled 'Good Night Out', however the terminology has now changed.

- CoLP continue to work alongside Victim Support to deliver Safety in the City presentations to around 600 employees from businesses such as UBS, Lloyds of London, Broadgate security, 22 Bishopsgate and Savills. The sessions highlighted the City of London's response to VAWG, including information on what men can do and how they can change their behaviour to help make women feel safer. Reframe the Night and Street Safe are both promoted during these presentations. The businesses provided positive feedback and requested further sessions.
- The CoLP launch of 'Op Reframe' is on the 28<sup>th</sup> April 2022 and will host a partnership safety hub for women and girls near to Liverpool Street Station on a monthly basis. Looking further ahead<sup>5</sup>, the CoLP has commissioned the development of mobile digital 'police boxes' and will in the longer term provide mobile 'safe havens' which can be used in particular by women and girls during night time economy peak hours.

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<sup>5</sup> Estimated implementation date is 2024.