

# PERFORMANCE SCRUTINY MEETING

## AGENDA

<b>DATE OF MEETING</b>	3 NOVEMBER 2022
<b>TITLE OF MEETING</b>	THE COMMISSIONER'S POLICE & CRIME PLAN 2021-2025 - VIOLENCE AGAINST WOMEN & GIRLS (VAWG)
<b>TIME OF MEETING</b>	2:30 PM
<b>LOCATION</b>	VIRTUAL
<b>CONTACT</b>	OFFICE OF THE POLICE & CRIME COMMISSIONER FOR DERBYSHIRE 0300 122 6000
<b>DISTRIBUTION</b>	POLICE & CRIME COMMISSIONER CHIEF CONSTABLE DEPUTY CHIEF CONSTABLE ASSISTANT CHIEF CONSTABLES DIRECTOR OF FINANCE & BUSINESS SERVICES HEAD OF CORPORATE SERVICES OPCC CHIEF OPERATING OFFICER OPCC HEADS OF DEPTS OPCC COMMUNICATIONS OPCC PERFORMANCE & DATA ANALYST

<b>AGENDA ITEM</b>	<b>SUBJECT</b>
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) REPORT FROM THE CHIEF CONSTABLE
5.	PUBLIC QUESTIONS ON VIOLENCE AGAINST WOMEN & GIRLS (VAWG)
6.	ANY OTHER BUSINESS



Derbyshire  
Police and Crime  
Commissioner

Protecting Communities,  
Fighting Crime

AGENDA ITEM

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# PERFORMANCE SCRUTINY MEETING

<b>REPORT TITLE</b>	THE COMMISSIONER'S POLICE AND CRIME PLAN 2021-2025 – VIOLENCE AGAINST WOMEN AND GIRLS (VAWG)
<b>REPORT BY</b>	CHIEF CONSTABLE
<b>DATE</b>	3 NOVEMBER 2022

## **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**

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 The Home Office definition of VAWG is 'the term violence against women and girls' refers to acts of violence or abuse that we know disproportionately affect women and girls. VAWG sits across many aspects of policing and looks primarily at the crime types that 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'.

1.2 A national framework has been established by the National Police Chiefs' Council (NPCC), led by Deputy Chief Constable (DCC) Maggie Blyth. The framework details a number of recommendations to bring about consistency across all 43 police forces. Derbyshire has developed a VAWG action plan which aligns itself to this framework to ensure all the recommendations are met and to support the development of a platform to share experience and best practice. A dedicated VAWG tactical force lead ensures effective coordination of activity. This report highlights some of the key achievements made against this action plan over the last 12 months.

1.3 In addition to the police activity detailed above and recognising VAWG requires a true partnership approach, a strategic VAWG Partnership Board has been established, underpinned by a Partnership VAWG strategy. Membership has been agreed and work is underway to develop a delivery plan, defining key workstreams and setting out the responsibilities for each partner agency. Within this, the force is committed to building trust and confidence and will support the prevention element of VAWG through early disruption and intervention, as well as the robust investigation of crime, bringing offenders to justice.

**1.4 Legislative changes**

1.5 In relation to legislative or procedural changes impacting VAWG, the Domestic

Abuse Act has seen the introduction of a new non-fatal strangulation/suffocation offence, extensions to prosecution time limits for common assault where there is a delay in reporting as well as extending the definition of a victim of domestic abuse to now include children impacted. In relation to the latter, the force is working with partners to design a pathway for children into victim services, ensuring that appropriate provision is available. Furthermore, the force recognises the risk domestic abuse presents on the wellbeing of children, and processes for referring children impacted are being reviewed in collaboration with Derby and Derbyshire Safeguarding Children Partnership (DDSCP) and Domestic Abuse Partnership Board to ensure information is shared, assessed and intervention provided where appropriate.

- 1.5 In addition, changes have been made in relation to the extended use of section 28 legislation which assists victims and witnesses providing evidence in court at the earliest opportunity. Although relatively new, this appears to be having a positive impact on victims for whom this legislation was granted, and the force continues to monitor progress.
- 1.6 In October 2022, significant changes to the Bail Act came into effect. This sees amendments to the available length of bail and authority levels required when assessing the necessity and appropriateness of bail against strength of evidence and progress of the investigation. The new legislation places new scrutiny and importance on the voice of the victim. The impact of this change is being understood and in readiness new processes and performance frameworks to monitor this are being implemented.

## **2. LOCAL POLICE RESPONSE TO VAWG**

- 2.1 Much of the force's work over the past year has been reviewing and adapting force structures and procedures to ensure victim-focused, consistent, and efficient ways of working and to reduce unmet demand.

## 2.2 **Changes and Improvements**

2.3 The force has reviewed its operating model, which impacts upon the response to VAWG related incidents and crime. Consequently, a Crime and Intelligence Directorate, led by the Head of Crime, is being formed in efforts to improve consistency in risk management and investigations. The new structure will ensure that the most appropriate resource is allocated, having the right skills and training in order to provide quality of service and support to the victim. Full implementation is anticipated in quarter four of 2022.

2.4 A review of the force's missing person and exploitation arrangements, resulting in a newly formed Missing and Exploitation Team. The creation of this team has seen some positive steps forward including:

- Refreshed operating procedures have been established resulting in improved risk assessments and consistency in working practices. Also, children identified as medium risk of exploitation are now investigated by specialist officers demonstrating the force's commitment to early identification, assessment and management of risk and vulnerability. It is clear that this crime type disproportionately affects girls as 80% of the overall number of identified victims of sexual exploitation are girls between 10 and 17 years old.
- The force, working in partnership, have an embedded data collection plan that assesses for Child Sexual Exploitation (CSE) risk factors to identify children potentially at risk. This data is gleaned from a variety of sources, including return from missing interviews, strategy meetings, intelligence, and partnership information from statutory agencies, commissioned and non-commissioned services under Operation Liberty.
- To strengthen partnership working in spotting the signs and referring concerns, training across the partnership has been undertaken, led by the Commissioner. This included inputs on child exploitation, serious youth violence, VAWG, drugs and commissioned services offered. The force has seen a 93% increase in partnership referrals between January – Sept 2022

when compared to the previous year.

- Furthermore, the force has established operational and tactical multi-agency tasking mechanisms which allows for the identification of emerging trends across victims, offenders, locations, and themes, and in doing so captures contextual safeguarding. The force is establishing a strategic Serious Organised Crime and Exploitation board, chaired by an Assistant Chief Constable, in which Child Sexual Exploitation is aligned. This board shall be informed through a problem profile. An embedded missing person tasking ensures links to exploitation are identified and the policing response co-ordinated and prioritised according to risk.
- In relation to analysis, the force continues to develop its understanding of the nature and prevalence of CSE, including insights such as victim demographics, crime trends, hotspots and repeat offenders. Established processes are in place to map organised criminality, utilising Management of Risk in Law Enforcement (MoRiLE) based scoring which is a nationally recognised risk assessment tool.
- Missing and Exploitation tasking arrangements have been refreshed, adopting a contextual safeguarding focus that ensures intelligence surrounding individuals, businesses, addresses or other locations (open spaces, schools, events) is tasked, developed, and receives a joined-up partnership response in efforts to identify victims and offenders, preventing situations of exploitation such as recently seen in Telford.

2.5 A review of the force's approach to online child abuse resulting in the formation of the Protecting Children Online Team (PCOT). The introduction of a refreshed operating procedure has improved intelligence development, risk assessments, partnership information sharing and increased enforcement rates, all whilst placing safeguarding at the forefront of activity. During the last 12 months, 506 new referrals have been received into the unit, averaging at 40 cases per month.

Despite increasing demand, the unit's streamlined processes has realised a 37% reduction in referrals pending intelligence development and a reduction of 63% of cases pending allocation, resulting in un-met demand being more effectively managed and children safeguarded more effectively and efficiently.

- 2.6 The force has merged two previous functions, namely the Neighbourhood Safeguarding Teams and Risk and Referral Unit, to form a force wide Safeguarding Co-ordination Hub. Processes have been streamlined and staff upskilled. Collectively, this has provided capacity and capability to improve the timeliness of safeguarding assessments. Previous backlogs in safeguarding referrals, across both child and adult safeguarding, have been resolved, with changes now enabling the team to operate within service level agreements. As such, risk is identified at an early stage and disseminated to appropriate agencies for intervention without delay. The force still has dedicated Safer Neighbourhood Teams (SNT) based locally who are aware of risks and safeguarding issues. There are a number of mechanisms in which the SNTs are made aware of safeguarding concerns including force tasking processes, self-briefing, intelligence sharing and allocation of problem-solving plans. The SNTs continue to have the face-to-face contact with those at risk and work with them and other agencies to prevent further ongoing harm.
- 2.7 The Domestic Abuse Review Team (DART) went live in November 2021 and now sees a dedicated function undertake secondary risk assessments of all domestic incidents. The team, who are enhanced risk assessment trained, provide consistency and objectivity when undertaking such reviews and take cognisance of cumulative risk through research, as opposed to assessing incidents in isolation. Furthermore, such assessments are being undertaken within service level agreements, with un-met demand having been reviewed and progressed. Domestic Abuse accounts for 21% of all crime in Derbyshire, with women being the victim in 73% of cases. DART ensure that the right resource is allocated to deal with the associated risks and that appropriate support services are allocated. The performance of DART is reported monthly in to the VAWG working group.



- 2.8 The introduction of an internal Stalking Co-ordinator, funded by investment from the Commissioner, provides a dedicated focus on stalking incidents and investigation. This role ensures risk assessments are undertaken and cases are aligned to the most appropriate resource. This role has begun seeking opportunities to maximise civil orders for additional control measures for victims of stalking, through upskilling staff across the force, and is set to work closely with the new Serial, Repeat and Civil Orders function, to continue to improve in this area. The force has built this role into the budget, however as this is a new role it will be reassessed to ensure that it is adding value.
- 2.9 The realignment of intelligence capability embedded within the Force Control Room now provides improved intelligence assessment, information and insights to frontline responders regards vulnerability, risk, and threat. This ensures that attending officers have the best information available to them to make informed decisions when attending calls for service.
- 2.10 A review of the force's intelligence operating model has been undertaken, resulting in a new configuration of threat desk model that seeks to professionalise data collection and intelligence development of key areas, which include VAWG related offending. The restructure has been approved and is currently in implementation phase, with delivery expected quarter four 2022. This will assist with intelligence gathering for repeat and serial perpetrators of VAWG related offences and will ensure we maximise our opportunities to disrupt and prevent reoffending.
- 2.11 The impact of digital evidence within investigations continues to be increasingly prevalent. Recognising that to improve the response to VAWG and to maintain the confidence of victims to support investigations, the length of time of such investigations should be kept to a minimum. During the last 12 months, the force has reviewed its capacity within the Digital Forensic Unit and committed further investment through an uplift in resourcing to meet future demand. Meanwhile, the

force has a delivery plan that seeks to ensure demand within is appropriately managed and submissions proportionate. The review has led to the prioritisation of mobile phone examinations where there are vulnerabilities attached, such as rape, domestic abuse, stalking etc. When there is a need for examination, we will ensure that it is returned within 24 hours, acknowledging phone access is vital to access support services and keeping in contact with family and friends.

## **2.12 Safety Initiatives**

2.13 The force continues to strengthen its mechanisms for listening and responding to the public regarding their concerns, noticeable examples include Neighbourhood officers daily review and actioning of anonymous referrals via the StreetSafe Portal, in which women and girls have submitted location data detailing areas they have felt unsafe, either due to environmental reasons or following specific incidents. The national initiative of StreetSafe was launched in September 2019. To date the force has received 219 referrals, predominantly in respect of poor street lighting. These have all been referred to the local councils.

2.14 Numerous initiatives have been undertaken across SNTs, working in partnership with the local councils, charities such as Women's Aid, and St John's Ambulance to improve the safety of the public. These include:

- Safeguarding Hubs – in night-time economy locations, across both North and South divisions which provide a place for females to go to if they find themselves stranded, need to re-charge their phones, require first aid, or need help to get home safely.
- Taxi marshal and street pastor schemes which assist vulnerable people out in the night-time economy.
- Pub watch and hotel watch schemes, including work with Trading Standards at premises thought to be allowing exploitation to take place on their premises and vulnerability training to door supervisors.

- 'Ask for Angela' and 'Angel Shot' initiatives which allow females to pass code words to others if feeling unsafe and in need of help.
- Awareness raising campaigns eg drink-spiking, 'intoxicated' campaign, University 'Drink Aware' and Peer support schemes.
- Provision of police radios to staff monitoring local CCTV.
- Weekly briefings to all officers on night-time economy patrols to look out for and support vulnerable females and identify any males acting inappropriately.
- Op Sevilals – This is a new initiative focusing on night time economy (NTE) and the response to VAWG and CSE. It seeks to:
  - Reduce the fear of crime by visible policing within city centre and hotspot locations
  - Reduce violence and sexual violence that would occur in NTE by using simple early intervention tactics
  - Submit and improve upon the intelligence picture to support ongoing police activities to identify those of interest for reducing offences in the City centre
- Op Nightwatch – This is a partnership operation funded by the Commissioner and local councils, again looking to pursue and prevent VAWG related offences within the NTE.
- Op Snowmass – This is an operation has been drawn up to cover the keys dates over the Christmas and New Year period 2022, again focusing on NTE and with a specific focus around VAWG.

### **3. DERBYSHIRE VAWG STRATEGY AND ACTION/DELIVERY PLAN**

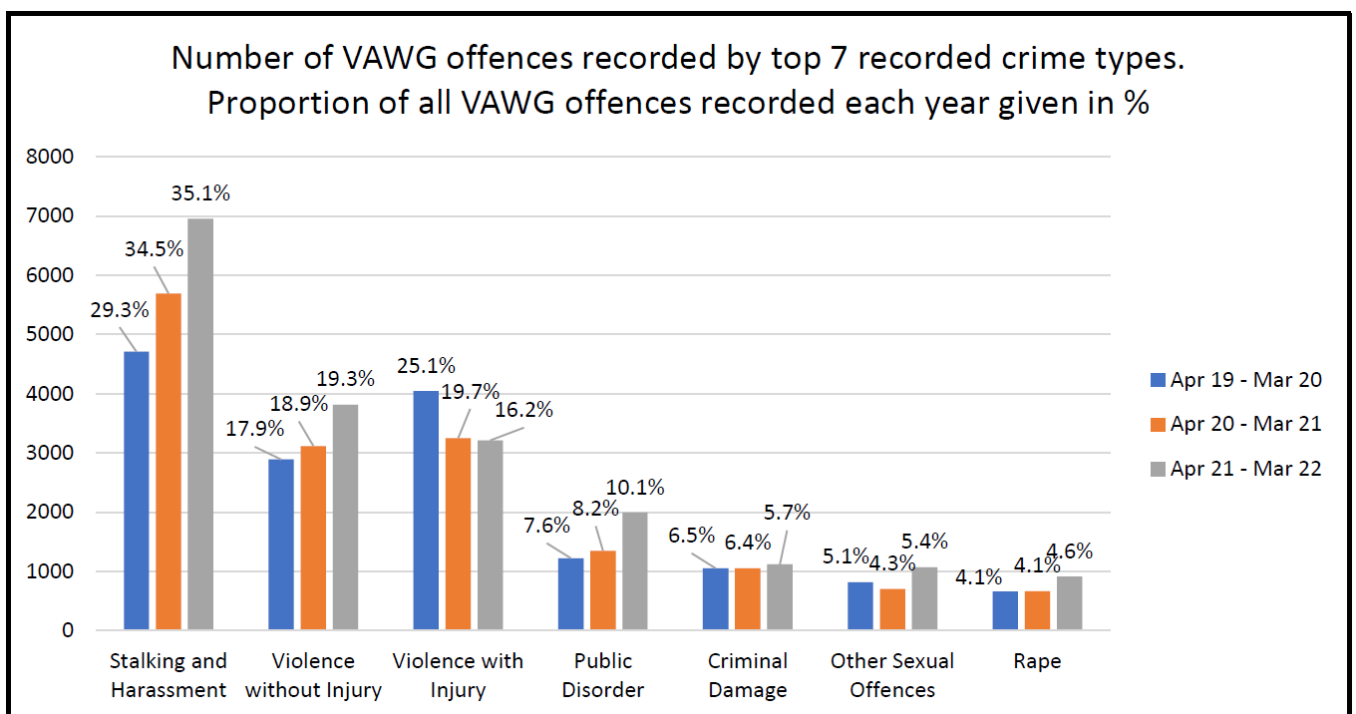
#### **3.1 Force response**

- 3.2 Following the appointment of the NPCC lead, DCC Maggie Blythe, a taskforce has co-ordinated the development of a national framework to bring consistency across all forces in the way VAWG is tackled. Since November 2021, Derbyshire Constabulary has realigned its action plan to ensure it fully reflects the national recommendations, of improving trust and confidence, relentless pursuit of offenders and safer spaces.
- 3.3 With the support of the Commissioner, the force invested in the leadership and delivery of Derbyshire's VAWG action plan introducing a dedicated Detective Chief Inspector (DCI) for VAWG. Given the amount of work within the VAWG strategy, an assessment is currently underway as to the value of an additional tactical co-ordinator.
- 3.4 This DCI role is pivotal in the effective co-ordination of activity within VAWG, drawing together the various different workstreams across Departments and Divisions. An operational working group meets monthly to drive activity and delivery, reporting into the force's Strategic Vulnerability Board, chaired by the DCC. Furthermore, our force lead attends the regional VAWG group which provides an opportunity to share practice and identify lessons learned across the East Midlands forces, providing further opportunity to co-ordinate, where appropriate, regional activity.
- 3.5 Across the prevalent crime types that disproportionally affect women and girls, scrutiny panels are established to develop our responses, gain the views of wider partners and the public as well as provide quality assurance and independent scrutiny, for example child scrutiny panels, rape scrutiny panels, engagement with Leaders Unlocked, to name a few. We strive to get it right for victims to make their contact with us as positive as it can be, we recognise the importance of building confidence and the impact that has of future victims coming forward to report crimes to us. A terms of reference for a new VAWG scrutiny panel has been developed, the force is now seeking to identify panel members from the Independent Advisory Group to take this forward. The panel will look at specific

themes, the first being ‘trauma informed practice’, focusing on how the behaviour of the attending officer impacts on the outcomes for victims. Issues identified will be fed into the force’s learning and development programmes and the effectiveness of any training will be monitored over the next 12 months. The first panel will sit in November 2022.

**3.7 Information and Intelligence Gathering**

3.8 A VAWG strategic problem profile has been completed in respect of understanding the nature and scale, key threats, and risks. Derbyshire reported a 20.1% increase in VAWG reporting crime in 2021/22, with a third of offences relating to stalking and harassment (35.1%). In relation to this increase, the force has made a concerted effort during 2021 and onwards to improve its response to stalking, together with legislative changes to the recording of harassment offences during this time, provides an explanation as to the increase in trend. We have also seen an increase relating to public disorder rape and violence without injury. These rises follow national trends and can be attributed in part to the local and national awareness raising across the VAWG agenda, more reporting of historical offences and improved crime recording processes from the force.



- 3.9 Comparison with national trends to 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 CSEW estimates for sexual offences also show no significant change from 2019/20.
- 3.10 Spatial analysis has provided insight into the areas most impacted by VAWG related offences and contributory factors. This has provided the ability to focus on hotspots, used for tactical focus within each Neighbourhood area and shared with partners.
- 3.11 Across Derbyshire this has highlighted that VAWG offences committed in private spaces, predominantly relate to dwellings (95.2%) of which 54.6% are repeat locations. Within these settings the risk relates to violence and stalking and harassment offending. Various action is in place in efforts to tackle this issue, including the introduction of a Serial, Repeat and Civil Orders Team that will commence in quarter four of 2022. Here, a dedicated team of one sergeant and 11 constables shall focus on cases of high harm repeat victims and serial offending, which has a strong interlink with VAWG offending, specifically rape, domestic abuse, and stalking offences. This will compliment wider action such the internal Stalking Co-ordinator role and Drive, a perpetrator focused programme.
- 3.12 VAWG offending within public spaces across Derbyshire consists of public order offences and violence with the vast majority being in city or town centres (73%). In relation to NTE regular operations are initiated to increase presence, provide reassurance, and seek to disrupt and respond to precursor behaviour, such as loitering, or indeed offences that have been committed. Aforementioned activity such as safeguarding hubs, street pastors and taxi marshals are also established. Furthermore, the force is being proactive in its planning towards darker nights and Christmas festivities for continued increased activity within these hotspots.

- 3.13 VAWG offending within educational establishments. Here, violence and sexual offending are key risks, with 70.6% occurring within secondary schools. Derbyshire Constabulary are a proactive member within the DDSCP to raise awareness of healthy relationships, inappropriate behaviour, and safety online. This has included initiatives such as educational inputs on sexting, safety online and the more recently inputs on stalking and harassment.
- 3.14 **Victim support and interventions**
- 3.15 Derbyshire's internal Stalking Co-ordinator role commenced May 2022. This post reviews the risk within all stalking cases, ensuring allocation to the most appropriate resource and focuses on maximising civil order opportunities. In 2020 two Stalking Prevention Orders were obtained, in 2021 six, and so far, five have been obtained during 2022 with six further applications pending. The force anticipates this will further increase with the introduction of the Civil Orders Team, due in quarter four of this year. Furthermore, the training material has been refreshed to improve the understanding and identification of stalking cases across frontline officers.
- 3.16 Regarding VAWG related crime and incidents and Derbyshire's readiness to respond, the force has during 2022 analysed and reviewed its operating model. This has taken cognisance of risk and threat, forecasted future demand and opportunities. This includes the introduction of the Missing and Exploitation Team, PCOT, and Safeguarding Coordination Hub.
- 3.17 In addition, the force's current adult public protection units are due to be split in quarter four of 2022, to form dedicated Rape and Serious Sexual Offences (RASSO) and high-risk domestic abuse teams. Furthermore, a Serial, Repeat and Civil Orders Team will provide a dedicated function to target activity, alongside partners, to disrupt reoffending. This will maximise the use of protective orders ensuring these are proactively enforced to reduce risk and harm. The

Commissioner has contributed £25,000 of precept money to support this improvement, offering greater protection to victims.

- 3.18 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 stands for hate crime reporting, however the force continue 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.
- 3.19 During 2022, 45 reports of gender-based hate have been received. This was down on the reporting in 2021 which saw 70 reports. The murder of Sarah Everard saw an increase of reporting nationally which would account for the disparity. This really highlights the need for consistent communications to ensure the public report these incidents to the force, something the force is committed to improving going forward. Improvements have been made to the force's technology, to record and report this by way of flagging cases which relate to 'hate/prejudice gender'. Themes emerging from within these incidents include inappropriate comments such as derogatory or sexualised language and fear of being targeted in public spaces.
- 3.20 The force continues to maximise the StreetSafe Portal since its inception in August 2021. This national anonymous reporting tool for women and girls enables areas of concern to be reported. The force's spatial analysis referred to earlier reflects the local trends in VAWG related offending as well as referrals via StreetSafe. The force reviews these referrals daily, taking appropriate action. Consequently, further efforts have been placed into these locations by means of patrol strategies, and referrals to partners, such as the local councils to make improvements to street lighting etc.



3.21 **Offender management**

3.22 The force has a specific work stream which focuses on the Management of Offenders which is now led by a Detective Chief Superintendent who is the Head of Crime.

3.23 The force continues the use of the Drive programme. This is a perpetrator focused programme which aims to reduce the number of repeat and new victims of domestic abuse, focusing on early intervention and disruption in order to influence behavioural change of the perpetrators. Since the start of Drive the force have seen 110 individuals adopted onto the programme. There is due to be a full review of Drive's effectiveness at the end of 2022 to inform future funding options.

3.24 The force has developed a framework for the management of suspects, launching Operation Tracked which focuses on the relentless pursuit of offenders. A number of operations are being developed, themed against intensification weeks, which will maximise opportunities bringing to justice those responsible for VAWG offending.

3.25 **Partnership response**

3.26 The Derbyshire VAWG Strategy was launched by the Commissioner in June 2022.

3.27 The Derbyshire Safer Communities Board (DSCB) and Safer Derby Board (SDB) restructured its framework to allow for a VAWG thematic board which is chaired by the Executive Director of Derbyshire County Council. It is here that the board will evidence progression against the key areas of the strategy:

- Prioritising prevention
- Supporting victims

- Pursuing perpetrators and reducing re-offending

3.28 The new board that has representatives from the Police, OPCC, Derby City and Derbyshire County Councils, District and Borough Councils, Fire and Rescue and the Integrated Care Board. Terms of reference for the group have now been agreed and signed off and development of the delivery plan is well underway.

3.29 Recognising that there was a gap in relation to knowledge within the education sector and also the role education have in influencing behaviour, safeguarding and early help opportunities, the Commissioner arranged an engagement event for all headteachers and safeguarding leads across Derbyshire. Derbyshire Constabulary officers were able to deliver presentations in relation to VAWG, County Lines, Drugs and Knife Crime as well as inputs from charities and victim services. The event was well received and attended.

#### **4. INTERNAL STANDARDS AND REASSURANCE**

##### **4.1 Communication**

4.2 Staff within the Professional Standards Department (PSD), working across the force, have developed its strategy to promote a 'call it out' culture in relation to staff challenging inappropriate behaviours or language as well as reinforcing the standards of professional behaviour. New independent reporting mechanisms, together with roadshows and upskilling for senior officers undertaking misconduct hearings have been established. PSD link in with the VAWG agenda through the monthly working group. Robust processes are in place to seek out those whose behaviour falls below what is expected. Senior Leaders are ensuring that every department in the force has a zero-tolerance approach regarding issues which fall under the VAWG agenda, including sexual harassment and misogyny. One investigation this year has seen a member of staff dismissed from the organisation for sexual harassment in the workplace and a second investigation saw an officer demoted in rank due to misogynist comments in the workplace. There is regular review and oversight of any VAWG allegations by the DCC to ensure a consistent

and robust approach.

4.3 **Vetting**

4.4 The force follows the national Authorised Professional Practice for vetting. Regular checks are in place around this, it reports through the Head of the PSD to the DCC. There are various levels of vetting in the force with different review timescales and the DCC oversees this compliance. HMICFRS are still to review the vetting function, but a date has not yet been confirmed.

4.5 **Professional Standards Department**

4.6 Derbyshire Constabulary is committed to role modelling high standards and the force deals robustly when addressing behaviour such as misogyny, sexual harassment, and abuse of authority.

4.7 Since November 2021, Derbyshire's PSD have undertaken an internal review of processes, retrospective and current cases, previous learning, and scoped best practice in relation to the force's response to, and investigation of, police perpetrated abuse. The outcome of the review offered reassurance that investigations were undertaken appropriately, fairly, and independently.

4.8 In addition, to ensure we continue to strengthen working practices the DCC has oversight of current and new allegations relating to VAWG to ensure a consistent approach to investigation and misconduct, also all investigators have received refresher training on safeguarding.

4.9 Significant progress in these areas include the implementation of the Crimestoppers Integrity Line in May 2022 which provides an avenue for employees to confidentially report matters into the force. This avenue is anonymous and independent of the force, as this is fairly new to force, its effectiveness will be closely monitored.

- 4.10 In addition, reports of external police perpetrated abuse are allocated to an investigator within the Public Protection Unit, with the support of the PSD. Dedicated and specialist trained officers undertake investigations and are best equipped to take cognisance of the complexities within police perpetrator abuse cases and potential additional victim support requirements. In each case, the lead investigator works closely with PSD to ensure any misconduct matters are dealt with thoroughly and expeditiously.
- 4.11 **Culture**
- 4.12 As a force, there is a clear intention to reinforce professional standards, which types of behaviour amount to internal sexual harassment and what can be expected when such behaviour occurs. A PSD roadshow is taking place to deliver these key messages, taking the time to have meaningful dialogue and interaction with staff as to its importance and their role in creating a 'call it out' culture and seeking to provide reassurance to report. This supports the robust and zero-tolerance approach the force have to all VAWG related issues.
- 4.13 Furthermore, improved inputs have been delivered to Chief Inspectors and Superintendents in their capacity of panel members on misconduct hearings, which included improve awareness of VAWG strategy and the force's approach to ensure consistency in robustly reinforcing standards.
- 4.14 In efforts to assess Derbyshire Constabulary's internal culture towards potential misogyny or sexist behaviour, as well as raise awareness of the issues a number of surveys have been undertaken internally. Much of the information received from those surveys is being assessed and action plans put into place to address issues raised within them. The results of the activities undertaken will be shared as the force is committed to highlighting and addressing issues affecting people both internally and externally. Work is ongoing to address issues raised.

**5.0 Conclusion**

- 5.1 The force is steadfast in its effort to tackling VAWG and acknowledges that this requires an internal and external response to drive forward the changes necessary. The force will continue to raise the standards of professional behaviour, robustly challenging and responding to inappropriate behaviour, in furthering our commitment to creating an internal culture that calls out misogyny and promotes inclusivity.
- 5.2 The force will continue to evaluate changes already made to structures and processes, finalise the implementation of the Crime and Intelligence Directorate as well as continuing to scan best practice and emerging threats to respond accordingly.
- 5.3 Lastly the force will work collaboratively with both partners, and the public when making progress of the delivery plan, in order to maximise the impact of activity.