

Appendix A- VAWG Update to September 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) has completed the review of 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 has now been completed and the report is currently under review by PSD. An early assessment has indicated that no urgent reviews or areas of criticality need to be addressed, however there will be a subsequent report outlining the recommendations and learning for the organisation, including how these will be implemented.
- The PSD has received a significant increase in the direct reporting of misconduct, rather than through anonymous reporting mechanisms. This provides an indication that employees are gaining greater trust and confidence in the process of raising concerns.
- The PSD has reviewed the recommendations of the Operation Hotton Report¹ and responded with an Action Tracker which will be governed and scrutinised through the Organisational Learning Forum (OLF). The OLF is currently in a re-design phase and will be Chaired by Commander Khan, however any immediate actions from the Report have already been addressed and actioned as organisational learning.
- Following Child Q, the PSD pro-actively complemented a comprehensive review of all juvenile strip searches between January 2019 and April 2022. All of these 9 cases were reviewed, some individual and organisational learning was identified, however no conduct or safeguarding issues were discovered. In response to this learning, immediate educational work was completed with a force-wide reach to ensure that all juvenile strip searches continue to be completed in line with legislation and to the highest professional standards.

¹ [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.

A full report will be presented to the next PAB and PSI committees, additionally, the report will also be shared with the City and Hackney Safer Children' Partnership Board. The recommendations from this review will also be delivered through the OLF.

- The PSD have pro-actively accepted the recommendations from the 'Police-Perpetrated Domestic Abuse Super-Complaint'². Although not force specific, the HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), the College of Policing and the Independent Office for Police Conduct (IOPC) have published a report in response to the super-complaint submitted by the Centre for Women's Justice on police perpetrated domestic abuse. The super-complaint raised concerns about how police forces in England and Wales respond when police officers and police staff are accused of domestic abuse.

The PSD are currently reviewing the report which outlines that Police Forces are not fully recognising and responding to the risks and responsibilities associated with domestic abuse allegations involving police suspects. The recommendations from this report, where applicable, will be captured through the OLF governance and scrutiny process as with Op Hotton and Child Q.

- The next phase of the plan for internal Cultural Development is to conduct a series of events through August into September 2022 which will enable all employees to experience learning and understand the importance of trust and confidence in leadership. Continuing the theme of our previously successful 'Our People' conference, these events will have a particular focus on race and gender, acknowledging inter-sectionality and how we can restore trust and feelings of police legitimacy amongst the more diverse communities we police.

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.

Highlights:

- A capability review of Public Protection is still underway to ensure that the CoLP's operational response meets the public calls for service regarding VAWG. In addition, vacancies within this department are being filled as an operational priority, to ensure that there are no service provision gaps.

² [Police super-complaints: force response to police perpetrated domestic abuse - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/police-super-complaints-force-response-to-police-perpetrated-domestic-abuse)

- Domestic Abuse Matters³ training is currently being rolled out across the organisation as mandatory training. The College of Policing and the domestic abuse charity, SafeLives, worked with key stakeholders to develop 'Domestic Abuse Matters', a bespoke cultural change programme for police officers and staff in England and Wales. This training has been designed to ensure that the voice of the victim is placed at the centre of the policing response, with the aim of having a long-term impact to change attitudes and culture within policing regarding its response to domestic abuse. Many other forces have embedded this training in response to the HMICFRS 2014 report 'Everyone's business: Improving the police response to domestic abuse', which highlighted the need for forces and officers to better understand and respond to coercive control.

NPCC Objective 3- Create Safer Spaces

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:

- The CoLP launch of 'Operation Reframe' took place on the 28th April 2022, this Operation is a partnership approach to facilitate the night-time economy (NTE) by asking partners to assist the CoLP to provide a reassuring high visibility presence, with the goal of making people feel safe in the City of London. This is in line with the nationally promoted Safer Streets campaign to 'Reframe the Night'. The Operation encompasses the CoLP Licensing team, City Corporation Community Safety Team, Mental Health Team, City Corporation, Licensing team, Environmental Health, Sector and other specialist Policing teams, PPU/Victim advocate, SIA (Security Industry Authority), Street Pastors, Special Constabulary, Park guard, Network Rail, Samaritans & the British Transport Police.

Activity has included:

- Targeted engagement with licensed premises, particularly through security and management. Relevant agencies have attended with CoLP and CoLC (City of London Corporation) to inspect licensed premises and ensure adherence to safety and security.
- Early engagement with persons in the designated areas who appeared under the influence of alcohol. This has been effective to identify early safeguarding requirements and also to intervene in the escalation of negative behaviours.
- The 'Ask for Angela' safety initiative has been highlighted alongside promotion for Safer streets reporting. These initiatives have been highlighted on leaflets and also via the DIGI-STOPPER (mobile communication) Boards. The licensing team are also completing quality assurance checks on Ask for Angela venues during this Operational activity.

³ [For police: Domestic Abuse Matters | Safelives](#)

- Providing Welfare and Vulnerable Engagement (WAVE) advice and information on measures to avoid potential drink spiking incidents. This has included the distribution of alcohol toppers and taking partnership action to reduce preventable injury linked to alcohol and drugs.

The Operation has already been hugely successful through ensuring that vulnerable women are safeguarded and intervening in incidents where early predatory behaviour is witnessed.

- Safer Streets funding bid: On the 25th July 2022, the Home Secretary formally announced that £50 million of new funding will be given to communities across England and Wales to make the streets safer for all. The CoLC is already working closely with the CoLC in order to submit a successful bid for transformative crime prevention initiatives, particularly focused on VAWG.

28th July 2022

DCI Carly Humphreys