


PERFORMANCE SCRUTINY MEETING

AGENDA

DATE OF MEETING	8 NOVEMBER 2023
TITLE OF MEETING	THE COMMISSIONER'S POLICE & CRIME PLAN 2021-2025 - VIOLENCE AGAINST WOMEN & GIRLS (VAWG)
TIME OF MEETING	10:30 AM
LOCATION	VIRTUAL
CONTACT	OFFICE OF THE POLICE & CRIME COMMISSIONER FOR DERBYSHIRE 0300 122 6000
DISTRIBUTION	POLICE & CRIME COMMISSIONER DEPUTY POLICE & CRIME COMMISSIONER CHIEF CONSTABLE DEPUTY CHIEF CONSTABLE ASSISTANT CHIEF CONSTABLES ASSISTANT CHIEF OFFICER (RESOURCES) HEAD OF CORPORATE SERVICES OPCC CHIEF OPERATING OFFICER OPCC HEADS OF DEPTS OPCC COMMUNICATIONS OPCC PERFORMANCE & DATA ANALYST

AGENDA ITEM	SUBJECT
1.	INTRODUCTIONS
2.	ANNOUNCEMENTS FROM THE COMMISSIONER
3.	ANNOUNCEMENTS FROM THE CHIEF CONSTABLE
4.	THE COMMISSIONER'S POLICE & CRIME PLAN 2021-2025 - VIOLENCE AGAINST WOMEN & GIRLS (VAWG)
5.	PUBLIC QUESTIONS ON VIOLENCE AGAINST WOMEN & GIRLS (VAWG)

 <p>Derbyshire Police and Crime Commissioner</p> <p><i>Protecting Communities, Fighting Crime</i></p>		<p>AGENDA ITEM</p> <p>4</p>
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PERFORMANCE SCRUTINY MEETING

REPORT TITLE	THE COMMISSIONER'S POLICE AND CRIME PLAN 2021-2025 – VIOLENCE AGAINST WOMEN AND GIRLS (VAWG)
REPORT BY	CHIEF CONSTABLE
DATE	8 NOVEMBER 2023

PURPOSE OF THE REPORT

To provide assurance to the Police and Crime Commissioner that the Constabulary are making progress towards the Commissioner's Police and Crime Plan: Violence Against Women and Girls (VAWG).

ATTACHMENTS

1. None

RECOMMENDATIONS

To determine if the Commissioner can gain direct assurance that this area of business is being managed efficiently and effectively.

CONTACT FOR ENQUIRIES

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1. OVERVIEW

- 1.1 Over the past 12 months the force has continued to work with regional and national teams in preparation for the Victims' Bill. A performance framework is being developed to provide assurance that processes continue to support victims in line with the Victims' Bill and changes are working effectively.
- 1.2 The Domestic Abuse Act 2021 changed the status of children in domestic abuse incidents, to recognise them as victims if adversely impacted. In response, this requires appropriate support services to be available to children. This is a right under the Victims' Code and the force is working with partner agencies to understand the true impact of this change.
- 1.3 As part of this, working with partners, the force has focused on improving its information sharing with agencies, revising new processes with local authorities for referrals concerning the adverse impact on children residing within a domestic abuse environment.
- 1.4 Work is underway in collaboration with Children's Services and the Office of the Police and Crime Commissioner (OPCC) to review the services available to children identified as victims under the new Domestic Abuse Act 2021.
- 1.5 A strategic priority has been focused on the introduction of the National Victim Notification Scheme which ensures probation and witness care can work together to quickly update victims of serious crimes on changes to the offender status, for example, released early on licence. These plans have been designed outlining the processes and workflows, with a go live date awaited from the local Probation office.
- 1.6 The force continues to focus on the Serious Violence Duty, which has been introduced as part of the Police, Crime, Sentencing and Courts Bill. This places a duty on several specified authorities including Police to prevent and reduce Serious Violence.
- 1.7 The force has commenced implementation of the new national operating model for rape and serious sexual offences. The model named Operation Soteria Bluestone, has been piloted in several forces already with which has seen a modest but steady increase in positive outcomes and victim satisfaction.

1.8 In addition, it has been recognised in the review conducted by the National Police Chiefs' Council into rapes, that the number of cases outstanding within the court setting is far too high. This has a significant impact on the wellbeing of victims who are expected to wait several years before their case is heard at court. Work is underway nationally to improve the situation and commitments have been made to significantly increase the number of Judges and build efficiencies within the court processes. Much of this is outside the scope and influence of policing, though the force is in constant liaison with CPS at all levels and on a case-by-case basis, for monitoring and escalation.

2. SUMMARY OF ACHIEVEMENTS IN THE PAST 12 MONTHS

2.1 Violence against Women and Girls (VAWG) remains a priority within both the force and the partnership arrangements. The internal force Action Plan and the partnership Delivery Plan are well established with much progress evident in both.

2.2 Following the review of the force's operating model the new structure, a Crime and Intelligence Directorate was formed on the 9th January 2023. We now have dedicated units in the following areas.

- RASSO – Rape and Serious Sexual Offences
- High Risk Domestic Abuse
- Domestic Abuse Review Team – A team providing enhanced risk assessment to all cases of domestic abuse
- Repeat and Serial Offender Team – A team dedicated to the relentless pursuit of the most harmful offenders
- Civil Orders Team – A team to help with the application and ongoing monitoring of protective Orders, this team includes the Stalking Coordinator
- Child Investigation Team
- Protecting Children Online Team
- Missing Persons Team
- Child Exploitation Team
- Adult Exploitation Team
- Safeguarding Coordination Hub – dealing with all the safeguarding referrals for both adults and children and ensuring information is shared

appropriately and timely.

- 2.3 The purpose of the change in operating model, was to improve consistency in risk management and investigations, ensuring the most appropriate resource is allocated with the right skills and training to provide a quality of service to support the victim and to deal with increased demands.
- 2.4 Analytical capability is utilised to understand the nature and scale of VAWG and to identify threats, such as high harm perpetrators. This includes bespoke dashboards, problem profiles and use of tools such as the Essex Harm Index, which informs the identification of high harm cohorts for which the Serial and Repeat Team focus upon. Collectively, this seeks to ensure cumulative risk is considered as opposed to dealing with incidents in isolation, as well as providing insight to the force and wider partnership on VAWG related offending across Derbyshire.

3. LOCAL POLICE RESPONSE TO VAWG

- 3.1 Much of the force's work over the past year has been focused on embedding the new force structures and procedures to ensure victim-focused, consistent, and efficient ways of working to reduce unmet demand.
- 3.2 Performance of all new functions is kept under constant review and by quarter 4 2023 we will be able to understand and fully articulate the impact these teams have had.
- 3.3 Analytical capability is utilised to understand the nature and scale of VAWG and to identify threats, such as high harm perpetrators. This includes bespoke dashboards, problem profiles and use of tools such as the Essex Harm Index. Collectively, this seeks to ensure cumulative risk is considered as opposed to incidents in isolation, as well as providing insight to the force and wider partnership on VAWG related offending across Derbyshire.
- 3.4 Derbyshire has developed a VAWG Action Plan, looking to increase trust and confidence, relentlessly pursue perpetrators and create safer spaces for women and girls to go about their daily lives. The VAWG Action Plan is led by a Detective Superintendent who chairs monthly meetings to ensure the effective coordination

of activity across the whole force. Internal scrutiny and executive oversight is provided by the Assistant Chief Constable (Crime) through the Vulnerability Board.

- 3.5 Over the last three years it is clear to see that VAWG related crime has increased between July 2021 and July 2023. These rises follow the national trends and can be attributed to the local and national awareness raising across the VAWG agenda, more reporting of historical offences and improved recording processes from the force.

	Year End (YE) Jul 23	YE Jul 22	% change from Jul 22 to Jul 23	YE Jul 21	% change from Jul 21 to Jul 23
Violence with Injury	4,766	4,601	3.59%	4,424	7.73%
Violence without Injury	3,893	4,070	-4.35%	3,780	2.99%
Stalking and Harassment	9,819	10,102	-2.8%	9,579	2.51%
Rape	1,234	1,219	1.23%	1,037	19.0%
Other Sexual Offences	1,657	1,674	-1.02%	1,260	31.51%
Domestic Abuse	14,346	14,355	-0.06%	11,653	23.11%

- 3.6 Comparison with national trends show that the large rises are reflected nationally and that it is not likely to be a rise in offending, but as mentioned above, likely due to increased awareness and reporting. Both the Crime Survey for England and Wales (CSEW) and hospital data show no significant increase in violence from 2019/20 to 2021/22 and now 2022/23.
- 3.7 Although crime is following national trends, the force continues to strive to prevent offences occurring and seeking the best outcome for the victim. To address these issues the force has reviewed and changed its operating model as outlined above. The formation of dedicated Adult Rape, High Risk Domestic Abuse and Child Investigations Teams have all provided focus on improving the victim's experience. These teams have been early adopters of the RASSO National Operating Model (Op Soteria Bluestone), focusing on perpetrator behaviour and not the victims.

- 3.8 The realignment of Integrated Offender Management (IOM), Multi Agency Public Protection Arrangements (MAPPA) and Management of Violent and Sexual offenders (MOSOVO) under one command structure along with the newly formed Repeat and Serial and Civil Orders Teams has supported the force to centrally manage those offenders causing the most harm. By allowing a seamless flow of information between teams and removing internal barriers ensures the most appropriate resource is allocated, which in turn leads to better safeguarding of victims and increased proactive capability around offenders.

Changes and Improvements

- 3.9 The introduction of the new Repeat and Serial Offender Team is proactively managing those who pose the highest risk of harm to women and girls. A risk matrix has been created to identify the cohort of offenders that come under the Team's management.
- 3.10 The Repeat and Serial Team work closely with the new Civil Orders Team who actively pursue Civil Orders to manage the risk when cases have not resulted in a prosecution.
- 3.11 The Team have supported the development of working on improving force systems and processes to enable accurate and live reporting on all Orders, the current operating system did not allow for accurate reporting of Orders, meaning the force was not in a position to effectively manage those subject to them. The changes will enable effective and proactive management on a wider range of Orders, including, but not limited to: Restraining Orders, Sexual Harms Orders and Forced Marriage Orders.
- 3.12 The Civil Orders Team also manage the Domestic Violence Disclosure Scheme requests. In the past two years the demand has increased by 155 %, which is positive as more women and girls will be receiving vital information to help them make informed choices about their relationships. Along with the significant rise in requests, the government have introduced a mandatory 28 days in which all forces must disclose to potential victims. Whilst in most cases the 28-day target is being met, there are some that fall just outside and so the Team are working on issues in relation to the processing of the requests to bring about more timely disclosures.

- 3.13 Both the Repeat and Serial Offenders Team and the Civil Orders Team work in partnership with the OPCC and other agencies around the management of perpetrators and commissioning of diversionary pathways for rehabilitation. This enables better working practices and manages risk more effectively.
- 3.14 Our dedicated Stalking Coordinator based in within the Civil Orders Team is now well embedded. They review and risk assess all non-DA stalking offences, provide investigative guidance to officers, for example use of search powers, and support Stalking Protection Orders (SPO) applications. They also support training and they work closely with partners (including the newly commissioned Stalking Advocates) to enhance our approach to stalking investigations. The force is also looking at introducing a stalking clinic to discuss individual cases of concern in a partnership setting.
- 3.15 The Team are actively managing 31 Stalking Protection Orders which they monitor for compliance and react quickly to any breaches. Since implementation in January 2023, the team have investigated 7 breaches of Stalking Protection Orders, all the perpetrators were charged and put before the court. Prior to January 2023, despite there being 13 Orders in place, no breaches had been identified. This shows the value in this dedicated team who are proactive in their response.
- 3.16 The OPCC have commissioned an intervention hub of Out Of Court Disposal interventions delivered by the Red Snapper group. This has provided a host of options to support the prevention of reoffending, these interventions will be tailored to each out of court disposal, the offender, and the specifics of the offence and importantly the victim will have a voice within the process.
- 3.17 Since the introduction of dedicated RASSO teams in January 2023, the force has seen a steady increase in the positive outcomes of RASSO related offences from 8.7% in January 2023 to 9.6% in June 2023 for an overall increase of 2.4 % in the last 12 months. Whilst an increase is positive there is more work to be done. All RASSO investigators will see a significant change moving forward with the implementation of the new RASSO National Operating Model (Op Soteria Bluestone). This will mean that Rape investigations will be suspect focused, victim centred, and context led. Notably some of the recommendations coming out of the National Operating Model are already in place within Derbyshire - these being

dedicated RASSO teams, officer training, the force has currently trained 1,091 front line officers in first response to rape. Further training for the new RASSO Investigator Skills Development Programme is scheduled for all officers from January 2024. This will deliver specific training for first responders and an enhanced training package for detective constables working on RASSO investigations.

- 3.18 Although positive outcomes are a way of understanding force performance, this should not replace the victim's wishes. It has been recognised nationally that approximately 40% of victims do not want a criminal justice outcome but felt a duty to inform the police in order to safeguard other women. The force recognises this and has adopted processes to record the victim's view and consider what is best for individual victims. Victims not wishing for a criminal justice outcome are still referred to victim support services. A focus on the victim experience is essential if the force is to improve the trust and confidence of the public.
- 3.19 The OPCC recommissioned Mountain Health Care LTD (MHL) to operate its Adult Sexual Abuse Referral Centre (SARC) in April 2023. Situated within the heart of the county, it provides easy access to the 24/7 365 days a year facility. MHL are leaders in SARC management and have successfully received Care Quality Commission (CQC) accreditation across many SARCs including Derbyshire. Work has already started in achieving UKAS ISO 15189 standards, making Derbyshire SARC the only accredited SARC in the country. This achievement not only demonstrates the force's commitment to professionalising its forensic practices but more importantly ensuring those who are affected by rape and other sexual offences are provided the best service possible.
- 3.20 To improve the sharing of information with partners Derbyshire Constabulary created the Safeguarding Coordination Hub (SCH) in May 2022. This saw resources being realigned from Neighbourhood Safeguarding Teams (NSTs) and the Risk and Referral Unit (RRU). It had been highlighted with the 2021 Child Protection Inspection conducted by His Majesty's Inspectorate of Constabularies and Fire Rescue Services (HMICFRS) that the force had an inconsistent approach to sharing information with partner agencies and processes added to duplication. The introduction of the SCH has eradicated inefficiencies and has professionalised

how the force shares and receives information in a timely and risk-based manner. The Constabulary was reinspected in 2022 and although the changes were new, the Inspectorate recorded this as a positive change for the organisation.

- 3.21 In November 2021, the force created the Domestic Abuse Review Team (DART) to carry out secondary reviews on all Domestic Abuse, Stalking and 'Honour' based Violence (DASH) Public Protection Notices (PPNs) risk assessments. The purpose of the secondary review is to ensure the correct level of risk is identified so the most appropriate resource can be assigned. The Team research previous incidents and information to obtain a greater understanding of accumulative risk so assessments can identify factors which may increase the risk of Domestic Homicide or Serious Harm to victims. The introduction of the force's vulnerability training program has seen a rise in PPNs being submitted. This is a positive step forward and indicates that the training is increasing officers' awareness of safeguarding.
- 3.22 The force has improved its response to missing persons and exploitation investigations with a dedicated team which now coordinates the force's response, recognising the link between missing and exploitation. 44% of missing person reports relate to women and girls, 60% of those are under 18. In relation to child sexual exploitation, 77% are girls aged under 16, and child criminal exploitation, 15% are girls aged between 15 –17 years. The force works with partner agencies to safeguard women and girls in relation to these areas of risk.
- 3.23 Working practice is now aligned to national Authorised Professional Practice (APP). Partnership risk assessment tools for identifying risk of Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE) have been refreshed, now recognising the different indicators between CSE and CCE. The Philomena Protocol which is a national scheme encouraging agencies, carers, guardians, family, and friends to record vital information which is used in the event of a vulnerable young person going missing. The embedded protocol focusses on close working with the care homes, to set preventative and response plans in the event of a missing report.

- 3.24 Since implementation, the force has seen an overall 12% reduction of repeat missing persons, and a 48% reduction in children missing from care. Also the identification of 24 additional county lines, with 12 disrupted and significantly thwarting those remaining, resulting in over 50 arrests, 24 children safeguarded, 20 offenders remanded to court and the seizure of large-scale drugs to the value of £250,000.
- 3.25 In addition, a County Lines Coordinator is also embedded within the Exploitation Team providing links with the National County Lines Coordination Centre (NCLCC) and proactively contributing to coordinating the force's responses to County Lines Intensification Weeks. Derbyshire Constabulary supported the latest national week of action during February 2023, which resulted in eight warrants, 15 arrests, Class A and B drugs seized and 10 weapons recovered. Additionally, 18 children and eight adults were safeguarded as well as preventative activity, including over 4,000 children warned about County Lines, and both Derby County Football Club and Chesterfield Football Club supporting the delivery of preventative messages through the 'Spot the Signs' campaign.
- 3.26 The force's Digital Forensics Unit (DFU) provides in-house capabilities to undertake forensic examination of digital devices. The force has seen investment in this area to maintain accreditation, improve submissions, as well as reducing unmet demand. Force performance has seen a 61% reduction in unmet demand in the last 12 months. The force has also bolstered its efforts to resolve remaining cases, particularly those relating to indecent images of children, through securing outsourcing provision. All DFU backlogs are now within prescribed service level agreements. Specialist equipment based locally also supports local officers to undertake analysis when obtaining and analysing available material and evidence in investigations.
- 3.27 In relation to improving the nature and scale of VAWG related incidents, and feelings of safety in public places, Derbyshire Constabulary introduced gender hate as a reportable incident in April 2021. Derbyshire Constabulary recognise Parliament's stance that gender and misogyny will not be mandatory strands for hate crime reporting, however the force continues to monitor gender hate to identify concerns, assist in informing and developing prevention and education

programmes in partnership with other agencies, and to signpost victims to other agencies and support services. This is in line with the force's ethos to promote diversity, inclusivity and improve community confidence.

- 3.28 In the past 12 months there has been a small an increase in gender-based hate crimes. Last year, we had a total of 38, this year we have had 42 to date. Changes have been made to the recording of gender hate crimes for ease of identification and targeted interventions.
- 3.29 Training officers and police staff as well as partners, including schoolteachers, in relation to gender-based hate crime remains a priority.

Consultation and Engagement

- 3.30 The force has created an internal VAWG engagement plan outlining all activity taking place in relation to VAWG. Initiatives such as listening circles provide women with a confidential space to talk openly about topics such as sexual harassment are now in place. Collectively the group identify barriers to reporting issues and look for ways in which to overcome them. This information is then used to improve the force's response to individual topics.
- 3.31 There has been the creation of two new external engagement groups,
- Women's Voices Advisory Group - The Women's Voices group creates a safe space for women to speak openly, have challenging, constructive and reflective conversations about the VAWG agenda and the critical role women play in the solution in keeping women and girls safe and feeling safe.
 - Males' Voices Advisory Group –The Males' Voices Advisory Group will discuss issues relating to VAWG and look to identify solutions to help women feel safe. Additionally, it is important to recognise that men are becoming increasingly isolated in relation to some of the same crime types and although there is a focus on the VAWG Agenda, there is a need to create a safe space for men to report as victims too. Traditionally men do not report domestic related offences, for fear of not being believed, and Derbyshire Police believe it is important to recognise that media scrutiny and the portrayal of men could reduce reporting further still.

- 3.32 The force is currently undergoing a recruitment campaign to identify membership for both groups.
- 3.33 The VAWG agenda is addressed and promoted within various channels involving young people, including Youth Scrutiny Panels, Cadets Listening Circles, a Children and Young People Steering Group and Looked After Children and Care Leavers Group.
- 3.34 Performance of the engagement will be monitored over the next 12 months to evaluate what impact engagement interventions have had on confidence both internally and externally.

Training

- 3.35 The force is regularly utilising available training material to inform VAWG related investigations. Key personnel attend appropriate training events, including those delivered through the College of Policing (for example Operation Modify: a digital spotlight on VAWG), as well as undertaking e-learning such as Operation Soteria Masterclasses, which is focused on improving the quality of investigations within RASSO offending. Feedback from such events is informing internal training provision, which is captured and driven through portfolio delivery plans.
- 3.36 One such area relates to the development of the force's vulnerability training programme, which consists of seven modules spanning topics such as safeguarding, child protection, domestic abuse, stalking, RASSO, missing and exploitation, sexting and indecent images of children and vulnerable adults. To date, 1,345 front line staff, including Safer Neighbourhood Teams staff, have received module 1 training (safeguarding) and 1,155 staff have received module 2 training (child protection). Module 3 (domestic abuse) commenced on 6 April 2023 and concluded on 8 June 2023.

4. DERBYSHIRE PARTNERSHIP DELIVERY PLAN

- 4.1 The VAWG Partnership Board continues to make good progress in line with the Violence Against Women and Girls strategy, aligned to the four areas of the Delivery Plan: Understand violence against women and girls, prioritising

prevention, supporting victims, and pursuing perpetrators and reducing reoffending.

- 4.2 Analytical capability is utilised to understand the nature and scale of VAWG and to identify threats, such as high harm perpetrators, repeat victims and location hotspots. Collectively, this seeks to ensure cumulative risk is considered as opposed to incidents in isolation, as well as providing insight to the force and wider partnership on VAWG related offending across Derbyshire.
- 4.3 Data is shared with partners in relation to reporting via the StreetSafe portal, where members of the public highlight issues in their local area that makes them feel unsafe. The portal is a national initiative which is advertised nationally as well as being promoted locally on the force website and through various local engagement events.
- 4.4 There has been a substantial amount of school inputs across Derbyshire provided by all partner agencies, including Building Effective Relationships, Positive Choices, Stalking and Harassment and Relationships without Fears. All of which have been very well received.
- 4.5 Recognising that there was a gap in relation to knowledge within the education sector and the role education has in influencing behaviour, safeguarding and early help opportunities, the Commissioner arranged an engagement event for all headteachers and safeguarding leads across Derbyshire Primary Schools. This followed the success at the same event delivered last year to secondary schools. Derbyshire Constabulary officers were able to deliver presentations in relation to VAWG, County Lines, Drugs and Knife Crime. The event was well received.
- 4.6 There are several commissioned services which include specialist support for VAWG related offences. Commissioned services are widely advertised by the OPCC to raise awareness of the support offered via the Derbyshire Victim Services website, offering a referral pathway for all victims of crime including specific support for women and girls.
- 4.7 During the last 12 months, the force has refreshed its Serious Organised Crime and Exploitation (SocEx) Partnership Delivery Plan, aligned to the '4P' delivery framework. Led by a Detective Superintendent, this reports into the force's Fighting Crime Strategic Board, chaired by an Assistant Chief Constable.

The four strands are:

- **Pursue** offenders through prosecution and disruption.
- **Prepare** for when serious and organised crime occurs and mitigate impact.
- **Protect** individuals, organisations, and systems from the effects of serious and organised crime.
- **Prevent** people from engaging in serious and organised crime.

- 4.8 A newly formed Serious Organised Crime and Exploitation (SocEx) tasking process, focuses on tackling strategic risks across this portfolio, including those that disproportionately affect girls, for example, child sexual exploitation victims of which 77% are girls aged under 16, by working in partnership and which is underpinned by a strategic problem profile. A Tactical Partnership Tasking Board sits beneath this, focused on developing and progressing actionable intelligence. Both Boards are represented by statutory and non-statutory partners, prioritising, and coordinating partnership activity when tackling serious organised crime, including child and adult exploitation across the county.
- 4.9 Work to prevent exploitation is embedded within the 4Ps plan. For example, Operation Keepsafe, a partnership test purchase operation, focusing on raising awareness of the risk factors and how to spot the signs of sexual and criminal exploitation across the hospitality sector ran throughout January with success. It identified a number of hotels in Derbyshire that fell short of their commitment to Modern Day Slavery, Human Trafficking and Exploitation, the operation resulted in some targeted intervention and feedback to the specific hotels identified.
- 4.10 The SocEX tactical meeting has seen the successful implementation of contextual safeguarding and place-based risk reduction based on partnership analytical data. A key example of this was the aforementioned Operation Keepsafe.
- 4.11 Through the SocEx Partnership Board the force continues to develop its understanding of the nature and prevalence of child sexual exploitation (CSE) including insights such as victim demographics, crime trends, hotspots and repeat offenders. The SocEx Partnership Board has enabled the force to employ a collaborative response utilising partnership data to maximise the opportunities to identify victims, offenders, locations and themes and map organised criminality, utilising nationally recognised risk assessment tools.

- 4.12 The force has aligned its response to tackling child criminal and child sexual exploitation by focusing on the links to serious and organised crime. This has enabled the force to maximise the use of the national Tackling Organised Exploitation (TOEX) resources, to ensure that it utilises intelligence and analytical expertise to support complex investigations, whilst in turn assisting in developing the national intelligence picture around these crime types allowing a whole system approach to target organised exploitation of the vulnerable.
- 4.13 The OPCC have commissioned an intervention hub of Out of Court Disposal interventions delivered by the Red Snapper group, this has provided a host of options to support the prevention of reoffending, these interventions will be tailored to each out of court disposal considering the offender and the specifics of the offence, with the victim able to have a voice within the process too.
- 4.14 The interventions are all free to the offender and as such there is an expectation that more offenders will engage in the process which is all online.
- 4.15 These changes went live in June 2023 and will be monitored to review any anticipated increase in the use of out of court disposals. It is too early to attribute any rise of OOCDD to these changes and a full review will be conducted in early 2024.
- 4.16 Positive work within the force's Safer Neighbourhood Teams (SNT) continue. There is particular focus on VAWG within the night-time economy (NTE), including:
- Embedding regular plain clothed officers within the NTE to look for perpetrators and vulnerable females.
 - Allocating officers to the CCTV control room to actively monitor the NTE and report concerns to officers on patrol.
 - Patrol strategies developed so officers can target vulnerable locations (identified through intelligence or StreetSafe).
 - Awareness raising within licenced premises continues with 'Ask Angela' and 'Angel Shot'.
 - The Safeguarding Hubs continue to provide a place for females to go if they find themselves stranded, need to charge their phones, or need help getting home safely.

- Positive work across Local Policing Units, Safer Neighbourhoods, and Licensing Teams to identify risks and threats related to VAWG with particular focus on public spaces, engagement, and the night-time economy.
- Recognition of the risks posed by rural night-time economies due to isolation, transportation links, and resourcing. Development of work with partners to identify opportunities to deliver services to improve community confidence.
- Introduction of a multi-agency vulnerability hub vehicle to provide a safe space for the NTE at Chesterfield; with the intention to roll this out across a number of towns on North Division.
- Ongoing work to commission local surveys with late night workers and visitors to better understand concerns, along with the development of local forums to identify opportunities to make our communities safer together.

4.17 Following the initial focus group facilitated by the OPCC to inform the development of the Derbyshire VAWG strategy, a further VAWG engagement event was held in September 2023, to obtain feedback and share practice with both professionals and those with lived experience, to shape the future of support services.

4.18 The VAWG engagement conference took place on 22nd September 2023, this was attended by 85 individuals, with representation from the local authority, education, police, prison service, probation, health services, charities, commissioned services, and victims with lived experience. The purpose of the event was to review the work carried out on the VAWG agenda so far, to listen to lived experience voices to ensure that the work is channelled appropriately by partner agencies and strategic leaders in the coming 12 months. During the conference, all attendees were encouraged to share ideas and best practice to ensure the VAWG agenda can keep moving forward positively. Many ideas were shared during the conference and the lived experience voices were extremely powerful. Both provided the VAWG Partnership Board valuable insights, the board is meeting again in November 2023 to devise a new Delivery Plan for 2024 based on the ideas and recommendations from the conference.

5. DERBYSHIRE CONSTABULARY INTERNAL STANDARDS AND REASSURANCE.

- 5.1 A new Delivery Plan around Culture is being overseen by the Deputy Chief Constable. This is about setting the standards for the organisation and ensuring consistency of leadership. The Culture Board sits bi-monthly to coordinate the various workstreams which are being led by a Chief Superintendent, Head of Culture. This is a new position created earlier this year to help drive up standards and improve culture.
- 5.2 Our Professional Standards Department (PSD) deliver 'Line in the sand' inputs in relation to behaviour and culture. Inputs to date have focussed on the Sergeant and Inspector ranks to improve awareness around VAWG related issues and culture and behaviours in the workplace. The inputs are aimed at giving supervisors the skills and confidence to deal with unacceptable behaviour, whilst gaining a better understanding of the referral processes. The inputs are ongoing and have so far been well received, prompting discussion regarding culture within the organisation and sharing ideas regarding setting and maintaining expectations for managers and supervisors.
- 5.3 This is supported by a briefing to senior police officers and staff regarding the creation of an inclusive environment where challenge is normalised, and intervention takes place when the early signs of poor behaviour are recognised.
- 5.4 Both programmes of work are supported by a wider media campaign, entitled 'Policing We're Proud Of'. The content of these campaigns focusses on current topics and national issues. The content provides case studies, research findings and provide a platform to disseminate new findings and provide a broader knowledge of the expectations regarding behaviour and culture. Content included a focus upon Violence Against Women and Girls (VAWG) and Abuse of Position for a Sexual Purpose (APSP).
- 5.5 The Professional Standards Department (PSD) are developing a guide which will cover areas such as: the standards of professional behaviour, relationships, sexual harassment, reporting concerns or inappropriate behaviour. The guide is handed out to all new starters within the Force, following an initial training input delivered

by the Prevention Officer within PSD. The guide is available to all officers on the force's internal intranet system.

- 5.6 Presentations by the Prevention Officer within PSD have been delivered externally to domestic abuse support services and charities to raise awareness around behaviours and signs of Abuse of Position for Sexual Purpose (APSP). They have been well received and more are planned later in the year.
- 5.7 The Prevention Officer also delivers presentations to new recruits and police staff around standards of professional behaviour and internal VAWG issues, such as APSP, sexual harassment and misogyny. These are ongoing.
- 5.8 The Sexual Harassment Policy has now been implemented and published on the force's internal intranet Connect.
- 5.9 PSD have worked with the Crime Directorate and the Contact Management Centre to ensure that when police perpetrated crime, especially those relating to VAWG, is reported, or recorded, PSD are immediately notified. This in turn allows the early allocation of a misconduct investigator and the service of misconduct notices under the police misconduct regulations.
- 5.10 This early intervention also allows PSD to be aware of the allegation at an early stage, provide any antecedents and ensure the criminal investigation and misconduct investigation are fully sighted on the incident as it moves into the investigative phase. This process is governed by an agreed Service Level Agreement (SLA) between all the relevant departments, which is regularly reviewed and updated as national guidance is issued, or incidents that have more complexity require its review.
- 5.11 Recent examples of this review taking place have occurred after a national discussion regarding the most appropriate lead investigator in cases of Police Perpetrated Domestic Abuse. As a result, the SLA now promotes case conferences between internal departments, to ensure the most appropriate lead investigator is appointed. This is based upon a number of factors, considered at the outset of an investigation by the senior investigating officer, including the prevailing circumstances of the allegations, ensuring the investigating officer does not have a close connection to the alleged perpetrator and to ensure the best possible outcome for the victim and the service.

- 5.12 A further review of the SLA has recently been instigated after responses to the sexual harassment survey, an internal survey that was completed in April 2022. . This has highlighted a fear of victims to report issues if they believe they too maybe subject to a misconduct investigation. This review will ensure that first and foremost any victim will be treated as such, and any conduct matters are considered holistically, not in isolation and are cognisant of the impact of being a victim has had on their behaviour.
- 5.13 The force has committed to training from an external provider in relation to 'Active Bystander'. All ranks from the Chief Constable down, including support staff, will receive the training, which has also been offered to the VAWG Partnership Board. The training will complement the work of the Culture Board and will set the expectation of officers in being the 'Active Bystander' by calling out harmful behaviours.
- 5.14 The new Crimestoppers Integrity Line continues to be promoted internally, it has now been in place for 12 months and has seen 18 referrals into PSD, all referrals are fully reviewed by PSD and actioned where appropriate.

Complaints

- 5.15 Within the force's PSD there is a Complaints Team who robustly deal with and coordinate the response to all public complaints, to ensure they are dealt with appropriately and in a timely manner.
- 5.16 Complaints where there is not immediately identifiable crime, will result in a Professional Standards Severity Assessment, where the allegations and the conduct of the officer are closely scrutinised to identify the most appropriate means of investigation. Where the behaviour identified is believed to have fallen below that expected by the public, a formal investigation will commence which is closely governed and determined by the Misconduct Regulations 2020 and the accompanying Home Office Statutory Guidance. The outcome of the investigation is determined by the appointed Appropriate Authority (AA), which is a delegated role by the Chief Constable. The AA's determination is closely guided by the College of Policing 'Guidance on Outcomes in Police Misconduct Proceedings', which has recently been updated to provide clarity regarding the increased

seriousness and severity of misconduct, when it involves allegations of VAWG and APSP.

- 5.17 For the period of 01/07/22 - 31/07/23, 72 cases were recorded with a VAWG element. Within the 72 cases, six were found to have a case to answer, four of which resulted in reflective practice and two received a written warning, whilst the majority following investigation were assessed as 'the service provided was acceptable'.

Vetting

- 5.18 The force follows the national Authorised Professional Practice (APP) for vetting. There are regular checks in place around this which are reported through the Head of the PSD to the Deputy Chief Constable (DCC). There are various levels of vetting in the force with different review timescales, for which the DCC oversees compliance.
- 5.19 As part of the national review into vetting following the release of the Casey report, the force ran details of all staff members through the Police National Database. The review found 38 cases of note. The majority resulted in no further action, 5 prompted a vetting interview following which no concerns were identified and 2 remain under regular review.
- 5.20 In late 2022, HMICFRS published 'An inspection of vetting, misconduct and misogyny'. In early 2023, each force was required to submit evidence relating to each of the 43 recommendations contained therein. Derbyshire submitted a positive position against each one of the 43 recommendations, with only a very few requiring additional work. In March 2023, Derbyshire was subject to a rapid evidence review by the HMICFRS to compare the force response to their independent scrutiny. This resulted in the HMICFRS recommending 5 of the recommendations required further work to be classed as complete.

- 5.21 In collaboration with the NPCC, further evidence was provided to the newly appointed coordinator. Derbyshire are now showing as having completed 42 of the recommendations, with one recommendation due to be imminently concluded.
- 5.22 Alongside this review, the Vetting department have instigated additional processes and procedures to ensure we are fully compliant with the recommendations and the newly released Vetting APP Version 2 which has been incorporated into all working practices.

6. CONCLUSION

- 6.1 The force is continuing in its robust response to tackling VAWG, with the new operating model and newly created teams providing consistency to victims and with a dedicated focus on pursuit of those offenders causing the most harm. All of this has been underpinned by a significant investment in retraining our workforce around vulnerability.
- 6.2 The force will continue to raise the standards of professional behaviour and improvements to culture with the new Culture Board overseen by the Deputy Chief Constable and the investment in training across the force.
- 6.3 Evaluation of new workstreams will continue to provide the best service to the public.