

For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non Public*	
Report to:	Strategic Resources and Performance meeting
Date of Meeting:	9th March 2022
Approval of PCC required?	N/A
Report Author:	T/ACC Rob Griffin
Other Contacts:	
Agenda Item:	3

*If Non Public, please state under which category number from the guidance in the space provided.

PROGRESS IN NOTTINGHAMSHIRE AGAINST THE VAWG NATIONAL STRATEGY

1. Purpose of the Report and Recommendations

- 1.1 The purpose of this report is to update the OPCC in relation to the progress that has been made in Nottinghamshire in relation to the National delivery framework for Violence Against Women and Girls (VAWG.)
- 1.2 It is requested that the embedded strategy, plan and governance is scrutinised and feedback be provided, as part of our consultation process.

2. Summary of Key Points

- 2.1 In mid-September 2021, an inspection from Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) concluded that, while great improvements have been made in the policing response to VAWG over the last decade, these were not enough. The report recommended that much work needed to be done to bring greater consistency and universally higher standards.
- 2.2 In order implement this recommendation, NPCC appointed a National lead for this agenda – DCC Maggie Blyth – who very quickly established a VAWG taskforce and a National Gold Governance structure.
The taskforce is made up of attachments/secondments from forces and ultimately reports into the NPCC Crime Committee and also into an Operational Standards national Gold Group chaired by AC Martin Hewitt.
The primary function of the team is to deliver a programme of work against three pillars, a performance framework and ensure stakeholder/forces engagement.
- 2.3 DCC Blyth has Published the National Delivery Framework for policing focussing on 3 pillars:
 - Create safer spaces
 - Improve trust and confidence
 - Relentlessly pursue offenders

- 2.4 In Nottinghamshire, we have appointed a strategic lead for VAWG (ACC Griffin) and also a tactical lead (Supt James Woolley.) Both attend the National Gold Group to ensure that delivery in Notts is aligned to the national direction of travel.
- 2.5 The governance structure is best articulated in the chart at appendix 1. It should be noted that the Strategic Governance group will report into both the Adult Vulnerability and also Force Performance Boards.
- 2.6 The draft strategy is detailed in appendix 2.
- 2.7 The action plan, designed to deliver this strategy is detailed in appendix 3.
- 2.8 Our VAWG strategy and action plan are due to be submitted to the National group, by March 2022. It must be in line with the National Delivery Framework and will be scrutinised by HMICFRS.
- 2.9 The National Group are in the process of developing a performance framework and also a high level Criminal Justice and misconduct dashboard supported by Home Office analysts with ability to include additional data sources (e.g. victim survey data) .
Clarity around the performance framework and associated measures are anticipated in April 2022.
In the meantime, Notts MI team are in the process of developing a data set for scrutiny in the Force Operational Performance Review (OPR) meeting.
- 2.10 The task force aspire to develop a problem profile (which all forces will be supporting) with a deadline of September 2022.

3. Financial Implications and Budget Provision

- 3.1 Outside of our investment in resource, there are no other financial implications at this time.

4. Human Resources Implications

- 4.1 There are no HR implications arising from this report.

5. Equality Implications

- 5.1 N/A

6. Risk Management

- 6.1 N/A

7. Policy Implications and links to the Police and Crime Plan Priorities

- 9.1 The work of the respective groups (locally and nationally) contribute to the delivery of the PCC's Nottinghamshire Police and Crime Plan 2021 – 2025 to Make Notts Safe and its priorities of:

Priority 1: Preventing crime and protecting people from harm

Priority 2: Responding efficiently and effectively to local needs

Priority 3: Supporting victims, survivors, witnesses and communities.

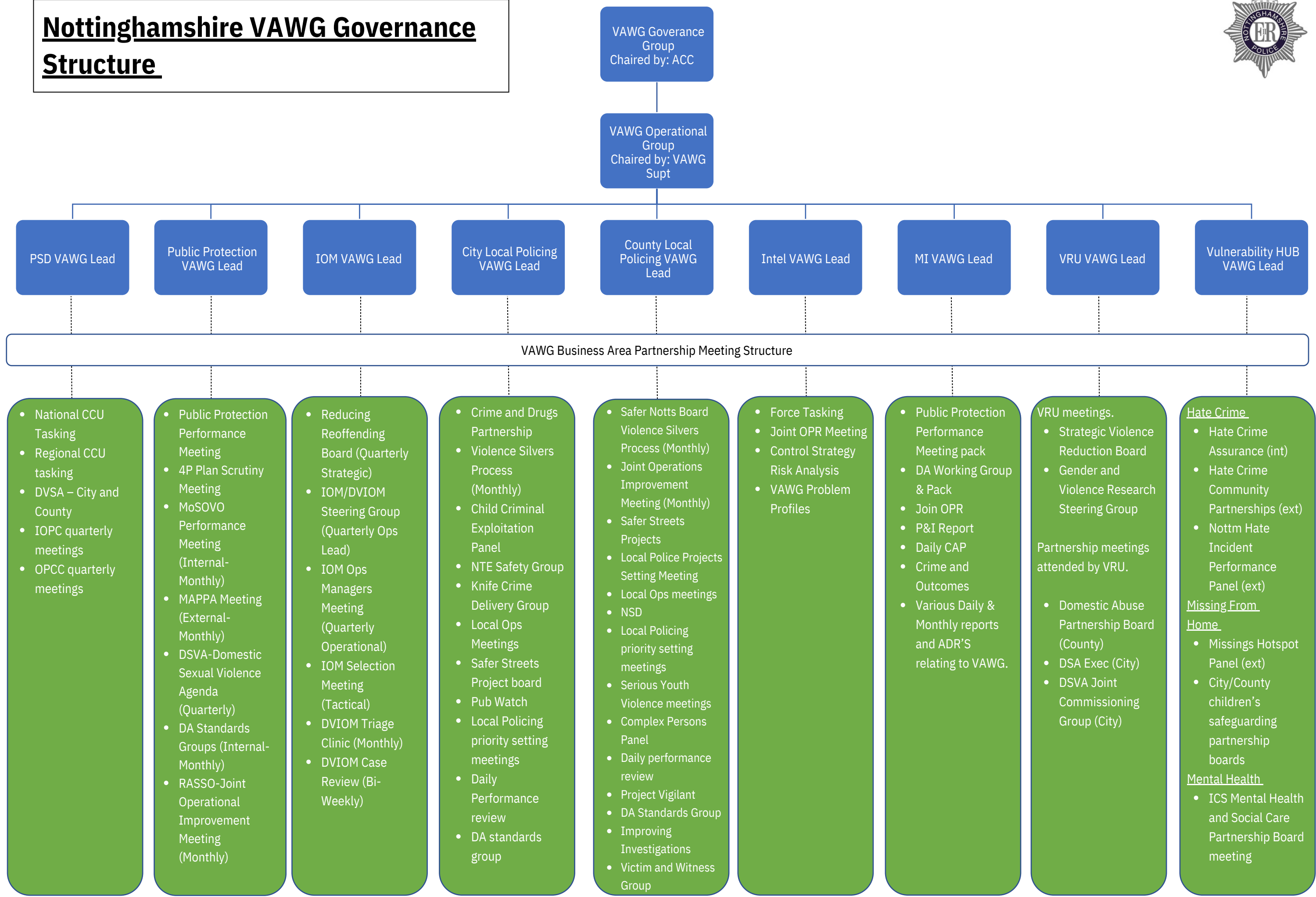
8. Changes in Legislation or other Legal Considerations

- 10.1 N/A

9. Consultation

- 11.1 The strategy and action plan are currently out for consultation at the various partnership forums described in the governance structure.

Nottinghamshire VAWG Governance Structure





NOTTINGHAMSHIRE
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Violence Against Women and Girls (VAWG)

Strategy 2022/23

Home Office definition:

“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.”



Foreword



Trust and confidence in policing, especially in relation to addressing violence against women and girls (VAWG), have been badly damaged by recent events. The strategic intent of Nottinghamshire Police is to rebuild that trust and confidence, create safer places and relentlessly pursue perpetrators in line with our mission statement of making Nottinghamshire a safe, secure place to live, work and visit.

Violence against women and girls is an unacceptable, preventable issue which blights the lives of millions. Crimes of violence against women and girls are many and varied. They include rape and other sexual offences, stalking, domestic abuse, 'honour-based' abuse (including female genital mutilation and forced marriage and 'honour' killings), 'revenge porn' and 'upskirting', as well as many others. While different types of violence against women and girls have their own distinct causes and impacts on victims and survivors, what these crimes share is that they disproportionately affect women and girls.

These crimes are deeply harmful, not only because of the profound effect they can have on victims, survivors and their loved ones, but also because of the impact they can have on wider society, impacting on the freedom and equality we all should value and enjoy. These impacts can include day-to-day decision-making, but also extend to the social and economic costs to the economy, society, and taxpayer. We know that the devastating impact of these crimes can include the loss of life, the destruction of homes, futures, and lives. Everyone in modern Britain should have the freedom to succeed and everyone deserves the right to public safety and protection under the law. This is as true for women and girls as it is for anyone else.

Even more so, in light of recent national events effecting policing, we must strive to build trust and confidence in the police service. We will achieve this by focusing internally on our own standards and externally within the communities we serve. Each impression is an invaluable tool in achieving this. We need to work to get it right first time by being efficient and effective at addressing the needs of each person at the first interaction. It is important to engage effectively with, and listen to the voice of, the victim. This means a cradle to grave approach with vulnerability continually assessed throughout the victim's journey.

This strategy provides Nottinghamshire Police with a clear direction on what we need to do to improve the quality of service we provide to women and girls in the county we serve.

Foreword



Nottinghamshire Police, working with the Office of the Police and Crime Commissioner and holistically with partners and communities are committed and determined to uphold the highest standards of integrity and quality of service, bring about a demonstrable and sustained difference in policing attitudes and practices through three clear overarching objectives:

- **Create safer places**
- **Improve trust and confidence**
- **Relentlessly pursue perpetrators**

Your support and actions are fundamental to making this difference. Please familiarize yourself with all partnership/community/commissioned service support that is available in your area. I know every member of Nottinghamshire Police will approach this strategy with the same levels of professionalism, respect and commitment that our communities should expect.

Superintendent James Woolley
VAWG Lead

Introduction



The nature and prevalence of violence against women and girls (VAWG) in England is shocking.

In the UK, a woman was killed by a man every three days on average between 2009 and 2019. Millions of other crimes of violence, abuse and harassment against women and girls are recorded each year.

These are the ones that are reported to us. Many more offences never come to our attention.

The nature and prevalence of violence against women and girls (VAWG) in England is shocking.

This issue was brought in further sharp focus following the horrific kidnapping, rape and murder of Sarah Everard by a serving police officer in March 2021.

Whilst most cases do not feature in the news, the harm caused by VAWG – in all its forms – to all victims, their families and society is immeasurable.

In policing, we have unique powers, responsibilities and opportunities to reduce this harm. We can prevent crimes, investigate offences, pursue offenders and bring them to justice, protect women and girls, manage offenders and help make our streets safer.

In mid-September 2021, an inspection from Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) concluded that, while great improvements have been made in the policing response to VAWG over the last decade, these were not enough.

The report recommended that much work still needed to be done to bring greater consistency and universally higher standards, in this very important area of our work.

This is what the strategy and accompanying action plan are designed to do.

Introduction continued...



It is very much based on the national plan, which has been developed in partnership with the College of Policing and informed by consultation with stakeholders, as well as a review of existing relevant strategies.

The actions included in our plan are designed to help make all women and girls safer.

There is also an overarching focus on building trust and confidence between women and girls and the police.

This framework for delivery (which draws on many other strategies, four P plans and activity related to VAWG already in place across policing) reflects the fact that VAWG is a strategic priority for Nottinghamshire Police and the Police and Crime Commissioner.

I would like all officers and staff to reflect on this strategy and the dreadful events of the last few years and have them in mind, not only when implementing their areas of the plan but also in their own attitudes and behaviours.

I want those who commit offences of VAWG to know: we will ALL stand up to them and hold them to account.

Assistant Chief Constable Rob Griffin
Strategic Lead for VAWG

Governance and Leadership



ACC Griffin is the Chief Officer Team Strategic Lead on the development of the violence against women and girls (VAWG) strategy and delivery plan, and chairs the VAWG Governance Group.

The VAWG Governance Group meets quarterly scrutinizing and overseeing the implementation of the VAWG plan discussing the forces ongoing response, including areas for improvement and learning.

It brings together VAWG leads from various policing areas to ensure consistency in our approach and also drives the development of procedure, activity and partnership working.

It also brings together and builds upon many other strategies, four P plans and activity related to VAWG already in place across the Nottinghamshire Police and our Strategic Partners and Stakeholders.

Police and Crime Commissioner Caroline Henry demonstrates her clear and unequivocal commitment to addressing VAWG and is represented on the group.

The work of the group contributes to the delivery of her Nottinghamshire Police and Crime Plan 2021 – 2025 to Make Notts Safe and its priorities of:

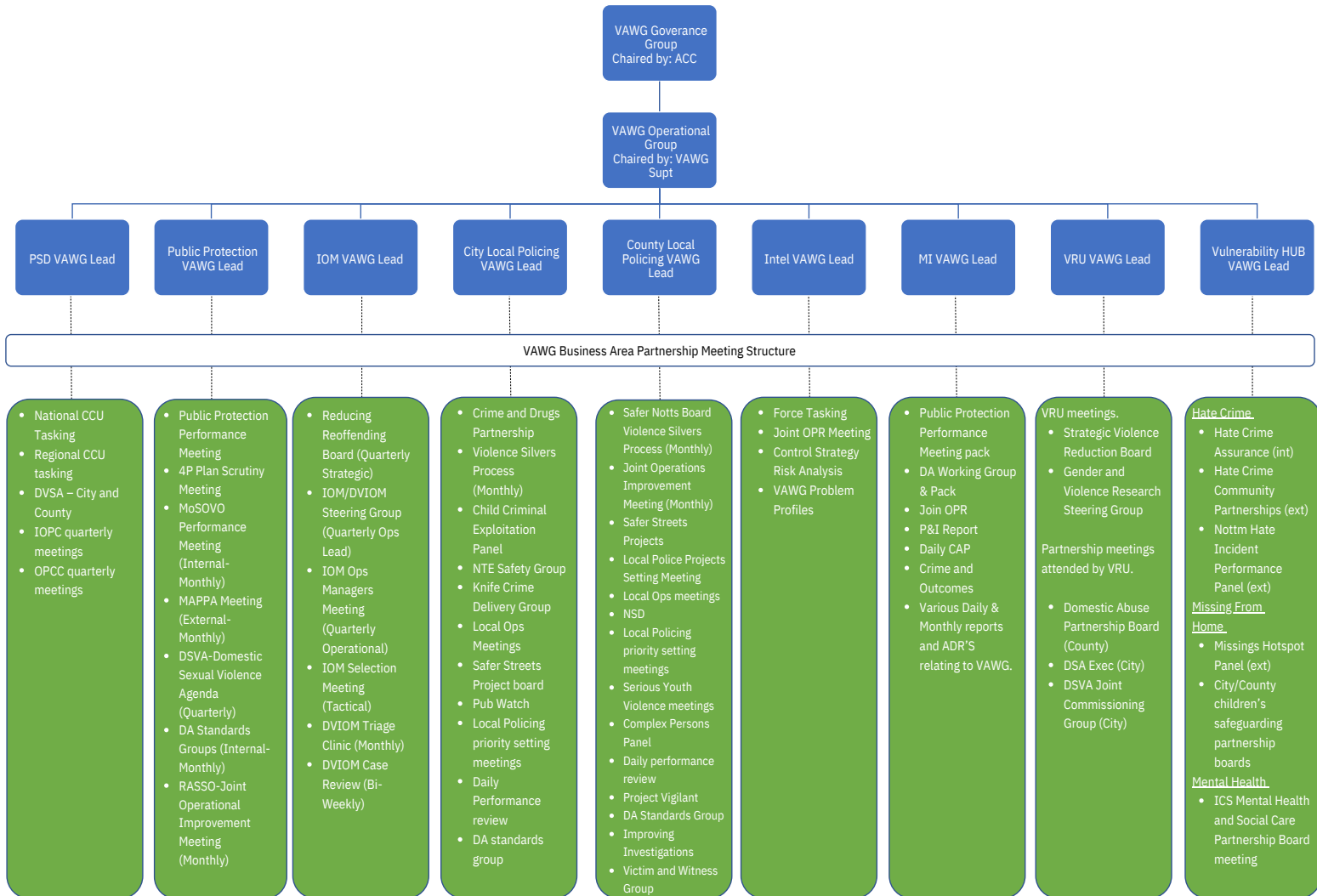
- **Priority 1: Preventing crime and protecting people from harm**
- **Priority 2: Responding efficiently and effectively to local needs**
- **Priority 3: Supporting victims, survivors, witnesses and communities.**

Reporting into the governance group, is an operational group, chaired by the force's VAWG tactical lead. This group pulls together the work of the various other groups (including partnership groups) that exist in the VAWG space.

Governance and Leadership



The Nottinghamshire the Governance and Leadership Structure.



Our Delivery Plan - VAWG



Our delivery plan is based upon the NPCC National Framework for delivery. This provides consistency of approach and understanding, nationally, locally and across the partnership.

The delivery plan is a continuous evolving document, scrutinized through the above governance structure.

Our plan is based upon the following three pillars:

Pillar 1: Build trust and confidence

- Respond unequivocally to allegations of police-perpetrated abuse, learning from mistakes and best practice.
- Challenge and address sexism and misogyny within policing.
- Involve VAWG organisations, including charities supporting Black and minoritized women and girls, as well as individual women and girls with lived experiences.
- Collect consistent local and national information on the availability of specialist VAWG investigators to build the right capability and capacity.

Pillar 2: Safer Spaces

- Immediate and unequivocal prioritization of VAWG.
- Focus prevention work on the most dangerous online, private and public spaces.

Pillar 3: Relentless pursuit of perpetrators

- Relentlessly pursue and actively manage and target the most dangerous and prolific perpetrators.
- Better use of police powers to protect women and girls, and to manage and disrupt perpetrators.
- Adopt trauma-aware approach at all levels, to better support victims through the criminal justice process, and focus on evidence-led prosecutions where appropriate.
- Enhanced supervision of VAWG investigations.

What is 'success'?



Through this strategy we aim to achieve the following objectives:

Pillar 1: Building trust and confidence

- All staff to maintain the highest standards of professionalism and integrity and demand it of each other – and take robust action against any who fall below these standards.
- Prioritise diversity, equality and inclusion across the workplace, to ensure we have a workforce with the capability and capacity to address VAWG policing needs.
- Take a trauma-informed approach to victims and survivors, to ensure we are actively listening to, understanding, evaluating and responding to their needs.

Pillar 2: Create Safer Spaces

- Demonstrate policing has no tolerance of violence, harassment and abuse against women and girls by increased focus on preventing crime against women and girls across all communities and spaces – in public, in private and online.
- Improved working with support groups, communities and partner agencies to identify concerns and needs and respond to them.
- Improved content, quality, and data linkage, to expand our understanding of suspect profiles and their patterns of behaviour.

Pillar 3: Relentless pursuit of perpetrators

- Improved quality of investigations and their outcomes.
- Full use of current legislation, including the effective use of protection orders.
- Improved partnership working to identify, manage and bring to justice perpetrators, with a focus on those causing the most harm, to prevent and reduce offending.



NOTTINGHAMSHIRE
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Violence Against Women and Girls



3 Pillar Plan 2021-25



Plan Owner	Supt James Woolley
Version	Draft V1.0
Publication Date	14.02.2022
Commissioned	ACC Robert Griffin
GSC	Official Sensitive

Introduction

Foreword

Tackling violence remains our top operational priority, including crimes that disproportionately affect women and girls, such as domestic abuse and sexual violence. Male violence against women and girls has a profound and long-lasting impact on those directly affected, shattering the lives of victims, their families and those closest to them. Such violence also affects local communities and impacts on the public's confidence in the safety of their area, and in the effectiveness of their police service. Nottinghamshire Police are committed to "Working with partners and the communities we serve to make Nottinghamshire a safe, secure place to live, work and visit".

This 3 Pillar Plan sets out what Nottinghamshire Police will do to effectively manage Violence Against Women and Girls (VAWG) to minimise the impact of this rapidly evolving crime type on the residents and communities within the city and county. The 3 Pillar Plan will also look further at the prevention and detection of offences, as well as the support provided to victims to prevent repeat victimisation.

Aim

The aim of this 3 Pillar Plan is to set out what Nottinghamshire Police will do to improve its response to VAWG over the next four years.

Engagement with communities and partners is key to delivery and the plan will be reviewed and updated regularly to reflect this.

Summary

The National VAWG Strategy identified the three following priorities to mitigate the threat posed.

- Improve Trust and confidence in policing
- Safer Spaces
- Pursuit of Perpetrators

Status Key

Outstanding	RED
Work in progress	AMBER
Complete	COMPLETE

Improve trust and confidence in policing : increase women's confidence in the police so as to improve the reporting of crimes which disproportionately affect women and girls within Nottinghamshire; • see an increase in reporting to police, but a decrease in women being abused, i.e. the proportion of women experiencing these crimes in each year (measured through reporting in the Crime Survey in England and Wales); and • intensify work to tackle sexual misconduct and domestic violence by officers and staff; improve the confidence of people to tell us about sexual misconduct and domestic abuse committed by officers and staff; improve our support to victims and our investigations; and reach outcomes that are understood and build confidence.

<i>What we want to achieve</i>			<i>How we are going to do it</i>	<i>How we will measure success</i>	<i>What we have done</i>	
Objective	Action Owner	Due Date	Action	Performance Measure	Updates	Status (RAG)
Objective 01 – Review and ensure compliance of vetting APP, ensure capacity and capability to deal with our vetting demand, understand any backlog and ensure force messaging reinforces officer/staff responsibilities.	Supt Lawton	Jan 22	Ensure current compliance with APP, reviewing internal procedure and circulate expectations on staff.	PSD vetting processing applications real time with no backlogs.	<p>The NPCC Lead for Police Vetting has released the below to enable a consistent approach and asks we consider the following: -</p> <ol style="list-style-type: none"> 1. Review compliance of vetting APP in your force. Any deviation should be underwritten and documented with rationale by designated Chief Officer lead. This should include a review of designated posts. We review DP's twice a year above the APP requirements. 2. Review capacity and capability to deal with vetting demands including recruitment, renewals and aftercare. Regularly completed. 3. Review and understand current backlogs in vetting caseload; has your force got an outstanding action plan from the HMICFRS 2016 Inspection around retrospective vetting and if yes, what is your plan to address it? No plan and work to the APP. <p>The force complies with APP and has no backlogs within the vetting departments.</p>	Green
Objective 02 – Ensure that each police force has a robust sexual assault and harassment policy in	Claire Salter	Jan 22	Review PS151 internal procedure and provide a	When policy is available for public scrutiny and internal/external	The internal procedure is up to date. The professional standards directorate have produced a short video clip for officers to	Amber

place, available for external scrutiny to ensure transparency.			public facing document to be published.	communication strategy complete.	raise awareness of the issue and the reporting mechanisms for anyone facing this problem. PSD have also launched an anonymous sexual harassment survey that all officers and staff are encouraged to complete. The survey will shape the forces response by identifying areas of focus.	
<p>Objective 03 – To address Abuse of Position for Sexual Purpose, all forces should:</p> <ul style="list-style-type: none"> • record corruption using the national corruption categories. • produce a comprehensive annual counter-corruption strategic threat assessment, in line with the authorised professional practice; and • establish regular links between their counter-corruption units and those agencies and organisations who support vulnerable people. <p>Where forces are yet to implement an effective ICT monitoring system that allows them to monitor desktop and handheld devices, they should do so as soon as reasonably practicable.</p>	Supt Lawton	Jan 22	Review the force response to ensure effective monitoring is in place for APSP and compliance with APP.	Compliance/Monitoring with APSA and APP compliance. Communications where appropriate.	<p>Operation Kite is Nottinghamshire Police response to APSP.</p> <p>All corruption categories are utilised appropriately.</p> <p>A comprehensive Annual Strategic Threat Assessment is completed.</p> <p>Attendance at the DVSA board occurs twice a year.</p> <p>HoD chairs the regional CCU meeting and attends the National CCU meeting.</p> <p>APSP meetings are held monthly within the CCU chaired by the HoD.</p> <p>Regular Communications are shared across the organisation including 'Ethical Dilemmas' which include APSP to raise awareness and subsequent challenge.</p>	Amber
<p>Objective 04 – Communicate the responsibility of officers, staff, individuals and communities to become 'VAWG Upstanders' [i.e. notice the warning signs of perpetrator behaviour; interpret this as a problem; feel responsible for taking action; and have the skills, confidence and support to intervene and challenge attitudes or specific events]</p>	Supt Lawton/ Supt Broadhead /Craner	Ongoing	Review the force response to ensure effective communication strategy.	Training records and frequency of communication messages	<p>Consideration of development of VAWG champions instead of DA champions?</p> <p>White ribbon ambassadors to assume responsibility for VAWG at senior level?</p> <p>Consideration of scoping Best Practice approaches (Durham).</p>	Red

					Communication strategy internally and externally to be produced through VAWG governance group?	
Objective 05 – To tackle misogyny in all its forms internally and externally as a partnership approach.	Supt Verma/CI Styles-Jones	Ongoing	Develop a communication strategy to improve trust and confidence encouraging women and girls to report these incidents, promoting the work of the NHIPP.	Measure the number of reported misogynies hate crime and outcomes from the NHIPP.	<p>As the first force to recognise and include misogyny as a non-crime hate strand, we have continued to focus effort in this area. Recent partnership initiatives have included purposeful emphasis to raise awareness and ensure our message of non-acceptance is clear. These include:</p> <ul style="list-style-type: none"> • Hate crime awareness week • Respect for all • University inputs • City/County council and police online event <p>Women that experience repeat incidents of hate crime can have their cases assessed by the Nottingham Hate Incidents Performance Panel (NHIPP) which assesses the highest-risk cases of repeat hate crime. This process is analogous to MARAC and has been developing over recent years. Whilst the reporting of misogyny as a hate crime is still low in the Force Area this process is available to ensure that the multi-agency principles, well established in other areas of operation are employed.</p>	Amber
Objective 06 – Work with stakeholders, key partners, and staff representative bodies, to conduct a listening exercise to understand the lived experience of women within the workplace and beyond.	DCI Dickson/Claire Salter	March 22	Internally the Wellbeing board to work with HR to review the internal surveys to identify any key strands/themes to focus on. Externally, work collaboratively with partners to produce a	Completion of the Trauma Informed Strategy to be circulated amongst the workforce to inform internal as well as external policy/training.	The force is part of the Steering Group established to work towards this goal. Health is leading on this but police will contribute and attend workshops with focus on survivor input and grass roots organisations to inform understanding. PP contribute and provide the police perspective on this business area. The partnership strategy will be completed by	Amber

			Trauma Informed Practice Strategy to encompass all areas with contact with children and adult survivors of CSAE/RASSO/DA.	IDVA performance monitoring for the internal offer of support to staff victims of DA.	<p>March 2022 and will inform the multi-agency response to trauma informed practice.</p> <p>The force has secured funding for IDVA provision to provide support to those officers who are victims of domestic abuse. There will be an anonymised report produced which will inform the force response to internal DA.</p> <p>The force has conducted staff surveys. Whilst these encompass both male and female staff the intention is to extract the data relating to female members of staff to inform this plan.</p>	
Objective 07 – To ensure consistency of survivor service across the East Midlands Region providing survivors the ability to input into service delivery.	DCI Todd	Feb 2022	Contribute to, and take actions from, the regional meetings to improve service for survivors.	Performance will be measured at the individual meetings.	<p>The force is working as part of a regional collaboration with the following meetings in place to ensure consistency:</p> <p>VAWG – this regional meeting is chaired by Julia Debenham and is attended by the service leads for all 5 regions to ensure a joined-up approach leading to a local VAWG strategy and action plan</p> <p>ISVA/IDVA – there is a regional meeting involving commissioned services (ISVA/CHISVA) and the police/CPS to identify areas of good practice and areas for development. This meeting is to give the survivor a voice in the investigation/service delivery.</p> <p>SARC – the SARC meeting monitors the new build Adult SARC but also the regional EMCYP SARC which provides a service across the East Midlands to ensure performance and compliance with</p>	Amber

					accreditation standards. Similarly, the Regional SARC meeting and forensic meetings exist to provide parity across services. (SEE BELOW FOR FULL UPDATE RE SARC).	
Objective 08 – The Home Office and the NPCC should introduce a single national survey to measure victim satisfaction. This should allow for both local and national quality assurance, as well as the identification of any emerging issues, risks or variables that need further action to resolve.	DSU Quinn	Ongoing	Whilst awaiting direction from the HO/NPCC the force to review internally the forces performance through victim satisfaction.	The Insight team produce a report which examines victim satisfaction and any themes identified which will inform the 4 P action plans.	Currently, without a national survey for VAWG, the force measures its performance across not just Domestic Abuse (as mandated) but also across RASSO. The Insight team contact survivors to ensure they have a voice in future delivery. Any areas of learning are fed back to officer's real time for remedial action. Similarly with areas of good practice.	Amber
Objective 09 – There should be an immediate and unequivocal commitment that the response to VAWG offences is an absolute priority for government, policing, the criminal justice system, and public-sector partnerships. This needs to be supported at a minimum by a relentless focus on these crimes; mandated responsibilities; and sufficient funding so that all partner agencies can work effectively as part of a whole-system approach to reduce and prevent the harms these offences are causing.	CC/PCC	Ongoing	The police and OPCC to work together to ensure an effective joined up multi-agency response to VAWG.	VAWG partnership meeting to monitor performance.	The OPCC is currently working with partners to consider the content of the Nottinghamshire VAWG strategy and with that the requirement for further funding to support the VAWG strategy. An example of which would be specialist (BAME, LGBT+) ISVA/IDVA provision. The oPCC CEO is working with the police lead for Quality and Compliance to create a SMART action plan and partnership strategy which encompasses all areas of VAWG.	Amber

					<p>The OPCC is taking the lead in a cross-authority partnership approach to VAWG and has set up a task and finish group to assist with the collaborative partnership action plan. The OPCC will write the partnership strategy for VAWG.</p> <p>The force has clear governance and Chief Officer oversight of VAWG with ACC Griffin leading. The force has created a new Supt post for the delivery of the VAWG action plan which will be aligned to the responsibilities for IOM and VRU. Quarterly meetings are attended at Supt level by PSD/PP/NPTs etc to ensure all areas of policing are invested in the VAWG action plan.</p>	
<p>Objective 10 – Police forces and partner agencies should have clear responsibilities in supporting victims through every stage of the case. The victim's voice should play a central role in shaping this, and their individual needs should be understood and addressed throughout. This will require linking with the proposed national VAWG improvement measures.</p>	DCI Todd/DI Hall	Ongoing	Work in collaboration with CPS and commissioned services to ensure that the voice of the victim is heard and that it informs services across the partnership.	The success of the regional group can be measured via the completion of actions but ultimately through the trajectory of the questionnaires that commissioned services ask of the victims.	<p>To ensure victim survivors have a voice in service provision for the long term a regional joint Crown Prosecution Service, Independent Sexual Violence Advocate, Police group has been established. The purpose of this group is to monitor service provision, identify emerging gaps in service and in doing so reduce attrition. Commissioned services complete their own victim surveys which will identify areas of learning/good practice.</p> <p>From the internal review commissioned post IICA, one of the recommendations was to work with the OPCC survivor group to seek assistance with understanding the voice of the survivor. The RASSO lead is seeking to explore whether that could be in person/via Teams or recording.</p>	Amber

<p>Objective 11 – Identify harmful sexual behaviour at the earliest opportunity, providing evidence-based interventions to ensure behavioural change, making information about these interventions readily and widely available to disrupt/prevent escalation of those showing harmful behaviours.</p>	<p>DCI Elbourn</p>	<p>Ongoing</p>	<p>Work with partners to identify a common risk assessment/language and develop a mechanism for managing those children engaged in harmful sexual behaviour.</p>	<p>Measure the results of the multi- agency ASHA (city) and Harmful Behaviour (county) panels.</p>	<p>There are two panels within the City and County (ASHA/HB). They perform the same function providing a specialist service to staff and agencies working with children and young people who have engaged in abusive Harmful Sexual Behaviour.</p> <p>The panel consists of a team of multi-agency practitioners who have relevant training and/or experience, enabling the panel to provide knowledge and expertise to support lead workers and the other agencies involved.</p> <p>The delivery focuses on the correct management and support of the child (ren) committing these offences. Educating and supporting around healthy sexual relationships and boundaries.</p> <p>The Detective Inspector for CAIU is the police representative on these panels.</p>	<p>Amber</p>
<p>Objective 12 – Consider how policing, working in educational establishments and complementing curriculums, is best co-ordinated, recognising that the classroom is a good place to develop trust between young people and the police, and where young people learn what is acceptable in society.</p>	<p>Supt Clarke / CI Spencer</p>	<p>Ongoing</p>	<p>OPCC to work with partners, to jointly commission work with children and young people to promote healthy relationships, utilising the Schools Officers (SEIO) to continue to deliver this.</p>	<p>Questionnaires post training - TBC</p>	<p>Equation delivers the GREAT and Equate programme across Nottinghamshire and provide resources and interventions to young people from nursery to college age in a range of settings, including schools, alternative provision and colleges. Nottinghamshire Women's Aid and Juno Women's Aid deliver the Freedom Programme and Ask Me programme as awareness and healthy relationships work with individuals in the community.</p> <p>All our SEIO officers have had in depth training on CSE and cybercrime including cyber bullying. New presentations have been developed to link in with current legislation and the new PSHE curriculums around keeping children safe.</p>	<p>Amber</p>

Objective 13 – Police outreach work with schools and youth establishments to build links and break down barriers	Supt Clarke	Ongoing	CIPD Working with schools and youth establishments and identified young persons/groups	TBC	CIPD work by Nigel Best and Romel Davies undertaking outreach work and go into schools, particularly inner city/low income/socially deprived and work with children mostly affected by ACES (adverse childhood experiences)	Amber
Objective 14 – New Police recruits meet the community programme.	Supt Clarke	Ongoing	Police Recruitment includes new recruits meeting differing communities to understand concerns and build links	Community and new recruit feedback	Each cohort has a detailed input about the importance of community cohesion and cultural competence and then meets with young members of the community for a “real chat” about key topical issues. This session has improved new officers knowledge, whilst building trust and confidence with the community within police. Other by products are the “ride along”, increased cadet bases through the “majority of black led churches” etc	Amber
Objective 15 – The number of survivors withdrawing support for Domestic Abuse/RASSO offending has increased and remains a problem for forces. To look at attrition rate and identify key issues and possible solutions to improve outcomes for survivors of DA/RASSO.	DCI Todd	Ongoing	An internal review of performance to further support survivors. To work in partnership to increase the provision of IDVA to survivors of domestic and sexual abuse and reduce re-victimisation.	Attrition is measured through the PP OPR and therefore the force OPR. The DA Partnership Car is due for formal review end November 2021/Feb 2022.	To increase the immediate specialised support offered to survivors of Domestic Abuse, the Force has introduced a Domestic Abuse car. Working in conjunction with commissioned services (Juno and Women's Aid), this project aims to support survivors of Domestic Abuse. This provides survivor support benefits alongside the potential increase in evidential support for criminal justice outcomes.	Amber
Objective 16 –Intensify work with identified high-risk night-time economy venues to make them places where VAWG perpetrators are afraid to operate.	Ch/Supt Healey	Ongoing	Intensify work with identified high-risk night-time economy venues to make them places where VAWG perpetrators are afraid to operate.	Identify/monitor and pro-actively tackle those most high-risk locations.	Street Pastors are out on the streets every Saturday night. They offer practical support, whether that be flip flops for those who have “tired” feet, water for those feeling unwell or lollipops to bring a joyful attitude. They are trained in many practical skills including how to provide basic First Aid. They carry radios and so can report	Amber

					<p>situations but also respond to a range of events that occur over an evening.</p> <p>Safe Space – work is progressing in partnership which seeks to commission St John's Ambulance to provide a safe place for people vulnerable through circumstance (generally drink or drugs) where they will be offered basic first aid if needed, the chance to phone a guardian or friend, charge their mobile phone or seek support. There will be a police presence to encourage victims to report crime.</p> <p>A successful joint partnership bid was made by the OPCC to the Home Office for Safer Streets Funding.</p> <p>Further updates to be added</p>	
<p>Objective 17 –To provide consistent communication strategy internally and across the partnership and ensure clear messaging to both prevent/reduce harm and provide consistency of service for all survivors of rape and serious sexual offences in line with the national VAWG strategy.</p>	DCI Todd	Ongoing	To work in partnership to ensure a cross authority response including internal and public communications related to violence against women and girls to ensure that messages raise awareness of the risk and emphasise the seriousness of the issues.	By completion of the SVAN action plan.	<p>The Nottingham City Sexual Violence Action Network (SVAN) is made up of statutory and voluntary sector organisations, who ensure that Nottingham has an effective partnership response to Sexual Violence.</p> <p>The Sexual Violence Action Network (SVAN) Objectives:</p> <p>1)To monitor the 'current sexual violence situation' through collection and analysis of data sets (including identification and rectification of any data gaps) and trends within Nottingham City.</p> <p>2)To create a public awareness campaign in Nottingham City around rape and sexual violence with the aim of reducing prevalence and harm caused.</p>	Amber

					<p>3)To support and facilitate partnership media responses, that support victims and survivors of sexual violence in ways that are safe, compassionate and effective.</p> <p>4)To support and facilitate partnership work against sexual violence, including misogyny, gender inequality and sexual harassment</p> <p>5)To link all Nottingham City sexual violence survivor support services together to create a unified strategic partnership approach.</p> <p>Police corporate communications hold the joint media strategy for this group.</p> <p>Ongoing work to ensure that the good work of the SVAN and the messaging from it is replicated across the county.</p>	
<p>Objective 18 –Work in partnership with NGOs, the third sector, voluntary, and not for profit stakeholders to encourage the reporting of offences, promote alternative reporting mechanisms, and to provide reassurance that policing takes all forms of VAWG extremely seriously.</p>	<p>DCI Todd/Area Commanders</p>	<p>Ongoing</p>	<p>Further work with newer communities and the specialist third sector to ensure that communications for all women and girls, particularly those from ethnic minorities and newer communities, are effective and trusted.</p>	<p>MI to monitor the number of VAWG offences in total but extract data based on ethnicity to report on in addition.</p>	<p>Nottinghamshire has a cross authority partnership Domestic Sexual Violence Abuse (DSVA) panel which examines the response to these areas and which also includes HBA/FM/FGM. A number of support services for harder to reach communities attend and inform practice.</p> <p>Some of areas of work currently underway include: Review Action Plan for safeguarding work to progress, including work from DVA Bill strategy.</p> <p>Circulation of the finalised APVA Guidance, Risk identification Tools and Pathways for the City and County.</p>	<p>Amber</p>

					<p>Continuation of monitoring and awareness raising for work around FGM and HBVA/FM.</p> <p>Better data collection for HBVA / FM and FGM data from city and county colleagues Police, Juno Women's Aid, Children's services, NMWN, Mojat. Public health provides national data reporting.</p>	
<p>Objective 19 –Intensify work with identified high-risk night-time economy venues to make them places where VAWG perpetrators are afraid to operate.</p>	<p>C/Supt Healey / Licensing</p>	<p>Ongoing</p>	<p>Leverage our responsibilities in licensing, traffic management and event planning to insist upon effective measures by landlords, licensees and event organisers to prevent VAWG.</p>	<p>HOW WAS SUCCESS MEASURED?</p>	<p>Pilot of Thames Valley project in Newark town centre through SNT (plain-clothed officers going into licensed premises). Focus on sexual and serious offences. Successful in first couple of months. Gaining evidence through a force meeting. Looking to expand across Mansfield and Nottingham City.</p> <p>The "Ask for Angela" initiative is in effect across Nottinghamshire, which provide assistance should individuals find themselves in a difficult or intimidating situation.</p> <p>Staff at participating venues have been trained to recognise the discrete safe word, 'Angela', alerting them to a problem. The member of staff can then offer to call a taxi for you, provide a safe place for you to contact a friend, or help you to leave the venue if you are feeling unsafe due to someone else's actions, words or behaviour.</p>	<p>Amber</p>

Objective 20 – Increased accessibility for the public to contact Nottinghamshire Police through differing means to report VAWG related incidents/crimes	Supt Verma	Ongoing			Nottinghamshire Police moving to Single online Home (SoH) platform for its external communications from June 22. The Force will commence using Live Chat as a means of increasing its digital communications strands.	Red
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Safer Spaces: Working with partners, we aim to reassure women and girls in public spaces and protect them from victimisation. We will increase our understanding of key locations where women feel unsafe and work with partners to design-in safety, as well as increase police visibility and enforcement in these hotspots. We will actively manage known offenders and work in partnership to reduce the prevalence of violence against women and girls, aiming to deploy proven initiatives but also adopting new tactics, committing to learning and evaluating.

<i>What we want to achieve</i>			<i>How we are going to do it</i>	<i>How we will measure success</i>	<i>What we have done</i>	
Objective	Action Owner	Due Date	Action	Performance Measure	Updates	Status (RAG)
Objective 01 – By March 2022, chief constables should establish and publish an action plan that specifies in detail what steps the force will take to improve and standardise its approach to responding to violence against women and girls' offences, with the aim of ensuring policies, processes and practices are effective, actively monitored and managed, and meeting national standards. To include civil remedies/specialist staff/identification of high harm offenders (these are covered as separate actions within this plan).	DSU Quinn/DCI Dickson	Ongoing	Review and update all elements of current practice/procedures that relate to VAWG.	Completion and ongoing management/delivery of this VAWG action plan.	<p>The force has recently reviewed its procedures across all areas of VAWG. A policy officer within corporate development officer ensures that procedures/policies are up to date and published for easy reference.</p> <p>The force has up to date 4P plans for all areas of VAWG contained in the force control strategy including: RASSO/DA/CSAE/STALKING/MOSOVO/HBA/FM/FGM/CSAE.</p> <p>This action plan combines all elements of VAWG in a separate Plan based on the National Strategy and broken down into the three key areas. This plan will be shared regionally at the VAWG implementation group to ensure best practice.</p> <p>The governance for all actions plans is the Action Plan Implementation Group chaired by the Head of Public Protection reporting to the ACC chair of the Safeguarding Adult Scrutiny Panel.</p> <p>There is performance framework in place via the PP OPR and Force OPR and create appropriate governance and ensure compliance around our response, enabling us to be held to account. This will guarantee we are able to highlight success, reassure our communities and reinforce confidence in us.</p>	Amber

					ACC Griffin is the Chief Officer with ownership of the VAWG strategy and delivery plan.	
Objective 02 – By March 2022, all police forces should ensure information on the protected characteristics of victims is accurately and consistently recorded.	DCI Dickson	March 22 JW to clarify	To work with enablers to deliver a Nottinghamshire response to the recommendation to avoid the delay nationally.	MI will be able to extract this information for all RASSO cases where the survivor is over 18.	<p>The current position under the Force recording system, Niche, is that the following information is recorded (and can therefore be extracted and reported on):</p> <ul style="list-style-type: none"> • Gender • Age • Ethnicity • Religion • Birthplace • Language • Trans status • Immigration status • Disability <p>A recent HMIC response references this data is now being captured for sexual offences, this has been built through a web form locally. The national changes are still required though, but we may be able to extend the use of the webform to plug this gap in the meantime This requires a national Niche change and a proposal has been put forward by the working group.</p> <p>However as this will take some time, our internal Niche team have added this as a required field in the web form to enable the force to record and report on this area.</p> <p>Develop VAWG dashboard (broken down by protected characteristics) to provide a picture of intersectionality and inform problem profiles and compare against data for men/boys??</p>	Amber

<p>Objective 03 – To provide a suitably trained officer at the first point of contact for victims of RASSO.</p>	DI Hall	Dec 2021	A review of the deployment rate of a STO to a forensic case to be implemented.	Dip test of STO deployment to be completed once internal communications delivered.	<p>A Specially Trained Officer is a first responder, generally part of a uniform response team. Specially Trained Officers receive training in evidential recovery (forensic and witness account) as well the specifics of supporting victims of rape. The deployment of Specially Trained Officers is held nationally as best practice in Rape Investigation. Following the CREST Audit, it was discovered that Specially Trained Officers were deployed in 50% of the cases audited. Part of the reason for this was Specially Trained Officers numbers. As a direct result funding has been made available to train more officers.</p> <p>At present the force has 46 trained Specially Trained Officers. A curriculum of training will be delivered by Public Protection over the Autumn and see that number double.</p> <p>STO forum being implemented Aid memoir – list of STO's (to go on to intranet and obtain STO details. This is a real time document to inform DMI's).</p> <p>STO volunteers to raise profile of and improve recruitment of STO's.</p> <p>The final course is 8th/9th Oct 21. Following which a video will be sent out to inform DMI's/contact management to encourage use and increase recruitment. DMI's will be directed to the list of STO's on Share Point.</p>	Amber
<p>Objective 04 – Promote internally and externally the fact that under the new Victims' Code, victims of sexual violence or domestic abuse</p>	DCI Todd	Ongoing	Work with CI's response and Public Protection to ensure compliance with this provision and link in	Work with MI to see if this information can be extracted.	The requirement to facilitate an officer of the gender of the victim choice has been communicated to Public Protection officers/staff.	Amber

will be able to choose the gender of the police officers that interview them.			with Corporate Communications to provide internal/external communications.		As above a number of STO's have been trained of both genders. This has been communicated to the DMI's for allocation of STO's.	
Objective 05 – Forces and support services should work together at a local level to better understand each other's roles. A co-ordinated approach will help make sure that all available and bespoke wrap-around support is offered to the victim throughout every stage of the case. The input of victims and their experiences should play a central role in shaping the support offered.	DCI Todd/ PCC Office	Dec 2021	To liaise with the Heads of Service and practitioners to continually review practice and seek/provide feedback.	Review the number of survivors offered/accepting the provision available from commissioned services monitored through the East Midlands Sarc Regional Board.	<p>Victims are able to access support via the commissioned Independent Sexual Violence Advocate (ISVA) Service subject to Police referral. To enhance this service, bring ISVA's in earlier in investigations and reduce attrition agreement has been reached for ISVA's to co-locate with Public Protection Teams. This closer collaboration is due to commence September 2021. COVID did delay this.</p> <p>However, ISVA's are now back co -located. This action to remain open to reality check/monitor provision. Given the gap in this service provision over COVID, the commissioned services intend to relaunch their offer to police/survivors from cradle to grave.</p> <p>In terms of shaping services for the future the PCC hosted a well-attended and very engaging event to help define her Violence Against Women & Girls (VAWG) strategy for the next 3 years. Police and commissioned services and victim survivor groups were in attendance and were given the opportunity to share views on the future strategy.</p> <p>To ensure victim survivors have a voice in service provision for the long term a regional joint CPS, ISVA, Police group has been established. The purpose of this group is to monitor service provision, identify emerging gaps in service and in doing so reduce attrition.</p>	Amber

<p>Objective 06 – The End to End report the force needs to prepare for a 24-hr turnaround time on phones to reduce the survivor attrition numbers and provide a more survivor focused investigation.</p>	DCI Todd / DCI Charlton	March 2022	Seek funding to secure extra resources to meet the required return timescales.	Currently the turnaround times for victim's phones are being collated so there is a comparison for when the project is delivered.	<p>The force sent a detailed Expression of Interest (EOI) to the NPPC TF programme on 30/06/2021 and we have since been told that it is highly likely that we will be successful in securing 2 x Digital forensic vans and 4 x Mobile device kiosks. No firm offers can be made until the procurement process is complete, but this is well underway now.</p> <p>The 2 unmarked mobile digital forensic units are equipped with all the kit to enable forensic recovery and 'at scene' triage examination provide a RASSO specific digital forensics service for victims.</p> <p>The TF project provided forces with the opportunity to bid for specific items that would enable them to improve responses to rape and serious sexual offence victims. The golden requirement is that no victim of rape or serious sexual offenses should be left without their phone for any longer than 24 hours.</p> <p>The project has already started and TF aim to deliver the new tools and tech in this financial year i.e. the end of March 2022 based on timescales provided by the Home Secretary.</p> <p>In addition, the force has bolstered its capacity by investing in an additional 9 Digital Media Investigator posts, bringing the force total to 13.</p>	Amber
<p>Objective 07 – Work with support groups, communities and partner agencies to identify concerns and needs and respond to them.</p>	C/Supt Healey	Ongoing	Increase engagement with women and girls in communities, and with their support groups, to gather information on VAWG crimes and risks,	Reflected within Community Engagement Plans and problem-solving plans.	To clarify VAWG is part of local area Engagement Plans and appropriately incorporated into relevant Problem-solving plans.	Amber

			and to build confidence by using these in problem profiles etc. to include identification of and targeted outreach to less successfully engaged with groups.		<p>We will promote the use of the #StreetSafe tool which allows members of the public to anonymously flag specific areas where they don't feel safe so that we can better respond to concerns.</p> <p>PP have asked for VAWG information to be reported on in the new profiles for DA/RASSO.</p>	
<p>Objective 08 – Ensure safeguarding provision is available for those VAWG victims most at risk of high harm, as a force and as a multi-agency approach.</p>	DCI Todd	Ongoing	To review the safety provision of the force for VAWG victims and link in regionally and nationally for best practice/innovative solutions.	Review the take up of these safety measure and seek feedback through the IDVA's/ISVA's about the effectiveness.	<p>The Force introduced enhanced safeguarding measures for victims of DA/RASSO offences. From 2020 new technology from TecSOS mobile phones became available.</p> <p>Both phone and app work round the UK as well as abroad. Utilising with coverage from other forces means that when Notts victims travel round the country, a participating force can also locate them. Conversely, victims from other forces using the system can also be accurately located when in Notts.</p> <p>The changes in 2022 to the out of court disposals available to the police will allow for opportunities to use these to tackle offending behaviour. Conditional Cautions with an educational programme are an option and work is ongoing to establish a provider for this.</p> <p>The Repeat Marac Panel which has now been established allows for a multi-agency approach to safeguarding the riskiest of cases. This also includes a multi-agency approach to the risk posed by the perpetrator.</p> <p>Work ongoing to deliver a Stalking perpetrator programme.</p>	Amber

Objective 09 – The Home Office and the NPCC should introduce a single national survey to measure victim satisfaction. This should allow for both local and national quality assurance, as well as the identification of any emerging issues, risks or variables that need further action to resolve. Police forces and partner agencies should have clear responsibilities in supporting victims through every stage of the case. The victim's voice should play a central role in shaping this, and their individual needs should be understood and addressed throughout. This will require linking with the proposed national VAWG improvement measures.	DCI Todd		Whilst awaiting a national measure, the force should examine its use of data and evidence of what works in support of the development of a learning organisation.	Yearly report to measure service delivery and compare with previous results to allow examination of the trajectory.	<p>The Research and Insight section of the Corporate Communication Department undertake a review of satisfaction survey findings, derived from engagement with victims of domestic abuse. Satisfaction performance data is monitored and responded to on an ongoing basis (fed back to the OIC and reviewing supervisor). A yearly report is commissioned by the Heads of Public Protection and Corporate Communication, in order to collate and review all domestic abuse survey responses.</p> <p>Whilst the above is a mandatory Home Office requirement, the Insight team (in conjunction with PP) have widened their remit to provide the same scrutiny to the areas of Rape/DVDs (Clare's Law)/VCOP (Victim updates) and additionally provide support to medium risk victims of Domestic Abuse.</p>	Green
Objective 10 – Nottingham and Nottinghamshire Violence Reduction Unit to develop focussed work in relation to VAWG	Supt Woolley	Ongoing	TBC	Through evaluation and partnership data	The Nottingham and Nottinghamshire Violence Reduction Unit (VRU) was established as a partnership of local leads including the city and county councils to deliver a range of strategic interventions and deploy central government funding to tackle violence in the city and the county. Working with partners the VRU establishes best practice, utilises and allocates Home Office funding and develops strategies and approaches to addressing violence including violence against women and girls.	Amber
Objective 11 – Work with Licensed premises and introduction of the VAWG 'Charter' and part of the Best Bar None Accreditation	Supt Craner / C/Insp English	Ongoing	TBC	Completion of the VAWG Charter and number of premises completed accreditation.	Introduction of VAWG 'Charter' This will become part of Best Bar None accreditation.	Amber

Objective 12 – Establish training for City Centre/NTE Venues on vulnerability and VAWG	Supt Craner / C/Insp English	Ongoing	TBC	No. venues completed training.	Long term sustainability of vulnerability/VAWG training within our venues.	Amber
Objective 13 – Targeted ‘consent collation’ communications across the City and within venues.	Supt Craner / C/Insp English	Ongoing	TBC	Completion and feedback of communication	Targeted ‘consent collation’ communications across the City and within venues.	Amber

Relentlessly Pursue: increase the number of perpetrators brought to justice for violence against women and girls; • improve processes and victim care across the criminal justice system to reduce the number of cases failing; • reduce repeat victimisation of women and girls * improve the use of civil orders where a CJ outcome is not available

<i>What we want to achieve</i>			<i>How we are going to do it</i>	<i>How we will measure success</i>	<i>What we have done</i>	
Objective	Action Owner	Due Date	Action	Performance Measure	Updates	Status (RAG)
Objective 01 – Support the National Joint Rape Action Plan with the Crown Prosecution Service to improve outcomes for victims.	DI Hall	Ongoing	Work closely with CPS to improve key performance areas such as evidence led prosecutions and Early Investigative Advice.	CPS monitor the both the police and CPS regional response to this plan.	The force has a joint CPS/Police delivery plan which is reported to the Regional RASSO Group. This plan has been active since the start of the year with several highlighted priorities. This will be reviewed to take account of the recommendations made by the Rape Review and the Joint Thematic Inspection of the police and CPS by the HMICFRS.	Amber
Objective 02 – The relentless pursuit and disruption of adult perpetrators should be a national priority for the police, and their capability and capacity to do this should be enhanced.	DCI Todd/Supt Woolley	Ongoing	To work in partnership to disrupt perpetrators and reduce reoffending. PURSUIT	DAIOM – measured through partnership performance review. Perpetrator programme – academic review.	DA IOM is a multi-agency strategic and operational process for managing domestic abuse perpetrators. We manage those offenders who pose the highest risk of harm and the highest risk of re-offending identified jointly by our partners working together. They are managed using our pooled local resources to offer rehabilitative support for those who engage and swift justice for those who continue to offend. Victims are supported under this system via allocated IDVAs. PP are examining their provision to DA IOM to ensure processes are streamlined and delivery matches resourcing. 'Your Choice' Perpetrator programme – referral programme for those perpetrators of DA wishing to change their behaviour. Referrals are accepted across the partnership. The programme has been financed through Home Office monies to	Amber

					<p>March 2022. A full academic review is currently on-going and is incorporated into the HO budget.</p> <p>As of October 2021, the PCC has confirmed further monies to support the programme to September 2022.</p> <p>The Chief Constable has invested in an innovative Stalking Perpetrator Programme to disrupt those perpetrators that repeatedly target the same victim or further victims.</p>	
<p>Objective 03 – Forces to ensure a process for consistent and robust monitoring of outcomes 15 and 16 violence against women and girl's cases</p>	DSU Quinn	Dec 2022	<p>To ensure that these offences require, as a minimum, inspector-level sign-off of these cases and that evidence on the rationale for these closure codes is recorded and auditable.</p>	<p>MI to monitor outcome 15 and 16's for gender-based violence and report on numbers of occurrences where an Inspector supervisory review is missing.</p>	<p>The VAWG is to take the lead for producing guidance in relation to this action. However, the force has some of these in place for serious violence and Public Protection offences.</p> <p>Awaiting guidance from the NPCC VAWG lead to provide some cohesive national direction.</p> <p>However, the force has recently reviewed its performance for outcomes 15 and 16 under the external CREST audit for PP which included DA and RASSO against women and children. The recommendations from that review were incorporated into the action plans for those areas.</p> <p>Currently outcome 15 must be reviewed by DI.</p> <p>Common themes from the reviews to be extracted and circulated.</p> <p>Examine how this could be replicated across all VAWG offending including those offences which sit outside of PP.</p>	Red

Objective 04 – Implement local Independent Advisory Groups to review anonymised cases of VAWG that are unsuccessfully prosecuted, increasing transparency and providing confidence in investigative processes.	Supt Woolley		There are currently separate review processes for individual business areas (see below). To work towards a review group that cuts across all business areas to include all gender-based crime.	The introduction of an IAG to extract the learning from unsuccessful investigations.	UPDATE DA and one RASSO Lift from action plans But not one for all VAWG	Red
Objective 05 – Ensure that there is a focus through the Domestic Abuse Best Practice Framework and the Regional Rasso meeting, working with the Crown Prosecution Service and Her Majesty's Courts and Tribunal Service, to increase prosecution rates.	DI Harding/DI Hall	Ongoing	Work in partnership to identify and address any blockages to prosecution for VAWG offending.	The monitoring of prosecution rates.	<p>Monthly NFA clinic with CPS. Police and CPS jointly review DA investigations with outcome 15 – Police NFA – evidential difficulties. Due to commence November 2021. Learning from these clinics will be disseminated. With regards the NFA scrutiny panels. NFA cases are discussed within the associated RASSO PTPM meetings. DI Hall already provided a case and delivered this within the group for comment and wider learning. DI Hall looks at cases files internally. Scrutiny across RASSO is managed internally via the Silvers (reviews any investigations over 6 months old) document/NFA dip tests.</p> <p>The data demonstrates that save with the exception of Northamptonshire, the East Midlands charge rate for rape remains one of the highest nationally (ranked 2 and 1 across 2 quarters). The 'Justice Gap' that is therefore referenced in the national media is not represented in the same way statistically in the East Midlands. It also demonstrates that CPS lawyers in the East Midlands are looking to build cases to charge and this is a critical point to highlight.</p>	Amber
Objective 06 – Police Leads are requested to review the regional plan and undertake a cost benefit	DCI Todd	Ongoing	To work closely with CPS at a regional level to ensure a comprehensive	An improvement in first submission file numbers.	There is no CPS embedded gatekeeper within force however there is a single identified CPS SPOC. There is an identified police SPOC	Amber

analysis and consider whether the East Midlands could trial the use of embedded gatekeepers, either per force, or as a shared and rotating resource. Their purpose would be to drive up police file quality, the precision and clarity of action plans with DCPs/reduce the number of action plans, model joint training based upon identified issues, ensure that police decisions to NFA have checks/balances and to case progress both pre and post charges cases to ensure timeliness. To also act as a clear line for escalation for both CPS and police, together with the CPS DCP and SDCP management structure.			regional response to the joint action plan.		<p>who has regular meetings with the CPS SPOC to review file quality and action plans.</p> <p>Public Protection Detective Inspectors must review any RASSO submission and the escalation process is through the RASSO lead.</p> <p>The Joint Operational Improvement Meeting (JOIM) replaces PTPM as the primary local operational improvement meeting between CPS and police. Its purpose is to identify joint priority areas for focussed activity to drive improvements and remove blockages. The JOIM will develop innovative solutions, share good practice and adapt to local casework trends and issues. The JOIM are encouraged to take local accountability for shared ambitions to drive improvements and as such, from the outset the JOIM should agree the key areas for improvement, based on identified trends and/or analysis of performance reports for individual forces.</p> <p>This feeds into regional meeting to learning and best practice from across the five forces.</p>	
Objective 07 – Forces should ensure training, messaging and guidance is clear that evidence led cases should benefit from the same quality of investigation, early gathering of evidence and supervisory oversight as other domestic abuse cases, particularly in cases where the victim does not support police action. Domestic abuse champions should reinforce this message.	DI Harding	Ongoing	To ensure evidence led cases are routinely considered for prosecution and any decision not to proceed is adequately rationalised.	<p>Measured on a monthly basis by CJ.</p> <p>Joint CPS/police review of individual cases.</p>	<p>This was covered in a powerful video as part of the DA Matters training for all frontline staff. Refresher training has been requested for 2022.</p> <p>Recently the force has been able to audit the number of DA cases that are prosecuted under 'evidence led' powers. Since then, we now monitor successful prosecution status of these cases as well as dip sampling cases which may have reached the 'evidence led' criteria but weren't charged.</p>	Amber

					<p>Internal communications have been shared raising the awareness of evidence led investigations, Public Protection and Prisoner Handling Teams have been briefed and posters have been circulated across the force.</p> <p>Training for response focuses heavily on evidence led prosecutions.</p> <p>Attempts being made to get input for CPS that would go on Intranet re Evidence Led and Res Gestae.</p> <p>DA MATTERs training will be rolled out again force wide.</p>	
<p>Objective 08 – The College of Policing and NPCC lead for adult sexual offences should work together to review the current training on rape, including the Specialist Sexual Assault Investigators Development Programme (SSAIDP), to make sure that there is appropriate training available to build capability and expertise. This should promote continuous professional development and provide investigators with the right skills and knowledge to deal with reports of rape. Forces should then publish annual SSAIDP attendance figures, and information on their numbers of current qualified RASSO investigators.</p>	DSU Quinn/DI Holloway	No ETA from CoP	Ensuring Police Investigators are Suitably Trained - RLoE Investigators dealing with rape and serious sexual offences should be trained to understand reasonable lines of enquiry and how they link to the issue for trial, trial strategy and meeting the requirements of the CPIA.	Published SSAIDP figures.	<p>All PP officers get a weeklong PP course. The course is shaped around the same objectives of the national COP course allowing for the regional variances – Rape and specialist Sexual Assault Investigator (PIP 2). This will be professionalised with DC's completing the portfolio.</p> <p>Joint RASSO handbook has been launched.</p> <p>RASSO work stream group implementing a one-stop shop for specific police guidance in relation to RASSO:</p> <ul style="list-style-type: none"> • Digital forensics • Forensics • Disclosure • TPM • File Quality <p>Regional forces are working with EMCHRIS to standardise delivery.</p>	Amber

Objective 09 – Where orders or bail conditions are in place forces need to ensure that there are appropriate robust processes in place to take action.	DSU Quinn/DCI Dickson	Sept 21	To work with uniformed colleagues to implement disruptive tactics. Linking in with Niche and the civil order officer to ensure there is a monitored task to the NPT to enable monitoring of the above process.	MI to report on the number of taskings for comparison against orders/bail conditions. To monitor the number of orders and breaches.	To support the increased numbers of civil orders, the force has improved its proactive policing response to Domestic Abuse. A Neighbourhood Policing Team representative makes themselves visible to any person subject to a Stalking Protection Order, any victim where a DVPO has been issued and any perpetrator charged and bailed in respect of a high-risk DA offence to ensure greater compliance with conditions imposed and in doing so, protecting our communities.	Amber
Objective 10 – Work with the College of Policing and NPCC to develop effective training for our officers and staff, to ensure that they have the confidence and knowledge to be able to identify crimes and incidents where gender is an aggravating factor, and subsequently build strong prosecution cases to obtain justice.	DI Hall	Ongoing	To review the capability of generalist and specialist staff to respond to violence against women and girl's offences effectively, including consistent understanding of newer offences (such as coercive control).	Through the feedback provided by officers/staff post training.	The below is being covered in initial training. 1) EDI training covering gender and sex crimes. 2) Hate Crime training covering the effective recording of hate crime including gender and the OIC's responsibility. 3) DA Matters covers domestic abuse primarily against women and victim focused approaches with a video clip which highlights the importance of evidence led pro. 4) Vulnerability covered as part of the input, all PP offences including honour-based abuse/FGM/Stalking/DA/RASSO etc. dealing with evidence led prosecutions and victim safeguarding. 5) SSAIDP – to be professionalised.	Amber
Objective 11 – Protect victims by improving offender management, strengthening collaboration and partnership work with relevant stakeholders to prevent further repeat/serial offending.	DCI Todd	Sept 22	Utilise tools and systems that enable high harm perpetrators to be identified and effectively managed in partnership with other agencies.	The DA/OM success is managed through a multi-agency report which is managed by the Adult Safeguarding Boards. 'Your Choice' Perpetrator Programme is providing a full academic report on the	Domestic Abuse perpetrators are now included in our IOM model. These offenders are flagged on NICHE and intelligence is monitored daily. These serial perpetrators details are shared with response and NPT's through the Briefing and Tasking system (BATS). The new IOM model (new cohort) enables the development of programmes of	Amber

				<p>outcomes from this programme.</p> <p>Performance measurement is in place for Polygraph.</p>	<p>interventions and diversion therefore for domestic abuse.</p> <p>Specialist supportive IDVA services have also been developed and specially trained IDVA's trained to support survivors.</p> <p>DA IOM is a multi-agency strategic and operational process for managing domestic abuse perpetrators. We manage those offenders who pose the highest risk of harm and the highest risk of re-offending identified jointly by our partners working together. They are managed using our pooled local resources to offer rehabilitative support for those who engage and swift justice for those who continue to offend. Victims are supported under this system via allocated IDVAs.</p> <p>PP are examining their provision to DA IOM to ensure processes are streamlined and delivery matches resourcing.</p> <p>'Your Choice' Perpetrator programme – referral programme for those perpetrators of DA wishing to change their behaviour. Referrals are accepted across the partnership. The programme has been financed through Home Office monies to March 2022. A full academic review is currently on-going and is incorporated into the HO budget.</p> <p>As of October 2021 – the PCC has confirmed further monies to support the programme to September 2022.</p> <p>DCI Todd to look at referral gateways direct from police utilising our MI list of serial perps/ standard perps.</p>	
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					<p>The force has successfully secured Home Office funding to introduce polygraph technology to help reduce risk. This will initially be used for RSOs but as they predominantly target women and girls, this will help reduce the risk posed by high harm offenders. This measure will be extended to domestic abuse perpetrators when permitted. Whilst COVID has delayed the implementation, this is expected to be operational later in 2021 with the establishment of two police officer posts to deliver this work.</p>	
<p>Objective 12 – To safeguard victims where a Criminal Justice outcome is not anticipated, improving the use of civil remedies.</p>	DCI Dickson	Ongoing	To explore all civil order options for DA/RASSO survivors, provide training on and utilise the SPOC to improve/monitor the number of orders.	To provide Management of information the numbers of orders to include in the PP OPR so the orders can be measured.	<p>The force has developed its pro-active use of Domestic Violence Protection Notices, Domestic Violence Disclosure Scheme and Stalking Protection Orders. This intensive work has been undertaken in the context of Domestic Abuse however Public Protection continues to explore more innovative opportunities to extend the use of civil orders to routinely include victims of RASSO. This is of significance given that of the 433 cases audited by CREST 50% had a domestic qualifier.</p> <p>PP has introduced the systematic consideration of DVDS to provide an enhanced use of Clare's law for domestic abuse and RASSO offences in a domestic setting.</p> <p>The Civil Orders officer (a recently created role) has responsibility for increasing the use</p>	Amber

					of all orders including DVPN's/SPO's/SHPO/SRO's with a view to preventing further offending. The latest statistics show improvement in both the number of orders and the breaches of.	
Objective 13 – Home Office tasked to carry out an urgent review of the role of the detective constable, establishing 'appropriate incentives, progression and support for both officer and staff investigators to encourage this career path'.	DSU Quinn/ CDSU Hooks	Ongoing	To work with HR and area commanders to increase the number of officers joining PP and support them through the PIP process.	Monitor the number of DC's and TDC's within Public Protection.	Career Pathways is held every 3 months and is a pathway for Detectives and Investigators to express their career development aspirations. This allows departments to highlight their vacancies and offer other areas of expertise for officers to move into. The Chief Constable has appointed a Crime Mentor to support staff cradle to grave from joining a detective department, accreditation, training and CPD. This will significantly improve the support, training and Continuous Professional Development of Detective Constable's. Public Protection officers are eligible to apply for the bonus scheme which provides a one off payment at the end of the financial year. Eligibility for the payment is reviewed yearly.	Amber
Objective 14 – Chief constables should review and if necessary, refresh their policy on how the force processes notifications of NMOs, so officers can easily identify if an NMO exists.	DCI Dickson	Ongoing	To work with legal services to ensure those victims without a CJ outcome receive effective safeguarding.	Measure the number of NM orders and the number of breaches through the OPR process. See below. Currently the number of NM orders are not routinely monitored.	The force links in with the courts to ensure there is a smooth process in place for notifications. Currently the PNC team receive them and update PNC/Niche. The force has reviewed its Domestic Abuse procedure to ensure consistent messaging of expectations across the force.	Red
Objective 15 – Chief constables should consider what legal support they need to use protective measures (if they don't already have this) and secure this support.	DCI Dickson	Ongoing	To work with legal services to ensure those victims without a CJ outcome receive effective safeguarding.	The number of orders are monitored through the PP OPR.	The support is available regionally. Legal services are engaged with the obtaining of all orders. There is regular dialogue with the civil order SPOC and the Stalking SPOC to	Amber

Commented [RGA1]: So, have we "reviewed, and if necessary reviewed and refreshed our policy....."??

Has the "force reviewed its DA procedure....."??

A lot more needed her to explain this one please

Objective 16 – The NPCC should consider whether regional or national legal (or other) expertise could be made available, so forces can easily access specialist support and can maximise efficiency and consistency.					<p>improve the quality of the submissions and take any remedial action.</p> <p>A force solicitor attends the Stalking Clinic to provide advice on Stalking Protection Orders.</p> <p>Work is underway (by PP) to understand the reduction in number of orders particularly SPO's.</p>	
Objective 17 – Chief constables should ensure data is gathered on the use of voluntary attendance to enable the identification of patterns of its use, particularly in relation to the types of cases, so that voluntary attendance is only used in those cases where it would be an appropriate case management tactic.	CI Stanley	March 22	To work with INS/Niche to provide an IT solution to recording case of VA.	An auditable data set.	<p>This data is not currently available. The solution is a new Webform – a product which will link into Niche, populate and ask for data to be inputted by the OIC conducting a VA, with numerous missing bits of information from a variety of sources, which once completed will enable us to seek data and will be searchable for audit purposes. The pilot for this is February 2022 with delivery anticipated in March 2022.</p>	Red
Objective 18 – Chief constables, in conjunction with the NPCC lead for bail, should implement processes for managing RUI in line with the letter from the NPCC Lead for Bail Management Portfolio dated 29 January 2019 (Annex F). This is to ensure, as far as is possible, that investigations are conducted efficiently and effectively, thereby supporting both victims of crime and un-convicted suspects.	CI Stanley	On going	For a suspect in custody the decision to RUI is authorised by Inspector having completed an assessment to the suitability of RUI.	Decisions to bail or RUI for all high harm offences whilst in custody are reviewed by the BMT Inspector, and feedback provided to the custody Sergeant making the decision.	<p>The Nottinghamshire pre-charge bail and RUI policy 2020 has clear guidance to officers around when and how to use bail and RUI in line with national practice. In addition to guidance available on the force intranet there is also a training VLOG with basic instructions for front line officers.</p> <p>Within the policy it defines high harm crime categories which require an additional level of scrutiny before release from custody. For these high harm categories, the authority of an Inspector is required before bail or RUI decision is made, ensuring the most serious cases are scrutinised at the earliest point.</p> <p>High harm crime Bail and RUI disposal decisions are subsequently reviewed by the custody Bail and RUI Inspector once a month.</p>	Green

					<p>The Inspector scrutinises all disposal decisions from custody for these crime types. Any feedback and learning is provided direct to those officers.</p> <p>For high harm crime categories, the decision to RUI is approved by an Inspector whilst in custody, this ensures a high level of scrutiny into the safeguarding of victims at the earliest point.</p> <p>Policy dictates that all RUI crimes are reviewed by an Inspector at three- and six-month intervals to quality assure and ensure the investigation is being appropriately progressed in a timely manner.</p>	
<p>Objective 19 – Chief constables should introduce processes to ensure that in all pre-charge bail cases where bail lapses, the investigator in charge of the case carries out an assessment of the need for pre-bail-charge to continue. In those cases where the suspect has not been charged, the decision to extend or terminate bail should be recorded with a rationale.</p>	CI Stanley	Ongoing	<p>Where a suspect is on bail for a high harm offence and consideration is given to moving to RUI, this decision needs an Inspectors authority and rationalisation to be recorded on an OEL before the Bail Management Team change the status to RUI. This includes their rationalisation in relation to any bail conditions and the ongoing management of any risks posed by moving to an RUI status.</p>	<p>The BMT do not change high harm offences bail status to RUI unless the requisite Inspectors authority is recorded within the Niche record authorising the change of status.</p>	<p>Nottinghamshire Custody have a dedicated bail team (x2 Sgts) who review all bail and monitor the progress of the bail clock. A bespoke CUSTODY BAIL FORM has been created and used to communicate between the OIC and bail team with consideration to onward safeguarding of victims.</p> <p>Where suspects are on bail for high harm crime category offence and the OIC decides to reduce to RUI status the approval of an Inspector is required. The officer will then submit a request to the force bail team on the CUSTODY BAIL FORM. Within this form the officer will be asked to explain safeguarding considerations in removing conditions as well as being prompted for authorising officer's details. The form will not be accepted unless these details are provided.</p>	Amber

<p>Objective 20 – Chief constables should assure themselves that:</p> <p>a. their officers are fully supported in carrying out their duties to protect all vulnerable domestic abuse victims by:</p> <p>i. ensuring their officers understand the suite of protective measures available (Including new measures such as DAPOs);</p> <p>ii. ensuring officers are aware of referral pathways to third-party support organisations which are available to protect vulnerable domestic abuse victims; and</p> <p>iii. ensuring their officers have guidance and support on how to choose the most appropriate response for the situation; and</p> <p>b. governance is in place to monitor the use of all protection orders and to evaluate their effectiveness, including by seeking the views of victims.</p>	<p>DCI Dickson/D CI Todd</p>	<p>Ongoing</p>	<p>To work with management information report on the numbers of civil orders /DAPPNs and feedback from the regional IDVA/ISVA meetings.</p>	<p>Quantitative monitoring of orders through the OPR and qualitative monitoring from commissioned services.</p>	<p>A dedicated Civil Order officer provides increased use of civil orders to safeguard victims including DVPOs, Sexual Harm Prevention Orders or Sexual Risk Orders. The CO officer has delivered face to face training and hints/tips advice. They regularly assist colleagues in obtaining the orders and manage the Force performance data. In 2020, 99 DVPN's were presented to the Court, almost two thirds being in the last five months of the year. These were facilitated via our dedicated Civil Order officer having a demonstrable effect on our use, now averaging 12.6 per month, the highest average since 2014. The force continues to strive to improve the numbers of DVPNs. Nottinghamshire Police have put themselves forward as a pilot force for the new DAPO's but there has been no decision around pilot forces.</p> <p>Staff are aware of referral pathways (evidenced by the increase in PPN's) and understand where to signpost victims following the introduction of the VNA.</p> <p>The force has in place a secondary risk assessment function. The Domestic Abuse Support Unit are SafeLives trained staff who review all DAPPN's to provide quality assurance and onwards referrals to partners and commissioned services through established pathways.</p> <p>The DA Matters training that the force will again provide to all officers will reinforce the key messaging in terms of civil orders and support available to victims.</p>	<p>Amber</p>
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<p>Objective 21 – Chief constables should, until DAPOs replace DVPNs and DVPOs in their force:</p> <ul style="list-style-type: none"> a. review, and if necessary, refresh their policy on DVPNs and DVPOs, and in line with the overarching recommendation: i. ensure that there is clear governance and communication to prioritise the effective use of DVPNs and DVPOs, when these are the most appropriate tools to use; ii. monitor their use to ensure they are being used effectively; and b. ensure experience and lessons learned on using DVPN/DVPOs informs the use of DAPOs. 	DCI Dickson	Ongoing	As above.	As above.	As above. The civil order officer feeds back to officers on lesson learns and then incorporates it into the wider training.	Amber
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Appendix A: the strategic framework

Much improvement is needed in policing and across the criminal justice system to address effectively the challenges highlighted above. There is a concerted effort across the whole sector to drive change and have a positive impact.

This 3 Pillar Plan, alongside our strategy Violence Against Women and Girls 2021-25 'set out our key plans and priorities.

More widely, we are actively supporting the delivery of other developments: we will regularly review our action plan to ensure it takes forward new recommendations as they are published. The following summarises more of the wider context the Nottinghamshire plan is part of:

- The Government's national "Tackling violence against women and girls strategy" published in July 2021, which set out action to focus on preventing crimes from happening in the first place, pursuing perpetrators and better support for victims.
- The Domestic Abuse Act, which came into force on 30 April 2021, bolsters the police and partnership response and strengthens protection for victims. The forthcoming Online Safety Bill and Policing and Crime Bill, and the recent Government's Beating Crime Plan have also clear links to violence against women and girls.
- Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) report from its Inspection into how effectively the police engage with women and girls sets out actions for police forces – as well as highlighting the need for a whole-system response to tackle offences related to violence against women and girls.
- HMICFRS, Independent Office for Police Conduct (IOPC) & College of Policing supercomplaint report "A duty to protect: Police use of protective measures in cases involving violence against women and girls" findings will be considered as we move forward.
- HMICFRS report "Shining a light on betrayal: Abuse of position for a sexual purpose" which inspected the abuse of position for a sexual purpose of people who have come into contact with the police for help.
- We will also engage positively in forthcoming inquiries as well as with Home Office consultation linked to the development of guidance and policy, and future National Police Chiefs' Council (NPCC) work on tackling violence against women and girls

This should include (but is not limited to) improving and standardising:

- the use of police powers to protect women, including arrest of perpetrators, use of pre-charge bail, the applications for orders (where appropriate) and processes for responding to breaches of non-molestation and other orders.***
- the use of the Domestic Violence Disclosure Scheme;***
- the capability of generalist and specialist staff to respond to violence against women and girls offences effectively, including consistent understanding of newer offences (such as coercive control);***
- the identification and management of high-harm violent offenders against women and girls (in partnership with other organisations);***
- the identification and protection of the most at-risk victims of violence against women and girls offences (in partnership with other organisations); and***
- internal and public communications related to violence against women and girls to ensure that messages raise awareness of the risk and emphasise the seriousness of the issues.***