

Committee(s): Strategic Planning and Performance Committee	Dated: 17 th November 2022
Police Authority Board	24 th November 2022
Professional Standards and Integrity Committee	29 th November 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 102-22	For Information
Report author: T/Chief Superintendent Sanjay Andersen; 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), Police Authority Board (PAB) and Professional Standards and Integrity Committee (PSIC) 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 quarterly reports to your Committees.

Current Position

Key Milestones (Quarter 3)

- **Plan on a Page:**
In recognition of the need to ensure that the CoLP's (CoLP) VAWG Strategy is clearly and consistently communicated across all areas of the organisation, a 'Plan on a Page' has been developed (Appendix A). This is currently out for consultation and once a final version agreed, will be disseminated across the organisation utilising a variety of communication methods, such as team cascade briefings and open events in the canteen. A public version of this plan will also be disseminated across our communities, to demonstrate in a concise way, the organisation's commitment and progress in tackling VAWG.
- **Academic support:**
The City of London Police has a successful internship programme with University College London. The Professionalism and Trust team will be working with a student to support an academic review of our VAWG Strategy. The over-arching aim will be to establish an evidence-base for our performance in this area, identify good practice and any areas for improvement. This will be an objective review and provide an external lens to show how effectively CoLP is delivering on the VAWG Strategy. This work is embryonic and consequently a more detailed update will be provided for the February 2023 Committees.

National

2. October 2022 will mark the one-year anniversary of the establishment of the NPCC (National Police Chief's Council) taskforce. The CoLP has been invited to an NPCC event where there will be a presentation on national collective progress, a summary will be provided in the next Committee report.

Members will recall that in April 2022, all forces nationally submitted their internal VAWG Action Plan to the NPCC for initial national performance

benchmarking. In September 2022, forces were again asked to re-submit their Action Plans to demonstrate ongoing progress. Prior to this submission, the CoLP completed performance benchmarking on the Plan, this revealed that we are delivering in all areas (based upon a RAG grading) and that no areas of concern have been identified. As with the submission in April, we anticipate feedback to be presented to forces as a national policing response to VAWG; an update will be expected in time to present to members at the next Committee meeting.

Regional

3. The CoLP remains in a working group with the British Transport Police and Metropolitan Police. There is nothing to note for Committee members during this quarter.

Local

4. Since our most recent update to members in September 2022, the CoLP has continued to develop work to tackle VAWG by delivering sustainable change, as outlined in the key milestones. The following local updates highlight work currently in development:

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.

- HeForShe²: A CoLP campaign lead has now been identified and a meeting with the national team has taken place to support our internal implementation. A six-month re-launch plan has been completed and will be supported by trackable actions; this is currently under internal consultation.
- Professional Standards: As previously updated, our Professional Standards Department (PSD) has completed the review of live, recent and historical sexual misconduct cases to ensure that all concerns raised have been dealt with appropriately. This report is now in the final review stage and following this will be presented to the Chief Officer team. A summary of the report will be provided to the subsequent Police Authority Board and Police Standards and Integrity Committee.

² [Home Page | HeForShe](#)

- Leadership and Culture: The Leadership and Culture strand of our Professionalism and Trust team continues to develop upon 'Our People' framework. This will support initiatives for self-development whether for promotion or lateral moves. There are specific elements with this framework which are designed to support the progression of females in the workforce, such as the recent 'Leading with Impact' course which was extremely well attended.

In addition, the 'Our People' Inclusivity Programme will run as a mandatory event for all employees and will take place across a number of dates in November and December at Aviva. The event will contain a blend of leadership and culture-focused inputs, framed around inclusion and compassionate leadership. An intrinsic focus will be around Ethics, Mentivity and challenging inappropriate behaviour.

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.

- Vulnerability training: Ensuring that the workforce is equipped to deal with VAWG remains at the forefront of our Strategy. Practically, a significant part of this work has involved a force-wide skills gap analysis for all employees. As a result, vulnerability training has now become mandatory for all officers. It has already been rolled out to 800 officers, with 60 outstanding. Prioritisation also remains to deliver the new Domestic Abuse Matters training, for which 240 officers have already attended and provided complimentary feedback. The next steps will be to have a cohort of 'trained – trainers' to ensure that we can deliver to the entire workforce at pace.
- VAWG Problem Profile: This has provided a comprehensive overview of the impact of VAWG in the City of London. The profile has been cascaded to key internal stakeholders and micro-briefings are being arranged with these business area leads by the Professionalism and Trust team, this will ensure that any risk areas are addressed, and good practice disseminated locally, regionally and nationally.

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.

- Operation Reframe: A successful monthly partnership Safety Hub continues to operate. Monthly performance reports are produced to track the impact of this collaborative initiative. The results for August and September 2022 are summarised below:

August:

Welfare hub: Approximately 50 persons visited the welfare area. This provided opportunities for CoLP and partnership agencies to engage and raise awareness around personal safety.

Interventions: There were 2 people safeguarded whilst their experienced mental health episodes. First aid was also provided to an injured female and 4 heavily intoxicated lone persons, including a teenage female, were supported to facilitate safe travel home.

Licensed premises: 27 licensed premises were visited and inspected.

September:

Welfare hub: Approximately 10 persons visited the welfare area. As above, this provided opportunities for CoLP and partnership agencies to engage and raise awareness around personal safety.

Interventions: Of note, there were two arrests made for Fraud in relation to persons working as SIA door staff without accreditation.

Licensed premises: 39 licensed premises were visited and inspected, this included 25 drinks being tested for spiking across 2 venues as a reassurance and educational exercise for patrons.

This Operation will be further developed as a model for the upcoming Christmas Campaign where footfall in the City and within licensed premises will increase.

- Licensing checks: The CoLP Licensing Team complete weekly compliance checks on venues on a Thursday, Friday and Saturday, this is also mirrored by the Corporation Licensing team. Venues attended will differ weekly, however those graded with Red or Amber concerns, will be visited each week. Over a 3 month period, the Licensing Team have also conducted compliance visits with every late night levy premises. A full report of activity is regularly presented to the Licensing Committee.
- Ask for Angela: WAVE (Welfare And Vulnerability Engagement)³ training has also been completed by the Safer Business Partnership to support the Ask for Angela campaign. Currently, 284 people have been trained across 55 venues in the City. Ask for Angela quality assurance checks

³ [WAVE Training — Safer Sounds Partnership](#)

are conducted by the Licensing Team, with the purpose to ensure that staff working at these campaign venues are sufficiently trained.

Governance

5. The City of London Police's strategic and tactical delivery on VAWG is being scrutinised at a national and local level, as advised in previous committee reports.

Conclusion

6. The CoLP continues 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.

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'.

Appendices

Appendix A- Draft Plan on a Page- VAWG Strategy

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