

Committee(s): Strategic Planning and Performance Committee	Dated: 12 September 2022
Professional Standards and Integrity Committee	26 September 2022
Police Authority Board	27 September 2022
Subject: Update on Violence against Women and Girls (VAWG) activity	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1- People are safe and feel safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Commissioner of Police Pol 65-22	For Information
Report author: DCS Rebecca Riggs; DCI Carly Humphreys, Professionalism and Trust Directorate	

Summary

The purpose of this report is to provide an update for Members of the Strategic Planning and Performance Committee (SPPC), Professional Standards and Integrity Committee (PSIC) and Police Authority Board (PAB) on strategic progress made by the City of London Police (CoLP) in relation to Violence Against Women and Girls (VAWG)¹. Additionally, it provides some examples of work completed, and also areas for development over the coming months.

The report details current work at National, Regional and Local level and includes work ongoing with partners including the City of London Corporation.

Recommendation(s)

Members are asked to note the report

¹ This document uses the following Home Office definition of VAWG: "The term 'violence against women and girls' refers to acts of violence or abuse that we know disproportionately affect women and girls. Crimes and behaviour covered by this term include rape and other sexual offences, domestic abuse, stalking, 'honour'-based abuse (including female genital mutilation, forced marriage, and 'honour' killings), as well as many others, including offences committed online."

Main Report

Background

1. Members will be aware of the national and local focus on VAWG and detail of the background to this report was fully described in the previous reports to your Committees in November 2021, February 2022 and May 2022.

Current Position

Key Milestones since the last update (June – August 2022)

- **Operation Reframe:**
A successful monthly partnership Safety Hub is now in place led by the City of London Police (CoLP). This is a joint-working approach to facilitate the Night-Time Economy (NTE) by working with partners to provide a reassuring high visibility presence, with the particular objective of ensuring that women and girls, both are safe and feel safe in the City of London. This Operation is in line with the national Safer Streets campaign to 'reframe the night', further detail can be found in Appendix A.
- **Listening Circles:**
The Professionalism and Trust department has now established a programme of Listening Circles for women in the organisation, these will commence in September in 2022. A number of working groups have been completed to ensure that these run effectively and accommodate all female employees. These Circles will gradually evolve to include male colleagues, alongside the ethos of the HeforShe campaign, in addition they will also expand to encompass other protected characteristics such as Race. An infographic in relation to the opportunities which Listening Circles offers is included in Appendix B (*please note this is a draft and is currently under consultation with our working group and staff networks*).
- **Learning and Recommendations:**
The organisation is committed to learning, both from inside and outside of the organisation to improve upon the service it provides to the public by maintaining the very highest standards of professional behaviour. As a consequence, the Professional Standards Department (PSD) has completed a number of reviews from reports, such as Op Hotton, Child Q and the Police-Perpetrator Super Complaint. The learning and recommendations from these reports will be managed through the re-designed Organisational Learning Forum (OLF), further detail can be found in Appendix A. These issues are also being reported on in more detail to the Professional Standards and Integrity Committee who hold responsibility for oversight in this area.

National

2. Policing progress concerning VAWG continues nationally with a chief focus on partnership work. The CoLP remains working in close alignment with the NPCC (National Police Chiefs Council), including regular taskforce meetings to share good practice and disseminate national headlines. Strategic executive partnership meetings have also provided opportunities to shape work across broader communities.
3. Members will recall that in April 2022, along with all forces nationally, the CoLP submitted its VAWG Action Plan to the NPCC. This formulated national performance benchmarking for VAWG and promulgated good practice. The results of this national performance assessment have been shared with the HMICFRS, this has been presented as an entire policing approach, rather than highlighted work on an independent force-level basis.
4. The feedback from the NPCC has been positive, indeed it has largely identified that all forces are delivering consistently in similar areas. The areas which the CoLP will increase focus for delivery will be to rebuild trust and confidence amongst black and minoritised women and girls, as well as individual women and girls with lived experience. To achieve this, we are enhancing our partnership work with VAWG organisations, charities and our established partnerships.
5. The CoLP continues to support national VAWG delivery, such as:
 - CoLP secondments to the NPCC to work on the VAWG portfolio. This recently includes support from a CoLP DCI lead for Cyber Crime, this will have a national benefit by drawing upon the CoLP specialisms in this area to protect women and girls in online spaces.
 - Supporting the NPCC through national consultation regarding the Online Safety Bill², this currently going through parliament. Until the Online Safety Bill is passed, we are working with the NPCC to support delivery of voluntary interim Codes of Practice (CoP) for VAWG, these will regulate organisations and social media companies to hold them to account. The College of Policing (CoP) will assist organisations to monitor and detect violence and abuse against women and girls, this will not only include criminal offences but also what is known as 'legal but harmful' material.
 - Developing upon City business relationships, such as licensing and hospitality, which can provide national influence.

Regional

6. The CoLP remains working alongside the British Transport Police (BTP) and Metropolitan Police Service (MPS) in a regional working group. Of note, the NPCC has now assigned the region a NPCC VAWG Taskforce Delivery Lead. This will enhance our ability to contribute to regional VAWG

² [Online Safety Bill \(26th May 2022\) \(parliament.uk\)](https://www.parliament.uk/bills/2022/online-safety-bill)

work and develop a pan-London sustainable model to embed VAWG as 'business as usual' for the future.

Local

7. Since our most recent update to members in May 2022, the CoLP has continued to develop work to tackle VAWG by delivering sustainable change, as outlined in the key milestones.
8. The following updates build upon our commitments outlined in the May 2022 report; therefore these updates reflect additional pieces of work rather than a duplication of work mentioned in previous reports. The Independent Advisory and Scrutiny Group (IASG) are also provided with regular updates which has been valuable to shape our policing approach to VAWG across diverse communities.
9. The CoLP Learning and Organisational Development team (L&OD) has now been re-aligned to report directly into the Professionalism and Trust department. This now provides a more streamlined approach to identifying recommendations and embedding them into active organisational learning within the organisation.
10. In relation to the 3 National objectives some activity on each of these to date is described in Appendix A.

Governance

11. The City of London Police's strategic and tactical delivery on VAWG is being scrutinised at a local and national level, as follows:
 - The CoLP Renewing and Rebuilding Trust and Confidence Board, chaired by Assistant Commissioner Paul Betts, is driving progress against the delivery framework objectives which we have set out in our Strategic Delivery Plan under each of the three pillar objectives. To achieve this, the CoLP has a Tactical Action Plan that sets out the activities which will take place to deliver against these objectives, this Action Plan will also be sent to the HMICFRS³ for independent review.
 - Achievement will be scrutinised through independent review of our performance metrics to ensure that there is objectivity and transparency. This will take the form of regular consultation with our Independent Advisory and Scrutiny Group (IASG) and more formally, through Police Authority Board (PAB) and Professional Standards and Integrity Committee (PSIC). Key milestones and significant activity will also be highlighted to PAB/ PSIC and also shared with partners.

³ Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) independently assesses the effectiveness and efficiency of police forces and fire & rescue services – in the public interest. [HMICFRS - Home \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/)

- The CoLP will also regularly feed into a number of NPCC National Working Groups to share learning and best practice amongst all other Police Forces in England and Wales and the aforementioned regional Trust and Confidence Strategic Working Group with the Metropolitan Police Service and the British Transport Police.
- We will regularly review our Strategic Delivery Plan to ensure that it includes new recommendations from the NPCC as they are announced.

Conclusion

12. The CoLP continue to work in partnership with the City of London Corporation to enhance the City of London's response to VAWG. This report has highlighted some of the initiatives which have taken place to support this partnership and also our wider delivery of the NPCC VAWG strategy.
13. All the work noted in this report contributes to our new Policing Plan, in particular our Operational Priorities to 'Keep those who live, work, and visit the City safe and feeling safe' and to 'Put the victim at the heart of everything we do'.

Appendice(s)

Appendix A - Highlights of activity under the 3 NPCC National Objectives
Appendix B – Listening Circles Infographic

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