

<b>Committee(s):</b> Strategic Planning and Performance Committee	<b>Dated:</b> 3 <sup>rd</sup> May 2023
Professional Standards and Integrity Committee	9 <sup>th</sup> May 2023
Police Authority Board	24 <sup>th</sup> May 2023
<b>Subject:</b> Violence Against Women and Girls Update	<b>Public</b>
<b>Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?</b>	1- People are safe and feel safe
<b>Does this proposal require extra revenue and/or capital spending?</b>	<b>N/A</b>
<b>If so, how much?</b>	<b>N/A</b>
<b>What is the source of Funding?</b>	<b>N/A</b>
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	<b>N/A</b>
<b>Report of:</b> Commissioner of Police Pol 51-23	<b>For Information</b>
<b>Report author:</b> Kate MacLeod, Detective Superintendent, Professionalism and Trust	

### 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<sup>1</sup>. Additionally, it provides some examples of work completed since the last report to your Committees.

Since the last report to your Committee the portfolio lead for Violence Against Women and Girls has changed and is now being led by Detective Supt Kate MacLeod but is still being managed under the Professionalism and Trust portfolio.

The CoLP is currently reviewing reporting on this area of business with a view to moving to including in the regular existing quarterly reports to your Committees as it embeds as business as usual as there are many areas where the work cross cuts with other existing workstreams.

### Recommendation(s)

Members are asked to note the report.

<sup>1</sup> This document uses the following Home Office definition of Violence against women and girls. [Violence against women and girls national statement of expectations \(accessible\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/672222/violence-against-women-and-girls-national-statement-of-expectations-accessible.pdf)

## **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.
2. Since the last report to your Committee the portfolio lead for Violence Against Women and Girls has changed and is now being led by Detective Supt Kate MacLeod but is still being managed under the Professionalism and Trust portfolio.

### **Current Position**

3. The CoLP is currently reviewing reporting on this area of business with a view to moving to including in the regular existing quarterly reports to your Committees as it embeds as business as usual. There are many areas where the work cross cuts with other existing workstreams. Options are being considered with a likely move to reporting on it as part of the quarterly performance and/ or equality and inclusion updates to your Committees rather than a standalone report subject to Members agreement. This will streamline reporting without losing the required focus on this important area of business.

### **Highlights of Progress against Core NPCC (National Police Chief's Council) 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.

#### **BARONESS CASEY REVIEW**

The independent review into the standards of behaviour and internal culture of the Metropolitan Police Service was published on 22nd March 2023, generating widespread media coverage. It was felt important that we had internal conversations on the key findings; hence the Commissioner calling an extraordinary meeting for all Senior Leaders on the day after publication to gain initial impressions and ideas; something which has been encouraged throughout the organisation.

Our own internal communication strategy also highlighted the importance of this review to our staff and included quotes from the Commissioner and Head of Professionalism & Trust) to describe what has already been done in this important field:-

*"We've increased awareness of behaviours and conduct that are unacceptable; giving you the confidence to raise concerns, and highlighted the different routes through which these can be reported. We have reviewed historic cases, taking the learning from these; and strengthened our vetting processes. It's the responsibility of everyone working in policing to restore public trust in the service we provide. We are committed to improving and are acting decisively to ensure that we consistently deliver the highest professional standards to all the communities we serve."*

Our Professionalism & Trust team and Strategic Development are now in the process of leading our response to this final review. We have already completed an assessment (following the initial Casey report and other high-profile reviews in this area such as Op Hotton<sup>2</sup>). We have now assessed the recommendations in this final Casey report which we have mapped to existing activity and any gaps identified. A more detailed report regarding the Baroness Casey Review was reported the Police Authority Board on the 2<sup>nd</sup> May 2023.

## OUR PEOPLE INCLUSIVITY PROGRAMME

The final 'face to face' launch of this Programme took place on 24<sup>th</sup> February 2023 at Deutsche Bank in the City, over 200 officers and staff attended this day, putting overall attendance to date at 800. As rail strikes and operational commitments made it difficult for all planned dates to go ahead, the Professionalism and Trust team are now putting on a further 3 'online' events to capture those unable to attend date. These sessions will all be attended by members of our own Chief Officer team along with our guest speaker and voices from our own force, to ensure that the virtual experience is as close to the 'in-person' sessions as is possible.



<sup>2</sup> [Operation Hotton Learning report - January 2022.pdf \(policeconduct.gov.uk\)](#)

From May 2023, the full programme of modular options will be available on our intranet for officers and staff to sign up to. These options will include inputs on Bystander Training, Awareness of Misogynistic Behaviours and Domestic Abuse; all staff are required to complete one module of their choice every 6 months.

The College of Policing is publishing their first edition of a digital magazine which is going to be distributed to forces across the UK (particularly for the benefit of Training Managers) on the role that the College can play in supporting forces to deliver the National Race Action Plan. Released every quarter, it will showcase examples of great practice and initiatives from UK forces; the City of London Police's Inclusivity Programme has been selected as the feature for this first edition.

## LISTENING CIRCLES

A total of 4 listening circle events have now taken place within the City of London Police, a full executive summary of results is being presented at the force's next Renewing and Rebuilding Trust & Confidence Board in April 2023. A 'You Said, We Did' summary has also been produced and will be promoted further in force to communicate results to our staff:-

# CoLP Listening Circles for Women

**"You Said, We Did!"**

Thank you to all those who participated in the CoLP Listening circles for women. Your contributions are valued and have already made a difference. Below are a few highlights of actions taken and work in progress.

Complete	In Progress	Next Steps
<p>Relevant signposting, introductions, occupational health referrals and welfare support structures put in place following sessions.</p> <p>Concerns raised in relation to the process of setting up a network and the slow process were immediately addressed and moved forward by a facilitator, paving the way for the Network of Women to be formed and launched.</p> <p>Following each session, a visual of key themes was shared with the Trust &amp; Confidence Board, highlighting key concerns, solutions for consideration and in turn influencing decision making and work in progress across the force.</p>	<p>Microaggressions, relating to misogyny and sexism are to be included in an active participation workshop, forming a module within the Inclusivity Programme.</p> <p>We seek to find alternative and creative ways to communicate information such as visual plans on a page, drop-in sessions and visual newsletters.</p> <p>There is a focus on leaders communicating honestly and openly, with managers being asked to have discussions with teams where this has been highlighted to understand concerns and make positive changes.</p>	<p>The listening circles format is in place and can now be used to address any issue and audience, both internally and externally.</p> <p>We look to replicate this scheme internally to find joint solutions for CoLP's Race Action Plan in the coming year.</p> <p>The Corporation of London have expressed an interest in using this model for their staff and plans are in progress to share best practice and assist in facilitating their first sessions.</p>

Although the pilot sessions were designed to focus on women, the listening circles format has been successful as proof of concept and can now be used to address other issues and audiences, both internally and externally. As such, we look to replicate this scheme internally to find joint solutions for CoLP's Race Action Plan in the coming year.

As well as being held up as National good practice in previous College publications, the National Police Federation of England & Wales have also contacted the City of

London Police and recently published an article on this piece of work to share good practice amongst its 135,000 members.

## **HEFORSHE RELAUNCH**

The City of London Police HeForShe initiative has now been launched internally with a workshop opened by Assistant Commissioner O'Doherty taking place in January 2023, with the National lead facilitating, leading to the recruitment of 28 internal 'HeForShe' allies.

An action plan has since been created and a series of initiatives underway against the core objectives as follows:-

**Objective 1** - To address the gender imbalances in middle management teams, in particular the ranks of Sergeant and Inspector.

**Objective 2** - To address and remove the sexism and misogyny, where it exists, in police culture.

**Objective 3** - Support the annual reporting of gender equality information

The HeForShe group meet on a monthly basis and feed into the force's Gender Equality Network.

## **WHITE RIBBON ACCREDITATION**

The Professionalism and Trust team has taken initial steps towards White Ribbon Accreditation, meeting with their CEO and colleagues to ensure that we maximise all we are doing against our National Violence Against Women and Girls workstreams and avoid any duplication. White Ribbon Accreditation<sup>3</sup> ensures organisations take a strategic approach to ending men's violence against women by strengthening systems, engaging with men and boys, changing cultures and raising awareness. A paper will be presented at CoLPs next Equality & Inclusion Strategy Board for approval, we will continue to work with colleagues in the City of London Corporation to ensure best approach with a keen advocate in the Town Clerk, Ian Thomas CBE who is a White Ribbon Ambassador.

### **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.

## **RESPONSE TO POLICE PERPETRATED DOMESTIC ABUSE (PPDA)**

Operation Hood, which was a full review of all of City of London Police's, police perpetrated, domestic abuse and sexual abuse cases investigated over the last 20 years, was completed in 2022 and reported to the Professional Standards and Integrity

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<sup>3</sup> [About Us — White Ribbon UK](#)

Committee in November 2022. In summary, the recommendations focused on the key areas of ensuring that:-

- PPDA is handled as a complaint and investigated rigorously
- We are complying with existing relevant Associated Professional Practice (APP) guidance
- All PPDA cases are effectively monitored and reviewed
- Impartial, joined-up criminal and conduct investigations are conducted by people with the right knowledge and skills
- Effective engagement and communication take place with victims
- Appropriate decisions are being made with respect to the deployment of officers under investigation for Domestic Abuse allegations
- All findings of the original super complaints are embedded into force working practices.

This is being monitored internally and forms part of an overarching update to the Professional Standards and Integrity Committee.

### **DOMESTIC ABUSE MATTERS TRAINING**

The first phase of this training has been completed and saw 270 front line officers trained in this First Responder programme. Phase Two started on 11<sup>th</sup> April 2023 with 35 sessions scheduled for the remainder of 2023, this phase also includes firearms officers (as their attendance was reassessed following the Casey Review) and will capture the remainder of the officers. The notion of using 'Domestic Abuse (DA) Matters Champions' will be reinvigorated with an aim to train between 30-35 'champions' across the force, to ensure we provide a high-quality service to all victims.

Vulnerability training launches in May 2023, this phase focuses on Cyber enabled domestic abuse. Both vulnerability training and DA Matters training is mandatory for all front-line officers and staff, along with those who engage with members of the public.

The recent HMICFRS PEEL Inspection 2022 identified the CoLP as innovative, stating that Investigators actively pursue evidence led domestic abuse prosecutions, in cases where victims are at their most vulnerable; and the force records crimes well and is amongst the best in England and Wales at obtaining the best outcomes for victims.

### **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.

### **WALK AND TALK INITIATIVE**

This CoLP initiative has been developed from a concept founded by the Metropolitan Police Service (MPS) (initially aimed at improving community relations) to an initiative as part of CoLPs response to local concerns about Violence Against Women and Girls.



CoLP is inviting women who live or work in the square mile (and are aged 18rs +) to go for a walk with local female officers in their neighbourhood. It is a way of officers being able to engage with our female community and encourage them to talk about their experiences and concerns, including ideas on how we can improve their safety and how safe they feel in the City.

Sessions are taking place early in the morning or in the evening, they launched on 20<sup>th</sup> April 2023 and are being promoted through both Policing and City of London Corporation circles. Any themes or concerns raised will be recorded for future discussion, with a view to making collaborative recommendations.

## **OP REFRAME**

The 9<sup>th</sup> Operation Reframe event since its launch in April of last year took place at Bank junction on 24<sup>th</sup> February 2023, combining the general ethos of this initiative with Transport for London (TfL) and their 'Op Regina', an initiative aimed at ensuring safe travel home.



This joint partnership approach was a success; together with TfL, City of London Police Roads Policing Unit stopped 36 vehicles, of which 78% were non-compliant (many with badges not displayed / licencing concerns) resulting in 21 tickets being issued and appropriate intelligence action. TfL also assisted City officers stopping buses along Bishopsgate to ensure that people were feeling safe and free from harassment on their travels, checking compliance with travel for 240 passengers. Two licencing buses, covering both sides of the City, were also in attendance, with multiple partners on board.

The welfare tent, staffed by Police and volunteers from St Johns Ambulance, was also utilised- 9 vulnerable women were supported here. More generally, working with our

Night-time Guardians from the City of London Corporation and other Agencies, the operation continued through the night and 6 further vulnerable women were provided assistance. 5 full premises checks were carried out, including CCTV compliance checks and door staff badges. A further 24 licensed premises had visits from the City of London Police, Environment Agency, and Park Guard who are contracted by the City of London Corporation to provide community safety services. Due to the many visible successes, plans are now underway to run this joint operation more frequently.

## **Conclusion**

4. 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.
5. 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'.

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