

Committee(s): Strategic Planning and Performance Committee Professional Standards and Integrity Committee Police Authority Board	Dated: 6 February 2023
	8 February 2023
	15 February 2023
Subject: Update on Violence against Women and Girls 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 23-23	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 Girls¹. 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 VIOLENCE AGAINST WOMEN AND GIRLS: "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 Violence Against Women and Girls, detail of the background to this report was fully described in the previous quarterly reports to your Committees.

Current Position

Key Milestones (Quarter 4)

- **Performance Measures:**
As the violence against women and girls Action Plan approaches its first year of implementation, a review of performance measures and success against those will be an ongoing piece of work. Already, the CoLP has a dedicated violence against women and girls 'Power BI' dashboard which provides real-time information to show the locations of our violence against women and girls hot-spots and repeat perpetrators. This is used to inform deployments, such as Operation Reframe, to provide a proactive problem-solving approach to tackle violence against women and girls.
- **Professional Standards Department (PSD) – Strategic Reporting and Governance:**
In the last year, PSD has conducted a significant number of Strategic Reviews on behalf of the force. These were completed following national requirements, or as a response to nationally significant events, or reports relating to other forces. All reviews have had Strategic oversight from the force Chief Officer Team as well as the PSIC and PAB. The reviews include:
 - Force review of juvenile strip searches following the Child Q report publication;
 - Historical review of police perpetrated domestic abuse and sexual misconduct cases, with responses to the Police Perpetrated Domestic Abuse Super Complaint;
 - Force response to Operation Hotton; and
 - National HMICFRS recommendations relating to Vetting and Counter Corruption.

Recommendations and actions arising from these reviews now have a clear process to ensure strategic oversight of their progress. This includes six monthly reviews at PSIC, oversight through the force's internal Renewing and Rebuilding Trust and Confidence Board, and oversight by the Organisational Learning Forum (OLF). A role has been created to provide senior management oversight of such

recommendations in the future, this role is currently coordinating the force response to the HMICFRS recommendations.

To note, the first meeting of the newly refreshed OLF was held in October 2022. Chaired at Commander level, this has now provided a dedicated space for these recommendations to be monitored and ensure progress is made.

National

In October 2022, a NPCC (National Police Chief's Council) event was held for forces to gain an overview of collective progress. A key theme being that the focus of the NPCC violence against women and girls taskforce should remain on professionalism, trust and confidence. The three pillars of activity (cited in this report as NPCC objectives) will continue to drive bespoke activity to combat violence against women and girls. Further work is also being reviewed to ensure that the violence against women and girls Strategy aligns with the National Race Strategy, in particular regarding how policing engages with black and minoritised women, and how we improve trust and confidence amongst those communities.

Following on from this, the CoLP Professionalism & Trust team has met separately with DCC Maggie Blyth (NPCC violence against women and girls lead) in December 2022 to confirm areas of force focus for 2023, which will be set by the NPCC as follows:

- Domestic Abuse performance – specifically to review our overall response to reports of police and non-police perpetrated abuse. This will include the 'voice of the victim' within the case management, case file standards and case attrition rates.
- Improving Criminal Justice outcomes for Domestic Abuse, Rape, Serious Sexual Offences and, Stalking and Harassment – specifically case file standards and improving our support to victims throughout the criminal justice process.

The CoLP will ensure that these areas of focus are reflected upon in our refresh of our violence against women and girls Strategic Delivery Plan as we enter Year 2 in April 2023.

Regional

2. The CoLP remains in a working group with the British Transport Police and Metropolitan Police. A violence against women and girls conference is being arranged by the Crime Prevention Association (CPA) to take place at the Guildhall on Monday 27th February with guest speakers from BTP (Chief Constable Lucy D'Orsi) and Met Pol (tbc). CoLP will also be providing representation and have a speaking slot to update attendees on our current work and future plans. Guests are being invited predominantly from the private sector, across a variety of industries. The aim of this conference is to improve awareness, showcase a collective pan-London

response to violence against women and girls and identify opportunities for future collaboration.

Local

3. Since our most recent update to members in November 2022, the CoLP has continued to develop work to tackle violence against women and girls by delivering sustainable change, as outlined in the key milestones. A deep dive of our internal violence against women and girls Action Plan was completed in December 2022, to ensure that operational progress is maintaining pace.

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: This has now been launched internally and registration has begun for male employees to become HeForShe Allies. A HeForShe workshop has been arranged for Allies on the 31st January 2023 which will be launched by Assistant Commissioner Betts with the National HeForShe lead facilitating the event.
- Listening Circles: Our programme of Listening Circles remains well attended. The next Listening Circle is scheduled for the 23rd January 2023, following this a quarterly report of themes raised and action taken in response, will be presented to the Renewing and Rebuilding Trust and Confidence Board. The programme has now been recognised as a 'Good Practice' example in the annual report for 'Gender Equality in UK Policing' (Appendix A: Listening Circles – A Good Practice example).
- Leadership and Culture: The 'Our People' Inclusivity Programme has now commenced with sessions delivered across November and December. The sessions planned for January are currently being rearranged due to the national rail strikes. These events have been extremely well attended with overwhelmingly positive feedback. There remains a continuous internal advertisement campaign to promote these events and informing how they complement not only the new 'Our People' development framework, but also our wider work to improve trust and confidence (Appendix B: Professionalism and Trust activity poster).

² [Home Page | HeForShe](#)

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.

- **Police-Perpetrated Domestic Abuse (PPDA):** A new area of focus for Policing nationally has stemmed from the super-complaint into PPDA. In response to IOPC and HMICFRS recommendations, PSD have worked closely with our Public Protection Unit to develop process maps to ensure that both conduct matters, and any criminal investigation are jointly co-ordinated. This also now includes memorandums of understanding with external forces who could be managing future criminal investigations for our employees. This aligns to national recommendations and has also been presented to PSIC.
- The Government has released the first report from Operation Soteria, a unique Police and CPS programme to develop new operating models for the investigation and prosecution of rape by June 2023. These findings will be adopted by forces to improve their response to rape and other sexual offences. The CoLP has begun to engage in national working groups to ensure that we adopt and implement these recommendations at the earliest opportunity. This work will also complement our current focus of rolling out mandatory Domestic Abuse Matters training and Vulnerability training across the force, in addition to the 100% resourcing uplift in our Public Protection Unit which has already taken place to improve standards of initial response, investigation, supporting victims and bringing offenders to justice.

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.

- **Operational activity against Gender-Based Violence:**

A dedicated communications campaign to highlight this work was promoted internally and externally in which the Commissioner outlined the activity we will be taking, which included:

White Ribbon Day: On the 25th November, CoLP promoted its commitment to help eliminate Violence Against Women, also known as the national ‘White Ribbon Day’. This involved a specific briefing to explain the importance of the day for all front-line officers being asked to wear a white ribbon by the Professionalism and Trust team.

The force’s Christmas campaign ‘Operation Tinsel’ also began on the 21st November and ran until the 23rd December to encompass our

policing response to both the festive period and the World Cup. Officers from across the force provided a highly visible policing presence in the Square Mile day, night and day, to reassure the public and deter offenders. The focus was aligned to crime types which impact upon residents, communities and stakeholders at that time of year, in particular violence against women and girls, alcohol-related violence, inappropriate sexual behaviour, anti-social behaviour and acquisitive crime.

The headline results from Operation Tinsel are:

- *227 deployments from CoLP officers, 893 people engaged with and offered safety advice.*
- *19 arrests made.*
- *31 stop and searches resulting in 22 positive outcomes.*
- *High Harm offences were reduced by a total of 52% compared to the same period in 2021 (GBH -83%, Serious sexual assaults -60%, and allegations of drink spiking -36%)*

Following White Ribbon Day, CoLP supported the UN Campaign to mark 16 days of Activism against Gender-Based Violence, this included three key activities:

- (i) Paternoster Square Security event:
In December 2022, members of the Professionalism and Trust team presented at the Paternoster Square security forum. This enabled the team to meet security managers and business stakeholders and update them on the work which CoLP is delivering on to combat violence against women and girls. It also provided an opportunity to brief attendees on the NPCC drink spiking campaign, Ask for Angela and practical steps which security and venue employees can use to keep women and girls safe in the City.
- (ii) Paternoster Square Engagement event:
In December, the Professionalism and Trust team hosted an engagement event at Paternoster Square with the support of our Sector Policing officers. This provided an excellent opportunity for our teams to engage with businesses and members of the public to update them on the work that CoLP is doing not only to prevent Violence Against Women and Girls, but also to rebuild trust and confidence amongst our communities. A number of personal safety alarms were given to women, and engagement with businesses around the Ask for Angela campaign and drink spiking, provided reassurance to employees about what action they could take in keeping women and girls safe using their venues.

(iii) Operation Reframe:

The 3rd December saw the CoLP, and partners run its monthly event to keep women and girls safe in the night-time economy. Deputy Chief Constable and NPCC violence against women and girls lead, Maggie Blyth, joined to see the initiative first-hand. A video of the operation has been filmed and promoted externally to demonstrate our commitment to improving the safety of women and girls in the City at night. The video can be viewed using the following link (<https://twitter.com/citypolice/status/1603797102127038464?lang=en>).

The event was extremely well attended and enabled significant preventative work to be completed, including:

- Ask for Angela: 7 venues tested with 6 passing (re-training has been arranged for the failed venue).
- Interventions:
 - St John Ambulance dealt with 3 incidents which negated the need for ambulance and police deployments.
 - 4 arrests made.
 - 24 welfare tent interactions, including 3 females being helped to get home safely.
 - 22 drinks tested across 2 venues for drugs, all which proved negative for drink spiking.
 - 32 licensed venues visited as a multi-agency approach.

To assist in evaluating the impact of Operation Reframe, a trust and confidence survey was completed with members of the public. The results provided positive feedback around the visibility of police and linked feelings of safety:

“79% of people surveyed said they strongly agreed or tended to agree, that seeing a police officer in uniform made them feel safer

86% of people surveyed said that they strongly agreed or tended to agree that they would be confident to approach and speak to a uniformed officer.

86% of people surveyed said they strongly agreed or tended to agree that they would be confident in approaching a guardian volunteer.”

Governance

4. The COLP's strategic and tactical delivery on violence against women and girls is being scrutinised at a national and local level, as advised in previous committee reports.

Conclusion

5. The CoLP continues to work in partnership with the City of London Corporation to enhance the City of London's response to violence against women and girls. This report has highlighted some of the initiatives which have taken place to support this partnership and also our wider delivery of the NPCC violence against women and girls 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: Listening Circles – A Good Practice example.

Appendix B: Professionalism and Trust activity poster.

Contacts:

Sanjay Andersen

T/Chief Superintendent

Sanjay.andersen@cityoflondon.police.uk

Carly Humphreys

Detective Chief Inspector

Carly.humphreys@cityoflondon.police.uk