



# FOREWORD





Violence, misogyny, and other forms of abuse towards women and girls sadly remain an unacceptable but everyday occurrence up and down the country.

The despicable murders of Sabina Nessa here in Royal Greenwich, and of Sarah Everard in March 2021, have amplified calls upon the UK Government and wider public institutions to do more to reverse this horrific trend.

We need to urgently tackle the outdated attitudes and grievous behaviour still displayed by many men toward women. The time this needed to stop has long since passed.

Women are repeatedly expected to change their behaviour to reduce personal risk, shifting responsibility away from the decisions and actions of men. Together, we need to stop asking "What clothes was she wearing?"; "Why was she walking alone at night?" and start asking, "Why do men attack women?"

Here at the Royal Borough of Greenwich, it is our statutory and moral responsibility to do everything we can to tackle gender-based violence. We know that our best efforts to date to improve women's safety, whether in the home, at school or elsewhere, have not been enough. We need to do more, not only as a Council but also with our community safety partners, be it the police, community groups, local businesses, or the voluntary sector.

In early 2021, the Council embarked on an intensive listening and engagement campaign with local people, both in person and virtually.

During the Autumn, we formally established a combined member and officer taskforce to reflect on what we were hearing, review our current approaches, and identify wherewe could make improvements. The taskforce has looked at four main themes.

#### These are:

- Prevention of and the response to domestic abuse
- Safety of women and girls in public places
- Education of young people, particularly men and boys, within educational settings
- Improving equality and accessibility for women and girls in terms of how the Council operates and how key services are delivered.

This document is the fruit of our efforts and outlines our plan for action. This includes measures recently or soon-to-be introduced, as well as those we will take forward as part of longer-term strategies.

In support of this work, we have already started to identify funding for projects over the coming months and years.

As the Chair of the Royal Borough of Greenwich's Women and Girls Safety Taskforce and the Cabinet Member for Community Safety and Enforcement, we commend this plan to you.

#### **Denise Scott McDonald**

Councillor Denise Scott-McDonald Chair of the Women and Girls Safety Taskforce

#### **Ann-Marie Cousins**

Councillor Ann-Marie Cousins
Cabinet Member for Community Safety and
Enforcement





"Love yourself more than anyone on this planet"
- Sabina Nessa

Sabina Nessa was murdered by a stranger in Kidbrooke in September 2021 while walking to meet a friend. Her sister, Jebina Islam, has co-founded the Sunflower Circle, named in Sabina's honour after her favourite flower.

The Sunflower Circle is a local women's community reference group which works with the Council to tackle violence against women and girls, and acts as an ongoing critical friend for the wider Safer Greenwich Partnership

"We should all unite together to put a stop to violence against women and girls. Because enough is enough. We need more unity, solidarity and love on this issue.

My biggest heart's desire is for Sabina's voice, and the voices of other families affected by violence against women and girls, to be heard. There needs to be change and actions taken.

How Sabina died in the hands of her perpetrator, no more families should go through what we went through with the trial and court."

Jebina Islam



# HOW WE CURRENTLY PROTECT WOMEN AND GIRLS

Tackling violence against women and girls (VAWG) remains a key priority for the Royal Borough of Greenwich and the wider Safer Greenwich Community Safety Partnership.

Our most recent VAWG strategy (2019-21) outlines our shared vision and the approaches that have been developed and adopted over recent times. This strategy is currently being refreshed and will be broadened to include 'women's safety', focusing on wider safety issues impacting women of all ages. This will include tackling misogyny and other forms of non-violent but unacceptable behaviour by men toward women.

Despite the impact of the COVID-19, the Council and its various community safety and safeguarding partnerships, have worked hard to maintain support for victims of gender-based violence. We have been jointly managing growing numbers of referrals for high-risk domestic abuses cases through the borough's Multi-Agency Risk Assessment Committee (MARAC), but also introducing a range of new initiatives with the support of external grant funding successfully applied for.

Some of these projects, alongside intensive public consultation undertaken in late 2021, are described below.

# DOMESTIC ABUSE HOUSING ALLIANCE (DAHA) ACCREDITATION

The Royal Borough of Greenwich was successful in achieving the DAHA accreditation in 2020/21. DAHA is seen as the best practice for local authorities' response to domestic abuse in terms of its housing service.

This accreditation ensures that all housing staff:

• respond with empathy to trauma-affected victims

- are aware of support services and referral pathways, including people from other areas
- support victims into refuges, emergency temporary accommodation and other house moves
- offer the Sanctuary Scheme (which provides victims with improved home security) so they can stay in their home
- are equipped to offer support to domestic abuse victims with complex needs, disabilities, black women and women of ethnic minorities, and marginalised communities
- offer Independent Domestic Violence Advisor (IDVA) support at the point of contact, who can provide advice and guidance of legal options and safety planning
- support victims in local refuges into independent living and permanent housing.

The Council's housing and tenancy staff have all received comprehensive domestic abuse training, including how to identify and respond to people with complex needs, and the wider issues surrounding violence against women and girls.

#### IRIS PROJECT

The Royal Borough of Greenwich, supported by the Her Centre, introduced the IRIS project locally just before lockdown in September 2020.

The IRIS project trains GPs and other doctor surgery staff in how to spot and respond to the victims and perpetrators of domestic abuse, including how and where people can get the help they need. They also have a crucial role in ensuring that victims are referred for specialist support and in preventing homicides.

Despite the challenges of the pandemic, a growing number of GP surgeries have been fully trained and more are signing up. The Council has already seen an increase in referrals from GPs, and feedback confirms significant improvements have been made in terms of staff understanding of domestic abuse.

# DOMESTIC ABUSE PERPETRATION

In early 2021, the Council secured repeat funding from the Home Office to launch a domestic abuse perpetrator project, to improve our response to high-risk domestic abuse with a focus on repeat offenders.

As well as closer monitoring and information sharing between partners including probation, the project offers an offender-focused therapeutic and counselling programme, which is being provided by the Mary Dolly Foundation.

#### SAFECORE

The Council developed SafeCORE to support children and families experiencing domestic abuse or family conflict who do not always need social care.

SafeCORE works with families for up to six months and focuses on engaging fathers and male partners while making sure the 'voice of the child' is always heard. The programme aims to address underlying issues for families and works to prevent future escalation of conflict.

#### Key elements of SafeCORE includes:

- · intensive, relationship-based interventions with families
- · compassion focused approach to service delivery
- · building sustainability and resilience with families.



# HOW WE HAVE DEVELOPED THIS PLAN

The Royal Borough of Greenwich started developing the new women and girls safety plan in early 2021. Following the murder of Sarah Everard, the Council held an online event as well as an initial survey to understand where and why women feel unsafe in the borough.

A formal women and girls safety taskforce was then established, overseeing development of new projects to tackle gender-based violence under four key themes. These were broadly focused on the areas of domestic abuse, public space safety, educating people, and equalities and equity.

The Council also continued to seek the views of the public, particularly local women and girls. To ensure resident views were at the heart of any plans, we embarked on a month-long public consultation process from mid-December 2021 to mid-lanuary 2022.

The consultation consisted of an online women and girls safety survey which focused on public spaces and locations of concern, and people's perceptions of women's public safety in the borough. This saw 1,463 contributions from residents.

Analysis of the initial survey results in mid-January revealed that further consultation was needed to engage our 'need to reach' communities whose voices often go unheard.

As a result, a comprehensive programme of in-person consultation was conducted with 22 groups and 729 people. This included various stakeholder groups, with a focus on under-represented and historically neglected voices.

A draft action plan for further consultation was published in March 2022, and all participants from the

previous survey were contacted and asked to comment. There was overwhelming support for the draft plan, with approximately 75% of participants agreeing with the proposals set out.

This document, our final version of our plan for action, is both inspired and informed by local women and girls, and with significant support of internal stakeholders and key partners, including the police.

In support of this plan, the Council also unanimously adopted a motion in March 2022 which outlined its commitments to tackle violence against women and girls on a cross-party basis going forward.

#### WHAT WE INTEND TO DO

This plan outlines the proposed range of actions we will commit to as a local authority and with our partners.

Many actions, because of public appetite and urgency, have already been completed or commenced.

Others will be delivered over time or need further consideration of feasibility.

This plan is a time defined pieced of work for the next 18 months, with the overarching aim to influence systemic change in how the Council supports women and girls. It may change over time. This approach hopefully reflects the views of the public in terms of early, decisive action, balanced with the need to embed more organisation and societal behaviour changes.

A comprehensive communications plan is being developed to support the plan, to ensure local women, girls and communities are aware of the work the Council is undertaking, and to maximise the positive impact being sought.

# HOW WE WILL ENSURE DELIVERY

As VAWG is already an agreed priority for the Safer Greenwich Partnership – our local Community Safety Partnership – annual updates will continue to be provided to the board alongside more regular monitoring. Updates to other key strategic boards, for example the Greenwich Adult Safeguarding Board and the Greenwich Safeguarding Children Partnership, will also be provided. We will also provide updates to local Royal Greenwich councillors and local people.

Project boards already in existence will oversee the delivery of actions. Some actions may similarly be referenced in relevant strategy documents currently in development or being refreshed, for example our new Violence Against Women & Girls Strategy. We will further review the plan by using the formal scrutiny process to make sure actions are delivered and to monitor the impact of our work. This will support the transparency and legitimacy of our approach to build community confidence, but may also help identify further opportunities for improvement.

A performance framework to accompany this action plan will be developed to help measure any change, hopefully positive, in how women and girls feel and are able to live their lives in the borough.



# OUR PLAN FOR ACTION

Our Plan for Action has been structured around five key themes:

# 1) ENFORCEMENT

Addressing offending through on-the-ground presence of police and council enforcement officers, rule setting and appropriate use of legislation

# 2) EDUCATION

Delivering positive behavioural change in our schools, workplaces and universities

# 3) ENGAGEMENT AND EMPOWERMENT

Raising public awareness around gender-based violence and improving community participation

# 4) ENGINEERING

Making places safer through physical improvements and targeting areas of concern

# 5) EQUALITIES AND EQUITY

Ensuring women and girls from all backgrounds are better able to access key Council and partnership services which are more tailored to their individual and intersectional collective needs. Equally, taking steps to maximise the standard and consistency of service delivery across all council departments.

To show our progress so far, we have included an update on each action to date below. We will continue to monitor our progress throughout the life cycle of this plan, with relevant delivery boards and owners asked to update regularly.



# ENFORCEMENT

#### Action:

Fund, for a minimum of 18 months, two additional uniformed Community Safety Enforcement Officers within our Safer Spaces team, to increase visibility and reassurance in the community, and undertake problem-solving activity in priority areas of concern.

## Comment:

Officers were selected and in post in June 2022.

# Progress update:

Two Community Safety Enforcement Officers on 18-month full-time contracts joined the Council in June 2022. They work on estates and public spaces where we know there are higher levels of gender-based violence and anti-social behaviour. They are also White Ribbon Ambassadors and receive regular active bystander training, taking a trauma-informed approach to ensure they are spotting the signs of modern slavery and domestic abuse.

#### Action:

Use Public Space Protection Order (PSPO) legislation and supporting signs to enforce against unacceptable behaviour towards women and girls.

#### Comment:

We are currently reviewing whether existing PSPOs in Royal Greenwich may enable enforcement or whether variations of these orders are needed. This is a statutory process, and any changes would be subject to consultation.

We are also considering whether the introduction of signs may assist in 'rule setting' and provide some positive behavioural change amongst men, if enforcement powers are limited or unavailable.

## Progress update:

The task and finish group for the Women's Safety Plan have met to explore the legal variations to PSPOs which could be used in areas of concern, as well as signs and a physical communications campaign to deter anti-social behaviour and violence against women and girls.

Community Safety Enforcement Officers are being trained in conflict resolution based on potential domestic abuse scenarios, so we work in a trauma-informed way and officers know how to best signpost victims to services.

Signs and public behaviour change messaging is currently being designed, using best practice from local partners and neighbouring boroughs, to make sure messages are aligned and consistent across Royal Greenwich.

#### Action:

Launch a new 'Beat Stop' initiative in conjunction with local businesses. Beat Stop will keep local police officers 'on the beat' through local venues they can use while on duty.

#### Comment:

The 'Beat Stop' scheme will increase the number of business premises where local police officers can use facilities, including during the evening, to maximise their time patrolling on the street.

The scheme was launched in June 2022. It includes venues such as licensed premises and leisure centres, where even a small additional police presence may help generate greater levels of reassurance for women and girls, as well as promoting more positive behaviour from men and boys.

# Progress update:

As of June 2022, there are 47 venues signed up to the pilot Beat Stop scheme. This will be reviewed by the MET Police and the Council in the latter part of 2022/ early 2023, to see how the scheme is running and to identify any changes or improvements that need to be made.

# EDUCATION

#### Action:

Commission Little Fish Theatre Company to deliver a series of plays in secondary schools, focusing on challenging misogyny and reducing violence towards women and girls.

#### Comment:

Little Fish are an existing commissioned service who deliver wider hate crime campaigns across Royal Greenwich.

Delivery of the plays commenced in March 2022.

# Progress update:

We have secured funding to further develop the programme, offering identified schools a more holistic programme of education. The programme will focus on young men and will explore toxic masculinity, sex and the law, consent in practice, pornography, and conflict resolution.

There are also other services that are commissioned to work pan-London, that are offering programmes related to sexual violence and harassment which we will explore. There is also the opportunity to develop Young Ambassadors through the organisation Believe UK.

We will be working with schools and colleges to potentially develop online educational materials on violence against women and girls.

#### Action:

Work with colleges and universities across the borough on engagement, education, and empowerment. Colleges will develop policies and deliver workshops to students which, in turn, will encourage public safety within their communities.

Explore the possibility of commissioning local schools/colleges to develop campaign materials which can support the tackling VAWG via social media or film.

Develop an online educational programme, designed by young people, that can be used in schools and colleges with a focus on public safety and youth culture.

#### Comment:

We are currently working with Greenwich University who have recently signed the Women's Night Safety Charter, and who are currently developing a policy in partnership with the Student Union.

# Progress update:

Greenwich University hosted a round table in partnership with local charity, Amour Destine, on the 26 May 2022. VAWG experts from across London discussed Women's Public Safety and the Council's action plan for Royal Greenwich. Findings from the workshops delivered on the day have fed into this plan and our VAWG strategy.

The university has also looked at changing processes on campus to safeguard students, especially at night. They are holding a range of activities and lectures and are in the process of developing a campaign to support this. Shooters Hill 6th Form College were part of our women's safety consultation. They are in the process of developing a programme for the college on the public safety of students and sexual harassment.

# ENGAGEMENT AND EMPOWERMENT

#### Action:

women's safety survey to identify areas and venues of concern, and to help shape delivery of this plan.

#### Comment:

This survey was launched in December 2021 to help inform aspects of this plan. Perceptions of

# Progress update:

A further consultation was completed in March 2022 after a call for evidence to re-consult part, and focus group discussions. Over 700

#### Action:

Re-publicise and continue to promote use of the police Street Safe App. Street Safe is a new online tool being piloted by the police to enable people, particularly women and girls, to report location made people feel unsafe.

#### Comment:

is planned to take place in March in-line with

looking at opportunities to address the issues

# Progress update:

specialists have visited and assessed sites across

We are also looking at more innovative use of

#### Action:

accreditation. We will ensure the Council has a strategic approach to ending male violence against women and girls by engaging with men and boys, changing cultures, and raising awareness.

#### Comment:

We have become White Ribbon accredited and among their friends, colleagues, and communities,

## Progress update:

We are currently working on a communication

#### Action:

Design, develop and launch a QR code which will be installed in various public spaces across the borough, which women and girls can scan to report harassment. It will also be used as a directory to provides useful information of how to get support and report crime.

The QR code can also be used to identify areas of

#### Comment:

The QR code is currently being designed and will be launched at the end of 2022. Promotion of

# Progress update:

the QR code information page has been collated. Communications and awareness material has been developed and will be launched at the end of 2022.

# ENGAGEMENT AND EMPOWERMENT

#### Action:

Establish an independent Women's Safety Reference Group to help shape the Council's response, and to act as an ongoing critical friend

#### Comment:

will consist of women and girls from the

# Progress update:

A Community Women's Safety Reference now been established. This group is led by the community organisation Amour Destine.

agreed. Women from community organisations

- to provide a forum for open discussion on matters affecting women and girl's public
- to identify community issues and priorities and help raise the profile of these priorities with the Council
- to jointly shape services and other decisions as appropriate for their local areas
- sought and heard
- an inclusive supportive feminist network to build a community where issues relating to and affecting women are seen, heard and change is created in partnership.

## Action:

Refresh and further roll-out our Women's Safety Charter, particularly across licensed premises London-wide night-time charter, ensuring any principles are also included within our broader local safety pledge.

#### Comment:

revised pledge.

# Progress update:

be provided to licensed premises as part of

# Action:

Roll-out a new and improved range of Town Watch and similar schemes across the borough and to local businesses.

#### Comment:

O2 2022/23.

# Progress update:

we are looking at commissioning the awardbasis using MOPAC provided funding. The SBN

# ENGINEERING

#### Action:

As part of the Council's CCTV modernisation programme already underway, we will explore opportunities to expand and/or further enhance monitoring of public spaces for the prevention and detection of VAWG.

## Comment:

The Council has provisionally committed approximately £3.7m to digitise, upgrade and maintain the former CCTV system over the next seven to nine years. Modernisation of the existing system has already commenced and should be completed within the next three years in terms of public spaces. The benefits will include much improved night-time coverage and the use of analytics to help with incident response and threat detection. In addition, the service is already looking at associated technology, for example audio messaging and detection to help the Council to better identify and challenge criminal and anti-social behaviour.

Additional funding, (through \$106 development monies for example), may help increase coverage in areas which have little to no cameras. Capacity is limited, and there are strict legal and privacy tests to be met where CCTV can be used for public surveillance.

The Council is also looking at limited opportunities to connect commercially owned CCTV with our main system to maximise coverage and improve the response to incidents in public spaces.

# Progress update:

The first phase of the modernisation of CCTV has now been completed, with over 100 priority cameras in public spaces replaced. The system has moved from analogue to digital, which has dramatically increased the quality of the evidence submitted to enforcement partners such as the police. This will have an enhanced positive impact on our ability to keep women and girls safe in the borough. There is now the ability in General Gordon Square for audio messaging to be deployed as a deterrent to anti-social behaviour via a loudspeaker.

Internal and external CCTV partnership stakeholder groups will contain rolling VAWG agenda items to ensure we remain aligned.

Digital Evidence Officers will undertake active remote bystander training to identify and be particularly aware of women and girls' safety issues in public spaces. This is scheduled for Q2/3 2022/23.

Further procurement of Wi-Fi enabled mobile cameras has been discussed and quotations have been sought. These are not an infinite resource and place extra demand on the CCTV control room, which is already responsible for monitoring over 800 cameras. Each additional camera will require an individual business case and exit strategy.

Plans are underway to implement a Community Camera Network with key stakeholders of CCTV within the borough. This includes partners such as Peabody, Charlton Athletic, Knight Dragon, and Berkely Homes. This would allow for linked up CCTV during incidents in public spaces – subject to information sharing agreements coordinated by the Council. Project resource has been committed to this for Q2/3.

#### Action:

Introduce a new, highly visible CCTVequipped enforcement vehicle to help increase monitoring of priority locations and support additional patrols.

#### Comment:

We anticipate the vehicle being procured and retrofitted by Q4 2022/23.

# Progress update:

The Council's Safer Spaces team has taken responsibility for the delivery of the vehicle, and quotes for retrofitting have been procured. Data Protection & Privacy Impact Assessment requirements are being addressed via internal programme boards. We anticipate this vehicle being ready for use by September 2022, subject to no delays. All CSET officers with existing CCTV experience will be trained in how to operate the equipment.

#### Action:

Explore opportunities to reprioritise and/or expand the Council's street lighting upgrade programme, making best use of consultation feedback and data obtained to inform decision-making.

#### Comment:

The Mayor of London's Energy Efficiency Fund ('MEEF') has provided funding to upgrade close to 20,000 streetlights to LED. As well as cost savings, light will be more evenly distributed, making streets feel safer.

Most of the street lighting within Royal Greenwich appears reasonably well aligned with the main crime and disorder hotspots of relevance. There may still be some limited opportunity to reprioritise the roll-out of upgraded lighting against the level of concern, but also add lighting in some areas where beneficial, feasible and additional funding exists.

# Progress update:

The Council's street lighting upgrade programme has commenced, currently there is no additional funding to expand the programme. Once the development of the QR code is completed, a QR code will be placed on every streetlight that is part of this programme across the borough.

Berkley Homes, L&Q, and Moat Housing have agreed to review the street lighting in areas that they are responsible for.

A review of parks and open spaces has been carried out in partnership with police officers from the South-East Designing out Crime Office to identify spaces where additional street lighting would be beneficial. Funding allocated to this project will be used to cover the cost of street lighting where applicable.

# EQUALITIES AND EQUITIES

## Action:

Focus on key actions to ensure that all our work in relation to the safety of women and girls is in-line with the Council's Equality Charter and contributes to promoting equality, valuing diversity, working inclusively, and upholding intersectional values across Royal Greenwich. The actions will fully aim to embed equality, diversity and inclusion into our systems, processes, policies, and a change in behaviour across all council departments.

## Comment:

We aim to conduct further consultation with those groups who are often under-represented, so that their needs and feedback are considered in the overall mobilisation of the plan.

# Progress update:

To complete an Equality Impact Assessment (EIA) for each element of the plan. Every action on the plan will take intersectional values, equality, and diversity into consideration. Key performance indicators in relation to this have been developed in partnership with the Women's Reference Group.

## Action:

Explore how council procurement and contract policies can better promote equality, diversity, inclusivity, and social value amongst our contractors and suppliers.

#### Comment:

As well as options to ensure all contractors/ suppliers have relevant equality policies, some businesses that already work with the Council have expressed interest in how they can support efforts to improve the safety of women and girls and promote wider community safety.

We also hope to engage with and encourage our contractors/suppliers to sign up to relevant ally schemes that we will be promoting.

# Progress update:

A task and finish group will review current policies and provide a template policy that can be used by all contractors, suppliers, and registered social landlords across Royal Greenwich. Training related to VAWG will be offered to all members and their teams, to encourage a holistic understanding of the issues women and girls encounter in public spaces.

# Action:

Undertake a deep-dive review of council casework relating to VAWG to improve service standards making sure they are inclusive to all, while providing a consistent approach across all council departments.

#### Comment:

VAWG, particularly domestic abuse experienced by women, can be reported to and managed by various areas of the Council. Although the Royal Borough of Greenwich continues to take steps to improve service standards, for example by achieving the Domestic Abuse Housing Alliance accreditation regarding housing management (described earlier), we will ensure the highest standards are being achieved across the whole council, and any opportunities to improve our response to cases reported are pursued as far as possible.

## Progress update:

A deep-dive review and consultation has commenced in conjunction with the development of the new VAWG strategy. The intention of the deep dive is to explore and complete a review of all VAWG services and case work related to victims, children, and perpetrators of domestic abuse and VAWG-related crime. By completing a comprehensive review, it will give us the opportunity to fill gaps identified in current service delivery and improve service standards across the Council.

# Action:

Explore whether there are any barriers to women's access to services and safety, and to investigate existing good practice/policies in place with current services. This will involve greater examination of available service-level data to understand women's experiences of accessing council services.

#### Comment:

The Council's Continuous Improvement Team will draft a summary report which looks at services by breaking down the data by protected characteristics (where possible). We will unpick the difference in women's experiences of accessing services, recognising that women are not a homogenous group, and using national data as a comparison. The report will be produced in late 2022 and may further inform priorities and identify areas for improvement in terms of both data capture and service delivery.

### Progress update:

To complete a comprehensive review by the end of 2022 and determine actions from identified learning. The review will be inclusive of data and re-occurring trends that explore barriers to women's access to services and safety within the Royal Borough of Greenwich.

# FIND HELP

In an emergency, always call 999.

# GREENWICH DOMESTIC VIOLENCE & ABUSE SERVICES

Get help if you are suffering from domestic abuse by calling our free helpline 020 8317 8273 or by emailing info\_gdva@h4w.co.uk.

gdva.org.uk

#### THE HER CENTRE

Get free support if you have experienced domestic abuse or sexual violence by contacting the HER Centre on 020 3260 7772 or by emailing info@hercentre.org

hercentre.org

# NATIONAL DOMESTIC ABUSE HELPLINE

Call the free 24-hour National Domestic Abuse Helpline on 0808 2000 247.

nationaldahelpline.org.uk







