

AGENDA

KENT COMMUNITY SAFETY PARTNERSHIP

Thursday, 14th July, 2022, at 10.00 am

Ask for: **Anna Taylor**
Telephone **03000416478**
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UNRESTRICTED ITEMS

(During these items the meeting is likely to be open to the public)

A. Committee Business

- A1 Introduction
- A2 Apologies
- A3 Declarations of Interest
- A4 Notes of meeting held on 24 March 2022 (Pages 1 - 4)

B. Matters for Information/Discussion - Standing Items

- B1 Kent Community Safety Agreement and Action Plan Update (Pages 5 - 18)
- B2 Kent Community Safety Partnership Working Group Update (Pages 19 - 24)
- B3 KCSP and Subgroup Terms of Reference Review and Update (Pages 25 - 40)
- B4 Kent Police Tackling Violence Against Women and Girls Strategy Update (Pages 41 - 54)

C. Matters for Information

- C1 Dates of future meetings
 - 17 November 2022, 10am
 - 16 March 2023, 10am
 - 6 July 2023, 10am

D -RESTRICTED ITEM(S)

Meeting not open to the press and public and reports not for publication

- D1 Domestic Homicide Review Update
- D2 Kent and Medway PREVENT Duty Delivery Board Update

D3 Kent and Medway Joint Exploitation Group Update

Wednesday, 6 July 2022

KENT COUNTY COUNCIL**KENT COMMUNITY SAFETY PARTNERSHIP**

NOTES of a meeting of the Kent Community Safety Partnership held online on Thursday, 24 March 2022.

PRESENT: Mr Rivers (Vice-Chairman in the Chair), Ms S Brinson, Mr M Burbeck, Ms C Collins, Ms T Creaton, Mr A Harper, Mr J Hinds, Ms C Julian, Mr D Keers, Ms B King, Ms L McMahon, Mr R McMullan, Ms V Mital, Ms J Mookherjee, Ms A Oates, Mr S Peerbux, Mr B Platt, Mr M Powell, Ms S Robson, Mr D Satchell, Mr P Steenhuis, Ms J Taylor, Ms V Widden, Mr N Wilkinson,

IN ATTENDANCE: Mrs A Taylor

UNRESTRICTED ITEMS**51. Notes of meeting held on 18 November 2021**

(Item A4)

RESOLVED that the minutes of the meeting held on 18 November 2021 were correctly recorded and be signed by the Chairman.

52. Kent Community Safety Agreement Review and Refresh

(Item B1)

1. Shafick Peerbux introduced the report of the Kent Community Safety Agreement review and refresh and emphasised how wider national and international events have shaped this. Ms Brinson outlined how the review had been undertaken by considering the outcome of local district/borough strategic assessments, partnership plans, emerging issues and new legislation to identify the proposed County priorities.
2. Ms Brinson advised that there had been a number of minor changes within the document as outlined in the report and wanted to draw attention to Violence Against Women and Girls (VAWG) being an emerging concern that it is proposed to include this within the Domestic Abuse (DA) priority. Additionally, it was proposed to rename the cross cutting theme of 'Response and Recovery from the COVID-19 pandemic' to 'Response and Recovery from Significant events' which could impact on Community Safety.
3. Ms Brinson responded to questions and there were discussions over whether VAWG and DA should be separated within the agreement rather than including VAWG within the DA workstream. There was also a suggestion that the ASB priority should reflect prevention of Neighbourhood Crime in accordance with the Police and Crime Plan.

RESOLVED that the Kent Community Safety Partnership

- a) Consider and comment on the proposed changes to the refreshed Kent Community Safety Agreement.

b) Agree the priorities and cross-cutting themes for 2022/23 taking into account the comments about VAWG and DA and Prevention of Neighbourhood Crime.

c) Note the upcoming Scrutiny Committee arrangements.

53. Kent Community Safety Partnership Working Group Update

(Item B2)

1. Mr Peerbux introduced the report and offered his thanks to the Police and Crime Commissioner (PCC) for confirmation that the KCSP would receive Crime Reduction Grant funding of the same level as 2021/2022 for this financial year. However, Mr Peerbux raised concerns on the timescale for providing a business case and requested an extension to this to ensure the involvement of partners and required due diligence; this was accepted and would be considered by the Commissioner's Chief Executive.
2. Mr Peerbux advised that spending the 2021/22 CRG funding had been challenging and some proposed projects were unable to commence or be completed, thus resulting in being unable to access the remaining funds in the tactical pot.
3. Ms Brinson confirmed that the Kent Community Safety Team (KCST) would no longer be co-located but that the team would work in a hybrid manner utilising technology and by coming together at various office locations throughout the year.

RESOLVED that the KCSP note the progress and actions undertaken by the Working Group and the work of the KCST.

54. Kent Police and Crime Commissioners response to Mental Health

(Item B3)

1. Mr Harper gave an update on mental health. As he had previously reported the PCC had stepped down as the Association of PCCs lead for Mental Health but remained committed to supporting those who were vulnerable as well as reducing mental health demand on Kent Police.
2. Mr Harper highlighted some key messages from the report including the Police and Crime Plan (PCP) now includes 'Prevent Road Danger and Support Vision Zero'. Mental Health is still a significant part of the PCP and referred to table 10 within the report, which showed the number of Section 136 detentions from 2018 to January 2022 detentions had continued to reduce since December 2019.

RESOLVED that the KCSP agree that, in light of the PCC stepping down as the national lead for Mental Health and to align with other strategic meetings, that an annual update on mental health be provided to the KCSP in March of each year (instead of each meeting).

55. Kent and Medway Violence Reduction Unit Update

(Item B4)

1. Mr Powell gave Members an update on the work of the Violence Reduction Unit and the findings from the Strategic Needs Assessment of January 2022 and confirmed that they had been successful in receiving three years funding from the Home Office which allows for more substantial planning.
2. Mr Powell advised that although we are still waiting on the Serious Violence Duty to be established, the VRU are working with Community Safety Partnerships (CSPs) to plan for this and have already produced a strategic needs assessment for the County and each CSP which has indicated some positive findings.
3. In response to a question, Mr Powell confirmed that there was a focus on prevention but that there is an element of support where possible. Learning would be shared with the Partnership and local boards to ensure the right approaches were being used and the impact was being monitored.

RESOLVED that the KCSP note the findings of the Strategic Needs Assessment and endorse the priority areas and responses to serious violence.

56. Zero Casualty Strategy Update

(Item B5)

1. Mr McMullan updated Members on the developments towards delivering Kent's Vision Zero Strategy aimed to reduce road casualties in Kent. Mr McMullan explained that the internationally recognised Safe System approach which is based on the assumption of human error and aims to reduce the risks associated with the anticipated mistakes, for example through automatic breaking.
2. Mr McMullan advised that the Kent and Medway Safer Roads Partnership had been developing delivery plans and outlined some of the Vision Zero programme details.
3. The Vice-Chairman requested a further update on Vision Zero Strategy in March 2023.

RESOLVED that the KCSP note the Vision Zero Strategy update and receive a further update in March 2023.

57. Date of meetings in 2022

(Item C1)

RESOLVED that the dates of the meeting in 2022 were noted.

58. Domestic Homicide Review Update

(Item D1)

1. Mr Peerbux provided an update on the Kent and Medway Domestic Homicide Review (DHR) cases as well as a case briefing on the most recently published cases for Sylvie 2018 and Tamana 2018 which can be found on the kent.gov website using the link below.

<https://www.kent.gov.uk/about-the-council/partnerships/kent-community-safety-partnership/domestic-homicide-reviews>

2. Mr Peerbux confirmed that whilst there is a funding model in place with all statutory partners contributing funding towards DHRs, there is a risk to the model which relates to the cessation of the Kent Surrey and Sussex Community Rehabilitation Companies (who previously contributed) and the newly established Probation Service who are now responsible for this; which left a shortfall in funding for this financial year. The Partnership requested that the Probation Service, as the Statutory Responsible Partner of the CSP to consider the funding arrangements for 2022/23.

RESOLVED that the domestic homicide review update be noted.

59. Kent and Medway PREVENT Duty Delivery Update

(Item D2)

1. Mr Wilkinson provided an update on the PREVENT Duty Delivery Board and highlighted that the current threat level is 'Substantial' meaning an attack is likely.

RESOLVED that the update on the PREVENT Duty Delivery Board be noted.

60. Kent and Medway Joint Exploitation Group Update

(Item D3)

1. Members received an update on the Kent and Medway Joint Exploitation Group.

RESOLVED that the update on the Kent and Medway Joint Exploitation Group be noted.

By: Shafick Peerbux - Head of Community Safety, KCC
Shirley Brinson - Community Safety Team Leader, KCC

To: Kent Community Safety Partnership – 14th July 2022

Classification: For Information

Subject: Kent Community Safety Agreement Update

Summary This report includes details of the refreshed Kent Community Safety Agreement draft action plan for 2022/23

1.0 Background

1.1 The Crime and Disorder Act 1998 gave statutory responsibility to local authorities (KCC/District/Boroughs), Kent Police and key partners to reduce crime and disorder in their communities. Under this legislation Crime and Disorder Reduction Partnerships (now Community Safety Partnerships) were required to carry out 3 yearly audits and to implement crime reduction strategies. A formal review of the 1998 Act took place in 2006, with the result that three year audits were replaced with annual partnership strategic assessments and rolling partnership plans, whilst in two tier authority areas a statutory County Community Safety Agreement was introduced.

2.0 Introduction

2.1 The Kent Community Safety Agreement (CSA) outlines the key community safety priorities for the county along with the cross-cutting themes that support the identified priorities. It is a rolling document which is reviewed and refreshed annually with the relevant Chapters and appendices being updated as required.

2.2 In the most recent review of the CSA it was agreed to include a new priority of '*Violence Against Women and Girls (VAWG)*'. In addition, the Anti-Social Behaviour (ASB) priority was expanded to become '*Preventing Neighbourhood Crime and ASB*'; whilst the cross-cutting theme relating to the Covid-19 pandemic was amended to become '*Response and Recovery from Significant events*' to acknowledge the potential impacts of other issues which could affect the work of community safety partners in the future.

Priorities

- Preventing Neighbourhood Crime & ASB
- Domestic Abuse
- Substance Misuse
- Safeguarding Vulnerable People
- Serious Violence and Organised Crime
- Preventing Extremism and Hate
- Road Safety
- Violence against women and girls

Cross Cutting Themes

- Early intervention, prevention & education
- Reduce re-offending and support victims
- Improve quality of life and enhance community resilience
- Support mental health and wellbeing
- Response and Recovery from Significant Community Events

- 2.3 In addition to changes made to the priorities and cross-cutting themes several chapters in the document were updated including the Community Safety Landscape with references to the: Covid-19 pandemic; the war in Ukraine; emerging issues such as VAWG; partnership changes; the introduction of new legislation such as the Serious Violence duty; and the publication of new strategies and guidance on a range of issues both nationally and locally, including the Police and Crime Commissioner's (PCC) new plan - '[Making Kent Safer 2022-25](#)'.
- 2.4 The current CSA was discussed at the March meeting of the KCSP and following suggested changes raised at the meeting, the content was subsequently updated and agreed. The Kent Community Safety Agreement (April 2022) has since been published on [kent.gov](#).

3.0 Action Plan Development

- 3.1 Following the development of the new CSA, the action plan has been refreshed by members of the KCSP Working Group, priority leads and other relevant partners to ensure that it appropriately reflects the updated priorities and cross-cutting themes. A draft of the refreshed plan is attached for information (Appendix A).
- 3.2 The action plan includes the key pieces of work that are being delivered by community safety partners across the county linking in with other multi-agency groups and strategies where possible, including the Domestic and Sexual Abuse Executive Group, the Safer Roads for Kent Partnership, the Substance Misuse Alliance, the Joint Exploitation Group, the Prevent Duty Delivery Board, Safeguarding Boards/Partnerships, the Violence Reduction Unit (VRU) etc. Activities and links related to groups and strategies are referenced throughout the action plan, (*shown in green*), to help support multi-agency delivery and partnership working and may be updated in-year subject to revisions and changes that take place within those groups and plans.
- 3.3 The action plan also includes a number of projects which the KCSP has proposed to support in 2022/23 through the use of the Kent PCC's Crime Reduction Grant (CRG) funding (*shown in purple*) – these will be covered in more detail in the report from the KCSP Working Group. The inclusion of funded projects in the action plan, rather than as part of a separate monitoring process, resulted from an internal audit of the Kent Community Safety Partnership and Team undertaken previously which recommended that there be clear links between funding and the delivery of the CSA action plan objectives.
- 3.4 Like the Community Safety Agreement itself, the action plan is also a rolling document and as such contains a number of actions that are ongoing or which take place annually and are directly linked to the KCSP's core functions, such as delivery of Domestic Homicide Reviews and sharing of lessons identified; Strategic Assessments; or coordination of cross county community safety issues such as Information sharing; Raising awareness of campaigns etc.
- 3.5 New actions that have been added to the plan, in addition to the funded projects mentioned above, include a number of activities relating to the introduction of new national strategies such as the government's 10yr drug strategy '*From Harm to Hope*'; new legislation/duties such as the '*serious violence duty*'; and the inclusion of

the new priority 'Violence Against Women and Girls'. It should be noted that as some of these areas of work are still very new, the associated actions within the plan are still under development. KCSP members will be working together with partner agencies and other multi-agency partnerships to support implementation, which may result in the action plan being developed further in-year to reflect additional areas of work that the KCSP could help to deliver.

- 3.6 The refreshed plan details the overall aim for each priority, the planned outcomes, the actions to be taken, how delivery will be measured and reported and who is responsible for coordinating activity or feedback. This will remain a live document, which the KCSP Working Group and the Kent Community Safety Team (KCST) will be monitoring throughout the year and updating if required.
- 3.7 KCSP members are invited to feedback on the content of the draft action plan via email to the kentcommunitysafetyteam@kent.gov.uk by the end of July 2022 for inclusion in Version 1 of the 2022/23 action plan; Or at any point during the life of the plan should they identify a potential new action that might be appropriate for inclusion.

4.0 Performance Monitoring

- 4.1 The Kent Community Safety Team is currently exploring the potential to source an analytical resource with the aim of producing a county community safety strategic assessment which will not only inform the refresh of the Community Safety Agreement but will help partners involved in the annual strategic assessment process, and ongoing performance monitoring in relation to the CSA action plan.
- 4.2 If successful, the analyst will be able to help identify a range of proxy indicators chosen to represent the key priorities, whilst members of the KCSP Working Group monitor some of the quantitative outcomes from the action plan. This will enable the Working Group to be able to highlight any issues or concerns to the Kent Community Safety Partnership at future meetings, as well as utilising the information gathered in-year to help inform the next Crime and Disorder Scrutiny Committee.

5.0 Crime and Disorder Scrutiny Committee

- 5.1 The Crime and Disorder Scrutiny Committee met on 8th June 2022 to review the work of the Kent Community Safety Partnership over the past 12 months (2021/22) in relation to the CSA published in April 2021, and to comment on the refreshed CSA for the year ahead.
- 5.2 The committee was held as a hybrid meeting, with committee members and the partners who were presenting at the event attending the Council Chambers in person, whilst the leads of other priorities were available via video conferencing to respond to additional questions.
- 5.3 A comprehensive [written report](#) was supplied to the committee ahead of the meeting providing a range of data and information about each priority as well as the actions undertaken by partners to address them. At the previous Scrutiny Committee in June 2021, the focus was on Substance Misuse, Domestic Abuse and Preventing Extremism & Hate which were identified as key areas of concern during the Covid-19

pandemic. However, based on the questions and feedback raised at last year's committee the requested focus for KCSP partners this year was on the priorities of: Road Safety, Serious Violence and Organised Crime, and Anti-social Behaviour. In addition to these focus topics, the partners also gave a brief overview of the other priorities.

- 5.4 The minutes of the Crime and Disorder Scrutiny Committee will be published on the [kent.gov](https://www.kent.gov) website in due course, but in summary the Committee agreed to note the refreshed Community Safety Agreement (April 2022) and the year-end summary report. They also requested that their comments be considered for future implementation of the action plan and the next refresh and thanked partners for engaging in the scrutiny process.

6.0 Recommendations

- 6.1 The Kent Community Safety Partnership (KCSP) members are asked to note the refreshed action plan which supports delivery of the refreshed Community Safety Agreement.
- 6.2 KCSP members are invited to provide feedback on the content of the draft action plan via email to kentcommunitysafetyteam@kent.gov.uk (KCST) by the end of July 2022, or at any time in-year if new actions emerge.

Attachments:

Appendix A: Draft Community Safety Agreement (CSA) Action Plan

For Further Information:

Shirley Brinson
KCC Community Safety Team Leader
shirley.brinson@kent.gov.uk

Shafick Peerbux
KCC Head of Community Safety
shafick.peerbux@kent.gov.uk

DRAFT Kent Community Safety Agreement (CSA) Action Plan – 2022/23**Key:**

- **Purple actions** – funded projects supported by the KCSP using the PCC's Crime Reduction Grant (CRG)
- **Green actions** – activities that link to another multi-agency partnership group / team or strategy

Priority: Domestic Abuse**Lead: Chief Superintendent (Domestic Abuse), Kent Police / Chair of Domestic and Sexual Abuse Executive Group (DSAEG)****Aim: Support delivery of the Domestic Abuse Strategy to prevent abuse, provide services, reduce risk and work in partnership**

No.	Objective / Planned Outcomes (What do we want to achieve from our partnership activities?)	Actions (What actions do we need to take to deliver the planned outcomes?)	Measure / Outcome (How will we monitor delivery of the planned outcomes?)	Timescale (Delivery date?)	Lead Agency (Who will feedback on this action?)
Page 9 1.1	Improving practices: Commission and support the Domestic Homicide (DHR) process on behalf of CSPs across Kent and Medway with the aim to identify lessons, improve practice and ensure changes are implemented	<ul style="list-style-type: none"> • Undertake DHRs where the criteria has been met 	<ul style="list-style-type: none"> • No. of DHRs commissioned and completed 	Ongoing	Kent Community Safety Team (KCST)
		<ul style="list-style-type: none"> • Cascade lessons identified through a range of methods including: online seminars for practitioners & professionals, briefings, reports, partnership meetings and new digital learning options (i.e. seminar recordings and case-related videos). 	<ul style="list-style-type: none"> • Online seminars delivered and no. of people attending • Survey feedback • Digital learning shared with partners • Briefings / reports provided to partners 	March 2023	
		<ul style="list-style-type: none"> • The DHR Steering Group will monitor action plans from completed reviews and ensure that changes are implemented by partner agencies. 	<ul style="list-style-type: none"> • Actions and recommendations completed 	Ongoing	
1.2	Improving practices: Refresh and maintain the Kent and Medway Domestic Abuse Services Website and raise awareness	<ul style="list-style-type: none"> • Work with DA colleagues to set up a task and finish group to develop the professionals section of the website; and identify resources for ongoing management. • Ongoing distribution and dissemination of promotional material for use across the County. • Delivery against partnership media and communications plan 	<ul style="list-style-type: none"> • Task and finish group established • Professionals section updated • Ongoing management of the website resourced • No. of requests for posters, cards & pull up banners • Annual update on media and comms campaigns including 'reach' achieved 	March 2023	Kent Community Safety Team (KCST) / KCC Commissioned Services

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1.3*	Improving Practices: Support delivery of the Domestic Abuse Strategy for Kent and Medway	<ul style="list-style-type: none"> Work with partners within the Domestic & Sexual Abuse Executive Group and the associated DSA Tactical Group to support delivery of the Domestic Abuse Strategy - Delivery Plan 	<ul style="list-style-type: none"> Briefings provided to KCSP on Delivery Plan Relevant actions implemented 	March 2023	Domestic & Sexual Abuse Tactical Group
1.4	Supporting victims: People experiencing domestic abuse access effective support which meets their needs	<ul style="list-style-type: none"> Refresh of contract review for KCC commissioned service. Updates provided to partners about the implementation of new burdens introduced by the Domestic Abuse Act 2021 	<ul style="list-style-type: none"> Summary of review provided to partners, including the performance of the KCC Commissioned service Provision of a report to the KCSP detailing new commissioned services and funding outcomes 	March 2023	KCC Commissioned Services

Priority: Road Safety

Lead: Chair of Safer Roads for Kent partnership

Aim: Raise awareness of Road Safety issues across the County to help reduce the number of people killed and seriously injured on Kent roads

No.	Objective / Planned Outcomes	Actions	Measure / Outcome	Timescale	Lead Agency
2.1	Ensuring consistency: Raise awareness of road safety campaigns across partnerships to facilitate joint working.	<ul style="list-style-type: none"> Share details of road safety campaigns and events with local Community Safety Partnerships (<i>via the Safer Communities Portal, e-bulletins, etc.</i>) and promote consistent messaging. 	<ul style="list-style-type: none"> Details of information shared with partners Campaigns promoted Feedback from the Safer Roads for Kent Partnership and/or district colleagues on activities 	Ongoing	Safer Roads for Kent Partnership
2.2*	Improving Practices: Support delivery of Vision Zero	<ul style="list-style-type: none"> Work with partners within the refreshed Safer Roads for Kent Partnership to support Vision Zero and safe systems approach across Kent 	<ul style="list-style-type: none"> Regular engagement with partners around Vision Zero 	Ongoing	Safer Roads for Kent Partnership

DRAFT Kent Community Safety Agreement (CSA) Action Plan – 2022/23**Priority:** Substance Misuse**Lead:** Consultant in Public Health, Kent County Council**Aim:** Work together in partnership to reduce the harm of drug and alcohol misuse

No.	Objective / Planned Outcomes	Actions	Measure / Outcome	Timescale	Lead Agency
3.1* Page 11	Partnership working: Work in partnership to deliver the national 10 year 'From Harm to Hope' drugs strategy and the Kent Drug and Alcohol Strategy (in development)	<ul style="list-style-type: none"> • Work with partners in the Substance Misuse Alliance and Drug Tactical Delivery Group to support the establishment of the oversight and monitoring required by central government to deliver the national strategy including <i>Combatting Drugs Partnership</i> and governance. • Raise awareness of the national strategy and development of the local strategy • Share information with local community safety partnerships via Community Safety Managers and CSP meetings 	<ul style="list-style-type: none"> • Governance arrangements are established • Combatting Drugs Partnership in place • Agencies engaged as members of the partnership • CSPs are aware of the strategy • Briefings provided to the KCSP on progress 	March 2023	KCC Public Health / Kent Police

Note: The 'From Harm to Hope' drugs strategy is a new national strategy, and it is anticipated that further actions may arise in-year from the implementation at a local level in Kent.

Priority: Preventing Neighbourhood Crime and ASB**Lead:** Superintendent of Strategic Partnerships, Kent Police**Aim:** Tackle the problems caused by Anti-Social Behaviour through effective partnership working

No.	Objective / Planned Outcomes	Actions	Measure / Outcome	Timescale	Lead Agency
4.1	Improving practices: Implement a framework for identification and use of ASB tools and powers across partner agencies	<ul style="list-style-type: none"> • Develop a method of collecting details about the use of ASB tools and powers by Kent Police and Local Authority partners to facilitate sharing of good practice 	<ul style="list-style-type: none"> • Use of powers by Kent police and local authorities is collated • Benchmark the use of ASB tools and powers • Increase the use of ASB tools 	March 2023	Kent Police / Kent Community Safety Team (KCST)

DRAFT Kent Community Safety Agreement (CSA) Action Plan – 2022/23

			and powers across the county		
4.2	Improving practices: Deliver OSARA Problem Solving training to partners and ensure the learning is being implemented	<ul style="list-style-type: none"> • KCST team members to deliver training to partners, in conjunction with others already trained, to help develop problem solving skills that can assist in fighting crime, ASB & reducing reoffending • Monitor use of OSARA problem solving and share findings with partners 	<ul style="list-style-type: none"> • No. of people / CSPs / agencies who receive the training • No. of partners that are using problem solving methods and sharing best practice 	March 2023	Kent Community Safety Team (KCST)
4.3	Improving practices: Work with partners to identify and share best practice.	<ul style="list-style-type: none"> • Ongoing sharing of best practice via Community Safety Information Sessions, regular e-bulletins, Safer Communities Portal, and partnership groups • Raise awareness with CSPs and other partners of up and coming weeks of action/campaigns 	<ul style="list-style-type: none"> • Best practice is shared with a standing agenda item for front line practitioners at each CSIS event • Guidance and support provided by the KCST if needed 	Ongoing	Kent Community Safety Team (KCST)

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Priority: Serious Violence and Organised Crime**Lead:** Director of Violence Reduction Unit (VRU) / Kent Police**Aim:** Reduce harm to our communities caused by Serious Violence and Organised Crime

No.	Objective / Planned Outcomes	Actions	Measure / Outcome	Timescale	Lead Agency
5.1*	Improving Practices: Work with the Violence Reduction Unit (VRU) and other partners to support and implement the 'Serious Violence Duty' introduced by 'Police, Crime, Sentencing and Courts Act' and develop a partnership approach	<ul style="list-style-type: none"> • Work with the VRU to raise awareness of the new duty and implement changes as a result of Government Guidance due for publication in Sept / Oct 2022 • Work with the VRU and other partners to develop a Serious Violence Strategy as required by the new legislation. • Develop a framework for delivery and partnership measures • Work with the VRU to share information, 	<ul style="list-style-type: none"> • Strategy and reporting framework developed in partnership • Monitoring and reporting of identified measures • Updates provided to the KCSP and partners on activities 	March 2023	Violence Reduction Unit (VRU)

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		work jointly on relevant projects, and implement actions as appropriate.			
5.2*	Improving Practices: Support the work of the Joint Exploitation Group (JEG)	<ul style="list-style-type: none"> • Work with partners to share messages and cascade information from the JEG to partners and colleagues • Support delivery of the refreshed Kent & Medway Gangs Strategy led by the Violence Reduction Unit (VRU) reporting into JEG, the KCSP and other partnerships 	<ul style="list-style-type: none"> • Briefings provided to KCSP and CSPs from JEG • KCSP activities fed into JEG • K&M Gangs Strategy briefings 	March 2023	Chair of JEG / Violence Reduction Unit (VRU)
Page 13 3*	Improving Practices: Support the work of the Violence Reduction Unit (VRU) to deliver Bystander Approach training to professionals	<p>Crime Reduction Grant Funding ('22/23) – To be confirmed</p> <ul style="list-style-type: none"> • Work jointly with the VRU to train staff as trainers in the Bystander Approach. • Provide professionals and young people with the skills to respond to unacceptable behaviour and create safer spaces • Share resources and awareness campaigns 	<ul style="list-style-type: none"> • No. of people trained • Evaluation of training • Surveys and feedback 	March 2023	Violence Reduction Unity (VRU) / Kent Community Safety Team (KCST) - <i>(project liaison)</i>

Priority: Safeguarding Vulnerable People

Lead: Head of Public Protection, Kent County Council

Aim: Raise awareness of safeguarding issues and work in partnership to protect vulnerable people

No.	Objective / Planned Outcomes	Actions	Measure	Timescale	Lead Agency
6.1*	Improving Practices: Support the work being undertaken by the Kent and Medway Suicide Prevention Steering Group	<ul style="list-style-type: none"> • Ongoing sharing of suicide prevention campaigns (such as 'Release the Pressure') and promotion of suicide prevention training, across community safety partners and frontline staff. • Work with the KCST and DA colleagues 	<ul style="list-style-type: none"> • Updates provided to KCSP by Suicide Prevention Group • Good practice & campaigns shared with partners • Partners are aware of how they can support Suicide Prevention 	March 2023	KCC Public Health

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		to raise awareness of the links between DA and suicide through the delivery of a DHR lessons identified seminar on DA and suicide and associated information.	activities • Partners attend online DHR seminar (on DA & Suicide) and receive associated info.		
6.2*	Co-ordination and consistency: Work in partnership with the Safeguarding Boards to raise awareness of safeguarding issues and link into local and national campaigns.	<ul style="list-style-type: none"> • Co-ordinate community safety partner activities in relation to Adult Safeguarding Awareness week • Link into the wider partnership work of the Kent & Medway Adult Safeguarding Board and the Kent Safeguarding Children Multi-Agency Partnership 	<ul style="list-style-type: none"> • Details of the activities delivered • Feedback from events • Shared learning outcomes disseminated to partners 	Ongoing	Kent Community Safety Team (KCST)
6.3*	Raise Awareness: Support the development of a Missing Persons & Vulnerability Guidance WebApp	Crime Reduction Grant Funding <ul style="list-style-type: none"> • Provide an information platform to raise awareness, information and facilitate partnership working 	<ul style="list-style-type: none"> • Missing Person Statistics • No. of hits on the WebApp • Quarterly reporting on the usage of the WebApp 	September 2022	Kent Community Safety Team (KCST) - <i>(project liaison)</i>
6.4*	Improving Practices: Support the delivery of Trauma Awareness training for professionals to ensure they are trauma informed	Crime Reduction Grant Funding ('22/23) – To be confirmed <ul style="list-style-type: none"> • Provide training for front line practitioners working directly with children and young people to facilitate one to one or group sessions • Further develop training materials and resources to support delivery 	<ul style="list-style-type: none"> • No. of people receiving training • Resources and materials shared with attendees 	March 2023	Kent Community Safety Team (KCST) - <i>(project liaison)</i>

Priority: Preventing Extremism and Hate**Lead:** Prevent and Channel Strategic Manager, Kent County Council**Aim:** Work together in partnership to address the issues of extremism and hate and support community cohesion

No.	Objective / Planned Outcomes	Actions	Measure	Timescale	Lead Agency / Officer
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DRAFT Kent Community Safety Agreement (CSA) Action Plan – 2022/23

7.1*	<p>Prevention: Work in partnership to share information about Prevent and Channel to embed the process and to help Prevent violent extremism.</p>	<ul style="list-style-type: none"> • Ongoing sharing of information/guidance with community safety partners from the Prevent Duty Delivery Board (PDDB) and updates on the Prevent Partners Action Plan via Community Safety Managers, CSPs and Safer Communities Portal • Support the Prevent Team to share information with partners and implement recommendations (as appropriate) in relation to the Independent Review of Prevent due for publication in 2022/23 • Support the work of the two Prevent education officers to raise awareness across the county and promote partnership engagement 	<ul style="list-style-type: none"> • Briefing and regular updates provided to the KCSP and partners from PDDB • Recommendations from the Prevent Review shared • Updates on information shared • Feedback from partners • Channel panel reports • Success stories 	Ongoing	Kent & Medway Prevent & Channel Strategic Manager
Page 15 7.2	<p>Understanding the problem: Work with partners to understand the key issues from the Counter Terrorism Local Profile (CTLP) and encourage intelligence reporting.</p>	<ul style="list-style-type: none"> • Briefing of the latest CTLP to the KCSP and district and borough CSPs; • Dissemination of factsheets to raise awareness of key issues from the CTLP • Encourage reporting of far right and extreme right wing graffiti and stickering in Kent and Medway to build on the understanding outlined in the CTLP 	<ul style="list-style-type: none"> • CTLP briefings provided to the KCSP and local CSPs • Factsheets disseminated • Increased intelligence reporting on graffiti & stickering 	Ongoing	Kent & Medway Prevent & Channel Strategic Manager
7.3*	<p>Raise Awareness: Work in partnership to educate and increase the reporting of hate crime; increase access to support for victims; and improve the operational response to hate crimes</p>	<ul style="list-style-type: none"> • Raise awareness of information/data to better understand the under reported area of hate crime as per Government Action Plan • Information about reporting mechanisms and 3rd party reporting platforms shared with partners • Raise awareness and disseminate translated Hate Crime leaflets to professionals and residents as appropriate • Ongoing sharing of information, guidance, learning, and best practice 	<ul style="list-style-type: none"> • Briefing and regular updates / information provided by Hate Crime Forum to CSPs. • Number of partner agencies / members of the public made aware of translated leaflet • Reporting of hate crime by protected characteristics • Number of reporting mechanisms and 3rd party reporting platforms shared 	Ongoing	Chair of the Hate Crime Forum

DRAFT Kent Community Safety Agreement (CSA) Action Plan – 2022/23

		<p>from the Hate Crime Forum, South East Regional, NPCC Hate Crime & Cohesion Group, and relevant scrutiny panels.</p> <ul style="list-style-type: none"> • Work with partners within the Hate Crime Forum to deliver actions from the Hate Crime Action Plan and conduct activity to improve partnership response to hate crime. 			
7.4	<p>Understand the problem: Work with partners to educate, raise awareness, understand and provide safeguarding and signposting support for hate crimes and early identification of other vulnerabilities such as those to radicalisation and domestic abuse</p>	<ul style="list-style-type: none"> • Hate Crime is included in the CTLP to better understand risk/vulnerabilities / safeguarding referrals. • Increase awareness around safeguarding referrals such as prevent and signposting support • Raise awareness of on-line and off line hate material including graffiti / stickering • Increased awareness in schools and young people 	<ul style="list-style-type: none"> • Kent & Medway Business Hate Crime Guide is shared • Increased number of safeguarding referrals such as Prevent • Increased reporting of graffiti/stickering to KCC Prevent Team • Repeat data monitored 	Ongoing	Chair of the Hate Crime Forum
7.5	<p>Improving Practices: Support delivery of the Hateful Extremism CPD event.</p>	<ul style="list-style-type: none"> • Support the Kent & Medway Prevent Team and Kent Police to share information with partners about the next CPD learning event (continuous professional development) 	<ul style="list-style-type: none"> • Event delivered and no. of people attending (virtually / in-person) • Feedback from attendees • Learning shared with partners 	March 2023	Kent & Medway Prevent & Channel Strategic Manager

Priority: **Violence Against Women & Girls**

Lead: **Chief Superintendent (Violence Against Women & Girls), Kent Police**

Aim: **Raise awareness of Violence Against Women and Girls and work in partnership to address the issue**

No.	Objective / Planned Outcomes	Actions	Measure	Timescale	Lead Agency
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DRAFT Kent Community Safety Agreement (CSA) Action Plan – 2022/23

8.1*	Raise Awareness: Raise awareness of the national Tackling Violence Against Women and Girls (VAWG) Strategy and consider adopting the Kent Police VAWG action plan	<ul style="list-style-type: none"> • Ensure all partners are aware of the Government's VAWG strategy and key activities in particular relating to Safer Public Spaces • Share the Kent Police VAWG action plan with partners and consider adopting as the multi-agency delivery plan 	<ul style="list-style-type: none"> • CSP Partners are aware of the Strategy and have considered VAWG as part of their CS Plan or associated action plan 	March 2023	Kent Police
8.2 Page 17	Understanding the problem: Develop a comprehensive understanding of communities, including hotspots and concerns at a local level across the County	<ul style="list-style-type: none"> • Promote the use of the StreetSafe online tool with district partners to encourage reporting of unsafe locations to help Police and Local Authorities understand communities needs and concerns • Use My Community Voice (MCV) to undertake survey work • Undertake VAWG walk and talks with residents to understand concerns at a local level and work with partners to implement changes • Encourage the use of Local Authority Environment Audits 	<ul style="list-style-type: none"> • Monitor MCV sign-up • Monitor the use of problem profiles by CSPs to address local VAWG issues • Share best practice from the above with front line practitioners • Report back on activities 	March 2023	Kent Police
8.3	Improving Practices: Research best practice relating to VAWG	<ul style="list-style-type: none"> • Undertake research in relation to best practice around VAWG across the country and share with partners to improve local responses 	<ul style="list-style-type: none"> • Best practice is identified and shared with partners 	March 2023	Kent Community Safety Team (KCST)
8.4*	Improving Practices: Support delivery of the 'Best Bar None' accreditation scheme	<p>Crime Reduction Grant Funding ('22/23) – To be confirmed</p> <ul style="list-style-type: none"> • Distribution and dissemination of promotional material to community safety colleagues across the County, for use in promoting the accreditation scheme in their local area. 	<ul style="list-style-type: none"> • Promotional materials shared with partners • No. of areas / venues involved in the accreditation scheme 	March 2023	Kent Community Safety Team (KCST) - <i>(project liaison)</i>

Priority: Multiple

No.	Objective / Planned	Actions	Measure	Timescale	Lead Agency /
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DRAFT Kent Community Safety Agreement (CSA) Action Plan – 2022/23

	Outcomes				Officer
9.1	Understanding the problem: Work in partnership to share data and information to support the annual Strategic Assessment Process.	<ul style="list-style-type: none"> • Sourcing and uploading of partnership data to the Safer Communities Portal to help inform strategic assessments. 	<ul style="list-style-type: none"> • No. of partners providing data 	December 2022	Kent Community Safety Team (KCST)
		<ul style="list-style-type: none"> • Deliver a virtual workshop (if required) to give partners the opportunity to present and explain their data and the impact on community safety to district/borough colleagues for their local assessments. 	<ul style="list-style-type: none"> • Number of attendees • Number of districts and partners represented 	January 2023	
		<ul style="list-style-type: none"> • Explore the options to secure analytical support for a county Community Safety Strategic Assessment and utilise their analytical skills to identify measures to support performance monitoring of the CSA action plan 	<ul style="list-style-type: none"> • Analyst secured • County Strategic Assessment delivered • Performance monitoring implemented 	March 2023	
Page 18 9.2*	Partnership Working: Scope the potential need to deliver a virtual community safety partnership event in 2022/23	<p><i>Crime Reduction Grant Funding ('22/23) – To be confirmed</i></p> <ul style="list-style-type: none"> • Work in partnership to determine if there is an identified need to deliver an event for partners on a specific topic/theme. • Develop and deliver a hybrid event if required (virtual and in-person) 	<ul style="list-style-type: none"> • No. of people engaged • Feedback from attendees 	March 2023	Kent Community Safety Team (KCST) - <i>(project liaison)</i>
9.3*	Raise Awareness: Provision of literature / promotional materials to support the priorities set out in the Kent Community Safety Agreement	<p><i>Crime Reduction Grant Funding ('22/23) – To be confirmed</i></p> <ul style="list-style-type: none"> • Support partnership activities in relation to campaigns / awareness events, etc. (subject to need) through the provision of promotional materials to facilitate engagement and awareness raising • Distribution and dissemination of promotional material funded by CRG for use across the County. 	<ul style="list-style-type: none"> • Campaigns / events supported • Feedback from partners in relation to the benefits and outcomes 	March 2023	Kent Community Safety Team (KCST) - <i>(project liaison)</i>

By: Shafick Peerbux - Head of Community Safety, KCC
To: Kent Community Safety Partnership (KCSP) – 14th July 2022
Classification: For Information
Subject: Kent Community Safety Partnership Working Group Update

Summary This report provides an update on the key activities and projects being managed on behalf of the Kent Community Safety Partnership by the Working Group.

1.0 Background / Introduction

- 1.1 The Crime and Disorder Act 1998 gave statutory responsibility to local authorities, the police and key partners to reduce crime and disorder in their communities. Under this legislation the responsible authorities were required to form multi-agency 'Crime and Disorder Reduction Partnerships' to undertake this activity. Subsequent revisions introduced additional responsibilities to tackle anti-social behaviour, substance misuse and reduce reoffending, and the partnerships were renamed Community Safety Partnerships (CSPs).
- 1.2 The Kent Community Safety Partnership (KCSP) operates at a County level, with the overarching purpose to manage the Kent Community Safety Agreement (CSA) on behalf of the responsible authorities in Kent and to deliver safer and stronger communities. The KCSP is supported by a multi-agency working group which has a particular remit to prepare and monitor the Community Safety Agreement, including the action plan and performance reports, as well as managing the Kent Community Safety fund on behalf of the governing group.

2.0 KCSP Funding – Crime Reduction Grant 2022/23

- 2.1 The Kent Police and Crime Commissioner (PCC) confirmed in March 2022 that the Kent Community Safety Partnership will retain its current level of funding for 2022/23 of £39,661. However, a third of the funding (£13,220) has been automatically allocated to a tactical pot.
- 2.2 The grant will be used to fund projects throughout Kent, focussing on the priorities identified in the Community Safety Agreement and the PCC's Making Kent Safer plan. Similar funding has also been provided by the PCC to all Community Safety Partnerships across Kent and Medway to help deliver projects in support of local priorities.
- 2.3 In late April 2022 the KCSP Working Group reviewed a range of projects suggested by partners as possible options to receive funding in 2022/23. A total of five

recommended projects were sent to the Chair of the KCSP for endorsement prior to submission to the PCC at the beginning of May for consideration and final approval.

2.4 The five projects that have been submitted to the PCC for consideration are:

Projects 2022/23	Allocation
<p>Best Bar None</p> <ul style="list-style-type: none"> • <i>Best Bar None is an accreditation scheme which fits in with a number of ongoing force objectives - drink spiking, violence in the night-time economy, VAWG.</i> • <i>This project is for the purchase of 400 stickers, to be placed in the windows of licenced premises that have been assessed by Best Bar None.</i> 	£622.50
<p>Bystander Approach Training</p> <ul style="list-style-type: none"> • <i>This proposal is for the KCSP and the VRU to collaborate to train 25 staff as trainers in the Bystander Approach.</i> • <i>The CSP funding will form 20% of the cost. The VRU will meet the remaining costs of the training (£20,000).</i> • <i>The project will train 25 trainers who will receive 3 days of training.</i> 	£5,000
<p>Community Safety Conference</p> <ul style="list-style-type: none"> • <i>The KCSP has delivered a Community Safety Conference for many years.</i> • <i>The topic will be decided at a later date and determined based on an identified need.</i> • <i>Match funding for ancillary costs (refreshments) will be sought from partners.</i> 	£5,980
<p>Trauma Awareness Project</p> <ul style="list-style-type: none"> • <i>The programme aims to enable young people and identified younger adults to increase awareness of the power of feeling strong emotion(s) and how to establish an internal 'sense check' and emotional repertoire.</i> • <i>The programme is already up and running, and following the initial pilot with 12-25 young people, learning material has been developed and is being rolled out to facilitators in Kent and Medway.</i> • <i>The funding will pay for a further 6 months of the trained professional already in the role, further development of training material and the roll out of trauma programme to a nominated group of young people.</i> 	£13,000
<p>Promotional Materials for Awareness Weeks</p> <ul style="list-style-type: none"> • <i>The production of literature around mental health, ASB, loneliness, cuckooing etc. in the form of posters, leaflets etc.</i> • <i>These could be produced to coincide with awareness weeks.</i> 	£1,837.50
Total Allocated Funding	£26,440

3.0 KCSP Funding – Crime Reduction Grant 2021/22

3.1 The Kent Police and Crime Commissioner (PCC) granted the Kent Community Safety Partnership (KCSP) £39,661 from the Crime Reduction Grant for 2021/22. A third of the funding (£13,220) was automatically allocated to a tactical pot, which could not be accessed until all projects funded by the Crime Reduction Grants in

previous years had been completed. Following discussions with the Office of the Police and Crime Commissioner (OPCC), agreement was secured at the end of January 2022 to access the tactical pot funding. Unfortunately, the OPCC notified all CSPs on Friday 25th February that access to the Tactical Pot was closed with immediate effect, and so the KCSP were unable to spend the remaining funding.

3.2 From the upfront allocated spending, the KCSP Working Group reviewed a range of projects and the following were approved, which have all now been delivered:

Project	Cost
Dummy CCTV Cameras <ul style="list-style-type: none"> • 200 cameras were purchased • Cameras were offered to doorstep crime victims first and foremost, but also to victims of scams and ASB. • The remaining cameras will be allocated where required to victims of doorstep crime or anyone else in need. 	£750
‘Spot the Signs’ Social Media Campaign Key results from the campaign: <ul style="list-style-type: none"> • 190,000 views on Facebook • 10,000 views on YouTube 	£1,200
Mental Health Crisis Support Cards <ul style="list-style-type: none"> • 20,000 copies were printed. • Copies have been distributed to community safety colleagues across Kent (and Medway) with more being distributed in the coming weeks. 	£831.60
OSARA train the trainer <ul style="list-style-type: none"> • The course took place in April 2021 with a total of 14 delegates from various organisations • Since then, OSARA learning has been cascaded to staff within KFRS, Kent Police and others such as the licensing group. • This training will continue to be delivered. • The KCST has put together a presentation and OSARA template guide 	£5,700
Business Crime Reduction Partnerships (BCRPs) <ul style="list-style-type: none"> • The funding has eased financial pressures thus allowing BCRPs to continue during an unprecedented period. • Grants were used to temporarily cover routine expenses such as the purchase of replacement radio batteries, replacement radios and training expenses. 	£11,095
NVR (Non-Violent Resistance) Foundation Level training <ul style="list-style-type: none"> • One of the Kent and Medway Channel Coordinators completed the NVR training during 2021/22. This is a valuable skill and has been used in case management of Channel cases. • Additionally, the trained officer has provided a full briefing to the Prevent team on the principles of NVR and this enabled other staff to understand and implement in their operational delivery. 	£395
ASB Tools & Powers Continual Professional Development for Partnerships <ul style="list-style-type: none"> • Training courses took place during February 2022, with 55 people attending 	£2,970
Total Spend	£22,941.60

3.3 The cost of three of the projects were reduced: the NVR Foundation Level Training changed providers, and the Business Crime Reduction Partnerships and the ASB Professional Development cost less than anticipated. Due to this, and the money withheld in the tactical pot, there was a total underspend of £16,719.40, which has been returned to the PCC.

4.0 Kent Community Safety Team (KCST)

- 4.1 The office premises where the KCST has been co-located since September 2015 is required by Kent Fire and Rescue Service for operational purposes, and as such the multi-agency team have moved out and the office has been decommissioned with partner IT, office equipment and files being relocated to each of the partner agencies office bases. KCC Community Safety will use Invicta House as an office base going forward, alongside working from home. The KCST will continue to work together in a hybrid way - the actual multi-agency working arrangements are currently being trialled, with the aim to physically come together on a monthly basis (at a minimum) to facilitate joint working.
- 4.2 The KCST delivered a Community Safety Information Session (CSIS) on 17th May 2022 via Microsoft Teams. The CSIS consisted of presentations on the Ashford Streetwise App, Amparo Suicide Bereavement Service, an ASB app, the Counter Terrorism Local Profile, police updates on upcoming events, such as the World Cup and the Jubilee, and KCST Updates.
- 4.3 The next Community Safety Information Sessions are scheduled for 14th September and 1st December. If anyone has any suggestions of speakers/topics that would be relevant for the information session, or if you would like to attend, please contact the KCST: kentcommunitysafetyteam@kent.gov.uk.
- 4.4 The KCST, on behalf of the KCSP, are in the process of delivering DHR webinars. So far this year, two webinars on the theme of Domestic Abuse and Children and Young People have been delivered. The seminar shared the learning from a recent case and provided an opportunity to hear from some of the key agencies who have contributed to the review. Feedback from the webinars has been very positive.
- 4.5 Further events are being developed for later in the year on different themes; DA and suicide (15th July 2022); DHRs and Safeguarding Adults Reviews (SARs) involving Carers; and DHRs focusing on harmful practices and cultural competence. The DHRs and SARs involving carers event is being jointly developed with the Kent and Medway Safeguarding Adults Board's SAR manager.
- 4.6 As part of the KCST's role in sharing good practice and facilitating joint working, the team produces and circulates monthly E-Bulletins with the latest community safety updates and any relevant news, publications and legislation. The most recent bulletin included updates and information on a recently published Domestic Homicide Review, the Police and Crime Commissioner review, Information Sharing, Multi-agency Guidance to Cuckooing, the new offence of non-fatal strangulation and suffocation, and much more.

4.7 The KCSP Working Group would like to encourage partners to contact the KCST if they have any suggested updates for the bulletins, or any other suggestions for funding opportunities, training and/or collaborative working. In addition, if you would like to be added to the distribution list for the bulletins, please email the KCST: kentcommunitysafetyteam@kent.gov.uk

5.0 Recommendations

5.1 The KCSP is asked to note the progress and actions undertaken by the Working Group and the work of the KCST.

For Further Information:

Shafick Peerbux
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By: Shafick Peerbux - Head of Community Safety, KCC

To: Kent Community Safety Partnership – 14th July 2022

Classification: For Decision

Subject: KCSP Terms of Reference Update 2022

Summary: This paper details the annual review of the Terms of Reference for the KCSP and its subgroups.

1.0 Background

- 1.1 The Crime and Disorder (Formulation and Implementation of Strategy) Regulations 2007 introduced a number of revisions to the Crime and Disorder Act 1998 including the establishment of a County Strategy Group, known in Kent as the Kent Community Safety Partnership (KCSP). These regulations set out the remit for the group, meeting frequency, governance arrangements and included a detailed list of required members.
- 1.2 Amendments to these regulations came in 2010 and 2011 which removed some of the bureaucracy. As a result, the remaining requirements for the KCSP as set out in the regulations are:
- There shall be a County Strategy Group whose function shall be to prepare a community safety agreement based on the strategic assessments of local strategy groups (CSPs) for the county area.
 - The County Strategy Group shall consist of two or more persons appointed by one or more of the responsible authorities in the county area. The County Strategy Group may also be attended by persons who represent co-operating and participating persons/bodies and other partners that the Group invites.

2.0 KCSP Terms of Reference

- 2.1 The KCSP terms of reference (ToR) were last updated and approved by the Partnership in July 2021. Since that time, there have been no legislative changes that would impact the governance arrangements for the Partnership.
- 2.2 The ToR for the KCSP remain largely unchanged (see Appendix A) aside from the Membership section due to the NHS Kent and Medway (Integrated Care Board) taking on the responsibilities of the Kent and Medway Clinical Commissioning Group (CCG) from 1st July 2022.
- 2.3 The co-operating and participating persons and bodies list within the Membership section has also been extended to those who are involved and have a cooperative interest in the delivery of the Community Safety Agreement outcomes to include, Safer Roads for Kent Partnership, Violence Reduction Unit (VRU), Kent Substance Misuse Alliance and the Kent and Medway Suicide Prevention Steering Group.

- 2.4 There was a mention of Kent County Councils 'Vision for Kent' strategy contributing to the 'Overarching Purpose', which has been removed as it has been superseded by another strategy but also to reflect that the KCSP is a partnership. It would render the ToRs dated too quickly if all partnership strategies that support the purpose of the KCSP were listed within this section.

3.0 KCSP Subgroups Terms of Reference

- 3.1 The KCSP has two subgroups which it is responsible for overseeing. The KCSP Working Group and Domestic Homicide Review (DHR) Steering Group, both have their own ToRs. The annual review of the subgroups ToRs has been aligned with that of the KCSP and as such members of these subgroups have also recently reviewed their respective ToRs.
- 3.2 There have been no legislative changes, or any further guidance received from the Home Office since the December 2016 changes to the statutory DHR guidance that would impact on either of the two subgroups.
- 3.3 The KCSP Working Group members recently reviewed their ToR (see Appendix B) and the majority of changes were in relation to the Membership section consistent with the KCSP ToRs above and also a slight change to the 'Responsibilities' section to include Safeguarding Boards/Partnerships within the 'liaise and coordinate with other statutory bodies'.
- 3.4 The DHR Steering Group members recently reviewed their ToR (see Appendix C) and there was one change within the 'Responsibilities' section to the 'ensure that lessons learned from DHRs are cascaded to agencies across Kent and Medway' to expand to be more specific and now includes 'Domestic and Sexual Abuse Executive Group, MARAC Steering Group, Domestic Abuse Commissioning teams and agencies across Kent and Medway'. The Membership section has not been updated as this is stated in Section 9 of the Domestic Violence Crime and Victims Act (2004) and the associated Home Office Domestic Homicide Review (DHR) statutory guidance issued by the Home Office in 2016. It is understood that the Home Office will be reviewing the DHR guidance in due course and the ToRs will be updated accordingly thereafter.

4.0 Recommendations

- 4.1 The KCSP members are asked to agree the Terms of Reference for the Kent Community Safety Partnership, subject to any changes (i.e. membership) proposed by the Partnership and approve the Terms of Reference for the KCSPs two subgroups (KCSP Working Group and the DHR Steering Groups).
- 4.2 All KCSP member organisations shown in the Terms of Reference should ensure that they are signed up to the latest version of the Kent and Medway Information Sharing Agreement.

- 4.3 The KCSP members are asked to note that the Terms of Reference for the KCSP and its subgroups will be reviewed annually and included as an agenda item at least once a year.

Attachments:

Appendix A – Kent Community Safety Partnership ToR

Appendix B – Kent Community Safety Partnership Working Group ToR

Appendix C – Domestic Homicide Review Steering Group ToR

For Further Information:

Honey-Leigh Topley

Community Safety Officer, Kent Community Safety Team

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TERMS OF REFERENCE

1. TITLE

For the purposes of the Crime and Disorder (Formulation and Implementation of Strategy) Regulations 2007, the Kent Community Safety Partnership (KCSP) will serve as the 'County Strategy Group'.

2. OVERARCHING PURPOSE

The KCSP is responsible for addressing community safety issues through coordinating the work of countywide 'responsible authorities' and other partner agencies to tackle identified priorities and deliver safer and stronger communities.

3. RESPONSIBILITIES

- To prepare a County Community Safety Agreement annually based upon an aggregation of the local Community Safety Partnerships strategic assessments and other information sources as appropriate,
- To address community safety issues through joint working, recognising the importance that stronger communities can have to delivering safer communities,
- To provide guidance on major cross agency projects and management information support systems,
- The co-ordination of community safety activity to achieve county wide priorities as set out in the Kent Community Safety Agreement and the countywide ambitions,
- To performance manage the community safety agreement and the associated action plan on behalf of the responsible authorities for Kent,
- To attract resources from appropriate funding streams including the Police and Crime Commissioner's Crime Reduction Grant and have robust financial arrangements in place to support the management of these funds.
- To fulfil the statutory requirements as set out in Section 9 of the Domestic Violence, Crime and Victims Act (2004) regarding the initiation and undertaking of Domestic Homicide Reviews on behalf of all Community Safety Partnerships (CSPs) in Kent and Medway.

4. MEMBERSHIP

The KCSP shall consist of a core membership of representatives appointed by one or more of the 'responsible authorities' in the county area, namely:

- Kent County Council (KCC)
- Kent Police
- Office of the Police and Crime Commissioner (OPCC)
- Local Authorities (District / Borough Councils) - *currently collectively represented by a nominated Chief Executive*
- Kent Fire and Rescue Service (KFRS)
- NHS Kent and Medway
- Probation Service

Additionally, the chairs of the local CSPs shall be extended an open invite to attend the KCSP meeting.

The KCSP may also be attended by persons who represent co-operating and participating persons and bodies for the areas in the county area and such other persons as the county KCSP invites.

These can include a representative from:

- Kent Association of Local Councils (KALC)
- Medway Community Safety Partnership.
- Kent Housing Group
- Kent and Medway Prevent Duty Delivery Board
- Kent and Medway Joint Exploitation Group
- Kent and Medway Safeguarding Adults Board (KMSAB)
- Kent Safeguarding Children's Multiagency Partnership (KSCMP)
- Kent and Medway Domestic and Sexual Abuse Executive Group
- Kent Criminal Justice Board (KCJB)
- Health and Wellbeing Board
- Safer Roads for Kent Partnership
- Violence Reduction Unit (VRU)
- Kent Substance Misuse Alliance
- Kent and Medway Suicide Prevention Steering Group

5. ROLES AND RESPONSIBILITIES OF MEMBERS

All representatives attending KCSP meetings must have sufficient seniority within their own organisations to be able to make decisions, implement change and where appropriate commit resources on behalf of the body or group which they represent. Substitute members are assumed to have that capability delegated to them.

All members of the KCSP should be able to commit to regular attendance and represent their organisation effectively.

All members of the KCSP have the responsibility for sharing relevant information and/or feedback from the partnership to their respective agencies, collective group and/or any authorities/bodies they have been nominated to represent i.e. Kent Association of Local Councils, District/Borough councils.

The KCC Scrutiny Committee meets annually as the Crime and Disorder Committee to review or scrutinise decisions made, or other action taken by the responsible authorities with regards to their crime and disorder functions; with adequate notice, KCSP members may be required to provide information and/or make themselves available to attend the meeting to answer questions on the work of the KCSP in the appropriate area.

The Police and Crime Commissioner may also require representatives of the responsible authorities for any area that lies within the police area to attend a meeting for the purpose of assisting in the formulation and implementation of any strategy (or strategies) that relate to any part of the police area.

6. CHAIRPERSON

The Chair will be the Cabinet Member with responsibility for Community Safety for the County Council as the lead authority.

The Vice Chair will be elected from amongst the other KCSP members.

A Chair/Vice Chair may only be removed from office if more than 50% of the responsible authorities so decide by way of a vote at a meeting of the KCSP.

7. MEETINGS

The KCSP shall meet three times per year or at such other intervals as it shall decide with the meeting cycle being agreed annually.

The Chair of the KCSP will agree the agenda prior to the meetings and this should reflect the terms of reference and provide opportunity for discussion of any other business.

KCSP papers will be circulated at least five working days prior to meetings to allow sufficient time for partners to prepare and will include the previous board minutes, agenda and relevant paperwork.

A meeting will be regarded as quorate if no less than 4 of the responsible authorities are represented.

Attendance by non-members is at the invitation of the Chair.

8. DECISION-MAKING

The KCSP will use its best endeavours at all times to make decisions by consensus.

Decisions will be recorded in the minutes, with actions being reviewed at subsequent meetings.

9. SUB GROUPS

The KCSP can establish subgroups as necessary. The KCSP will oversee the work of the subgroups and have ability to scrutinise actions and outcomes.

The current subgroups of the KCSP are:

- KCSP Working Group who supports the work of the KCSP, in particular by managing the PCCs Crime Reduction Grant allocated to the KCSP and any other available funding streams; and preparing and monitoring of the Kent Community Safety Agreement.
- DHR Steering Group ensures that the requirements of Section 9 of the Domestic Violence Crime and Victims Act (2004) with regards to the initiation, undertaking and monitoring of actions from DHRs is fulfilled on behalf of all CSPs in Kent and Medway.

9. COMMUNICATION

All KCSP member organisations are required to be signed up to the Kent and Medway Information Sharing Agreement and abide by its principles.

Official-Sensitive paperwork will be circulated to the KCSP members via a secure method and it is the responsibility of the KCSP members to ensure that they have appropriate information security measures in place (in accordance with the Data Protection and Information Governance), including:

- Data protection policies and management processes.
- Retention, archive, storage and disposal policies and processes.
- Incident reporting procedures.
- Controls to minimise the risk of loss or breach.

KENT COMMUNITY SAFETY PARTNERSHIP WORKING GROUP

TERMS OF REFERENCE

1. TITLE

The group will be known as the Kent Community Safety Partnership (KCSP) Working Group.

2. OVERARCHING PURPOSE

To support the work of the Kent Community Safety Partnership (KCSP), in particular by

- (i) Managing the Crime Reduction Grant (CRG) funding allocation from the Kent Police and Crime Commissioner on behalf of the KCSP.
- (ii) Preparing and monitoring the Kent Community Safety Agreement and managing the review process.

3. RESPONSIBILITIES

On behalf of the Kent Community Safety Partnership (KCSP) to:

- Develop and produce the County Community Safety Agreement (CSA) on behalf of the KCSP based on the annual strategic assessments and to include the undertaking of an annual review and refresh (if required).
- Develop and performance manage the CSA Action Plan to coordinate community safety activity and monitor the performance measures that are in place; ensuring that remedial action is taken regarding areas of concern and that any exceptions are raised with the KCSP.
- Maximise co-ordination and co-operation at an operational level between partners with the aim of tackling the community safety issues identified within the County Community Safety Agreement
- Facilitate delivery of Community Safety conferences / seminars / events on behalf of the KCSP subject to an identified need.
- Provide support, guidance and sharing of information to ensure delivery of the annual Strategic Assessment process.
- Ensure robust financial monitoring and budget arrangements are in place to support and manage the available funding streams.
- Advise the KCSP on any emerging national, local or pan Kent issues, policies and priorities; with any appropriate recommendations for solutions and most effective use of available resources.
- Liaise and coordinate with other statutory bodies (e.g. Medway CSP, Safeguarding Boards/Partnerships, etc.) and external bodies (e.g. Home Office) to disseminate best practice and develop guidance.

Utilising the Kent Community Safety Team (KCST) as a central knowledge hub to support the Working Group and the Partnership to facilitate coordination, delivery and communications both with the public and partner agencies.

4. MEMBERSHIP

Membership shall consist of senior officer representatives appointed by the responsible authorities for the County area, namely:

- Kent Police
- Office of the Police & Crime Commissioner (OPCC)
- Kent Fire and Rescue Service (KFRS)
- KCC – Currently represented by officers from Community Safety, Public Health, Trading Standards, Highways, and Prevent & Channel.
- NHS Kent & Medway
- Probation Service
- Local District/Borough Authorities – Currently collectively represented by two nominated Community Safety Managers.

The KCSP Working Group may also be attended by persons who represent co-operating and participating person/bodies as required for example representatives of the Violence Reduction Unit (VRU), the Safeguarding Boards/Partnerships for Children and Adults, the Safer Roads for Kent Partnership, etc.

5. RESPONSIBILITY OF MEMBERS

All representatives must have sufficient seniority within their own organisations to be able to make decisions, implement change and where appropriate commit resources on behalf of the body or group which they represent. In the case of those that have been nominated to represent a collective group or number of authorities/bodies, it will be their responsibility to obtain approval from each of the individual authorities or bodies they represent. Substitute members are assumed to have that capability delegated to them.

All members should be able to commit to regular attendance and represent their organisation effectively. If members are unable to attend, they should nominate an appropriate substitute / named deputy to attend on their behalf.

All members have the responsibility for sharing relevant information and/or feedback to their respective agencies, collective group and/or any authorities/bodies they have been nominated to represent.

6. CHAIR PERSON

The Chair and Vice Chair are revised every two years and elected from amongst the members.

7. MEETINGS

The group will meet quarterly, or as required, ensuring that meetings take place prior to the KCSP to help inform the agenda for the KCSP meeting including any emerging issues or themes that need to be escalated.

A meeting will be regarded as quorate if no less than four of the responsible authorities are represented.

8. DECISION MAKING

The group will use its best endeavours at all times to make decisions by consensus.

Decisions will be recorded in the minutes, with actions being reviewed at subsequent meetings.

9. COMMUNICATION

All KCSP member organisations are required to be signed up to the Kent and Medway Information Sharing Agreement and abide by its principles.

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Kent and Medway Domestic Homicide Review Steering Group

Terms of Reference

PURPOSE

To ensure compliance and to meet the requirements of Section 9 of the Domestic Violence Crime and Victims Act (2004), with regards to the Domestic Homicide Review (DHR) statutory guidance issued by the Home Office in April 2011 and subsequently updated in December 2016.

All Community Safety Partnerships (CSPs) in Kent and Medway agreed to a joint DHR Protocol covering all community safety partnership areas to ensure a consistent approach is adopted across the county. As a result, the Kent Community Safety Partnership has lead responsibility for instigating the protocol on behalf of all CSPs in Kent and Medway should a domestic homicide occur.

This joint process which will be managed, commissioned and administered by the Kent Community Safety Team, on behalf of the Kent Community Safety Partnership, ensuring that the joint procedures are adhered to.

RESPONSIBILITIES

- To lead the development, monitoring and implementation of processes associated with DHRs across Kent and Medway.
- To maximise agency co-ordination and co-operation in implementing the Kent and Medway DHR protocol and procedures.
- To monitor and report on DHR progress, prevalence, performance and activity, including the quality assurance of action plans in relation to recommendations arising from active reviews, as well as overseeing their implementation upon completion.
- To advise the Kent and Medway Community Safety Partnerships on emerging issues, priorities, solutions and the most effective use of available resources.
- To ensure that lessons learned from DHRs are cascaded to the Domestic and Sexual Abuse Executive Group, MARAC Steering Group, DA Commissioning teams and agencies across Kent and Medway.
- To review and receive feedback on the quality of the work of the Independent Chairs, Review Panels and the effectiveness of the DHR protocols and procedures.

- To monitor the costs associated with DHRs, seeking to ensure best value in partnership funding spend, and report back to partners via the Kent Community Safety Partnership as appropriate.
- To monitor regional and national DHR developments and related learning.
- To collaborate with KMSAB and KSCMP to triangulate common themes and recommendations and to work on a system wide approach recommendations and learning.

MEMBERSHIP

Criteria for membership

Steering Group meetings are to be attended by; staff members that represent the organisations with a statutory duty to co-operate in DHRs (and/or Community Safety Partnerships if not listed below) as well as any other persons/agencies the Steering Group deem appropriate.

Agencies with a statutory duty to co-operate with DHRs as named in the 2016 updated Home Office DHR guidance are:

- Chief Officers of Police for Police areas in England and Wales;
- Local Authorities;
- Strategic Health Authorities established under [section 13 of the National Health Service Act 2006];
- Primary Care Trusts established under [section 18] of that Act;
- Providers of Probation Services;
- Local Health Boards established under [section 11 of the National Health Service (Wales) Act 2006];
- NHS trusts established under [section 25 of the National Health Service Act 2006 or section 18 of the National Health Service (Wales) Act 2006];

It is recognised that the above list does not take into consideration the subsequent reorganisation of the National Health Service and the unification of Probation providers – these agencies have been replaced in the membership list with the relevant new bodies.

It is also recognised that the Police and Crime Commissioner has a vital role to play in the DHR process and as such, a member of the Office for the Police and Crime Commissioner is also invited to Steering Group meetings.

A representative from the Kent Safeguarding Children Multi-Agency Partnership and Kent & Medway Safeguarding Adults Board are also invited to Steering Group meetings to facilitate the sharing of lessons learnt and good practice.

Member Responsibilities

Members should be able to:

- Effect policy and resourcing decisions on behalf of their organisation.
- Effect organisational change to address blockages, problems and barriers to ensure compliance with statutory requirements.
- Take responsibility in cascading information across their organisations/partnerships.
- Provide updates on DHR recommendations.
- Nominate substitutes to attend meetings and provide Action Plan updates.

MEETINGS

Frequency

- The Kent & Medway DHR Steering Group will meet at quarterly intervals during the year as a minimum to be able to provide appropriate feedback and adequate reassurance to the KCSP at their meetings.
- Members will undertake to attend all meetings of the Kent & Medway DHR Steering Group. Members should nominate an appropriate substitute to attend in their absence where possible.

Quorum

- A meeting will be regarded as quorate if 4 or more members of the group (representing different organisations) are present.

Chair

- The Kent Community Safety Partnership (who have accepted lead responsibility for implementing DHRs across Kent and Medway) have nominated the Head of Community Safety for Kent County Council to Chair the Steering Group, with the Vice Chair being nominated and appointed from the other Statutory members. The chair(s) will be reviewed every two years.

Decision-making

- The aim is to make recommendations and decisions by consensus to ensure that all legislative requirements are met.

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By: Emma Banks – Detective Chief Superintendent, Kent Police

To: Kent Community Safety Partnership (KCSP) – 14th July 2022

Classification: For Information

Subject: Kent Police Tackling Violence Against Women and Girls Strategy 2021 - 2024

Summary This report provides an update on the Kent Police Tackling Violence Against Women and Girls Strategy

1.0 Background / Introduction

- 1.1 The police service has come under much criticism in recent times following the sentencing of a serving police officer with the Metropolitan Police Service, for the murder of a young woman called Sarah Everard. This brutal and senseless act was carried out by someone whom the public were supposed to trust with their lives.
- 1.2 Kent Police instigated an immediate focus on how to maintain public trust and confidence following this tragic murder, and key to this has been listening and engaging with the public.

2.0 Tackling Violence Against Women and Girls Strategy 2021 - 2023

- 2.1 Tackling Violence Against Women and Girls (VAWG) is not a recent priority for Kent Police and has been an area of focus for many years. In 2017, the policing model changed and placed vulnerability at the heart of the service. Kent Police have continued to evolve and seek ways to improve and ensure the very best service is provided to the public.
- 2.2 This is reflected in Kent Polices Mission, Vision, Values and Priorities that provide the framework for everything Kent Police do and with this in mind have developed this overarching strategy which seeks to draw together the activity being undertaken across the Force.
- 2.3 The Tackling VAWG strategy (Appendix A) defines Kent Police's approach to tackling crime and behaviour that disproportionately affects Women and Girls and as part of this, Kent Police will introduce an action plan to track progress and demonstrate commitment to tackling Violence Against Women and Girls.
- 2.4 The Kent Police approach underpins the principles of the Government's Violence Against Women and Girls Strategy (published in September 2021) and is consistent with the National Policing Strategy and Delivery Framework, developed by the

National Police Chiefs' Council lead for Violence Against Women and Girls, DCC Maggie Blythe, which states:

“The term ‘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. While we use the term ‘violence against women and girls’, throughout this Strategy, this refers to all victims of any of these offences.”

- 2.5 Most importantly, the objectives have been shaped by the public, by collating feedback from community engagements that took place across Kent through October and November 2021.

3. Strategy Objectives

- 3.1 Whilst Kent Police are proud of our achievements, we recognise we can always do better and that is reflected in our plans. Our commitment is and has always been, that we will continue to work with our communities, to listen and shape our service to meet their needs. Kent Police seeks to improve our service by:
- Holding offenders to account for their actions ensuring that we effectively utilise the full range of preventative and protective measures in addition to seeking criminal justice outcomes.
 - Working with partners to create safe spaces for women and girls to live, work and socialise, improving feelings of safety.
 - Ensuring women and girls receive a quality service in line with our Mission Vision Values and Priorities by embedding the Victim Code and Witness Charter.
 - Raising standards of professional behaviour, addressing poor conduct of officers and staff and challenging attitudes that have no place in policing – conduct issues are managed by our Professional Standards Department, detailed in our Counter Corruption Strategy
 - Ensuring the effectiveness of our response by developing an evidence base on 'what works' and working in partnership to tackle the underlying causes that drive offences against women and girls
 - Supporting and delivering education programmes that address behaviours that feed negative attitudes. We will raise awareness of the experiences of women and girls and create an early intervention programme when young people are identified as presenting a risk.
 - Raising awareness throughout the organisation to ensure our attitudes and behaviours are in line with organisational expectations to enhance our culture and ensure that issues that affect women and girls are understood by all.
 - Deliver an effective communication strategy that encourages and maintains positive engagement internally and externally; keeping people informed of progress.

3.2 Kent Police will achieve this by focusing on five key areas as defined in the strategy:



4. Recommendations

4.1 The KCSP is asked to note the Kent Police Tackling Violence Against Women and Girls Strategy.

Attachments

Appendix A – Kent Police Tackling Violence Against Women and Girls Strategy 2021 - 2024

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Tackling Violence Against Women and Girls

2021-2024



**Kent
Police**

January 2022

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Foreword

The police service has come under much criticism in the past few months, following the sentencing of a serving police officer with the Metropolitan Police Service, for the murder of a young woman called Sarah Everard. This brutal and senseless act was carried out by someone whom the public were supposed to trust with their lives. His actions shamed us all as members of the policing family, and in my opinion, this is now a watershed moment for policing.

In Kent, we instigated an immediate focus on how we can maintain public trust and confidence in our communities, following this tragic murder, and key to this has been listening and engaging with the public as to how we can move forward.

First and foremost, I want to assure you that Tackling Violence Against Women and Girls is not a recent priority for Kent Police – it has been an area of focus for many years. In 2017, we changed our policing model, which placed vulnerability at the heart of our service. We have continued to evolve as we are always seeking to improve our approach to ensure we provide the very best service to the public.

This is reflected in our Mission, Vision, Values and Priorities that provide the framework for everything we do and is defined as:

- Delivering a first-class service
- Placing Victims and Witnesses at the Heart of all we do
- Doing the Right Thing

It is with this in mind, that we have developed this overarching strategy which seeks to draw together the activity being undertaken across the Force. We will introduce an action plan to track our progress, and to demonstrate our commitment to tackling Violence Against Women and Girls.

Our approach underpins the principles of the Government's Violence Against Women and Girls Strategy (published in September 2021) and is consistent with the National Policing Strategy and Delivery Framework, developed by the National Police Chiefs' Council lead for Violence Against Women and Girls, DCC Maggie Blythe, which states:

"The term '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. While we use the term 'violence against women and girls', throughout this Strategy, this refers to all victims of any of these offences."

Most importantly, our objectives have been shaped by the public, by collating feedback from community engagements that took place across Kent through October and November 2021.

Whilst we are proud of our achievements, we recognise we can always do better and that is reflected in our plans. Our commitment is and has always been, that we will continue to work with our communities, to listen and shape our service to meet their needs.

Chief Constable Alan Pughsley QPM

Introduction

The term 'violence against women and girls' covers a range of crimes, with the common theme that they disproportionately affect women and girls.

The most recent national statistics* show that 1 in 5 women are victims of sexual assault (or attempted assault) in their lifetime (5% of victims are men), over 27% of women had experienced domestic abuse since the age of 16 (14% of men), and 20% of women aged 16-74 had experienced stalking since the age of 16 (10% of men).

When we look at prevalence of the most serious and complex crimes the impact on Women and Girls increases.

The picture in Kent is similar, this is reflected in the table below – the data was collated between October 2020 and September 2021.

Kent statistics

	Female	Male
Domestic Abuse	73%	27%
Stalking	77%	23%
Honour Based Abuse	90%	9%*
Child Sexual Exploitation	78%	22%
Rape	89%	11%
Serious Sexual Offences	79%	20%*

* where figures don't total 100% sex has not been specified

“This strategy defines Kent Police’s approach to tackling crime and behaviour that disproportionately affects Women and Girls”

Chief Constable Alan Pughsley QPM

Whilst this strategy focusses on Violence Against Women and Girls, we acknowledge that many of the crime types cross all social and demographic boundaries, and the impact is often as harmful, and we do not seek to diminish the impact by not referencing the different characteristics.

Therefore, whilst this strategy seeks to address the prevalence of crime against women and girls the benefit of our approach will be felt by all.

Our objectives

We seek to improve our service by:

- Holding offenders to account for their actions ensuring that we effectively utilise the full range of preventative and protective measures in addition to seeking criminal justice outcomes
- Working with partners to create safe spaces for women and girls to live, work and socialise, improving feelings of safety.
- Ensuring women and girls receive a quality service in line with our Mission Vision Values and Priorities by embedding the Victim Code and Witness Charter.
- Raising standards of professional behaviour, addressing poor conduct of officers and staff and challenging attitudes that have no place in policing – conduct issues are managed by our Professional Standards Department, detailed in our Counter Corruption Strategy
- Ensuring the effectiveness of our response by developing an evidence base on 'what works' and working in partnership to tackle the underlying causes that drive offences against women and girls
- Supporting and delivering education programmes that address behaviours that feed negative attitudes. We will raise awareness of the experiences of women and girls and create an early intervention programme when young people are identified as presenting a risk.
- Raising awareness throughout the organisation to ensure our attitudes and behaviours are in line with organisational expectations to enhance our culture and ensure that issues that affect women and girls are understood by all.
- Deliver an effective communication strategy that encourages and maintains positive engagement internally and externally; keeping people informed of progress.

We will achieve this by focusing on **five key areas**:



Holding Offenders to Account

Criminal Justice, Offender Management, Training and Development



Support Victims

Service Provision, Practice Review, Engagement and Safeguarding



Keeping you Safe

Education, Early Intervention, Problem Solving and Crime Prevention



Our Culture

Educating, Encouraging, Empowering



Strengthening the System

Governance, Scrutiny, Technology and Partnerships

Holding Offenders to Account



1 We will work with partners to develop an effective offender management framework building on existing processes for community and prison-based offenders that is easy to access and clear for all agencies to use.

2 We will strengthen our Detective workforce at every rank to work towards our perfect profile, ensuring we have the right staff with the right skills relentlessly pursuing those that target Women and Girls.

3 We will work with commissioned services to ensure that appropriate offenders are educated and given the opportunity to amend their offending behaviour and use their experience to inform our practice to improve outcomes for victims.

4 We will work with a range of stakeholders to educate our investigative staff to improve risk identification and management, ensuring they maximise the latest investigative techniques, improve our case management and ensure the full range of protective measures are utilised to manage offender's behaviour to reduce the risk of further harm.

5 We will review our policies & procedures to ensure they are clear and fit for purpose, driving the right activity to improve our response to risk identification and management. This will include cyber enabled offences committed by offenders who seek to exploit women and girls online.

6 We will enhance our response by developing a new approach to investigating Domestic Abuse to provide a proactive capability that tackles the most chronic and persistent offenders through an Achilles heel approach.

Supporting Victims



1 We will work with the public, service providers and our partners to better understand the issues faced by Women and Girls, in different communities to provide a tailored response to victims and witnesses that empowers them and supports their individual needs. Regardless of whether they choose the Criminal Justice route or not.

2 We will work with victims and victim support services to understand issues affecting Women and Girls to improve our practice and invite scrutiny of our service through Independent Advisory Groups and Community Forums to ensure we improve access to our services and hear voices from communities who may not have a voice to enhance our response.

3 We will raise awareness internally and externally regarding the available protective measures and multi-agency arrangements that are in place to safeguard victims to build on the good practice developed around MARAC, MASIP and MATAAC* and to maximise the safeguarding opportunities these present.

4 We will develop our practice to ensure that there is a multi-agency focus on issues that affect women and girls. We will develop a shared understanding and cross partnership arrangements to reduce threat, risk, and harm. We will promote what is available through a single portal to ensure support is accessible to all.

5 We will continue to develop our investigative response by capturing the victims experience through satisfaction surveys and case reviews to ensure that those with responsibility for investigating cases, are skilled in trauma informed practice, thereby, securing the best evidence from victims and witnesses to increase the chance of successful outcomes.

6 We will continue to develop new and innovative ways of working to identify threats and address hidden harm in partnership with national and local stakeholders. This will include tackling cyber enabled crime to reduce the harm caused to victims targeted online.

*Multi-Agency Risk Assessment Committee, Multi-Agency Stalking Intervention Programme, Multi-Agency Tasking & Co-ordination Committee

Keeping You Safe



1 Partnerships Command Team will work with internal and external stakeholders to develop a comprehensive understanding of our communities to identify harm and ensure that preventative measures are tailored to support different community's needs. With a particular focus on Early Intervention to stop the escalation of risk.

2 Our Crime Prevention and Problem-Solving Task-force will be focussed on addressing persistent crime and anti-social behaviour that affects quality of life, by utilising the latest methods in line with the College of Policing 'What Works' programme. To make positive long-term improvements to strengthen our communities.

3 We will increase visibility in our community by ensuring we are in the right places at the right times to tackle violence against women and girls and work with partners to create safer spaces, with a particular focus on the night-time economy.

4 Our Community Safety Units (CSU) will work with local authorities to tackle issues raised by the public. Ranging from anti-social behaviour to serious crime in public spaces. The CSU work with a wide range of stakeholders to maximise the use of available powers to prioritise community safety and create safer spaces.

5 Our Schools Officers and Youth Engagement PCSOs will work closely with education providers and young people to; Give young women and children a voice, listen to their concerns and ideas, challenge unwanted behaviours. We will intervene early to prevent young people choosing a life of crime. We will act on feedback to increase safety and lessen the fear of violence.

6 We will engage our communities in different ways including through 'My Community Voice' a two-way engagement platform that will transform how we reach and engage different communities. This will improve access to our service and enable us to respond to our communities' concerns.



1 We will review our Diversity and Inclusion strategy and training delivery in line with national requirements to ensure that Violence Against Women and Girls and the culture that feeds inequality is addressed at every opportunity, at every rank and grade in the organisation.

2 We will create the right environment for cultural issues to be raised and addressed, ensuring that the individuals views are considered when making decisions on how to deliver services and tackle prejudice.

3 We will review and develop training products for all staff at all ranks and grades within the organisation to embed lessons learned from enquiries, grievances, complaints, reviews, and misconduct investigations & hearings to inform practice. We will raise awareness and enable leaders to confidently lead the conversation within their teams.

4 We will work with support groups and associations to promote unity of message and ensure they are confident in their role and have mechanisms in place to assess and address issues raised with them in line with cultural expectations.

5 We will survey our communities to seek and understand different views. We will work with a range of stakeholders to test our approach and measure our progress. We will share lessons and continue to enhance our culture and service.

6 We will continue to build confidence and empower our staff through promotion of initiatives such as White Ribbon and 'He for She' to raise awareness of issues that effect women and girls and empower our staff to identify and challenge behaviours that do not promote equality and inclusion.

Strengthening the System



1 We will strengthen our approach by introducing a force lead for Violence Against Women & Girls and develop a new performance framework to ensure we identify and respond to risk and to provide greater accountability in relation to Violence Against Women and Girls.

2 We will invest in our internal culture by raising awareness of issues that affect trust and confidence. Ensuring that officers and staff understand what is expected of them, so they become skilled in identifying and appropriately responding to issues that affect women and girls.

3 We will review our policing response to ensure we are structured to effectively respond to the issues highlighted within this strategy, thereby strengthening our response.

4 We will work with the public, partners and stakeholders to improve our practice by inviting scrutiny, inspections and seeking feedback to enhance our collective service. Being open and transparent about what worked well and areas for improvement.

5 We will work with industry leads to maximise the use of technology to support victims, improve our service and ensure that victims and witnesses receive a prompt and effective response, in line with national requirements set by the government, HMICFRS and College of Policing.

6 We will work with the Office of the Police and Crime Commissioner following the enquiry into Violence against Women and Girls, to capture the learning and work with stakeholders to build safer, stronger communities as a result.