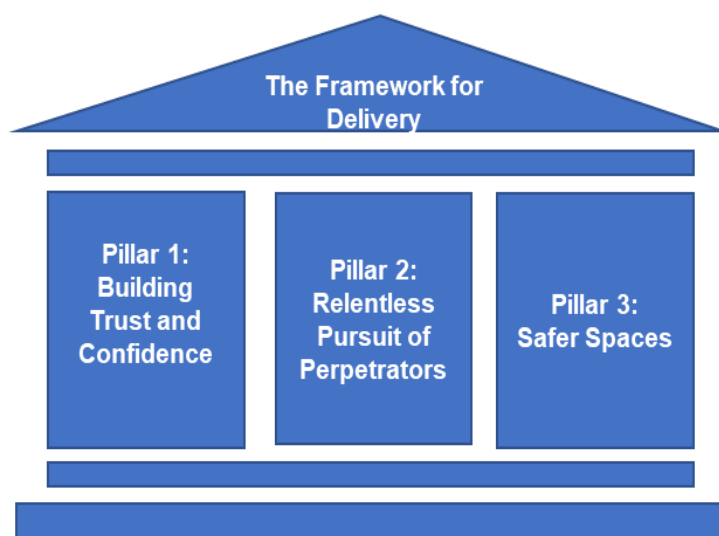


VAWG Governance

Nottinghamshire Police has a defined violence Against Women and Girls (VAWG) Governance structure to deliver our VAWG Strategy, which is based upon the guidance from NPCC Lead DCC Blyth.

Our VAWG tactical plan documents a comprehensive series of recommendations and actions to address VAWG within Nottinghamshire. This is regularly updated and provides significant insight in the work ongoing to make Nottinghamshire a safe space for women and girls. This is based on the three pillars:



The VAWG strategy clearly conveys the collective responsibility on all officers and staff to rebuild trust and confidence across our communities and to tackle those who offend against women and girls.

Chaired by strategic lead ACC Griffin, the VAWG Strategic Governance Group continues to meet quarterly. This is attended by the VAWG Tactical Leads, Corporate Services, Corporate Communications, and a Chief Executive Officer from the OPCC. This ensures continued delivery of the VAWG agenda and ensuring significant impetus against national requirements.

Quarterly VAWG Tactical meetings continue which brings together key stakeholders to develop the 3 Pillar Plan and provides a forum to provide progress updates. Representatives from the Violence Reduction Unit (VRU) attend to provide a wider partnership context.

All internal departments have a dedicated VAWG SPOC who feed into the tactical meetings which contained in Appendix A. T/CI Claire Gould is now a dedicated tactical lead for VAWG and continues to drive the tactical plan. A priority area is building stronger relations with statutory and non-statutory partners, including the VRU, which widens our cross-organisational understanding of VAWG aided by academic research.

Across the East Midlands we continue to attend regional meetings chaired by DCC Debenham. We are working closely with the VAWG taskforce providing insight into our delivery of the action plan and, responding to requests for practice and data returns to inform future best practice. Our VAWG problem profile has been submitted alongside several requested VAWG data returns. These were submitted within the proscribed timescales and contained significant detail as to our current progress and plans to mitigate any identified risks.

We are active participants of the PCC's VAWG Strategy Group and support the OPCC in their response, this includes supporting the four project boards delivering the £3m of Safer Streets funding. We are participants in the East Midlands Partnership On violence against Women and girls (EMPOWER). Led by the University of Leicester, this has established a new Multi-Agency research partnership, bringing together Leicestershire, Nottinghamshire, and Northamptonshire Police forces and their community partners to develop a collaborative agenda to intervene in Violence Against Women and Girls (VAWG). The overriding objective is to build a regional alliance of key agencies and voices of survivors to effectively work together under the umbrella of EMPOWER. The work of the partnership will be delivered across a 9-month period. Through a series of five themed workshops that will bring together key policing and Multi-Agency partners, the aim is to draw together criminal justice, health/forensic, local authorities, third sector/voluntary and survivors of VAWG, to develop a research strategy that will identify and unpick the key pillars of work needed to address VAWG in the East Midlands region. Any learning will be distilled cross-organisationally within Nottinghamshire.

VAWG Delivery.

Our attached Three Pillar Plan will be implemented over the next two years. We will continue to develop this plan and are committed to maintaining our delivery, within its structure, for the long-term. Our unambiguous aim is to deliver lasting, and tangible, change to the daily lives of women and girls who live or work in, or travel to, Nottinghamshire.

Within the next two years, this clear focus will produce better quality investigations into VAWG offences and will assist in bringing more perpetrators to justice.

We will coordinate with key stakeholders to ensure our public spaces feel safer and work tirelessly to improve women and girls' confidence, not only in our response to VAWG offending, but in wider policing culture and conduct.

Building Trust and Confidence.

In December 2021 the National Police Chiefs' Council (NPCC) and the College of Policing published a new framework on the management of VAWG. This structure provides intense focus upon VAWG, and ensuring victims receive a consistently high standard of service. The social context for this change was founded on a series of tragic murders of women which occurred, and received significant media coverage and political commentary, during 2021. These events fundamentally affected public confidence, particularly among younger, black, and other minority women. The NPCC reports that women hold a strongly negative opinion of police culture.

Nottinghamshire Police are committing to tackling VAWG and rebuilding public confidence.

Internally our actions include the thorough investigation of allegations of police perpetrated abuse, including accusations of sexual misconduct, Abuse of Position for a Sexual Purpose (APSP) and Police Perpetrated Domestic Abuse (PPDA). As requested by the VAWG taskforce, we have conducted a full review of all cases of PPDA. Our Professional Standards Directorate (PSD) has identified areas for learning and best practice that will ensure any officer involved is subject to robust criminal and internal disciplinary procedures. Any PPDA cases will be subject to a voluntary referral to the IOPC.

A comprehensive strategic threat and risk assessment (STRA) has been completed by our Counter Corruption Unit (CCU) within PSD with a strong focus on inhibiting and tackling any violence against women.

We regularly review our Vetting compliance with authorised professional practice and the department maintains its capacity and capability to manage demand.

Challenging and addressing sexism and misogyny within policing is a key priority. In January 2022 a sexual harassment survey was undertaken to understand the scale and impact of this in force. The results demonstrated that, in the main, innuendos and sexualised comments were still being experienced and, to a lesser extent, inappropriate behaviour by males had occurred on shift evenings out.

Culture is therefore a focus for the PSD and VAWG leads. A dedicated VAWG Internal Advisory Group (IAG) is in the process of being created to provide a forum for people to discuss their perceptions of and or lived experiences as an employee of Nottinghamshire Police. This will engage many internal associations and will include our Ethics panel.

Our 'Call it Out' campaign developed in conjunction with Corporate Communication and the Counter Corruption Unit (CCU) is due for imminent release. This aims to foster a culture of men being 'upstanders', rather than 'bystanders', to such behaviour. This also reinforces the expectation of the force that such behaviour is challenged and the potential consequences of failing to do so.

T/CI Gould has conducted market research with the aim of securing training for officers and staff delivered by an external body with experience of tackling sexism and misogyny in the workplace. An external training bid has been submitted for the 2023/2024 financial year with an ambition of conducting workshops that engage men in preventative education, to challenge harmful norms and help participants build healthier relationships with colleagues and to build their understanding of inequalities faced by women and girls in society. The longer-term aims are to establish a core of volunteers who are trained and equipped to be Male Allies to women within the organisation.

We collaborate with VAWG organisations, including charities supporting black and marginalised women, and advocates with first-hand experience, in moulding service delivery. The aim is to involve representatives in every stage of the investigative process and enhance our ability to communicate with harder to reach communities. We continue to provide ISVA and IDVA support victims of sexual and domestic violence as well as other external, specialist support arenas.

Our Domestic Violence Integrated Offender Management (DA IOM) team manage 40 DV offenders and victims are supported by dedicated IDVAs. This has received positive feedback from victims from the increased support networks. The wider IOM are heavily engaged and work closely with partners to intervene, working to prevent reoffending.

Regional meetings with the Crown Prosecution Service (CPS) and commissioned services (ISVA/CHISVA) identify areas of good practice and areas for development; aiming to give the survivor a voice in the investigation and service delivery.

We have embedded the NPCC strategy of Child Centred Policing (CCP). The framework provides clear guidance on the four priority areas;

- Stop and Search
- Looked after children
- Detention, custody and criminalisation of children and young people
- The relationship between the police and young people.

The CCP document is a comprehensive action tracker detailing the work ongoing and DCC Cooper chairs monthly meetings monitoring CCP which feed into the regional NPCC meeting. All strands of involvement are cross referenced using the National Vulnerability Action Plan. The best practice framework provides clear guidance on engagement and relationships with children and young persons and the transition to adulthood. Diversion schemes continue to grow, including the Choices and Consequences input for children via the Ben Kinsella Trust.

An action plan has been developed to address low-level offending by children to prevent unnecessary criminalisation which could have a detrimental impact on their lives.

Catch 22, our dedicated Victim Support Organisation, are linked in with the tactical lead for VAWG ensuring best practice is shared and communication is maintained to provide the best possible service for victims.

Engaging with harder to reach groups is a priority and will be partnership approach. Outreach will include BAME communities, differing faiths, sexualities, genders, and those with disabilities/neurodiversities. This aims to build relationships, increase trust and confidence and encouraging the reporting of VAWG. We are currently engaging with minority and women's support groups via our Community Cohesion Representative with an aim to create an Independent Advisory Group (IAG) to discuss how best to tackle VAWG and to listen to the lived experiences of women and girls in our community.

Operation Summer continues, which is a community programme for new recruits and each cohort receives a detailed input about the importance of community cohesion and cultural awareness. They then meet with young members of the community, including women and girls, to chat about topical issues.

Attrition rates of VAWG offences is a key priority and we are committed to improving our services and support mechanisms, so survivors are supported in all areas. A key component of this is our work with the Violence Reduction Unit (VRU) developing the cross-organisational Trauma Informed Practice Implementation Group. This adopts a public health approach to tackling VAWG aiming to:

- Improving workforce understanding of trauma
- Reducing re-traumatisation for victims
- Focusing on staff wellbeing and reducing vicarious trauma within the workforce
- Improving multi-agency collaboration across services and systems

Trauma-informed training is a key priority. Improving workforce understanding of trauma focuses on increasing awareness and knowledge of trauma and its long-lasting impacts on children and adults, and on helping the workforce to recognise signs of trauma in their interactions with young people and communities.

We have undertaken an analysis of specialisms within the force and, having identified gaps in knowledge or skills, we are focused on training officers and staff, to ensure we can honour our commitments around victim care. We are bolstering the numbers of detectives in specialist roles to enhance our investigative capability and improve the number of offenders that are successfully prosecuted. Increasing the number of Specially Trained Officers (STO) and those undertaking the Specialist Child Abuse Investigators Development Programme (SCAIDP) will significantly reduce gaps.

Ensuring sufficient capacity and capability, in the form of VAWG speciality investigators, aims provide the highest standard of service for victims.

The Research and Insight Team continue to conduct regular victim satisfaction surveys to assess response to crimes such as domestic abuse, rape and sexual offences, stalking, hate crime and non-domestic related violence against women and girls. The results of these surveys will then be compared to, and combined with, the national victim satisfaction surveys currently being developed by the NPCC and Home Office and allow us to assess what we are getting right and what we can do to build confidence with our communities.

Our dedicated Schools and Early Intervention Officers (SEIOs) and Children in Care Officers continue to increase our work with schools and youth groups to educate about VAWG. SEIOs continue to deliver programmes in schools around VAWG and Personal, Social, Health and Economic Education (PSHE). They also work to build relationships with school children and address safeguarding issues where appropriate.

A dedicated Comms strategy details several initiatives to raise the VAWG profile both internally and externally. We have consulted with Police Scotland who led the successful 'That Guy' campaign. Together with the OPCC and the VRU, our comms team are creating a local version for Nottinghamshire. This video addresses the issue of male sexual entitlement and challenges men to rethink how they approach and think about women.

Supported by Nottingham Forest FC, Notts County FC and Mansfield Town FC we aim to spread our communications to matchdays, to air our communications calling to end VAWG and to respect

women and girls. Public engagement at such events is crucial, educating that violence often starts with words and the ramifications are huge.

Single Online Home (SOH) now has all the relevant VAWG services onboarded which will provide further options for reporting to Nottinghamshire Police. This incorporates;

- Domestic Abuse Services
- Rape and Sexual Assault reporting
 - Sarah's Law applications
 - Claire's Law applications
 - Missing Person reporting
 - StreetSafe

Relentless Pursuit of Perpetrators.

Relentlessly pursuing, and actively managing, the most dangerous and prolific offenders who pose the highest risk of harm to women and girls is our priority. Utilising a holistic, Multi-Agency, approach we aim to maximise the effectiveness of education, disruption and diversion tactics.

Reduced charging and prosecution rates across VAWG offending are concerning, particularly for domestic abuse and serious sexual offences. This adds to a deepening loss of confidence in the Criminal Justice System (CJS). There is a growing consensus that perpetrators are not being held to account, enabling them to escape justice. Nottinghamshire Police are committing to bringing offenders to justice and supporting victims of crime in a cradle to grave approach. We have funding streams feeding into several Perpetrator programmes aiming to rehabilitate those offending against women. Of note is the successfully piloting of Alcohol Tags for those whose offending has been linked to alcohol misuse. None of those currently volunteering for the scheme have gone on to reoffend.

Nottinghamshire is the first force to recognise misogyny as a non-crime hate strand and the Vulnerability Hub ensures our message to the public of non-acceptance of this is clear. Recent partnership initiatives include a Hate Crime Awareness week and the Respect for All campaign.

Enhanced supervision of VAWG investigations, with greater scrutiny of cases which have been finalised with evidential difficulties, is a priority. The dedicated Improving Investigations team, headed by a DCI, processes and quality assures cases and files to ensure all opportunities to prosecute are maximised. The Improving Investigations meeting is chaired by the Head of Crime (Ch Supt). This ensures outcomes 14,15 and 16 are scrutinised (Where cases are finalised owing to evidential difficulties).

Using protective and preventative tools, including civil orders, we are making better use of police powers to protect women and girls and to manage perpetrators. Breaches are dealt with both expeditiously and robustly.

The VAWG toolkit is available to all officers providing guidance on civil powers and a wide range of potential offences linked to VAWG offending. We are supportive of the Governments' new guidance calling for tougher action to be taken against offenders and for prosecutions to be sought for street harassment offences such as catcalling and 'up skirting'.

The numbers of civil orders applied for and granted are monitored monthly by PP and the Operational Performance Review (OPR) meeting. Breaches are dealt with robustly. These include:

- Domestic Violence Prevention Notices (DVPN)
- Domestic Violence Prevention Orders (DVPOs)
- Sexual Risk Orders (SROs)
- Sexual Harm Prevention Orders (SHPOs)
- Stalking Protection Orders (SPOs)
- Non Molestation Orders (NMOs)
- Restraining Orders (ROs)
- Female Genital Mutilation Protection Orders (FMPOs)
- Slavery and Trafficking Prevention Orders (STPOs) and,
- Slavery and Trafficking Risk Orders (STROs).

Following legal approval from East Midlands Legal Services, we are intent on increasing the use of Community Protection Warning Notices (CPWNs) and Community Protection Orders (CPOs) to deal with VAWG offending, this will cover street harassment or any other behaviour that is having a detrimental effect on the lives of others. This will focus on tackling inappropriate behaviours towards women, particularly within the night-time economy arena.

Nottinghamshire Police have also applied to trial the new DVPO/DVPN process and will find out if this bid is successful by the end of October. This is an opportunity to ensure we understand and have swiftly embedded the new process. The new DVA Bill is readily anticipated and staff aware if the legal changes this will introduce, such as the need to recognise children at domestic abuse incidents as victims in their own right. PP contribute to the cross authority Domestic Sexual Violence Abuse (DSVA) panel examining the response in these areas, which also includes Honour Based Abuse, Forced Marriage, and Female Genital Mutilation.

We are part of the Nottingham City Sexual Violence Action Network (SVAN) to ensure we have an effective partnership response to Sexual Violence, and we make concerted efforts to ensure that the messaging from this is replicated across the county to these statutory and voluntary organisations. Our corporate communications hold the joint media strategy for this group.

Funding for technological advances focuses on VAWG. Two new 'Digivans' have now been introduced to the force. These are manned by specialist staff from our Digital Media Unit (DMU) and are equipped to enable forensic recovery and 'at the scene' examinations of electronic devices. Rape and DA offences are prioritised, and this assists victims as many are reticent to provide their devices and therefore is a barrier to evidence retrieval and subsequent prosecutions. We have welcomed the continued funding for DA Matters and continue to ensure staff receive this training.

The force has current crime prevention and problem-solving guide which covers all areas of policing to target crime and ensures vulnerable people are recognised and safeguarding undertaken. There is a robust neighbourhood policing performance framework that is consistent across all 12 areas. This is reviewed monthly and VAWG is a key focus of these reviews. We also have a Vulnerability Strategy and awareness under the headline of "Know it, Spot it, Stop it" which is delivered to all frontline officers via senior officers from public protection. We are improving the use of ECINS which will include plans for women and girls referred to the Vulnerable Persons Panel (VPP).

Financial Investigation Departments are reviewing VAWG related offences such as romance fraud and will ensure all safeguarding is reviewed for victims. Fraud offences form part of our communications strategy to raise awareness with the public, as often there is no recognition on the part of the victim that a crime has been committed. Links with the PP department ensure that any domestic related matters, such as controlling of finances, are discussed, ensuring safeguarding is in place.

Safer Spaces.

Nottinghamshire Police are supporting the OPCC in the delivery of the £3m Safer Streets funding. CI Gould participates on all four project boards which have all gained significant momentum. Each project has lead officers assigned, including police representatives from each geographical area. The Terms of Reference have all been agreed and match funding monitoring systems are all in place. The PCC grant arrangements have been drafted for approval by the PCC so that each Local Authority (LA) knows the exact funding granted.

The performance frameworks all have a significant focus on VAWG. Sustainability plans and end of project monitoring will be maintained throughout.

Bassetlaw, Newark and Sherwood.

Project manager appointment is now complete, as are all budget plans. Projects Include:

- Enhancing CCTV capability
- Increased lighting especially around the church and The Canch park.

- Target hardening including burglary and vehicle crime which will also focus on car park security
- The recruitment of a number of Community Wardens
- Stand by Her training for licenced premises and taxi drivers.
- Funding to target rural crime
- The recruitment of a Crime Prevention Officer
- Safety signage and public communications.

Mansfield and Ashfield.

The project manager recruitment is underway and all budget plans agreed. The performance framework builds on the Safer Streets 3 programme to target harden and tackle serious crime and violence, particularly that affecting women and girls.

Projects Include:

- Increased CCTV and ANPR capability
- Increasing the number of Refuge Safety Cameras that were first piloted in Notts
- Bystander training events with Licenced premises and Taxi drivers delivered by Stand by Her.
- Vulnerable Adult Support Schemes
- Neighbourhood cohesion building
- Target hardening against burglary and vehicle crime
- Health Relationships Programme
- Youth work to deter ASB
- Communications and signage about safety.

South Notts.

- Increased CCTV and ANPR capability – particularly focused in hot spot areas.
- Vulnerable Adult Support Schemes
- Neighbourhood cohesion building, including Neighbourhood watch scheme and alerts
- Target hardening against burglary and vehicle crime
- Street Wardens

City Central: Radford, Hyson Green and the Arboretum.

Again all lead officers have been assigned and budget plans agreed. Many of these initiatives build on the successes of the Safer Streets 4 bid within the City Centre. Projects include:

- Increased /enhanced quality CCTV cameras particularly around the Forest Recreation Ground where sex workers frequent
- Increased number of Refuge Safety Cameras
- Increased ANPR, again around the Forest to tackle Kerb crawlers
- Target hardening
- Youth projects particularly focused on ASB and violence
- Equation training for businesses
- Wrapping of trams, buses and fire engines
- Patrols by officers to bolster NTE patrols with a focus on public transport
- Patrols by Nottinghamshire Fire and Rescue Service

These bids are building on the successes of previous Safer Streets projects across the County. Mansfield and Ashfield have already upgraded and expanded the CCTV capability providing better quality and broader coverage. This, coupled with increased lighting, has positively impacted on the community with elevated feelings of safety when out at night. There is still more to be done to enhance perceptions of safety and the current bid aims to achieve this.

The City Centre bid from the first round of Safer Streets 4 predominantly focused on VAWG and perceptions of safety of all within the city centre. The city now hosts a large number of bars and venues that are accredited 'Best Bar None' establishments having engaged in training of staff to be upstanders to violence against women and girls and demonstrated their venues to be places of safety. Equation

continues to deliver training across businesses as well as licenced premises, providing places of refuge for women and girls.

Increased Op Guardian patrols bolster Night-time Economy (NTE) patrols again to provide a visible presence offering reassurance to all. Plain clothed patrols provide further opportunity to tackle issues such as anti-social behaviour (ASB), violence and street harassment. Patrols also focused on public transport including buses and trams to increased feelings of safety for those travelling around the city.

Public comms campaigns included bus and tram wrapping to raise the profile of the Consent Coalition, notably the A to Z campaign. We continue to support the second Consent Coalition campaign which is revamping transport wrapping and widening the campaign.

We work closely with both Nottingham Trent University (NTU) and the University of Nottingham in terms of raising awareness of the issue of consent and are supporting several fresher's week events. We have shared the College of Policing (COP) guidance on stalking and are conducting patrols of the City Centre to assist with Fresher's NTE events. A dedicated CID team are conducting proactive drug tests with revellers and also have an investigative capacity dedicated to deal with any offenders identified. Op Lester remains a force priority and staff have received clear guidance on dealing with any reports of stalking to maximise evidential opportunities.

Community engagement is regularly undertaken in schools but also in low income and socially deprived areas working with children mostly affected by Adverse Childhood Experiences (ACEs). Children in Care officers and Youth Engagement Officers undertake outreach work predominantly with 8–18-year-olds who are vulnerable or at risk / involved in crime. This provides interventions, events, programmes, and alternate provisions. Our Children in Care officers continue to work with the Jawaid Khaliq Gym in St Anns which is a boxing and fitness academy providing a safe space for those interested in fitness and building their self-esteem. This also has its own female only boxing club attended by local girls. We have recently recruited one of these into the police which is indicative of the project's success.

StreetSafe was promoted as an online tool to the public of Nottinghamshire following its introduction by the Government in September 2021. It is very apparent there has been limited usage of this tool and the perception is that this is due to a lack of public knowledge as to its existence. The Communications Departments and the OPCC have jointly produced a refreshed comms strategy relating to StreetSafe and this will be released jointly in early October. The number of referrals will be monitored via the Knowledge Hub in the coming months to assess any increase in, or lack of, traffic to this website.

Communications will also be bolstered by using East Midlands Today (EMT) to raise the profile of StreetSafe. This will feature alongside a promotion of the Safety Refuge Cameras that have been piloted in towns across the north of the county.

From the information obtained from StreetSafe reports thus far, the main issues reported are a lack of street lighting leading to a public perception of certain areas being unsafe, as well as requests for more CCTV coverage. These feature in the Safer Streets 4 project plans and aim to alleviate public concern.

The data retrieved will feed directly into analysts maintaining problem profiles going forwards.

We are in the process of onboarding Power BI which will assist in our analytical capability to assess the highest risk and high harm locations across the county. Currently this data generation is completed by our Management Information (MI) department who provide details on the locations with the highest concentration VAWG offending.

The VAWG problem profile details all workstreams in relation to VAWG offending, providing valuable insight into where to target prevention activity, and building the intelligence picture around offenders and most vulnerable victims. It focuses on where offending is occurring, be that online, or in public or private. Identifying the riskiest spaces provides insight on how to address gaps and alleviate risks. Data quality has been highlighted as a significant concern; this is particularly pertinent to VAWG offending. Power BI will provide further analytics to be performed with the data available. It is expected that this will increase the intelligence picture of VAWG offending. The crux of the problem however relates to the quality of the initial data input. Ethnicity, for example, requires improvement as there is little data pertaining to BAME subjects, both victims and offenders. Improving data quality across all areas is therefore a key priority for the tactical VAWG leads and will be closely monitored.

5th October 2022.

Problem profiles have been created for a number of departments that deal with VAWG; including Public Protection, Modern Slavery and Human Trafficking, Organised Immigration Crime, County Lines, Child Sexual Exploitation, Child Criminal Exploitation, Stalking and Harassment and Violence (Non Domestic). These all feed into the overarching VAWG profile.

Prevention activity is targeted using the intelligence picture within the profiles. These assist in bids to the Monthly Force Tasking processes (both Covert and Overt) to bid for resources to target prevention. Each profile highlights significant OCG members/ perpetrators as well as vulnerable, often repeat, victims of VAWG.

Appendix A VAWG Governance Structure

See Attached.

Appendix A

Nottinghamshire VAWG Governance Structure

