

## **The Nottinghamshire Police and Crime Commissioner's response to the publication of Her Majesty's Inspectorate of Constabulary's (HMIC) - The depths of dishonour: Hidden voices and shameful crimes (8 Dec 2015).**

In 2015, for the first time HMIC inspected and reported upon the Police service's response to crimes of honour-based violence, forced marriage and female genital mutilation. Further, it is the first time that any inspectorate within England and Wales has examined the service provided to victims of these crimes, actual and potential, supported by the most powerful of insights, from victims themselves. HMIC report that it is one of the most important reports they have ever produced.

Honour-based violence (HBV) is the term used to refer to a collection of practices used predominantly to control the behaviour of women and girls within families or other social groups in order to protect supposed cultural and religious beliefs, values and social norms in the name of 'honour'. HBV incidents and crimes include specific types of offence, such as forced marriage (FM) and female genital mutilation (FGM), and acts which have long been criminalised, such as assault, rape and murder.

This HMIC report provides information and analysis for the public about how Police forces respond to, investigate, and protect victims of these appalling and damaging crimes. It provides a baseline on which Police and other public sector agencies can build to establish effective responses to victims. It should also focus the minds of those organisations to work together to prevent others from becoming victims in future.

HMIC emphasises that only a small number of forces are well-prepared for the problems that an HBV case can pose, and have well-trained and experienced officers who can intervene early to prevent situations escalating and protect victims. Many other forces are well-prepared in some aspects to protect people from harm caused by HBV, but require improvements to ensure consistency and effectiveness. Some are well below the standards we, and the public, expect from a police force.

This was followed by a two-phase inspection.

In Phase 1, all 43 police forces in England and Wales completed a self-assessment of their preparedness to protect and support victims of HBV. At the same time, we completed a review of relevant documents and data provided by forces, and an analysis of information available to the public through force and police and crime commissioner websites. This phase of the inspection was designed to provide a point of comparison to inform activity in both police forces and inspection in future years.

In Phase 2, HMIC conducted fieldwork in eight police forces (not Nottinghamshire), during which HMIC interviewed senior and operational lead officers, and held focus groups with frontline officers, staff and partners. HMIC carried out unannounced visits to Police Stations to test the reality of forces' stated approaches to responding to HBV. Inspection teams included individuals from a number of voluntary sector organisations which support victims of HBV.

Based on a predetermine criteria, HMIC assessed Nottinghamshire to be prepared in three of the five areas examined as shown in the table below. Only three forces were deemed prepared in all areas.

Force	Inspection area				Overall
	Leadership	Awareness and understanding	Protection	Enforcement and prevention	
Nottinghamshire	Prepared	Prepared	Prepared	Not yet prepared	Not yet prepared

HMIC made 14 recommendations for improvement, 3 of which were directed for the attention of Chief Constables.

I welcome this report from HMIC and share the same concerns raised and in fact have sought to raise the profile of HBV in my refreshed Police and Crime Plan (2016-18):

*The scale and extent of Forced marriage and so called ‘honour’ based violence in Nottinghamshire remains largely unknown and changes in the way referrals to the Police are recorded has limited the ability to profile this form of victimisation at this time. These types of abuse tend to be linked to communities that do not always have confidence in reporting crimes to the Police. The flow of intelligence to the Force in these areas remains low despite additional resources having been put in place to improve the picture.*

The Force has a dedicated 4ACTION database for tracking and responding to HMIC recommendations and areas for improvement. **Annex 1** of this written response to HMIC provides an update on the current action being taken or completed by the Force for each of the three HMIC recommendations. The Force provides regular HMIC update reports to my Joint Audit and Scrutiny Panel who provide additional scrutiny in these important areas.

Yours sincerely



Paddy Tipping  
Police and Crime Commissioner

## ANNEX 1 – FORCE RESPONSE TO HMIC RECOMMENDATIONS

### Recommendation 9

By June 2016, chief constables in consultation with partner agencies should undertake research and analysis using diverse sources to understand better the nature and scale of HBV, FM and FGM in their force areas, and use this information to raise awareness and understanding of HBV, FM and FGM on the parts of their police officers and staff.

#### Force Response:

Dr. Carrie Pemberton Ford has been commissioned by Nottinghamshire Police and the OPCC to complete a scoping exercise in relation to FGM. Partners and NGO's will be asked for their contribution to this report. The draft version of her report is expected end Sept 2016. This will be presented at the multi-agency strategic working group in November 2016.

An internal analysis has been commissioned in relation to HBA and FM. This work is still in draft format with responses still awaited from some neighboring forces and commissioned services. Once complete this will be shared with the Safeguarding board sub-groups for feedback and a coordinated response.

*Once agreed locally, this will be shared with the NPCC National lead Commander Mark Christy.*

*Although the above work is still pending, Nottinghamshire police are currently raising awareness through face to face training and vulnerability briefings to all frontline officers for the three subject areas (HBA/FM and FGM). Earlier this year, SPOC's were identified and training by Karma Nirvana was delivered to these officers.*

Internal and external awareness raising promotions were communicated for the National HBA Remembrance day.

### Recommendation 10

By June 2016, chief constables should ensure that information management processes are in place to record and flag HBV, FM and FGM information in an efficient, effective and systematic way so that the risk to individual victims is identified at an early stage and properly assessed and managed throughout the progression of victim's case.

#### Force Response:

*No further action required.*

*Information management processes are in place to record and flag HBV, FM and FGM information in an efficient, effective and systematic. The ability to record and flag HBV, FM, and FGM was completed earlier this year across all our recording systems (vision, CRMS and CATS). The FCR in Nov 2015 prepared an item for inclusion in Weekly Orders, on the LAN and in a monthly newsletter relating to the requirements of NCRS and mandatory reporting. Validation staff ensures incidents are correctly captured and tagged. Going live in Feb 2016 is the Crime Input Web Form. This is a system to support the correct identification of FGM.*

*To support the correct identification there has been a variety of training and briefing sessions both internally and externally. This area of work continues particularly in relation to the HBA risk assessment model. This supports the early identification and assessment, particularly on the frontline.*

*So that the risk assessment is managed throughout the progression of the case the HBA team attend a monthly Silvers meeting where each case is reviewed, and if necessary re assessed, the risk level is managed right through to the end of the case. There are opportunities to provide crime prevention advice as well as referrals to support services as any time throughout this process for the victim and their families.*

#### **Recommendation 11 and 11.2**

By June 2016, Chief Constables together with partner agencies should ensure they have clear policies and joint working structures in place to ensure an integrated approach to HBV, FM and FGM between police forces and other agencies.

#### **Force Response:**

*Nottinghamshire Police has reviewed and updated its own procedures/policies in all three of these fields.*

*Work to address this recommendation is now complete within the FGM arena.*

*A cross authority strategic group has been established for FGM, chaired by consultant paediatrician and a Nottinghamshire Police representative. This is attended by all partner agencies and includes NGO's. The purpose of the group is to develop and deliver a robust strategy, policy and procedure to prevent babies, infants, children and young women from undergoing this illegal procedure and identify and support women affected by FGM.*

*The Female Genital Mutilation Board will provide leadership, guidance and expertise for the successful identification and prevention of FGM. It will ensure that key leaders, experts and officers are engaged in the governance structure at the appropriate level. It will also ensure robust project, financial and information management. The Group will be accountable to the Nottingham City Adults and Childrens' Safeguarding Boards and Nottinghamshire County Adults and Childrens' Safeguarding Boards. This group has*

*produced a clear working practice for all partners to adhere to. Best practice and current guidance are distributed to all partners.*

*Work to address this recommendation is on-going in relation to HBA and FM. There are single authority groups looking at these areas under the Domestic Sexual Violence Agenda group (DSVA) in the City and a Task and Finish Group in the county whose purpose it is to improve identification, reporting/referrals across all agencies, raise awareness and promote good practice in these areas. This work has been fed back to the Domestic and Sexual Violence strategic group in the City who are developing a multi-agency Action Plan for HBA and FM.*

*Nottinghamshire Police has worked jointly with partners and the OPCC to support and deliver a multi-agency awareness road show in conjunction with Karma Nirvana 28<sup>th</sup> July 2016.*