



Strategic Policing and Crime Board

28th March 2023

Police and Crime Plan Priority: Preventing and Reducing Crime

Title: Violence Against Women and Girls (VAWG)

Presented by: T/Assistant Chief Constable Andy Hill

Purpose of paper

1. This paper provides an update to the Strategic Policing and Crime Board (SPCB) on the progress made by West Midlands Police (WMP) in tackling Violence, Abuse, and Intimidation against Women and Girls (VAIWG) during the year 2022/23. This paper provides an overview of the activity undertaken by each strand of WMP's VAIWG Strategy over the past 12 months and also provides the direction for activity in the upcoming year, 2023/24.

Background

2. Following the murder of Sarah Everard on 3rd March 2021, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) undertook an inspection of police forces' response to Violence against Women and Girls (VAWG). HMICFRS published interim recommendations in July 2021 and their final report was published in September 2021. The National Police Chiefs' Council (NPCC) appointed Deputy Chief Constable (DCC) Maggie Blyth as the national lead for VAWG, and a NPCC taskforce was established, with strategic and tactical leads appointed within each force. In December 2021, the NPCC VAWG taskforce published a national framework for delivery, which is reflected in WMP's VAIWG strategy. Both the national framework and WMP's strategy recognise that, while policing plays a pivotal role in tackling VAIWG, by preventing harm and bringing offenders to justice, it is working in partnership with external stakeholders that will be crucial to a successful, long-term approach to reducing VAIWG. This is due to the underlying causes of VAIWG, which are deeply rooted in the continued gender inequality throughout society. The WMP VAIWG strategy is a three-year strategy and is comprised of six well defined strands, each of which cuts across the three pillars of the national VAWG framework for delivery. Recognising that WMP have always taken VAIWG seriously, year one

(2021/22) saw the appointment of strand leads within WMP and the creation of the WMP VAIWG action plan to deliver the VAIWG strategy. A paper was provided to SPCB in March 2022, which gave an overview of year one activity. Year two (2022/23), the subject of this paper, has seen WMP move from a reactive position, responding to HMICFRS recommendations and consolidating VAIWG in the forefront of plans and priorities, to a more proactive stance: driving new activity and looking ahead to emerging threats and future opportunities. Year three (2023/24) will see WMP build on this foundation, while recognising that there is still a long journey ahead, for both policing and society.

3. The term 'violence against women and girls' refers to acts of violence or abuse that disproportionately affect women and girls. Crimes and behaviour covered by this term include rape and other sexual offences, domestic abuse, stalking, so-called honour-based violence and abuse, female genital mutilation, and forced marriage, including offences committed online. This definition is under review and will likely be expanded to include more explicit reference to child sexual abuse and exploitation. In addition to recognising and adopting the national definition of VAWG, the WMP VAIWG strategy is explicitly inclusive of those who define themselves as a woman or girl.

West Midlands Police VAIWG Strategy

4. The WMP VAIWG strategy is set in the context of the recommendations made by HMICFRS and compliments the NPPC national framework for delivery. Neither strategy attempts to encompass the whole VAWG landscape, rather they focus on those areas that have had limited attention to date, or that require improved coordination. For example, while domestic abuse is not explicitly called out as a strand in its own right in the WMP VAIWG strategy, many aspects of the strategy enhance the WMP response to domestic abuse, especially within the criminal justice and offender & suspect management strands.
5. The WMP VAIWG strategy is informed by the following key principles;
 - Violence, abuse, and intimidation against women and girls in any form is unacceptable and will not be tolerated. This includes against WMP officers and staff
 - Every public space and education establishment should be a safe place for all women and girls
 - Women and girls should feel confident to report their experiences of harm to the police directly or indirectly, safe in the knowledge that they will be taken seriously and that they will be treated with dignity and respect. This includes when women and girls present to police as offenders
 - The lived experiences of women and girls will be heard and their opinions respected
 - WMP expect the highest standards of professional behaviour from all officers and staff. WMP recognise that a small number of officers and staff abuse their position of power for sexual or emotional gain. When this occurs, WMP will ensure those responsible are held to account and that the results of both criminal and disciplinary processes are publicised whenever possible. WMP recognises this as a driver of

- its continued legitimacy against a media landscape of police perpetrated violence and abuse
- The involvement and engagement of men and boys in tackling VAIWG is vital
6. The ambition articulated by the WMP VAIWG strategy is to make the West Midlands a place where women and girls can live, work, study, socialise, and travel safely and confidently, free from fear, violence, abuse, intimidation, and harassment. The WMP approach to achieving this ambition is;
 - Ensure tackling VAIWG is everyone's business
 - Be perpetrator and prevention focused
 - Make the best use of data to inform understanding of the issues, shape responses, and evaluate activities and progress
 - Employ a precision in policing approach where appropriate
 - Be clear on tone and language, avoiding victim blaming, and setting clear standards and expectations
 - Ensure that WMP listen to the lived experiences of women and girls
 - Involve men and boys in the solution
 - Understand that offending takes place online as well as in the real world
 7. The voices, and lived experiences, of women and girls must be what drives improvement in service delivery and WMP recognises that intersectional location significantly affects a victim's journey and access to justice. As such, the WMP response to VAIWG adopts an intersectional and trauma informed approach throughout, acknowledging that VAIWG itself can be scaffolded by institutionalised harm and imbalances of power between victims and societal structures, including the police.
 8. WMP has a comprehensive understanding of perpetrator behaviour, which allows for targeted interventions and effective safeguarding to disrupt offending and prevent harm. Furthermore, the WMP approach to VAIWG recognises that as well as listening to women and girls, involving men and boys in behavioural and societal change must be part of the solution.
 9. The WMP VAIWG strategy is comprised of 6 priority strands, each with an action plan for delivery, driven by a senior police leader;
 - Safety in Public
 - Criminal Justice
 - Offender and Suspect Management
 - Our Behaviours
 - Be Intelligence and Data Informed
 - Engagement, Insight and Communication
 10. A seventh priority strand, 'Recording of Crimes and Incidents' was originally included in the WMP VAIWG strategy and was referred to in the paper submitted to the SPCB in March 2022. At the time, police forces were awaiting national guidance following the 2021 decision by the Law Commission to reject proposals to make misogyny a hate crime. Rather than making misogyny a hate crime, the Law Commission recommended that HM Government introduce a specific offence of public sexual harassment.

However, it was the view of HM Government that behaviour amounting to public sexual harassment was already covered by existing criminal offences and a private members' Hate Crime (Misogyny) Bill, which would have required police forces to record hate crimes and incidents motivated by misogyny, did not progress past a second reading in the House of Commons. As such, the WMP VAIWG strategy incorporated the 'Recording of Crimes and Incidents' strand into the Criminal Justice strand and progress will be reported through that strand until national conditions dictate otherwise.

11. The governance of the WMP VAIWG strategy is through the VAIWG board, chaired by the force strategic lead within the force executive team. Each strand of the strategy is led by a senior police leader. Each strand lead is responsible for translating their strand of the WMP VAIWG strategy into a deliverable action plan. Actions within these plans are owned by named individuals at an operational level, who are accountable to their strand lead.
12. Overall delivery against the WMP VAIWG action plan is managed by the WMP tactical lead for VAIWG, who is also a senior police leader. The WMP tactical lead also manages interdependencies with other elements of the force governance structure, such as the Operation Soteria strategic board, the Vulnerability Improvement board, and the Fairness and Belonging board. In this way the WMP approach is to embed responsibility for delivery at every level of the organisation and put tackling VAIWG at the forefront of what it does. The WMP VAIWG strategic lead is also the regional VAIWG lead and chairs a forum for WMP, Warwickshire Police, West Mercia Police, and Staffordshire Police VAIWG leads. WMP is represented at the national level by the strategic and tactical leads.
13. WMP is a committed partner to the Office of the Police & Crime Commissioner's Ending Male Violence against Women and Girls (EMVAWG) Alliance, which is chaired by the Victim's Commissioner. The EMVAWG Alliance, partners with senior strategic partners across the region, to achieve broader progress for ending male violence against women and girls. While WMP and the EMVAWG Alliance operate with a slightly different definition of violence against women and girls, this is not a barrier to effective collaboration at the strategic, tactical, or operational level. WMP recognise that the perpetrators of violence, abuse, and intimidation against women and girls are disproportionately men, and that policy setting and commissioning of services should be evidence based.

Key Points

Safety in Public

14. The areas of focus in the Safety in Public strand over the past twelve months have been;
 - Working with the seven, West Midlands local authorities to embed VAIWG into local authority violence strategies and to explore funding opportunities to improve the safety of women and girls in public spaces
 - Engaging with male students within educational establishments to identify ways in which men and boys can support the safety of women and girls

- Working in partnership to improve the safety of women and girls on the public transport system
15. VAIWG is specifically called out in the serious violence duty imposed by the Police, Crime, Sentencing, and Courts Act 2022. However, all local authorities within the West Midlands have included VAIWG within their violence strategies and collaborative arrangements. While there is some difference between local authorities as to what this looks like, VAIWG is either a prominent feature within the violence strategy or is subject to its own strategy. Governance of the partnership approach to VAIWG looks slightly different across each local authority area, but the WMP strand lead for Safety in Public has an overview of each borough through chairing the Neighbourhood Policing Unit (NPU) VAIWG forum, attended by leaders from within each NPU. It should be acknowledged at this juncture that West Midlands Police will undergo structural change with effect from April 2023, which will result in a realignment of strand leads and nominated leads within the newly formed Local Policing Areas (LPAs). The LPA structure will allow for a greater degree of collaboration and local ownership of VAIWG delivery and this is considered to outweigh any risk to VAIWG delivery represented by a realignment of strand leads (a risk that is itself mitigated by continuity within the force strategic and tactical leads, who retain oversight and ownership throughout, and post, transition).
 16. Funding opportunities continued to be explored throughout 2022 with successful joint bids submitted to the Home Office Safer Streets Fund by Wolverhampton Council, Sandwell Council, West Midlands Police and Crime Commissioner (WMPCC), and WMP, totalling over £500,000. This funding will be used locally to directly improve the safety of women and girls through initiatives such as the Safety of Women at Night (SWAN) training delivered throughout the Wolverhampton Business Improvement District (BID).
 17. Targeted engagement work has begun to take place within secondary education settings, dealing with tackling sexism & misogyny. These inputs raise awareness of the effect that the behaviour of some men and boys can have on women and girls; they encourage behavioural change and seek to embed the concept of men and boys as upstanders, not bystanders. Delivery is on a school by school basis due to the numerous governance structures across education delivery in the West Midlands, but this delivery is supported by a network of West Midlands Police School Intervention and Prevention Officers (SIPOs).
 18. Police officers and Police Community Support Officers are also engaged with further and higher education settings across the West Midlands to raise awareness of tackling VAIWG, and provide advice regarding, what to do in situations to help mitigate risk (such as the upstander, not bystander approach). Engagement in further and higher education settings also serves to increase understanding of the views of women in those settings and incorporate these into meaningful activities, such as the preferred walking routes initiative which is now well embedded within Birmingham.
 19. Further intervention work is also being carried out by the West Midlands Violence Reduction Partnership (VRP), who provide training to establishments such as schools,

colleges, and faith communities, to run the Mentors in Violence Prevention (MVP) programme, which is rooted in promoting equality and healthy relationships, as well as programmes to address harmful sexual behaviour. The VRP also fund the delivery of programmes in nurseries, rooted in protective behaviours, to support young children in understanding feeling safe, asking for help, equality and building good friendships, along with training for staff, including domestic abuse awareness.

20. Project Empower was relaunched by the West Midlands Safer Travel Partnership in November 2021 and since then over 1,600 posters have been displayed throughout the public transport network, as well as schools, universities and football stadiums. This campaign raises awareness of VAIWG behaviours and encourages passengers to report any such behaviour they witness, such as stalking, harassment, and sexual comments. Passengers can make a report by live chat simply by scanning a QR code on the posters. Reporting through Live Chat allows passengers to talk quickly and discreetly about what's happened to them. It also reduces the chance of being overheard or alerting others nearby, which can sometimes be a barrier to reporting sexual offences. Transport for West Midlands (TfWM) have also included safety advice and links to report incidents on their Swift app for passengers that are purchasing tickets or planning journeys.
21. Operation Shepherdess continues to be utilised across West Midlands Night Time Economies (NTEs) and has become embedded as part of business as usual. Operation Shepherdess is the implementation by West Midlands Police of the Project Vigilant methodology, developed by Thames Valley Police, to tackle VAIWG in the NTE by identification of predatory behaviour and early intervention to prevent offences.
22. The College of Policing have been awarded £1.7m from the Cabinet Office Evaluation Accelerator Fund (EAF) to develop and evaluate interventions that tackle violence against women and girls. Part of this funding has been allocated to review Project Vigilant methodology and West Midlands Police have recently submitted a bid to be part of this national evaluation.

Criminal Justice

23. The areas of focus in the Criminal Justice strand over the past 12 months have been;
 - Supporting the launch of Operation Soteria, which began in March 2022. The focus includes enhanced offender management, driving the use of civil orders and proactive activity around repeat offenders
 - Continuing to work with NPUs via tasking meetings in order to improve the understanding of non-domestic abuse rape and serious sexual offences (RASSO), to enhance intervention and prevention, which will be monitored through the RASSO board
 - Reviewing the suspect management policy to look for improvements when dealing with VAIWG perpetrators in order to improve the use of civil orders, victim satisfaction, and criminal justice outcomes, as well as reduce reoffending
 - Rolling out new equipment in Spring 2022 through joint work with Forensic Services, IT&D, and Fleet Services in order to provide a mobile, digital forensic

capability for victims and crime scenes, this will reduce the need to seize devices such as mobile phones, from vulnerable victims

- The launch of the Biometric Working Group in March 2022, to ensure compliance with the Biometric Commissioner's recommendations and ensuring compliance with the so-called honour-based abuse (HBA) and vulnerable persons biometric data base review, currently being undertaken by West Midlands Police Public Protection Unit (PPU)

24. Operation Soteria is now in progress and well on the way to delivery of the national operating model in June 2023. Through the Operation Soteria pillar three, a Voice of the Victim Forum now takes place every two months in order to ensure that victims continue to receive a high-quality response, which incorporates their voice. In addition to this, Operation Soteria funding has allowed for the recruitment of two Victim Engagement Officers, who will further enhance this approach by putting the victim's voice at the forefront of service delivery.
25. Through Operation Soteria pillar five, work is in progress to better understand repeat and serial, non-domestic abuse RASSO offenders. Governance and assurance of this work is now delivered through the Operation Soteria strategic board. Work has been undertaken to ensure opportunities are maximised to intervene and prevent RASSO perpetrators are driven through NPU Local Tactical Delivery Boards (LTDBs) and NPU Threat & Risk Meetings (TRMs). It is recognised that the new force operating model will enhance the relationship between the Public Protection Unit (PPU) and NPUs and that these opportunities must continue to be exploited moving forward.
26. Digital forensic opportunities: The mobile digital evidence vans are now fully equipped and training is in sequence to enable their wider roll out in. The Operation Soteria team have recognised this initiative as a nationally innovative practice in both the prompt securing of digital evidence and a victim centric approach. As a consequence, Operation Soteria have added a sixth pillar: digital forensics.
27. In the paper submitted to SPCB in March 2022 it was noted that the proportionate investigation policy appeared to be having an adverse effect on the ability to secure justice for victims and it was acknowledged that whilst the policy assists in managing demand, there is a direct correlation between implementing the guidance within the policy and a reduction in positive outcomes. As a result of this a thorough review of the policy was conducted and it has since been discontinued. A new domestic abuse (DA) policy has been drafted to replace the proportionate investigation policy and is currently undergoing the sign off process.
28. In terms of suspect management over the past twelve months the number of outstanding domestic abuse suspects has been tackled effectively with numbers decreasing significantly, allowing for more targeted intervention of suspects. The number of outstanding suspects for domestic abuse offences recently achieved the lowest point for twelve months (see Figure 1). The Qlik app is now able to align outstanding suspects to their risk level and these are reviewed regularly through domestic abuse performance meetings. Outstanding suspects were also recently subject to a force monitored threat ensuring scrutiny at all Force Tactical Delivery

Boards (FTDBs). Arrest ready target numbers are monitored daily through PPU TRM. The monthly domestic abuse performance meeting also monitors and drives reduction of outstanding suspects for domestic abuse offences. PPU analytical resources are in place to support this process and a combined suspect management strategy is being developed between PPU and the FCID, which is in the sign off stage.

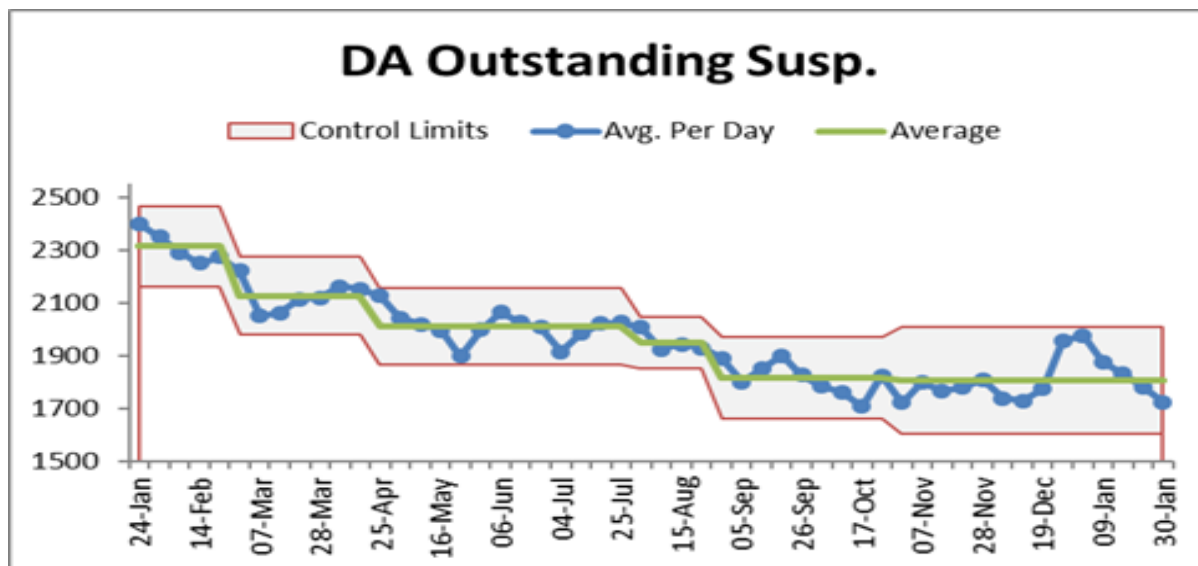


Figure 1. Outstanding DA suspects, against time

29. It is recognised that driving the utilisation of protective orders has been challenging over the past 12 months. The management of the civil orders team within PPU has been restructured and a team development plan put in place to improve service delivery. Since these changes the use of Domestic Violence Prevention Notices (DVPNs) and their conversion into Domestic Violence Prevention Orders (DVPOs) is improving. The civil orders team monitor and prosecute breaches of DVPOs and details of those subject to orders are now shared on the new briefing tool so that it is easier for officers to know who needs to be monitored to ensure no breaches are taking place. A successful, bi-weekly stalking triage clinic is also in place, which allows both FCID and PPU officers to obtain advice and guidance in the use of Stalking Prevention Orders (SPOs), and as a result of this utilisation of SPOs are also improving.
30. The stalking triage clinic is chaired by a Detective Superintendent and drives and tracks activity against stalking cases. This allows clear investigative actions to be set and followed up on a bi-weekly basis. The stalking clinic benefits from engagement from a number of internal and external partners, including; the Digital Media Team, Early Awareness Stalking Intervention (EASI) project, Legal Services, Crown Prosecution Service (CPS), Safeguarding; Integrated Offender Management (IOM), OPCC, and Black Country Women's Aid.
31. In addition to the stalking triage clinic, stalking is now subject to a monthly working group meeting between FCID and PPU to ensure there is a governance structure to drive performance. A funding bid has been submitted to the Home Office, to expand the remit of the EASI project so that it is able to support the bi-weekly stalking triage clinic. The EASI project is currently running until 31st March 2023 and will be evaluated

once it has concluded. To date sixty-three suspects have completed the intervention. Over four hundred investigators and nine hundred response officers have received additional stalking training, including in the use of stalking protection orders, and stalking outcome rates have seen consecutive improvements for the last three months (see Figure 2).

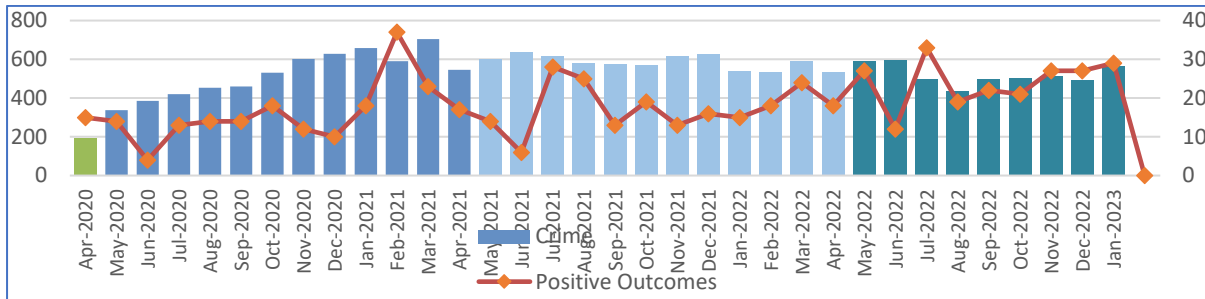


Figure 2. Total stalking offences and positive outcome rate (%) against time

32. Recorded levels of domestic abuse have remained stable over the past twelve months and have exhibited a similar pattern of seasonal (summer) demand as observed during the preceding twelve months (see Figure 3). Positive outcome rates for domestic abuse offences over the past twelve months have increased slightly compared to the preceding twelve months, up to 4.4% from 3.3%. 76% of these positive outcomes were outcome code OC1 (suspect charged).



Figure 3. Recorded domestic abuse incidents against time

33. Since the changes to the police use of bail, introduced by recent legislation, PPU have delivered a number of masterclasses to ensure that practitioners are up to date. Use of police bail with conditions to control domestic abuse suspects are monitored and driven through the PPU domestic abuse performance meeting. Unfortunately, accurately reporting the use of bail in domestic abuse cases remains problematic due to data quality issues within CONNECT. It is however possible to demonstrate that, prior to the bail legislation changes, there were approximately one hundred and thirty (130) to one hundred and fifty (150) suspects released on bail for domestic abuse offences each month.

34. Since the change in bail legislation, that number has increased to approximately three hundred and eighty (380) to four hundred and fifty-five (455) suspects released on bail for domestic abuse offences each month. Given that domestic abuse incident levels

have remained relatively stable this indicates an increase in the proportion of suspects being controlled through the use of bail, with a consequential reduction in the release of suspects under investigation without the control of bail conditions.

Offender and Suspect Management

35. The areas of focus in the Offender & Suspect Management strand over the past twelve months have been;
 - Developing an improved risk assessment tool, which assists in predicting future risk, particularly violence, to protect victims from further harm
 - In conjunction with OPCC, identify commissioning opportunities to reduce domestic abuse reoffending rates
 - Increasing the use of the Potentially Dangerous Person (PDP) process for perpetrators sitting outside Multi-Agency Public Protection Arrangements (MAPPAs) and Multi-Agency Risk Assessment Conferences (MARAC)
 - Increasing the use and management of Sexual Risk Orders (SROs) and Serious Harm Prevention Orders (SHPOs)
36. The improved risk assessment tool referred to above, Recency, Frequency, Severity, Drugs and Intelligence (RFSDI), is live on selected pilot NPUs (Birmingham & Wolverhampton). The testing phase is still underway and an evaluation will follow. If the pilot is successful in providing improved risk assessment and predictivity then authority to roll out the model across the rest of the force will be sought.
37. Domestic abuse offender management (DAOM) has benefitted over the past twelve months from the roll out of a specialist, two-day DAOM course for Local Offender Management Officers (LOMUs) as well as NPU officers. Roll out of this training continues, in order to support the management of domestic abuse offenders on NPU.
38. To improve the utilisation of the Potentially Dangerous Person (PDP) process the assigned Integrated Offender Management lead has communicated to all Senior Leadership Teams to clarify the PDP process and encouraged all NPUs to consider nominals who would be suitable. Applications to the PDP process have increased, resulting in additional nominals being identified for management through the MAPPAs process. The force profile of the PDP process has been further raised by delivery of a presentation and case study to SLT leads in the Serious Youth Violence board. PDP process submission levels are being monitored through the Serious Youth Violence board.
39. Protective orders awareness training has been delivered by the IOM lead and Legal Services throughout 2022. This training was delivered to all Sex Offender Managers (SOMs) and focussed on SHPOs, SROs, and SPOs. Learning & Development (L&D) have also delivered this training to all PPU staff. The training roll-out has now been completed and there is a dedicated operational lead for stalking prevention orders. There is an appetite among Management of Sex Offenders and Violent Offenders (MOSOVO) leads to create a regional approach to protective orders. Work has been undertaken with WMP Legal Services to put orders in place prior to high risk offenders

being released from prison, especially those who have been released without other conditions.

40. Considerable progress has been made to improve the proactive management and enforcement of SROs and SHPOs through a technical solution. The force lead has secured £6,000 POCA funding for digital cameras for all SOMs teams to capture cloud images on visits to secure prosecutions. The training package and standard operating procedure (SOP) is currently being produced. Furthermore, the force lead has secured an additional £62,000 funding from NPCC Operation Atom two, to purchase a capability similar to the cyan dongles for phones and devices. This will vastly improve the ability of SOMs to triage multiple devices during visits. Implementation of the capability has been agreed with WMP IT&D and Information Management. Twelve-month licenses will be purchased before end of March 2023.

New Chance

41. It is recognised that WMP referrals to the New Chance programme are currently low and there is considerable missed opportunity. Collated data returns from New Chance are not currently available within WMP so it is not possible to give accurate quantitative analysis of referrals and missed opportunities. However, qualitative feedback from scrutiny panels is that female offenders are more likely to receive a simple caution when they would actually benefit from a referral onto the New Chance pathway. Available data indicates that the number of female detainees has been relatively consistent during the past twelve months, with an uplift consistent with increases in total recorded crime in January and February 2023. The most common offences for which a female is detained are low level assault and theft, suggesting that there is a considerable amount of missed opportunity for meaningful and impactful referral to the New Chance pathway.
42. In addition to the need to identify further referral opportunities through New Chance it is also noted that, while low compared to male suspects, there are a considerable number of female suspects arrested for domestic abuse offences. While there are certainly genuine, female, domestic abuse perpetrators, there is an opportunity to ascertain whether there is any disproportionality of the outcome between male and female suspects of domestic abuse offences. Disproportionality *could* support academic findings that male suspects will stridently claim victim status as part of a pattern of coercive and controlling behaviour and suggest the need for further, in custody intervention opportunities to correctly identify domestic abuse victims within the cohort of female suspects. This relates to the No Safe Space report produced by the Centre for Women's Justice, in collaboration with the West Midlands Women and Girls Strategy Group, and it is the commitment of WMP to review and embed the recommendations of this report in year three of the VAIWG strategy (2023/24).

Our Behaviours

43. The areas of focus in the Our Behaviours strand over the past 12 months have been:
 - Finalising the communications and engagement plans for the next 12 months to maintain the momentum in order to embed cultural change around behaviours

- Delivering sexual harassment training to all staff utilising a tiered approach depending on role
 - Developing and embedding the WMP Abusing Position for Sexual Purpose (APSP) delivery plan
 - Working closely with the Deputy Chief Constable to develop a plan to address concerns about police behaviours following the publication of the Operation Hotton report
44. Over the past 12 months the following activity has taken place in order to deliver the above ambitions;
- November 2022 saw the whole month dedicated to a multi-channel, internal, sexual harassment communication campaign to raise awareness. Unfavourable, anonymous responses to Newsbeat articles highlighted why the issues of sexual harassment, sexism, and misogyny in policing still need to be raised and challenged within WMP
 - Operation Santos lead by the Deputy Chief Constable, launched in March 2022 and saw a force-wide delivery of messaging from the Chief Constable's blog, the Deputy Chief Constable's blogs, the Head of Professional Standards' blog, Dilemma of the Month, and News Beat articles, as well as posters and intranet banners. Operation Santos also saw the introduction of mandatory Annual Integrity Health Checks (AIHCs), which included a mandatory APSP input. Introduction of the AIHC has also coincided with an increase in reporting into PSD
 - Workshops concerning "banter culture" also took place during the Chief Constable's Roadshows
45. In addition to all of the above, the tiered sexual harassment training has also been conducted as follows;
- All tier 4 training has now been delivered (all PSD and HR professionals)
 - Tier 3 training to senior leaders delivered at Force Leadership Conference
 - Tier 2 is all sergeants / inspectors and police staff equivalents and is now live as an online learning package
 - Tier 1 is for all other staff and is also now live as an online learning package
 - As of 26th January 2023, 6,987 members of staff had completed the training
46. A full review of the training provision associated with VAIWG has been completed by Learning and Development and assurance provided that the VAIWG agenda is addressed within both investigator and uniform training and as part of the Policing Education Qualifications Framework programme for student officers.
47. VAIWG was also a theme throughout the WMP Vulnerability and Risk training, delivered throughout 2022, which also advocates a trauma-informed approach to assist in improving a victim's experience. This training was delivered force-wide and more detailed training around trauma has, and continues to be delivered to investigation teams across the Crime portfolio, in order to support an informed approach when considering a victim's experience.
48. The APSP delivery plan has been embedded within the Professional Standards Department's performance management framework and WMP is represented on the

national sexual harassment working group to ensure WMP continues to be aligned to best practice.

Be Intelligence and Data Informed

49. The areas of focus in the Be Intelligence and Data Informed strand over the past 12 months have been;
- Agreeing performance metrics by liaising with the VAIWG strand leads in order to support and track performance in line with national expectations
 - Establishing what insights, linked to VAIWG, are to be prioritised and commission these into the Data Analytics Lab. This included stalking and harassment
 - Identifying suitable academic institutions to commission evaluations of intervention
 - Completing a VAIWG problem profile in line with the national terms of reference
50. In February 2022 the NPCC published OFFICIAL – SENSITIVE data guidance for force performance against VAWG indicators, including data principles and a comprehensive list of criminal justice offence codes. Since then WMP have provided quarterly data returns to the NPCC VAWG taskforce. Furthermore, the NPCC will publish the first national VAWG performance report before the end of March 2023, which will allow WMP to adopt the national performance reporting framework for the 2023/24 performance period.
51. Following publication of the first national performance report, the NPCC task force anticipates completion of the first VAWG Strategic Threat and Risk Assessment (STRA), which will further inform the direction of local and national activity.
52. Much progress has been made in predictive analytics within the WMP Data Analytics Lab and an algorithm capable of predicting serious sexual offending based on a perpetrator's stalking antecedents is in the advanced stages of development. Work is required to refine the parameters of the algorithm and ensure that it is thoroughly assessed through an independent ethics committee. The Data Analytics lab has strong links to researchers and academic institutions to ensure a rigorous evaluation one the organisation is in a position to operationalise the predictive tool. It is recognised that it is imperative that once the tool is ready for operational use that there is a robust governance and assurance framework put in place around implementation to ensure meaningful and ethical use to identify individuals for diversionary pathways. This will also necessitate the commissioning of credible offender interventions.
53. The WMP VAIWG problem profile was published in September 2022 and work has taken place to embed the recommendations as meaningful activity with strand leads' VAIWG action plans. Work is also in train to develop targeted interventions in the online space as highlighted by the problem profile.

Equality Implications

54. An equality analysis of the VAIWG action plan has been completed. The analysis reiterates the issues caused by the fact that protected characteristics are not recorded as a mandatory field within CONNECT. This issue is subject to a national working

group. The only protected characteristic which is subject to mandatory recording is age, and in this the data shows that the largest single age group for victims is 18 – 24, with 18.8% of offences. The 17-year age range of 18 – 34 accounts for 49.5% of all offences, suggesting that offending is skewed towards victims under the age of 35. The equality analysis points out that while WMP should focus resources where they will be most effective in preventing crime, that should not be to the exclusion of other age groups, as older demographics may have additional vulnerabilities by virtue of age. The equality analysis provides 23 actions for incorporation into the VAIWG action plan, which address how the equality implications will be addressed by WMP activity to prevent and reduce VAIWG offending.

55. It is recognised that at the present time WMP does not have a developed understanding of how women and girls are disproportionately affected by the criminal justice system, whether as victims or suspects. A detailed analytical product that includes, but also goes beyond, criminal justice outcome codes and outcome rates will be required to gain meaningful insight into what disproportionality means for women and girls in the criminal justice system. An action is included within the equality assessment to commission such an analysis, which will include consultation on the terms of reference. Consultation with a broad range of internal and external stakeholders will determine by what metrics such disproportionality should be measured and will ensure that WMP asks the right questions of the available data to gain meaningful insight.

Next Steps

56. The board is asked to take note of the contents of this report, and in particular WMP's commitments for 2023/24;
- Establishing a task and finish group to address the missed opportunities to refer to the New Chance program. This group will review the current processes and culture within in-custody management and identify opportunities to improve delivery. Actions will be recorded in a specific improvement plan and governance and assurance will be provided through the WMP VAIWG board
 - Commissioning a meaningful analytic product to better understand disproportionality so that an informed view as to whether there is any disproportionality in outcomes between male and female suspects. The CONNECT system does not mandate the collection of the full range of protected characteristic data, but further work will be undertaken to better understand VAIWG through the lens of intersectional location, particularly black and other minoritized groups
 - WMP commit to improving our ability to listen to the voices of, and understand the experiences of women and girls, and in particular those of black and minoritized women and girls, who must be provided with appropriate and safe spaces in which they can express themselves authentically and feel heard by WMP
 - Review and embed the recommendations of the No Safe Space report into the 2023/24 action plan
 - Review and adoption of the recommendations from the numerous recent reports in the VAWG space: Police Perpetrated Domestic Abuse (CWJ Super Complaint),

Report on the Tees Valley Inclusion Project's Super Complaint, Police Perpetrated VAWG (NPCC Review), and HMICFRS Vetting, Misconduct & Misogyny Report

- Review and respond to any relevant recommendations in upcoming reviews being conducted into MOSOVO and MAPPA, the Angiolini Inquiry into how an off-duty Metropolitan police officer was able to abduct, rape, and murder a member of the public, and the Baroness Casey's review of the standards of behaviour and internal culture in the Metropolitan Police Service
- Continue to horizon scan for new and emerging threats in the VAIWG landscape such as incel (involuntarily celibate) ideology, which may have played a role in motivating the 2021 Plymouth mass shooting, and extreme misogynist ideology, such as demonstrated by social media influencer Andrew Tate

Author(s): ACC Andy Hill

Job Title: Assistant Chief Constable - Crime