

GREATER MANCHESTER POLICE, FIRE AND CRIME PANEL

DATE: Monday, 24th July, 2023

TIME: 2.30pm

VENUE: GMCA Boardroom, The Tootal Buildings - Broadhurst House , 1st Floor, 56 Oxford Street, Manchester, M1 6EU

SUPPLEMENTARY AGENDA

- 6. GMP Police Uplift Numbers** 1 - 8
A GMP Report to be presented by T/Chief Superintendent Niall Hayden-Pawson.
- 7. GMP Performance Report** 9 - 30
A GMP report to be presented by Chief Superintendent Richard McNamara.
- 8. Draft Deputy Mayor Annual Report 2022/23** 31 - 98
A report to be presented by Deputy Mayor Kate Green.
- 11. Gender Based Violence Delivery Plan - Year 2 Update** 99 - 148
A report to be presented by Neil Evans, Director – Police, Crime, Criminal Justice and Fire.

BOLTON	MANCHESTER	ROCHDALE	STOCKPORT	TRAFFORD
BURY	OLDHAM	SALFORD	TAMESIDE	WIGAN

For copies of papers and further information on this meeting please refer to the website
www.greatermanchester-ca.gov.uk. Alternatively, contact the following

Governance & Scrutiny Officer: Lee Teasdale

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This agenda was issued on 18th July 2023 on behalf of Julie Connor, Secretary to the
Greater Manchester Combined Authority, Broadhurst House, 56 Oxford Street,
Manchester M1 6EU

GREATER MANCHESTER POLICE, FIRE & CRIME PANEL

Date: 24th July 2023

Subject: Police Uplift and Wider GMP Recruitment

Report of: Director of Human Resources – ACO Charlotte Layton

Purpose of Report

The purpose of this report is to update the Deputy Mayor and members of the Panel on the Police Uplift numbers / progress alongside broader GMP staff recruitment, retention and diversity.

Recommendations:

The Panel is requested to:

1. Note the contents of the report

Contact Officers

T/Chief Superintendent Niall Hayden-Pawson

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Equalities Impact, Carbon and Sustainability Assessment:

None to note

Risk Management

None to note

Legal Considerations

None to note

Financial Consequences – Revenue

None to note

Financial Consequences – Capital

None to note

Number of attachments to the report: 0

1. Overview

The Policing Uplift Programme was a three-year national programme established to support the government plan to recruit an additional 20,000 police officers in England and Wales by the end of March 2023. As part of this programme, GMP was set a target to increase overall police officer headcount by 1,155 - from 6,787 officers in March 2020 to 7,942 officers by the end of March 2023.

1.1. Recruitment Process

Recruitment of police officers is a complex process with a number of mandated stages requiring significant input and processing from various parts of the force and our partners. The national average time to hire for police officer recruitment is 6 months from the time of application to commencement.

Police officer recruitment also experiences a high attrition rate as candidates are unsuccessful at assessment stages or withdraw from the process. Experience shows that the national average is a 10:1 ratio between the number of initial applications and the number of officers recruited.

The core stages in police officer recruitment are:

- Eligibility checks to ensure candidates meet the requirements to join a Home Office Police Force
- Online National Sift assessment run by the College of Policing
- Online National Assessment Centre run by the College of Policing
- In force selection interview*
- Fitness and medical checks
- Vetting
- References including absence checks

*(Whilst the in-force selection interview was removed by some forces during the Uplift Programme, GMP continued to conduct in person interviews at Sedgley Park)

1.2. Police Officer entry routes and recruitment

There are a range of entry routes which can be utilised to recruit new student police officers or to recruit experienced police officers. These can be summarised as:

1.2.1. Initial Police Learning and Development Programme (IPLDP):

This is the traditional police officer training route. The whole of the training delivery is delivered by GMP within our training estate. This is a two-year training programme.

1.2.2. Police Education and Qualifications Framework

This comprises of three entry routes PCDA, DHEP & DDEP, (See below for definition and detail) which require University attendance. Training is delivered in modules. GMP's Higher Education delivery partner is the University of Salford (UoS).

The UoS will deliver some of the modules in isolation, some through joint delivery with GMP and some elements are delivered entirely by GMP trainers.

- Police Constable Degree Apprenticeship (PCDA): a three-year training programme with time spent at University and time in operational policing delivery. At the end of year 3 officers achieve a Professional Policing Degree
- Degree Holder Entry Programme (DHEP): a two-year programme for existing degree holders who achieve a level 6 Diploma in Professional Policing at the end of year 2
- Direct Detective Entry Programme (DDEP): a two-year degree for existing degree holders who achieve a level 6 Diploma in Professional Policing at the end of year 2 and also sit the National Investigators Exam to move into a detective career pathway.
- Professional Policing Degree Holder: this route is for candidates who have undertaken a private 3-year degree programme. These programmes are licensed by the College of Policing at a number of Universities across England and Wales. Entrants via this route still follow a two-year development programme to be confirmed in the rank of Constable.

1.2.3. Police Now

Police Now work with Home Office Police Forces to deliver a national graduate entry leadership programme and detective programme. Entrants via this route receive initial training at a Police Now academy before joining their selected force where they follow a 2-year development programme to be confirmed in the rank of Constable. Additional recruitment and training costs are incurred under this programme

1.2.4. Transferees

Movement of existing, qualified and experienced police officers between Home Office forces.

1.2.5. Rejoiners

Recruitment of individuals who have previously been police officers, generally within the last 5 years, to rejoin policing as a career.

1.3. GMP Police Officer Uplift

As a large force, GMP experiences a natural attrition averaging 550 to 600 police officers per year, primarily through retirement, resignation or transfer to other forces.

Alongside this, the Home Office had allocated annual targets to deliver uplift, and as a result GMP were required to deliver an additional 347 officers in year 1, 345 additional officers in year 2 and 463 additional officers in year 3.

Accordingly, the year 3 target was particularly stretching.

A robust plan and governance structure was implemented with all of the above entry routes being utilised.

Strong progress in year 3 enabled GMP to secure the opportunity from the Home Office to recruit an additional 98 police officers, thereby taking the police officer headcount target to 8040.

This target was surpassed and a total headcount of 8067 police officers was achieved by 31st March 2023. The following table shows the numbers achieved by entry route in year 3:

Transferee	Rejoiner	Police Now	IPLDP	PEQF	Total
169	32	58	287	659	1205

As a result, GMP delivered what was required by the Home Office in the National Uplift Programme. The outcome was also significant for GMP in that the police officer headcount surpassed 8000 officers for the first time in over 10 years, GMP were a net importer of transferees bringing in 169 experienced officers from other

forces and it was also the highest number of police officers ever recruited by GMP in a single year.

1.4. Diversity

GMP has worked hard to make year on year improvements to increase the diversity of our police officers and become more representative of the communities we serve.

Delivering volume recruitment in a restrictive time scale does make this more challenging.

Over the 3 years of the Uplift Programme GMP were able to continue to increase the representation of the police officer workforce as shown in the following table:

Police Officer Diversity	% Minority Ethnic	% Female
Mar-20	8.60%	31.90%
Mar-21	9.20%	33.50%
Mar-22	9.90%	35.60%
Mar-23	9.70%	36.20%

GMP currently has the highest number of minority ethnic and female officers than it has ever had before, however it is recognised that further work needs to continue to close the gap to ensure reflective representation of our communities.

1.5. Retention

Retention of the workforce is a challenge to policing nationally. Accordingly GMP have invested in a small team, lead by a Chief Inspector, this being the Insight, Support and Engagement team. The team has developed a life cycle model identifying 6 key stages as part of our retention strategy:

- Attraction
- Recruitment
- Onboarding and Orientation
- Establish a positive employee experience
- Stay Interview
- Exit Interviews

With the Uplift targets, a key early deliverable was the retention of our existing workforce. As a result, the “Stay Interviews” were launched as an early initiative.

These interviews are conducted by the team and provide a psychologically safe space for police officers to raise their concerns which have led them to considering leaving GMP.

The interviews have proven to be highly successful in resolving issues being experienced by some of our officers whilst also providing organisational insight and learning. The interviews have had a 70% success rate to date. This approach has received national interest, including GMP hosting a retention conference at the request of the National Policing Uplift Team. The scheme is now being widened to include police staff. Organisational learning from the interviews is being used to further shape our Leadership training programmes and our attraction strategies.

1.6. Current Recruitment

Following on from the 3-year Policing Uplift Programme, the Home Office have set targets for police officer headcounts for 2023/24. Under this, GMP will be required to maintain the baseline headcount of 7942 officers but has also been given the opportunity to achieve further growth beyond the 8040 headcount set for March 2023. Accordingly, a revised target of 8101 police officers has been set. Recruitment plans are in place and on track to deliver this by the first milestone on 30th September 2023.

1.7. Police Staff Recruitment

Beyond police officer recruitment, 2022/23 saw significant investments in police staff recruitment to support the service improvements being delivered by GMP under the transformational Plan on a Page programme.

A key area of focus was recruitment to the Force Contact, Crime and Operations Branch. A total of 489 people were recruited into the Branch which was the highest ever recruited into the department and provided much needed capacity to deliver the required service improvements. Recruitment levels to the branch have now returned to normal maintenance levels for 2023/24.

Police staff recruitment also took place across all enabling services in GMP throughout 2022/23 which again saw significant investment with over 1100 people being recruited. Again, this recruitment has now stabilised for 2023/24 to maintain the functions.

The latest workforce diversity data is as follows:

Diversity as at 31 May 2023	Minority Ethnic	Female	Disabled
Officer	9.73%	36.13%	11.38%
Staff	7.34%	63.20%	12.14%
PCSO	15.01%	41.89%	11.38%
Total	9.07%	45.68%	11.65%

As with police officers, work continues to deliver a workforce that is representative of our communities.

GMP Performance Report

July 2023



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1. Introduction

This report aims to provide the Greater Manchester Deputy Mayor’s Executive Meeting with a strategic update on the performance of Greater Manchester Police (GMP).

Key performance indicators are mapped against the themes of the GMP ‘Plan on a Page’. Data for the GMP indicators is reported from GMP force systems which are updated monthly.

Measures relating confidence, feelings of safety and satisfaction are from the public Greater Manchester Policing and Community Safety Survey and are reported quarterly.

A high-level summary of performance is presented, which describes performance over the most recent 12-month rolling period, the most recent 3-month period, and the most recent month. Indications of the direction of change and whether these are statistically significant are also presented, by comparing the most recent:

- Rolling 12 months with the previous rolling 12 months
- 3 months with the previous 3 months (e.g. October to December versus July to September)
- Discrete month with the 12-month average

As noted, public survey data is reported quarterly in ‘Waves’ quarterly and so change between the most recent and previous Waves is considered.

Where an indicator displays a statistically significant change across one or more of the comparison periods this is considered a performance exception and further detail is provided on these cases in the ‘Exception reporting’ chapter.

Increase (statistically significant)	↑
Increase (not statistically significant)	↑
Decrease (statistically significant)	↓
Decrease (not statistically significant)	↓
No change	↔

2. Key performance indicators

Key performance indicators (Data to end of June 2023)	Rolling 12-month performance	Direction and significance of change (latest 12 months vs previous)	Rolling 3-month performance	Direction and significance of change (latest 3 months vs previous)	Latest month performance	Direction and significance of change (latest month vs 12-month avg)
Respond to incident and emergencies						
Number of 999 emergency calls	623,681	↓	167,840	↑	61,013	↑
999 call average speed of answer	0:00:06	↓	0:00:04	↓	0:00:06	↓
Number of non-emergency calls	841,684	↓	223,367	↑	79,109	↑
Non-emergency call average speed of answer	0:01:18	↓	0:00:50	↓	0:00:52	↓
Number of immediate (Grade 1) incidents	121,225	↑	35,501	↑	12,294	↑
Immediate (Grade 1) incident average attendance time	0:10:19	↓	0:10:53	↑	0:11:12	↑
Number of priority (Grade 2) incidents	119,889	↓	36,787	↑	12,179	↑
Priority (Grade 2) incident average attendance time	2:45:21	↓	4:00:53	↑	4:17:46	↑
Deliver an outstanding service						
999 calls answered in 10 seconds (%)	89.4%	↑	90.7%	↑	86.5%	↓
Immediate (Grade 1) incidents attended in 15 mins (%)	84.0%	↑	81.2%	↓	79.6%	↓
Priority incidents (Grade 2) incidents attended in 1 hour (%)	52.2%	↑	45.7%	↓	41.8%	↓
Incident (crime codes) to crime conversion (%)	95.0%	↓	94.1%	↓	92.8%	↓
Investigate and solve crime						
Number of Stop and search encounters	35,832	↑	10,602	↑	3,515	↑
Number of arrests	61,059	↑	15,792	↑	5,369	↑
Proportion of crime outcomes 'solved'¹						
Total crime	9.2%	↑	9.0%	↓	9.0%	↓
Neighbourhood crime	4.9%	↑	4.8%	↓	5.0%	↑
Residential burglary	6.7%	↑	6.9%	↓	8.2%	↑
Personal robbery	8.1%	↑	8.0%	↓	9.4%	↑
Theft from the person	2.1%	↑	1.5%	↓	1.5%	↓
Vehicle offences	3.8%	↑	3.8%	↓	3.4%	↓
Serious violence (robbery and violence with injury)	11.0%	↑	9.9%	↓	9.3%	↓

¹ This refers to the proportion of crime status changes that were made to show one of the following outcomes during the period: charge/summons; caution (adult and youth); offence taken into consideration; offender died; penalty notice for disorder; cannabis/khat warning; community resolution.

Hate crime	11.6%	↑	13.7%	↑	12.1%	↑
Domestic abuse	10.6%	↑	9.9%	↓	9.4%	↓
Rape	6.1%	↑	6.7%	↓	11.0%	↑
Other sexual offences	9.3%	↑	9.7%	↑	11.6%	↑
Homicide	52.2%	↓	43.8%	↑	33.3%	↓
Knife and sharp instrument crime	13.5%	↑	13.9%	↓	14.4%	↑
Crime and incident counts						
Antisocial behaviour incidents	77,182	↑	23,106	↑	7,919	↑
Total crime	370,319	↑	93,496	↑	30,285	↓
Neighbourhood crime	49,977	↓	10,980	↓	3,504	↓
Residential burglary	14,431	↓	2,540	↓	790	↓
Personal robbery	4,598	↓	1,205	↑	387	↑
Theft from the person	7,205	↑	1,924	↓	697	↑
Vehicle offences	23,743	↓	5,311	↓	1,630	↓
Serious violence (robbery and violence with injury)	35,732	↓	9,300	↑	3,120	↑
Hate crime	11,587	↓	3,107	↑	998	↑
Domestic abuse	67,024	↑	16,460	↑	5,155	↓
Rape	4,271	↑	1,123	↑	366	↑
Other sexual offences	7,621	↑	1,921	↓	702	↑
Homicide	37	↓	11	↑	4	↑
Knife and sharp instrument crime	3,844	↓	871	↑	278	↓
Deliver an outstanding service²					Latest survey	Direction and significance of change (latest survey vs previous)
Confidence in getting help from GMP in an emergency					59%	↑
Confidence in getting help from GMP in a non-emergency					39%	↑
Feelings of safety in local area					88%	↔
Feelings of safety outside local area					79%	↓
Overall satisfaction of service users					51%	↑

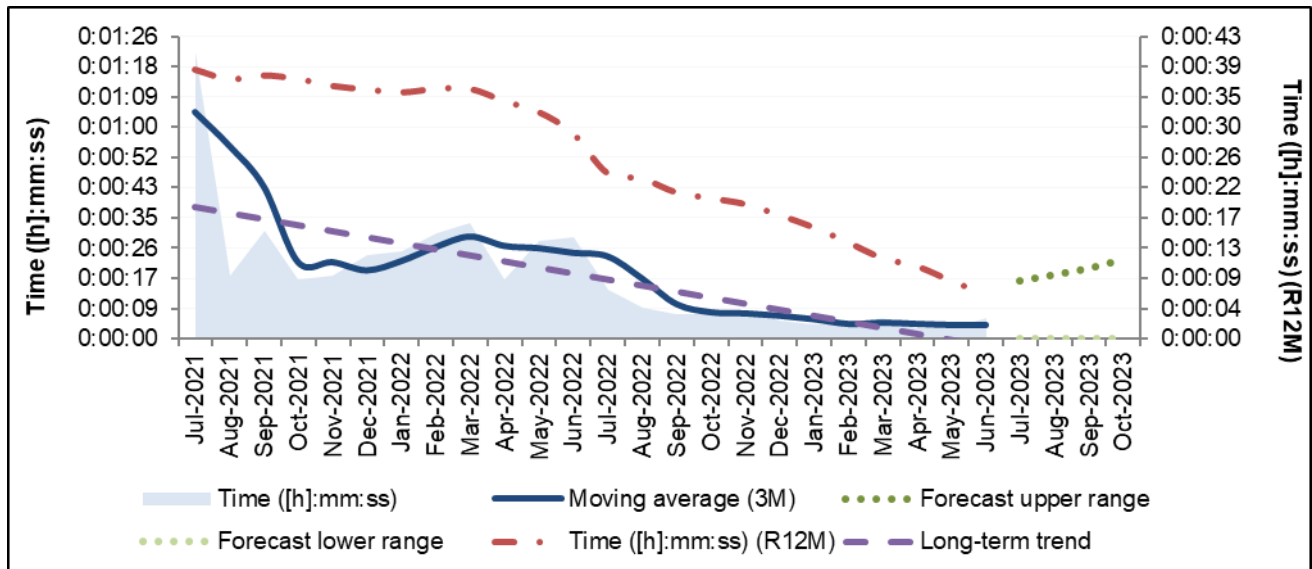
² These indicators are drawn from the GMCA Policing and Community Safety Survey and reports the findings from the latest survey Wave (quarterly), with significance of change compared against the previous Wave.

3. Exception reporting

Call handling and incident response performance

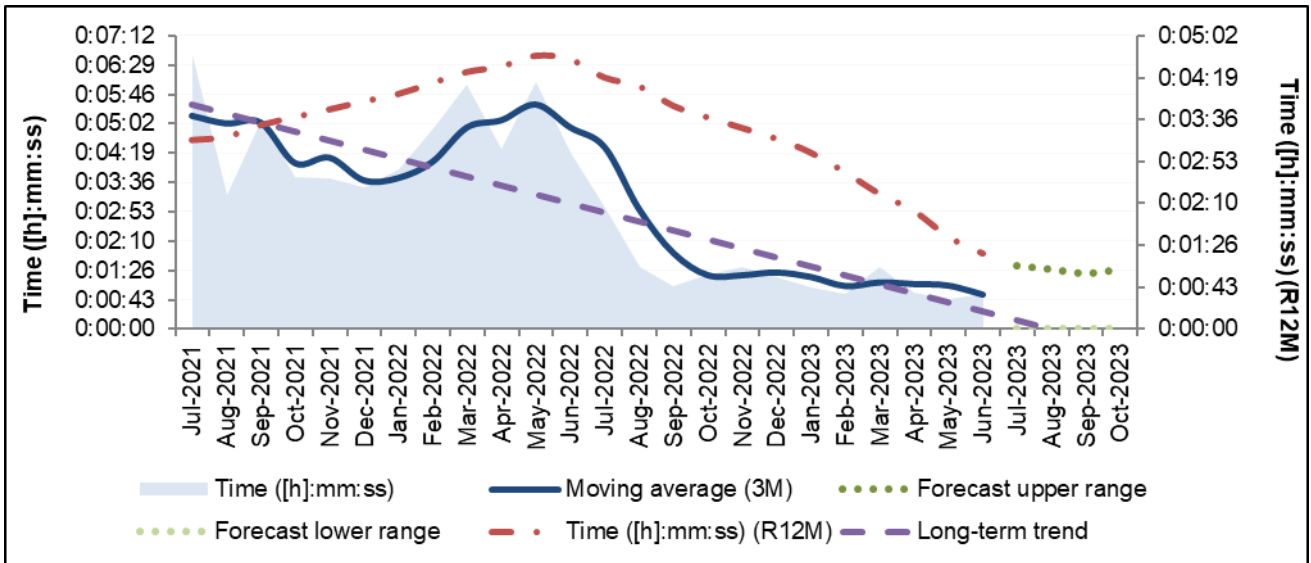
GMP has seen statistically significant performance changes in these areas of business. These performance exceptions are described in more detail below.

GMP 999 average (mean) answer time, July 2021 to June 2023



- GMP has seen reduction a reduction in 999 average speed answer (ASA).
- This year 623,681 calls – last year 643,467
- A reduction of 19,786 (3.1%) fewer calls
- There were 167,840 calls to 999 April-June 2023, compared with 142,275 January-March
- An increase of 25,565 more 999 calls (around 18% more)
- Latest 12 months ASA 6 seconds – Previous 12 months 29 seconds
- June 2023 was 6 seconds – June 2022 was 29 seconds
- This year 89.4% of 999 calls answered in 10 seconds – Last year 66.0%
- June 2023 saw 86.5% answered in 10 seconds – June 2022 was 63.7%

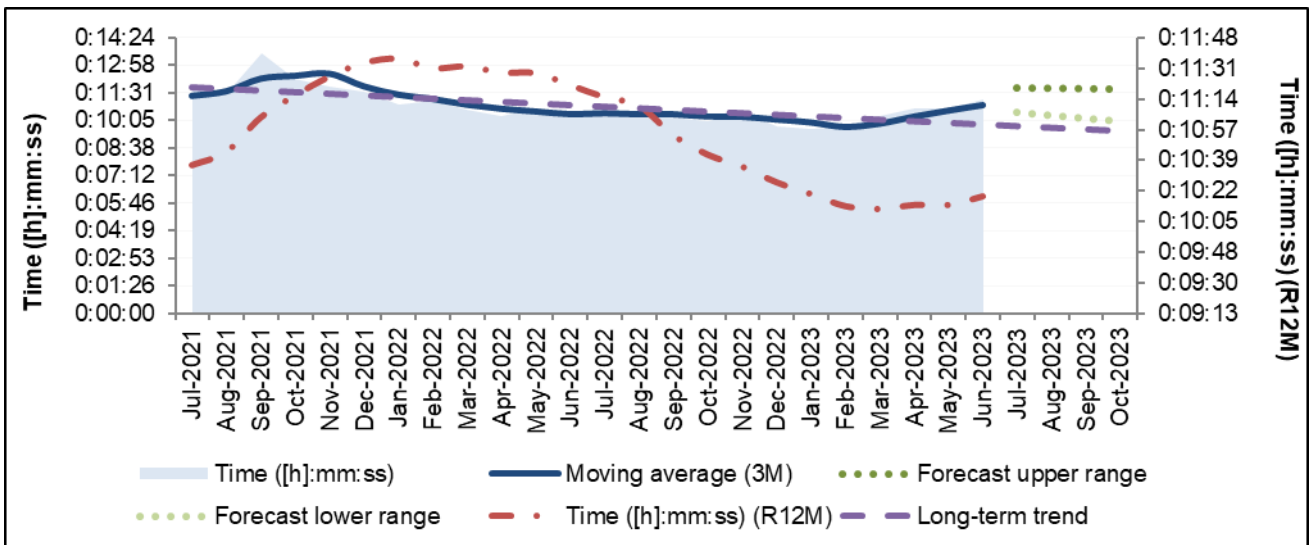
GMP non-emergency average (mean) answer time, July 2021 to June 2023



- GMP has seen statistically significant reductions in non-emergency call volume and ASA
- This year 841,684 calls – last year 919,545
- A reduction of 77,861 (8.5%) fewer calls
- Latest 12 months ASA 1 mins 18 secs – Previous 12 months 4 mins 39 secs
- June 2023 was 52 secs – June 2022 was 4 mins 19 secs
- June 2023 (52 secs) was statistically significantly faster than the 12-month average (1 min 18 secs)

Graded response performance

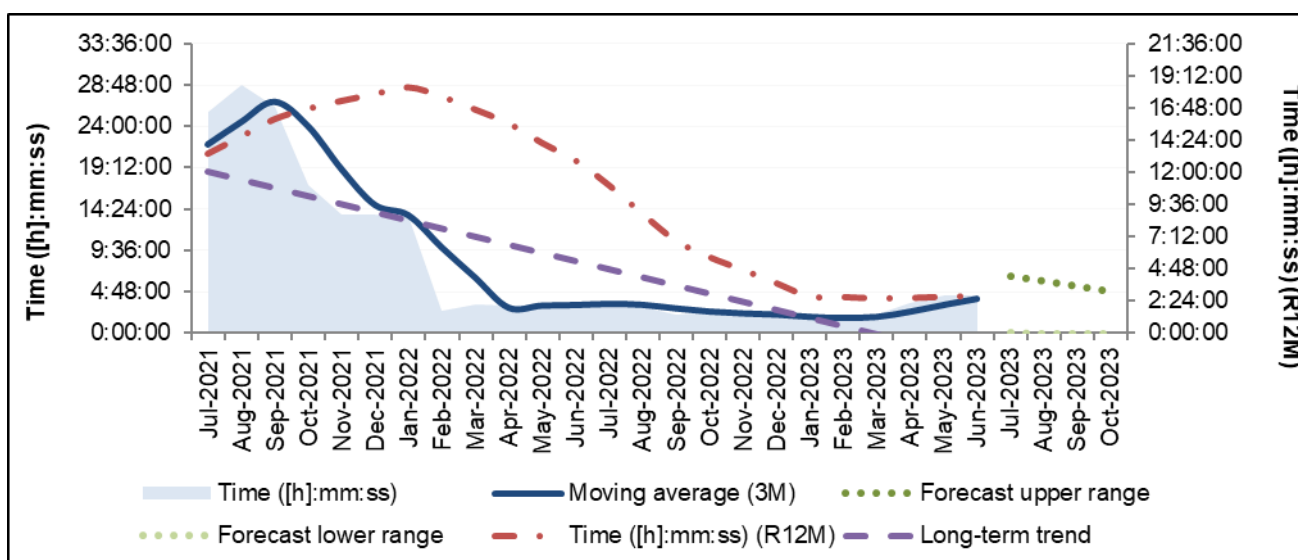
GMP Grade 1 average (mean) attendance time, July 2021 to June 2023



- This year 121,225 Grade 1 incidents, last year 115,619 (reduction of 4.8%)
- April-June 2023 there were 35,501, compared with January-March 27,281 (a statistically significant 30.1% increase)
- June 2023 saw 12,294 Grade 1 incidents, with 9,846 in June 2022

- June 2023 (12,294) was statistically significantly higher, 21.7% more, than the 12-month average (10,102)
- Latest 12 months average Grade 1 attendance time 10 mins 19 secs – Previous 12 months, 11 mins 22 secs (a statistically significant decrease)
- April-June 2023 average attendance time 10 mins 53 seconds, compared with January- March 9 mins 54 seconds (a statistically significant increase)
- June 2023 was 11 mins 12 secs – June 2022 was 10 mins 14 secs
- This year 84.0% Grade 1 attended to service level (15 mins) – Last year 78.6% (a statistically significant increase)
- April-June 2023 81.2% attended in 15 mins, January-March 85.8% (a statistically significant decrease)
- June 2023 saw 79.6% attended in 15 mins – June 2022 was 83.8%

GMP Grade 2 average (mean) attendance time, July 2021 to June 2023

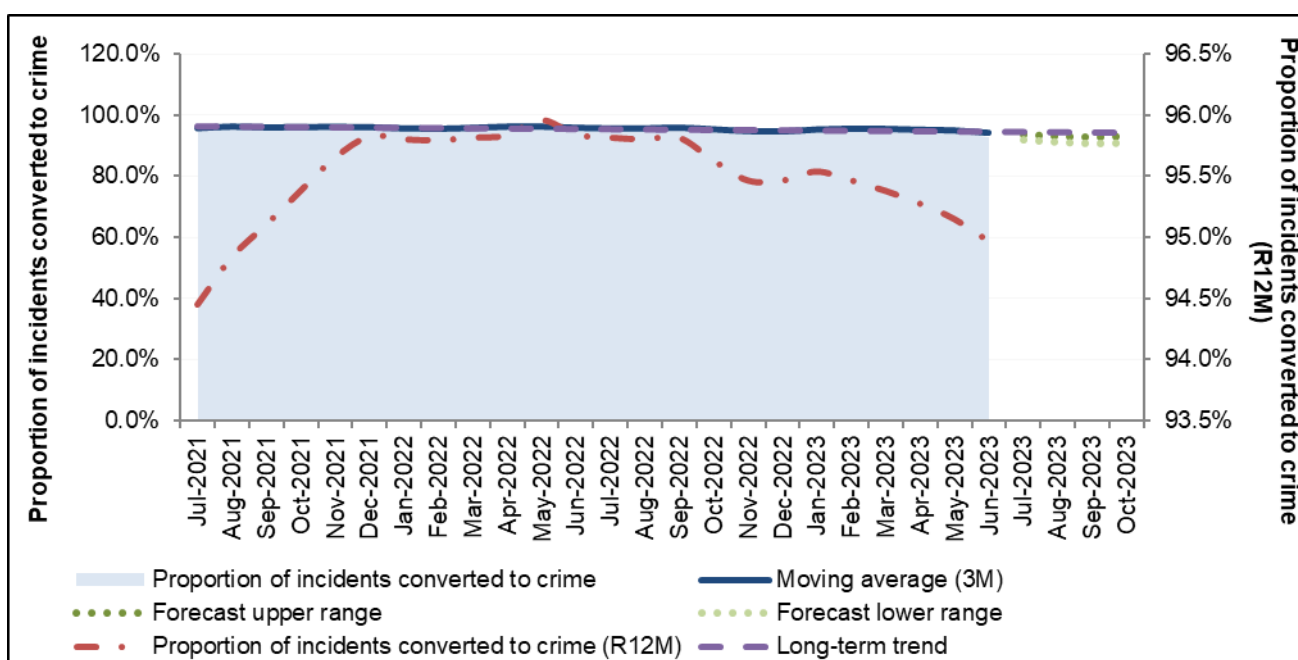


- This year 119,889 Grade 2 incidents, last year 207,533 (a statistically significant reduction of 42.2%)
- April-June 2023 there were 36,787 compared with January-March 28,472 (a statistically significant increase of 29.2%)
- June 2023 saw 12,179 Grade 2 incidents, with 10,196 in June 2022
- June 2023 (12,179) was statistically significantly higher, 21.9% more, than the 12-month average (9,991)
- Latest 12 months average Grade 2 attendance time 2 hours 45 mins 21 secs – Previous 12 months, 12 hours 53 mins 56 secs (a statistically significant decrease)
- April-June 2023 average attendance time 4 hours 0 mins 53 seconds, compared with January-March 1 hour 54 mins 58 seconds (a statistically significant increase)
- June 2023 was 4 hours 17 mins 46 secs – June 2022 was 3 hours 26 mins 38 secs

- June 2023 (4 hours 17 mins 46 secs) was statistically significantly slower than the 12-month average (2 hours 45 mins 21 secs)
- This year 52.2% Grade 2 attended to service level (1 hour) – Last year 29.0% (a statistically significant increase)
- April-June 2023 45.7% attended in 1 hour, January-March 59.2% (a statistically significant decrease)
- June 2023 saw 41.8% attended in 1 hour – June 2022 was 43.9%
- June 2023 (41.8%) was statistically significantly less than the 12-month average (52.8%)

Incident to crime conversion

Incident (crime codes) to crime conversion, July 2021 to June 2023

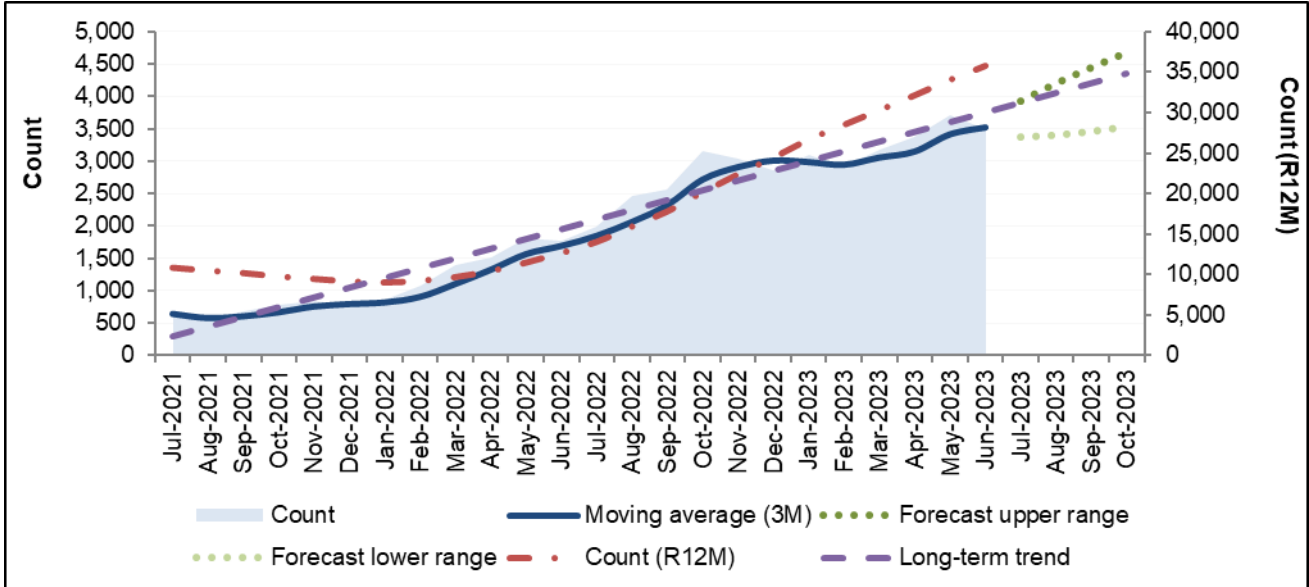


- This year 95.0% – last year 95.9% (a statistically significant decrease of 0.9%)
- April-June 2023 was 94.1% compared with January-March 95.4%
- June 2023 was 92.8% – June 2022 was 95.0%

Stop and search and arrests

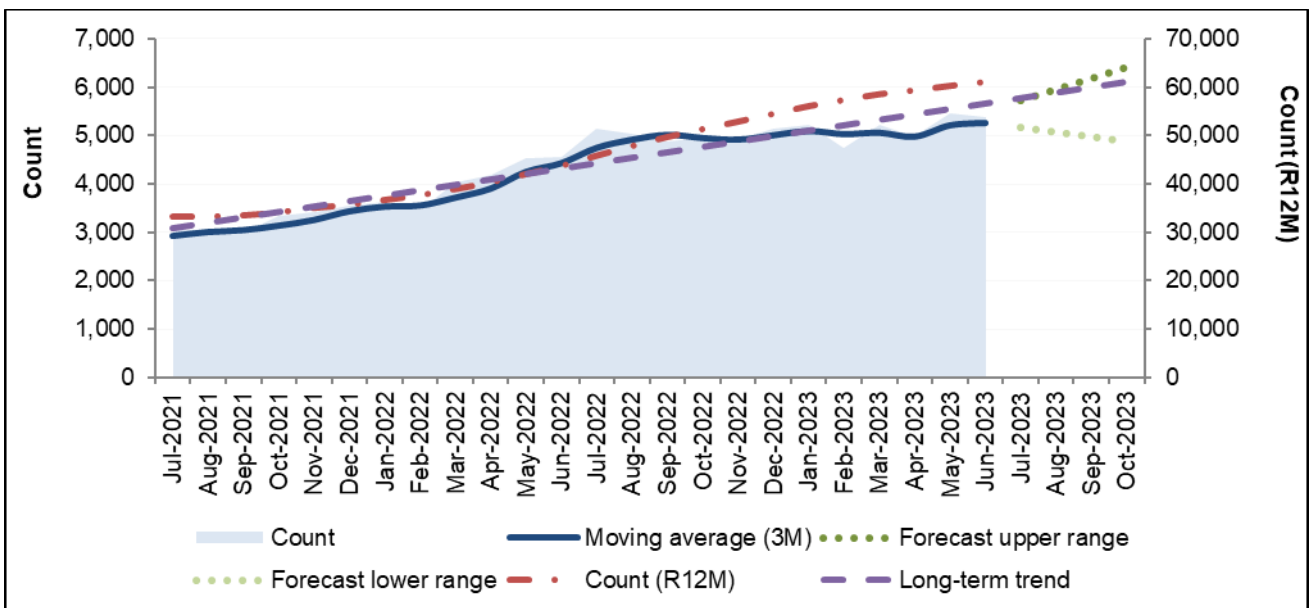
GMP has seen statistically significant performance changes in these areas of business. These performance exceptions are described in more detail below.

GMP stop and search encounters, July 2021 to June 2023



- This year 35,832 – last year 12,659 (a statistically significant increase of 183.1%)
- April-June 2023 there were 10,602, compared with January-March 9,192 (statistically significant increase of 15.3%)
- June 2023 was 3,515 – June 2022 was 1,773

GMP arrests, July 2021 to June 2023



- This year 61,059 – last year 43,813 (a statistically significant increase of 39.4%)
- April-June 2023 there were 15,792 compared with January-March 15,185
- June 2023 was 5,369 – April 2022 was 4,569
- Since July 2022 GMP has regularly recorded arrest counts of around 5,000 per month

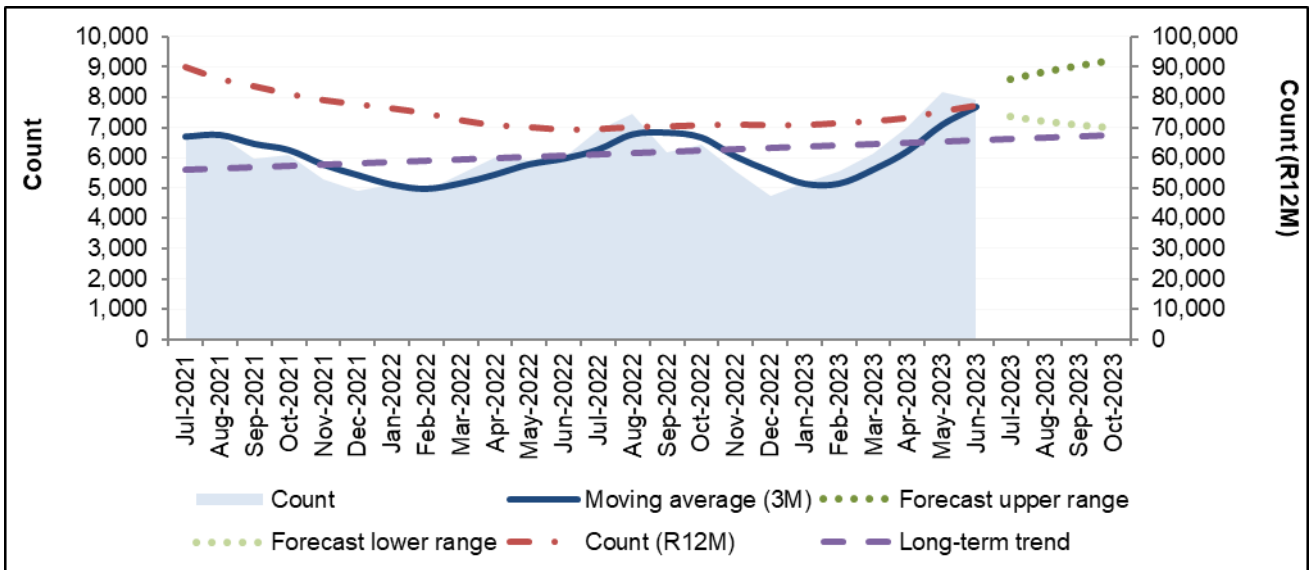
Crime recording levels

GMP has seen statistically significant crime recording performance changes in these areas of business:

- Antisocial Behaviour incidents
- Neighbourhood crime
- Residential burglary
- Theft from person
- Vehicle offences
- Homicide

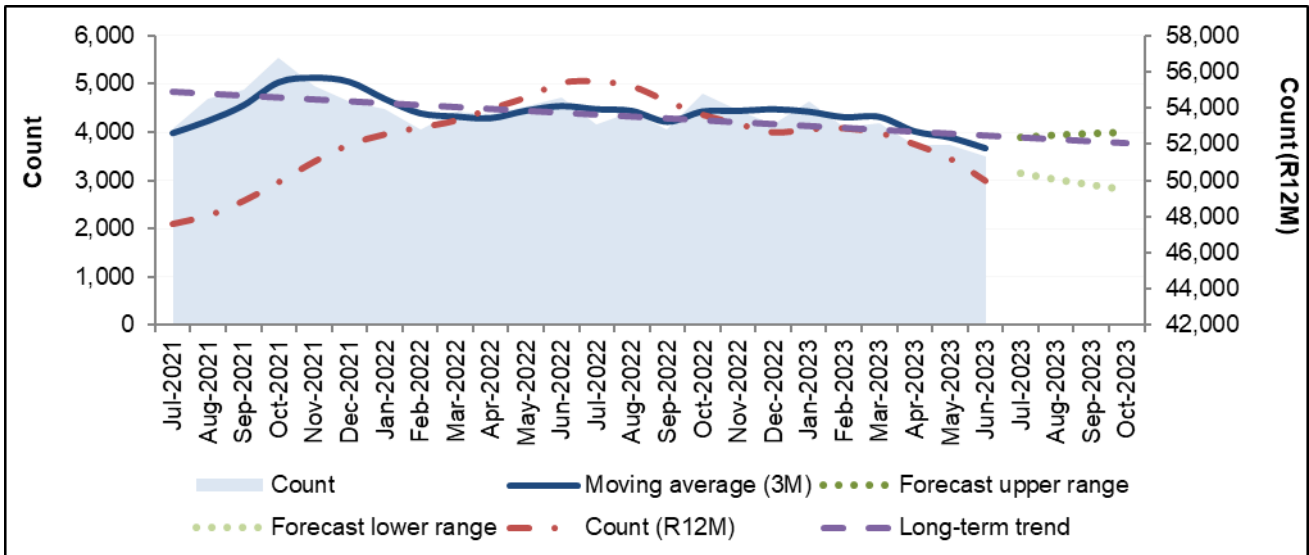
These performance exceptions are described in more detail below.

Antisocial Behaviour incidents, July 2021 to June 2023



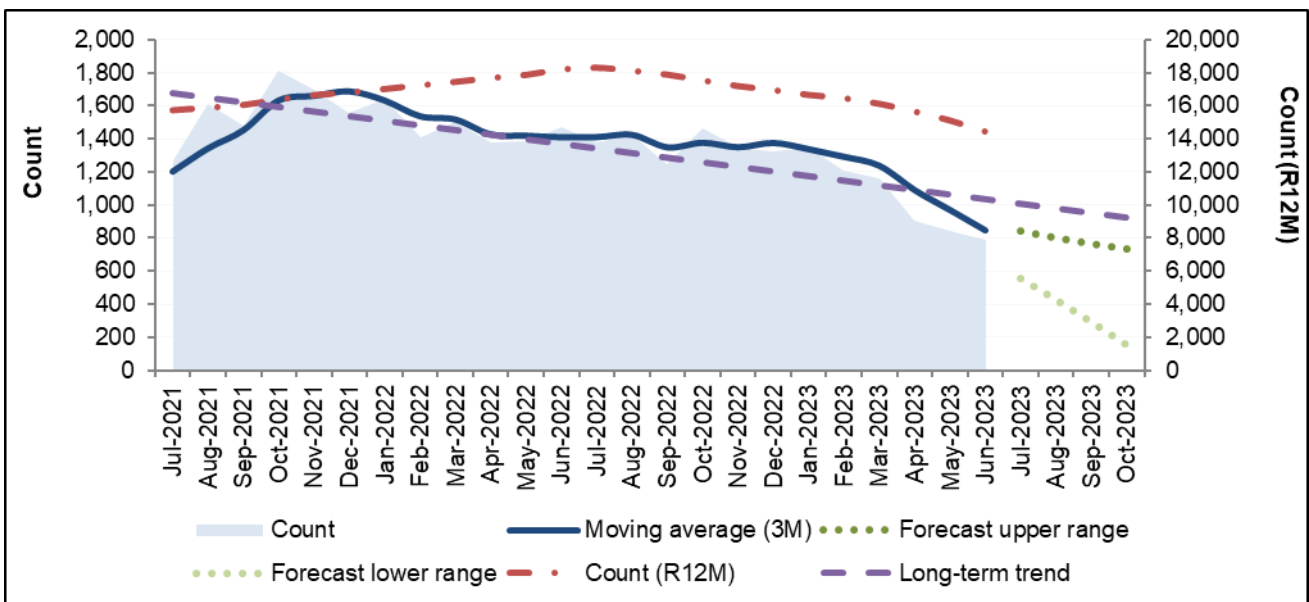
- This year 77,182 – last year 69,151
- April-June 2023 there were 23,106, compared with January-March 16,852 (statistically significant increase of 37.1%)
- June 2023 was 7,919 – June 2022 was 6,024
- June 2023 (7,919) was statistically significantly higher, 23.1% more, than the 12-month average (6,432)

GMP neighbourhood crime, July 2021 to June 2023



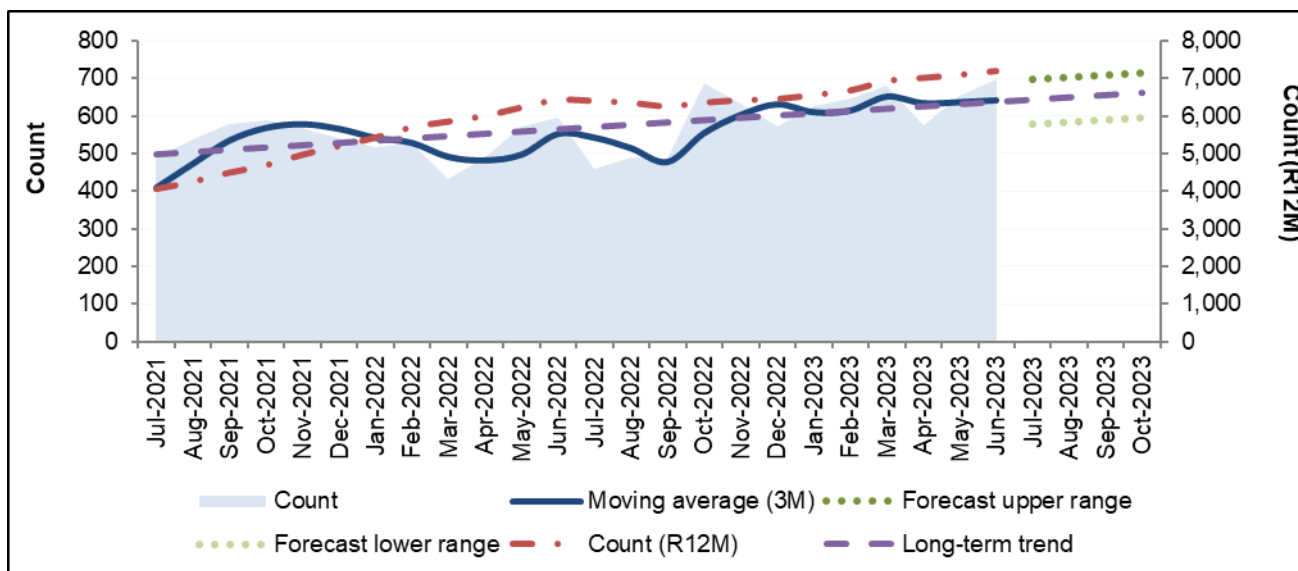
- This year 49,977 – last year 55,370 (statistically significant decrease of 9.7%)
- April-June 2023 there were 10,980, compared with January-March 12,939 (statistically significant decrease of 15.1%)
- June 2023 was 3,504 – June 2022 was 4,725

Residential burglary recorded crime, July 2021 to June 2023



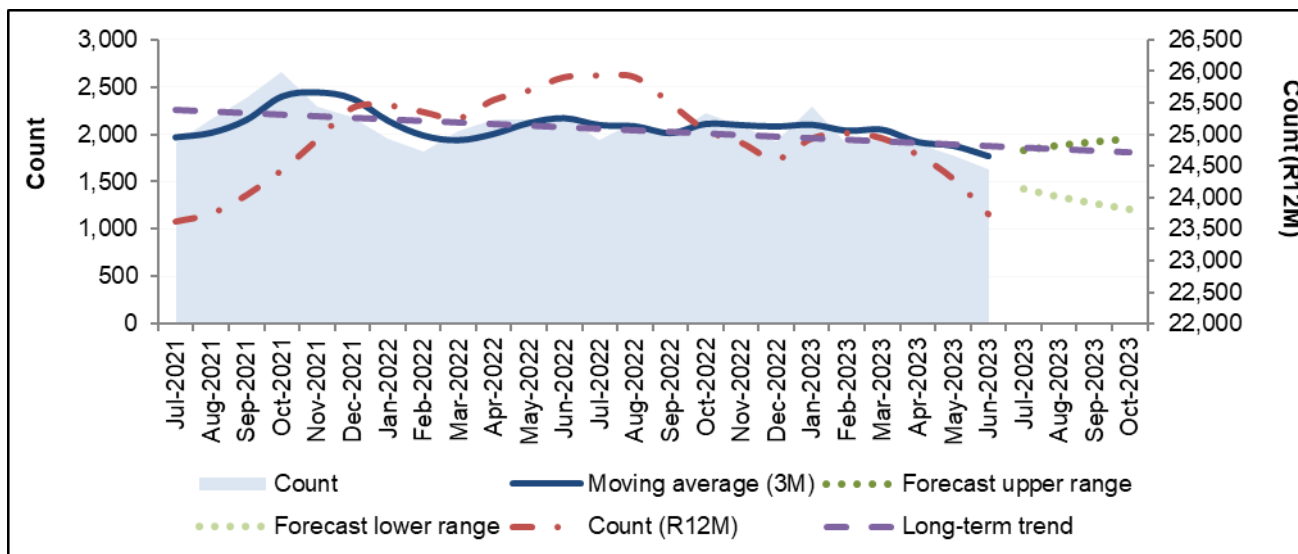
- This year 14,431 – last year 18,209 (statistically significant decrease of 20.7%)
- April-June 2023 there were 2,540 compared with January-March 3,714 (statistically significant decrease of 31.6%)
- June 2023 was 790 – June 2022 was 1,471
- June 2023 (790) was statistically significantly lower, 34.3% fewer, than the 12-month average (1,203)

Theft from person recorded crime, July 2021 to June 2023



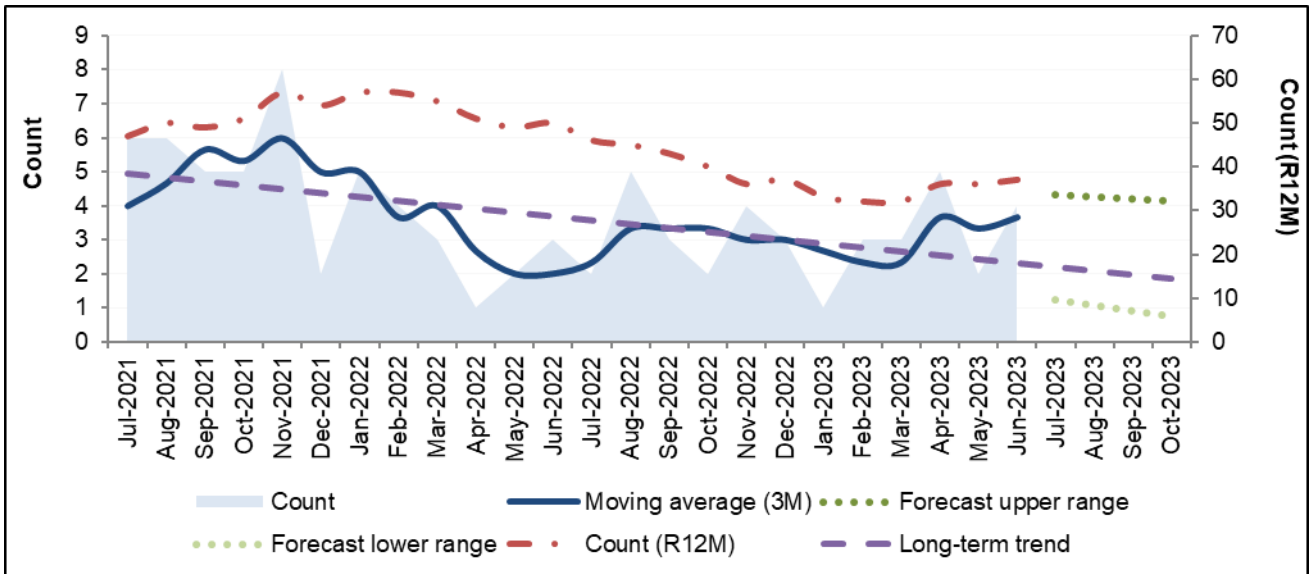
- This year 7,205 – last year 6,438 (statistically significant increase of 11.9%)
- April-June 2023 there were 1,924 compared with January-March 1,953
- June 2023 was 697 – June 2022 was 460

Vehicle offences, July 2021 to June 2023



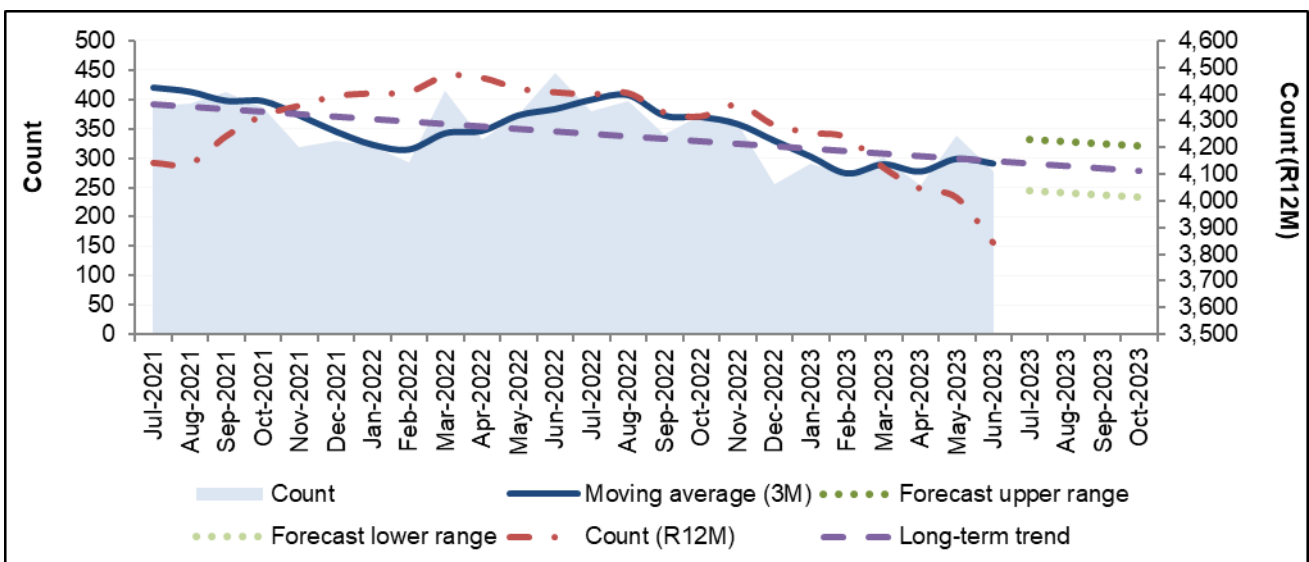
- This year 23,743 – last year 25,912 (statistically significant decrease of 8.4%)
- April-June 2023 there were 5,311 compared with January-March 6,146
- June 2023 was 1,630 – June 2022 was 2,191

Recorded homicide, July 2021 to June 2023



- This year 37 – last year 50
- April-June 2023 there were 11 compared with January-March 7
- June 2023 was 4 – June 2022 was 3
- June 2023 (4) was statistically significantly higher, 29.7% more, than the 12-month average (3)
- Given the small number of homicide crimes, caution should be taken when interpreting changes in recording levels

Knife and sharp instrument crime, July 2021 to June 2023



- This year 3,844 – last year 4,406 (statistically significant decrease of 12.8%)
- April-June 2023 there were 871 compared with January-March 867
- June 2023 was 278 – June 2022 was 380

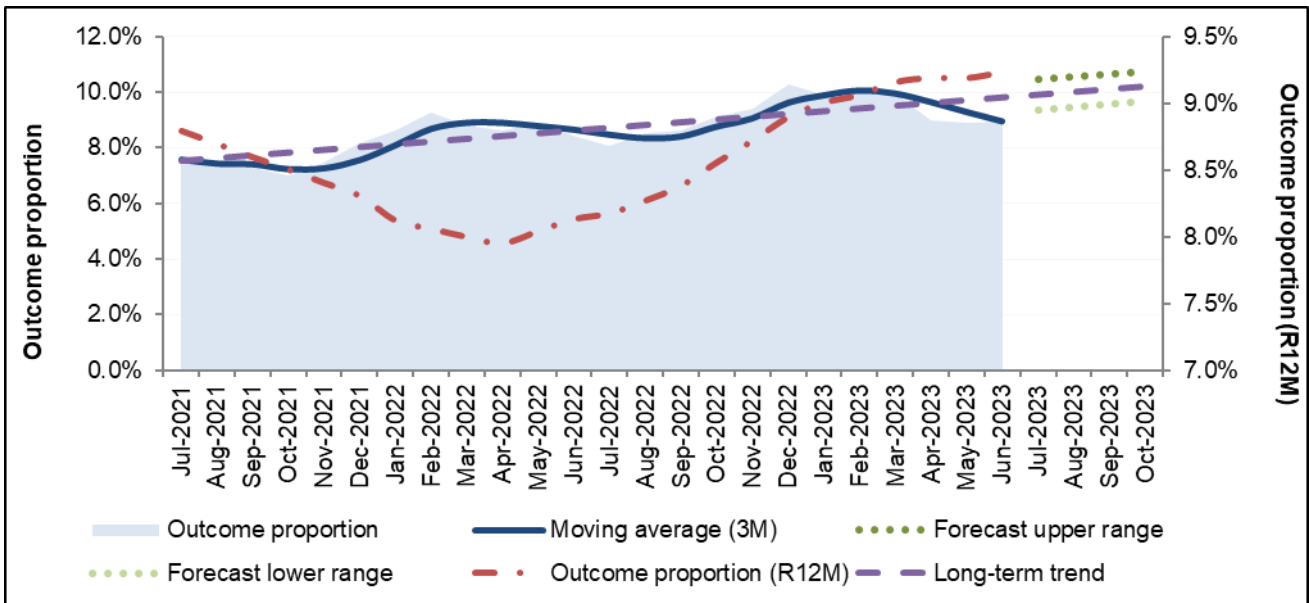
'Solved' crime outcomes

GMP has seen statistically significant 'solved' crime performance changes in these areas of business:

- Total crime
- Neighbourhood crime
- Residential burglary
- Theft from the person
- Vehicle offences
- Serious violence
- Domestic abuse
- Rape
- Other sexual offences
- Homicide
- Knife and sharp instrument crime

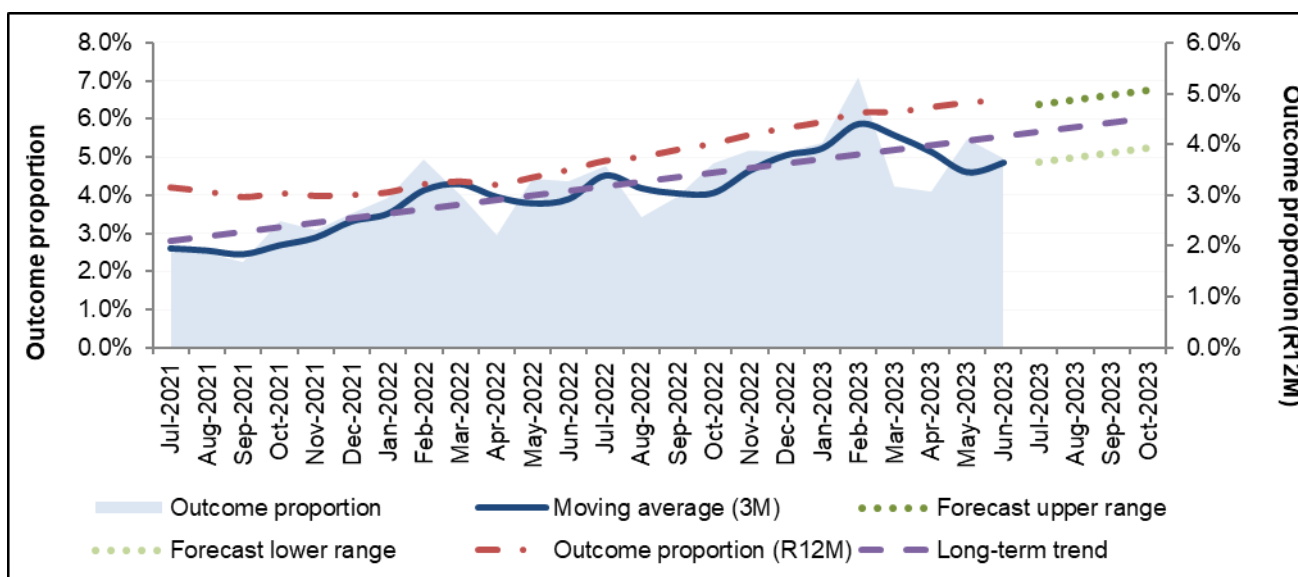
These performance exceptions are described in more detail below.

Total crime, proportion of outcomes solved, July 2021 to June 2023



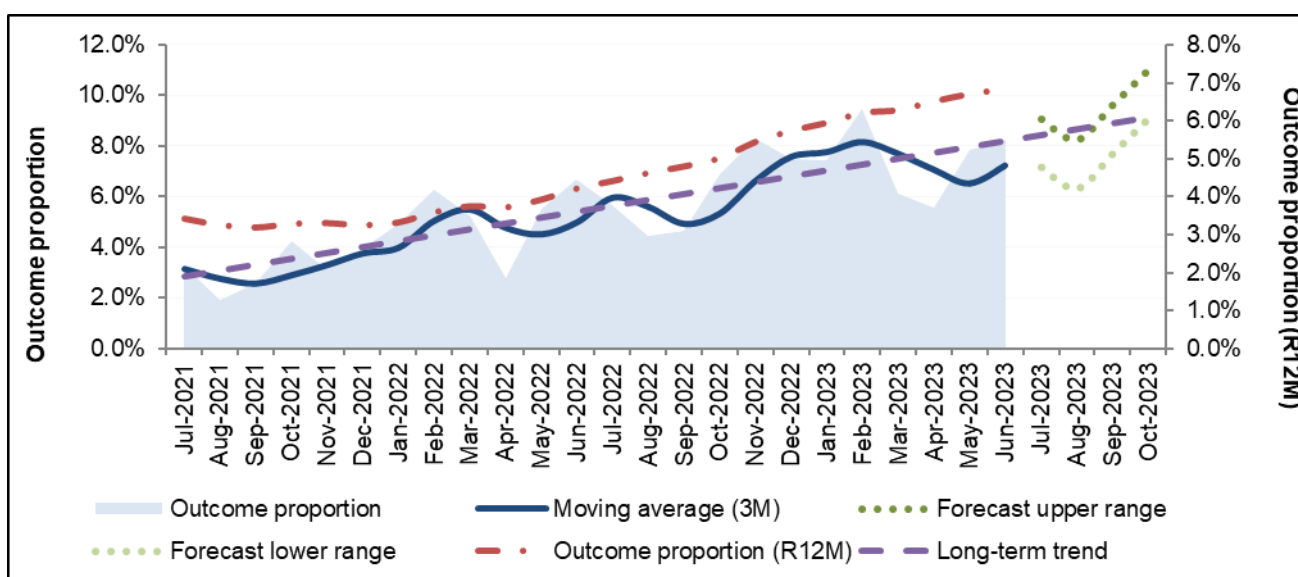
- This year 9.2% – last year 8.1% (statistically significant increase of 1.1% points)
- April-June 2023 solved proportion was 9.0% compared with January-March 10.0% (statistically significant decrease of 1.0% points)
- June 2023 was 9.0% – June 2022 was 8.4%

Neighbourhood crime, proportion of outcomes solved, July 2021 to June 2023



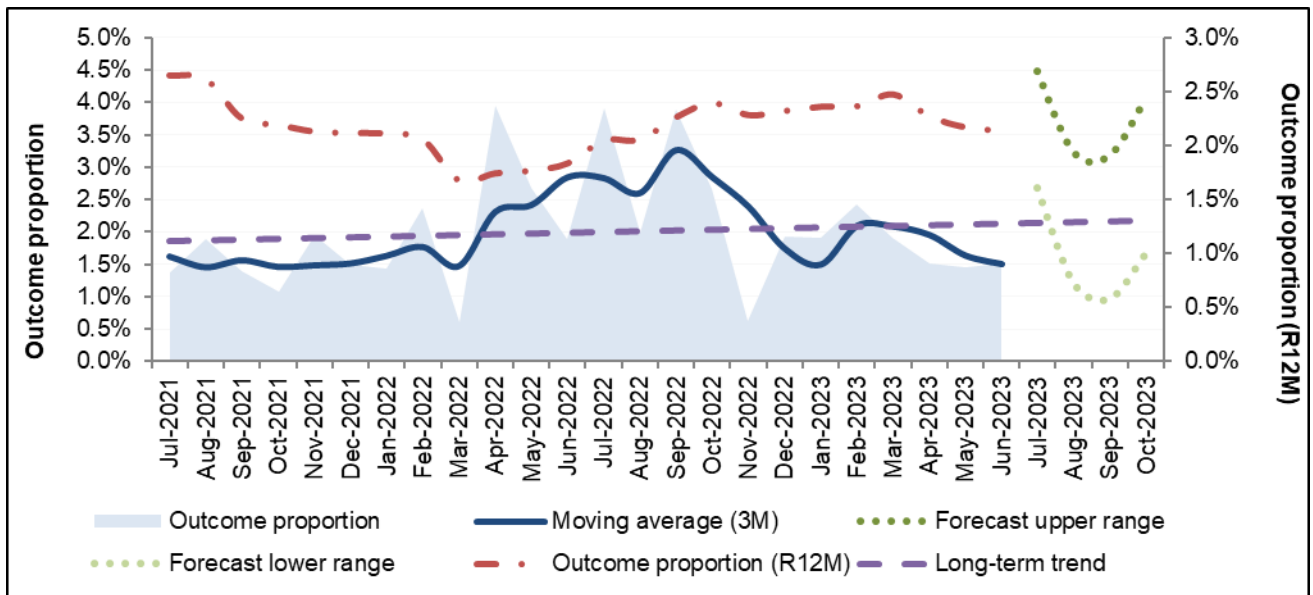
- This year 4.9% – last year 3.5% (statistically significant increase of 1.4% points)
- April-June 2023 solved proportion was 4.8% compared with January-March 5.5%
- June 2023 was 5.0% – June 2022 was 4.3%

Residential burglary, proportion of outcomes solved, July 2021 to June 2023



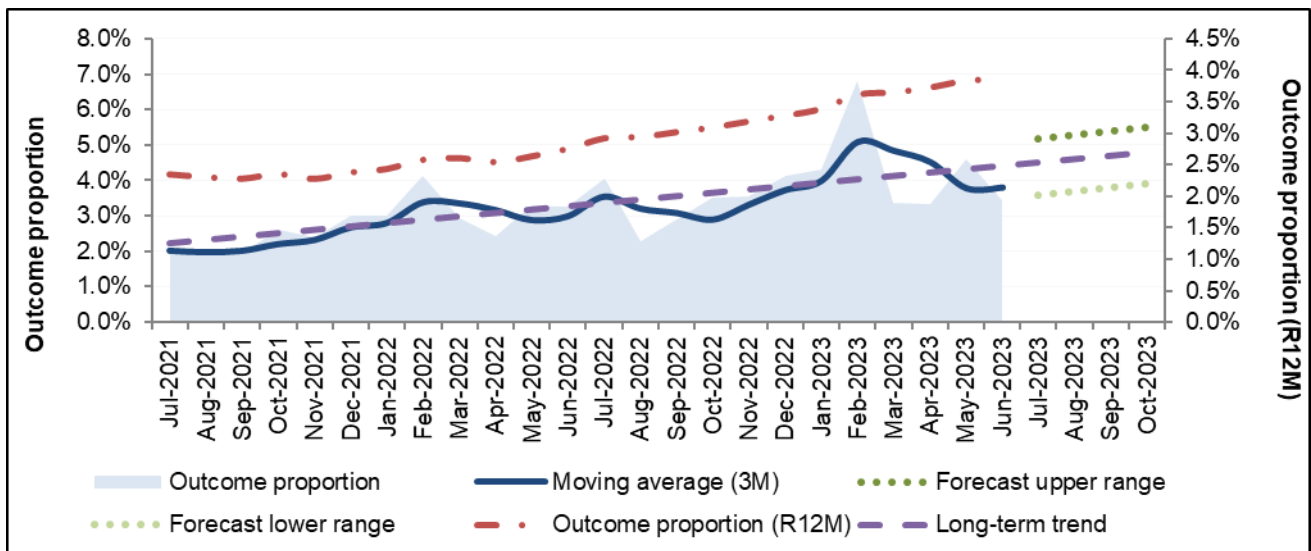
- This year 6.7% – last year 4.2% (statistically significant increase of 2.5% points)
- April-June 2023 solved proportion was 6.9% compared with January-March 7.6%
- June 2023 was 8.2% – June 2022 was 6.7%
- June 2023 (8.2%) was statistically significantly higher, 1.4%points more, than the 12-month average (6.7%)

Theft from the person, proportion of outcomes solved, July 2021 to June 2023



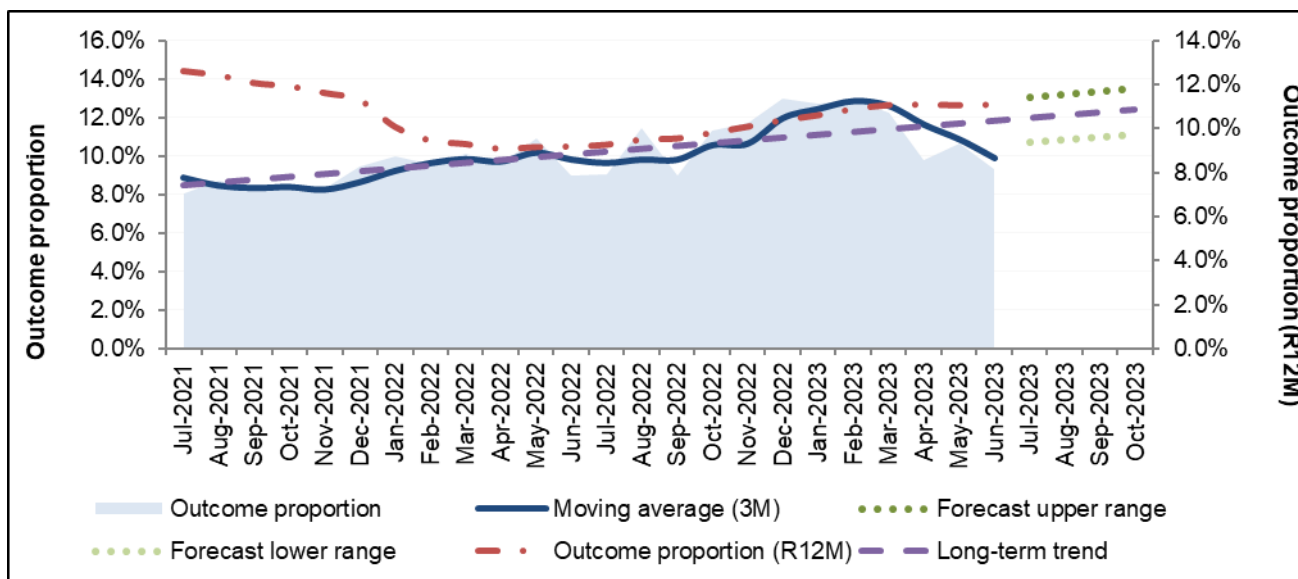
- This year 2.1% – last year 1.8%
- April-June 2023 solved proportion was 1.5% compared with January-March 2.1% (statistically significant decrease of 0.6% points)
- June 2023 was 1.5% – June 2022 was 1.9%
- June 2023 (1.5%) was statistically significantly lower, 0.6%points less, than the 12-month average (2.1%)

Vehicle offences, proportion of outcomes solved, July 2021 to June 2023



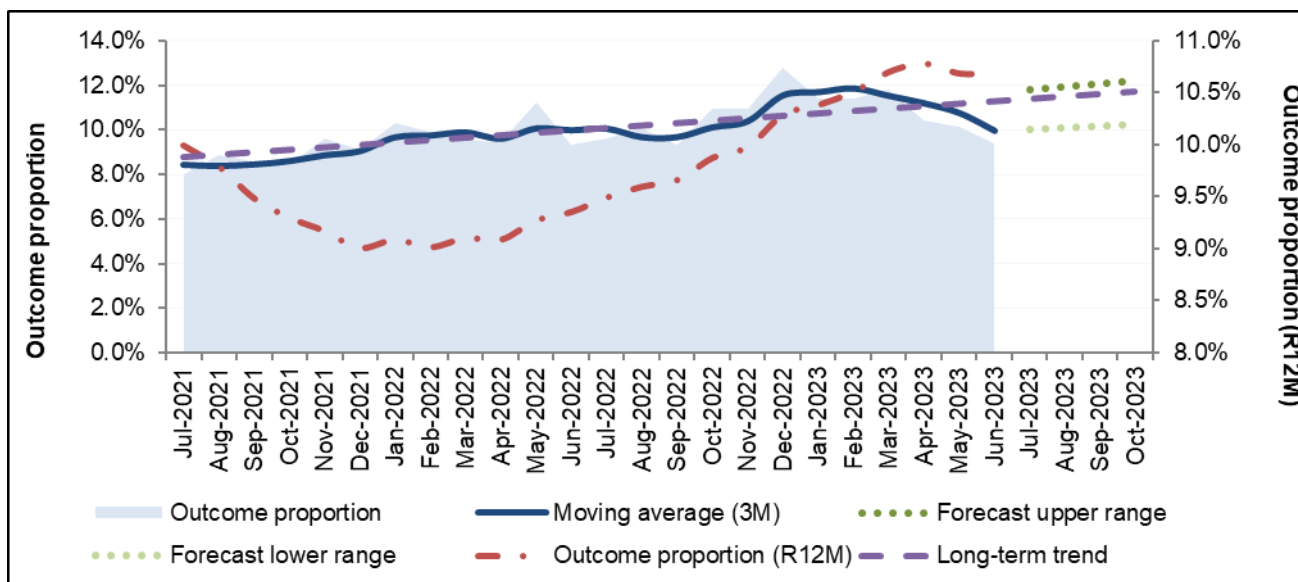
- This year 3.8% – last year 2.8% (statistically significant increase of 1.0% points)
- April-June 2023 solved proportion was 3.8% compared with January-March 4.8%
- June 2023 was 3.4% – June 2022 was 3.3%

Serious violence, proportion of outcomes solved, July 2021 to June 2023



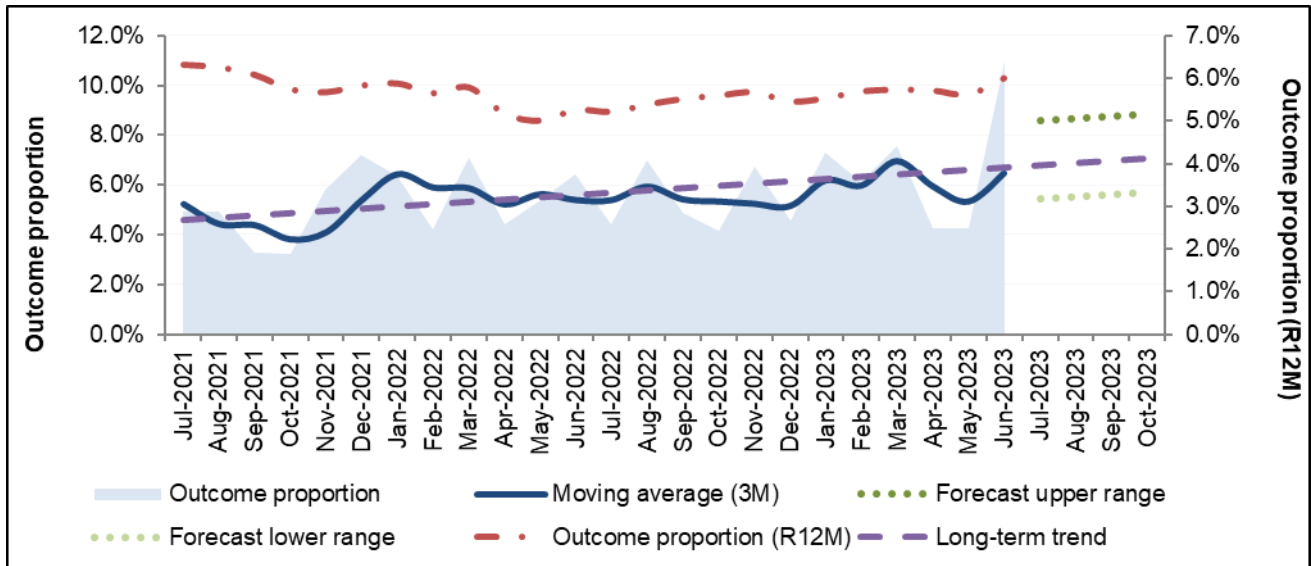
- ‘Serious violence’ is referring to a count of robbery and violence with injury offences.
- This year 11.0% – last year 9.2% (statistically significant increase of 1.8% points)
- April-June 2023 solved proportion was 9.9% compared with January-March 12.6% (statistically significant decrease of 2.7% points)
- June 2023 was 9.3% – June 2022 was 9.0%

Domestic abuse, proportion of outcomes solved, July 2021 to June 2023



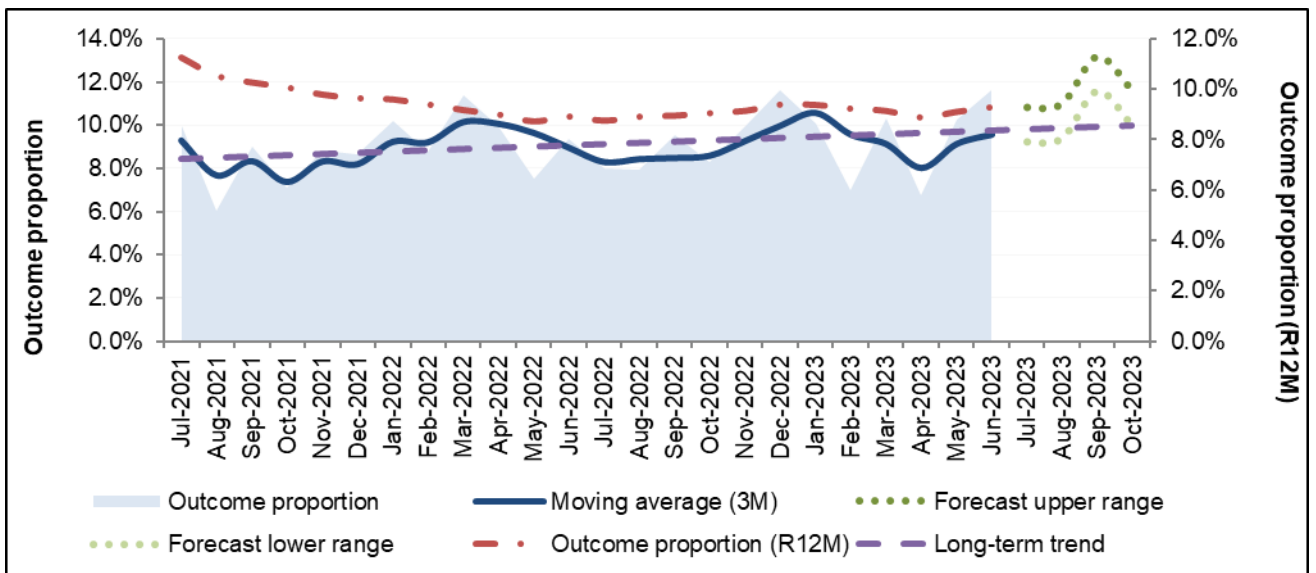
- This year 10.6% – last year 9.4% (statistically significant increase of 1.3% points)
- April-June 2023 solved proportion was 9.9% compared with January-March 11.5% (statistically significant decrease of 1.6% points)
- June 2023 was 9.4% – June 2022 was 9.3%

Rape, proportion of outcomes solved, July 2021 to June 2023



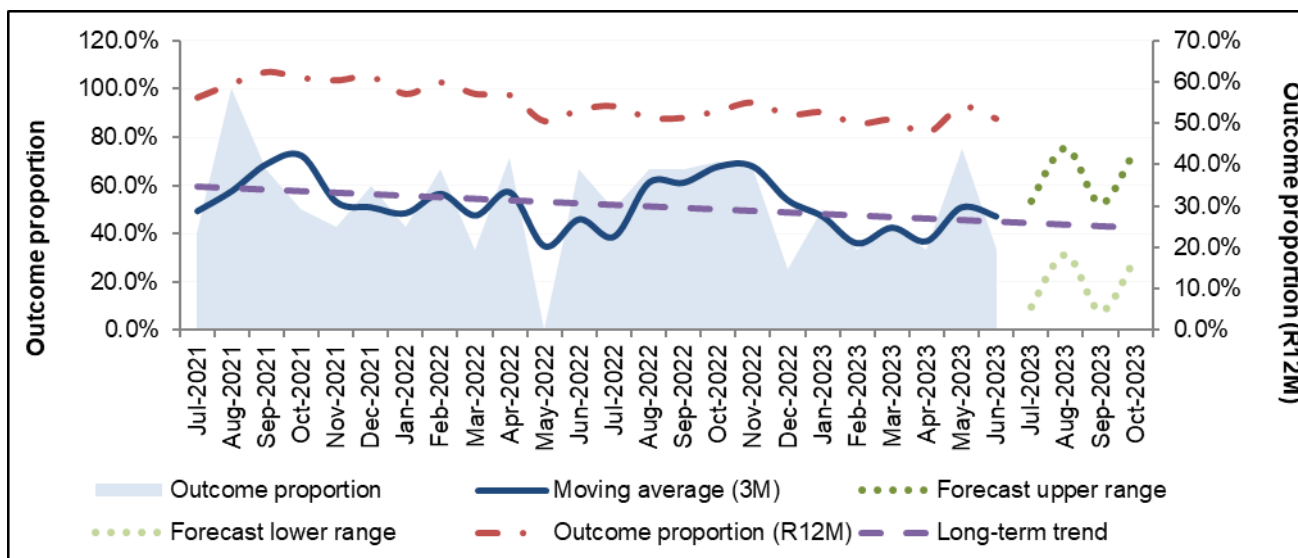
- This year 6.1% – last year 5.3%
- April-June 2023 solved proportion was 6.7% compared with January-March 7.0%
- June 2023 was 11.0% – June 2022 was 6.4%
- June 2023 (11.0%) was statistically significantly higher, 4.9%points more, than the 12-month average (6.1%)

Other sexual offences, proportion of outcomes solved, July 2021 to June 2023



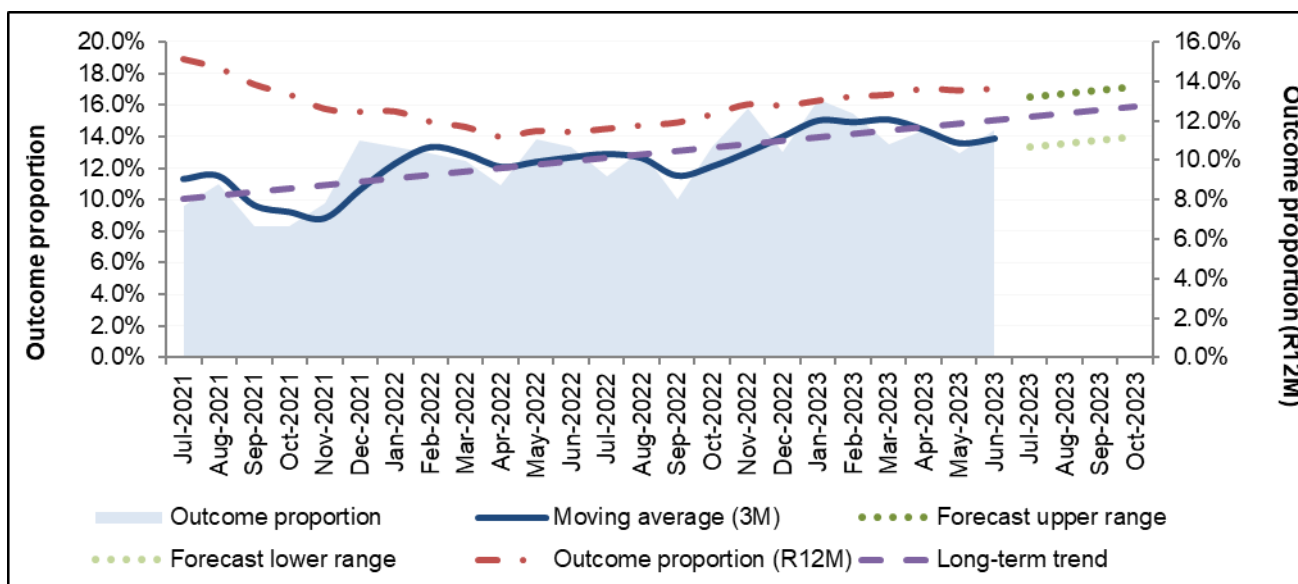
- This year 9.3% – last year 8.9%
- April-June 2023 solved proportion was 9.7% compared with January-March 9.2%
- June 2023 was 11.6% – June 2022 was 9.4%
- June 2023 (11.6%) was statistically significantly higher, 2.3%points more, than the 12-month average (9.3%)

Homicide, July 2021 to June 2023



- This year 52.2% – last year 54.5%
- April-June 2023 solved proportion was 43.8% compared with January-March 41.2%
- June 2023 was 33.3% – June 2022 was 66.7%
- June 2023 (33.3%) was statistically significantly lower, 18.9%points less, than the 12-month average (52.2%)
- Given the small number of homicide crimes, caution should be taken when interpreting changes in recording levels

Knife and sharp instrument crime, proportion of outcomes solved, June 2021 to May 2023

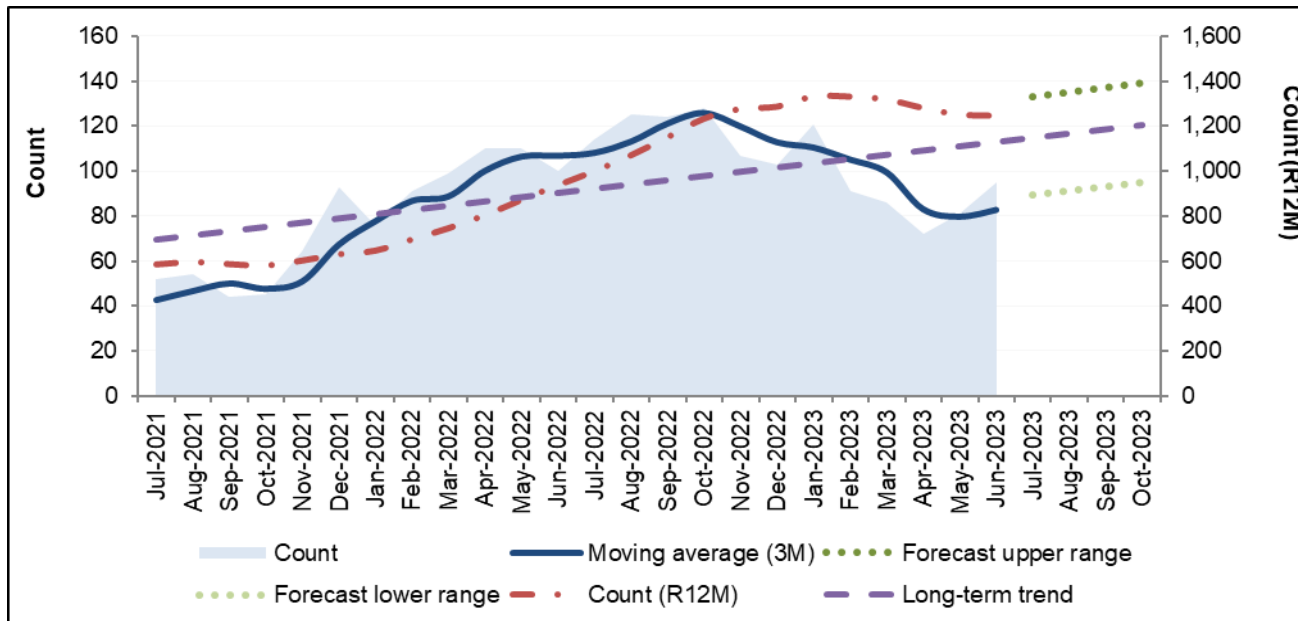


- This year 13.5% – last year 11.4% (statistically significant increase of 2.2% points)
- April-June 2023 solved proportion was 13.9% compared with January-March 15.0%
- June 2023 was 14.4% – June 2022 was 13.4%

4. Domestic Violence Protection Notices/ Orders

Domestic Violence Protection Notices (DVPN)

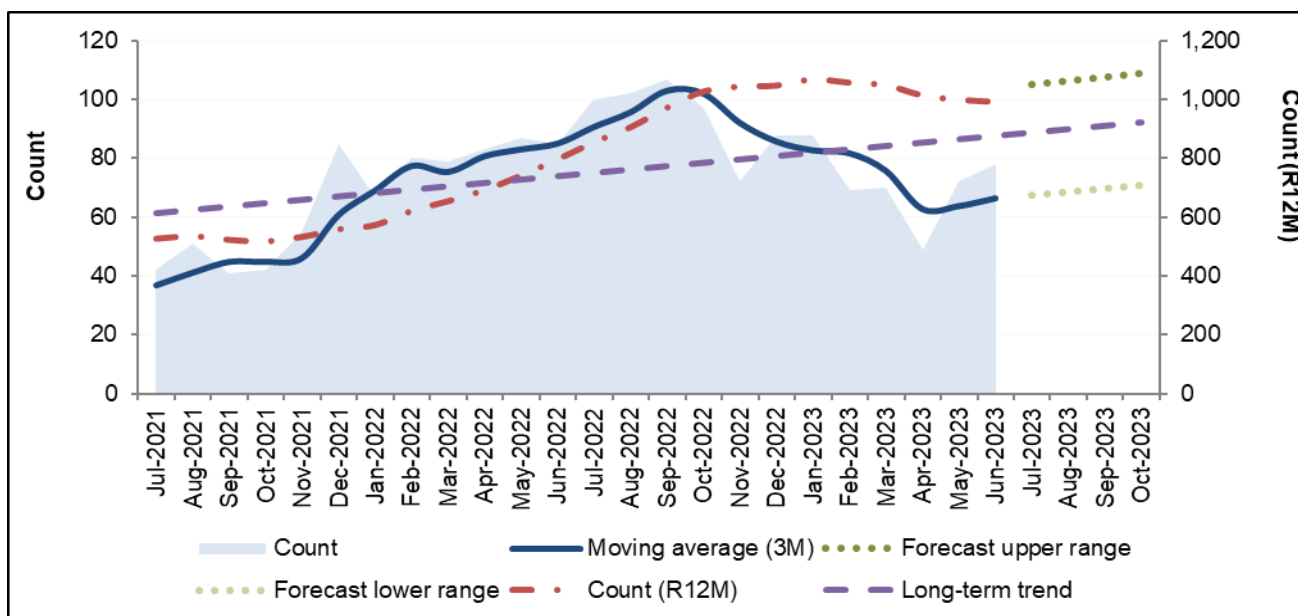
DVPNs issued, July 2021 to June 2023



- 1,248 DVPNs were issued during the 12 months to June 2023
- This compares with 938 in the previous 12 months
- This represents a statistically significant increase of 33.0% (310 more DVPNs issued)
- June 2023 there were 96 DVPNs issued, down from 100 in June 2022

Domestic Violence Protection Orders (DVPO)

GMP DVPOs granted, July 2021 to June 2023



- 992 DVPOs were granted during the 12 months to June 2023
- This compares with 797 in the previous 12 months
- This represents a statistically significant increase of 24.5% (195 more DVPOs granted)
- In June 2023 there were 78 DVPOs granted, down from 85 in June 2022

5. Custody Performance Summary

Van dock wait timings and average time in custody waiting to be booked in

GMP has responded to the concerns of His Majesty's Inspectorate of Constabulary Fire and Rescue Services (HMICFRS) and implemented a new policy. Prior to this policy at busy periods, wait times were excessive but have been reducing since the HMICFRS custody Inspection and our renewed focus. Working is in line with the College of Policing's Authorised Professional Practice (APP) and current analysis highlight this is at a maximum on average at 26 mins during busy periods, with close monitoring of this area by supervision.

Staffing levels and the uplift you have delivered

Staffing levels in GMP custody have improved significantly. To date there has been a 39% increase in staffing, which will rise to 60% later in the year following further recruitment. Analysis highlights 115 Custody Sergeants (with investment representing a 20% uplift in Custody Sergeants to take this to 144) – 18 new Custody Sergeants are anticipated to be online by mid-July and 14 by mid-August.

Civilian Detention Officers (CDO) will see a growth from 180 to 208 (up 16%) and authority to over recruit is in place to increase capacity to allow for attrition of CDO's.

We also have firm plans to recruit additional Custody Inspectors, with 9 at present, being increased to 17 by August/Sept 2023.

Staff absence

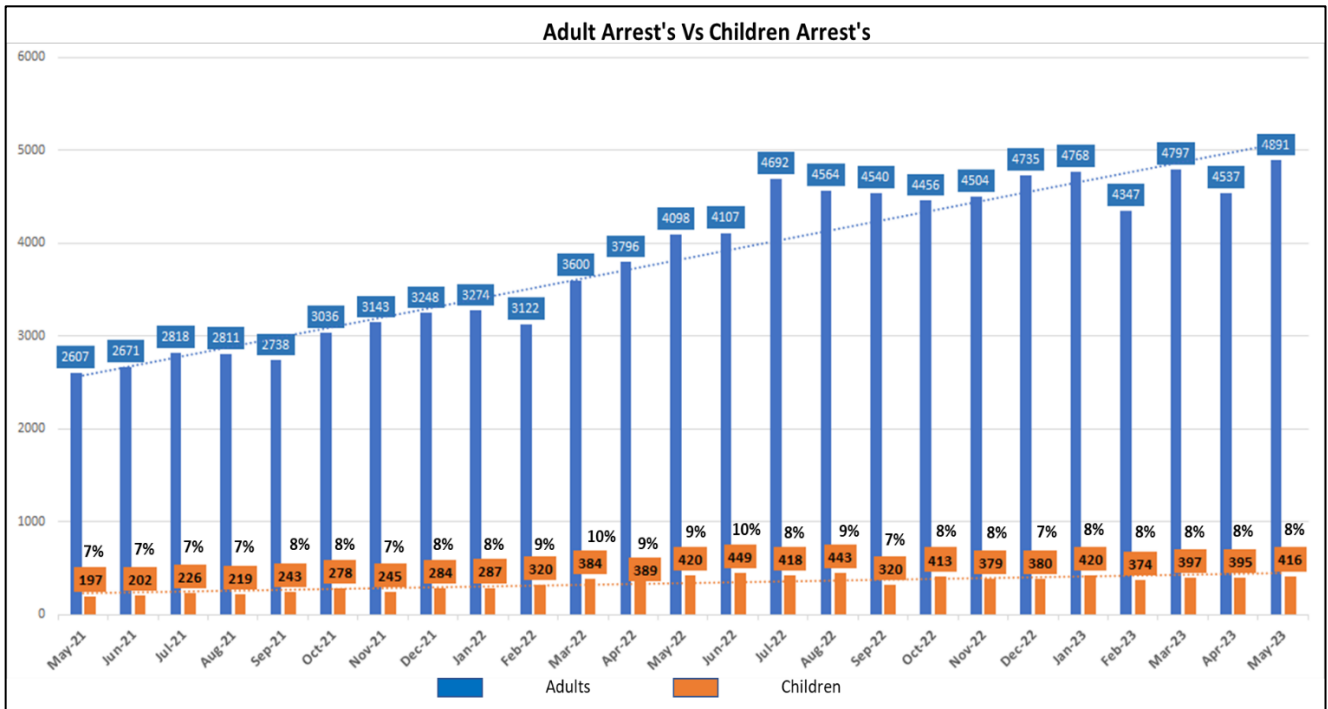
In terms of sickness, across GMP Custody there are 30 staff absent owing to sickness (18 short-term, and 12 long-term). The majority are CDO, but also included are 10 sergeants (3 short-term, 7 Long-term).

Average custody detention time

On average, GMP custody detention time stands at 14 hours.

Numbers for both adults and children arrested

Children represent around 9% of all arrest figures. With GMP detaining 5,000 people per month, we are not seeing a disproportionate rise with children in custody. Analysis indicates that the proportion of children in custody ranges from around 8-10%. Figures suggest there were 197 children from 2,804 detainees (around 7%) in May 2021, compared to 416 children from 5,307 detainees (around 8%) in May 2023.



Numbers of refusals of custody

Analysis indicates that around 1% are refused for domestic abuse (with 187 refusals of arrests, from 22,972 domestic abuse arrests, in the 12 months from April 2022 to May 2023).

The time for adults/children to get to cells and the time spend in cells

GMP is currently developing a custody dashboard and undertaking data analysis to establish this data.

Numbers of complaints

111 complaints were made in relation to custody, between December 2022 and May 23. This is something Custody Branch is working closely to monitor and learning from. For context, it is worth noting that given the significant increase in arrests (43% or 18,413 more, with 60,259 arrests in total for the 12 months to May 2023), this equates to a 0.18% complaints ratio.

The number of times clothes were removed and why on both adults and children

In the past six months across GMP custody suites, clothing has been removed from adults on 846 occasions, and from children in 39 cases for children. This is a further area of careful scrutiny and management. Analysis suggests that of all arrests during the 12 months to May 2023, a 'strip search' took place in 0.06% of the cases where children were arrested, and in 1.4% of the cases of adults being arrested.

GREATER MANCHESTER POLICE, FIRE AND CRIME PANEL

Date: 24th July 2023

Subject: Annual report of the Deputy Mayor, April 2022 – March 2023

Report of: Kate Green – Deputy Mayor for Police, Crime, Criminal Justice services and
Fire

PURPOSE OF REPORT

The Police Reform and Social Responsibility Act 2011 requires that an Annual report is produced which outlines the functions, activity and progress in meeting the police and crime objectives in the Mayor's police and crime plan 'Standing Together'.

Following agreement on the content, the designed report will be presented to the September 2023 Police, Fire and Crime Panel for endorsement.

RECOMMENDATIONS:

Panel members are asked to: -

1. Consider the draft annual report and provide comments.
2. Note the extended content in Section 3 of the report, containing more detail about the work that is taking place in each locality.
3. Note that a designed annual report will then be presented for endorsement by Panel members at the September 2023 meeting.

CONTACT OFFICERS:

Neil Evans - Director – Police, Crime, Criminal Justice services and Fire

Neil.evans@greatermanchester-ca.gov.uk

1. INTRODUCTION AND BACKGROUND

- 1.1 The Police Reform and Social Responsibility Act 2011 requires that each elected local policing body must produce a report (an “annual report”) that includes:
 - 1.1.1 The exercise of the body’s functions in each financial year, and
 - 1.1.2 The progress which has been made in the financial year in meeting the police and crime objectives in the body’s police and crime plan.
- 1.2. As soon as practicable after producing an annual report, the elected local policing body must send the report to the relevant police and crime panel.
- 1.3 The elected local policing body must attend before the panel at the public meeting arranged in accordance with section 28(4), to:
 - 1.3.1 Present the report to the panel, and
 - 1.3.2 Answer the panel’s questions on the report.
- 1.4 The elected policing body must:
 - 1.4.1 Give the panel a response to any report or recommendations on the annual report (see section 28(4), and
 - 1.4.2 Publish any such response
- 1.5 It is for the police, fire and crime panel to determine the manner in which a response to a report or recommendations is to be published in accordance with subsection (4)(b).
- 1.6 An elected policing body must arrange for any annual report to be published.
- 1.7 It is for the elected local policing body to determine the manner in which an annual report is to be published.

2.0 DEVELOPING THE ANNUAL REPORT

- 2.1 The annual report covers the period from April 2022 - March 2023 in an electronic format that can be downloaded as a pdf file.
- 2.2 The annual report is structured to reflect the functions of the Deputy Mayor and covers the following areas:
- Forewords – Mayor and Deputy Mayor
 - Responding to challenges and successes
 - Working Together and our priorities
 - Keeping people safe and supporting victims
 - Reducing Harm and offending
 - Strengthening communities and places
 - Investing in communities
 - Budget, Grants and Accountability
 - Forward Look
- 2.3 All locality community safety partnerships have contributed to the content of the annual report and examples of the work that is taking place in localities and with communities is featured within each of the priorities. ‘Investing in Communities’ section of the report outlines examples of initiatives and programmes and in every locality.
- 2.4 Following agreement by Police and Crime Leads, Section 3 of the annual report provides a more detailed narrative of the Community Safety Partnership work that has taken place, utilising the funding provided by the Deputy Mayor.
- 2.5 The final designed document will be presented to Police, Fire and Crime Panel in September 2023. Section 3 of the reports will have the option to be used as a standalone document which CSPs can use to promote their work locally.

3. RECOMMENDATIONS:

- 3.1 Appear on the front page of the report.

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Standing Together: Annual Report 2022/2023

Forewords:

Mayor

This is my fifth annual report for police and crime, covering a broad range of work that has been achieved by working in partnership with our 10 Local Authorities, Community Safety Partnerships, Greater Manchester Police (GMP), wider public partners, the voluntary and community sector and of course with people and communities.

In October 2022, His Majesty's Chief Inspector of Constabulary and Fire and Rescue Service moved GMP out of 'special measures' recognising GMP's improvements across the force in its leadership, culture, and performance. The Deputy Mayor and I know that there is still much more to do but I am confident that GMP is now a service that the people of Greater Manchester can have confidence in.

We have seen significant improvements in the performance of GMP in 2022/23 with support from the 10 Council Leaders and through the investment of the police precept. GMP are now 4th out of 43 forces nationally in the Home Office league table for speed of answering 999 calls. GMP are also responding to incidents quicker and solving more crimes. The police precept has also funded investment in 60 police officers dedicated to road safety, Operation Avro days of action in each locality and a new community messaging system #BeInTheLoop. The Greater Manchester police and crime precept remains among the ten lowest nationally.

Police officer numbers are now the highest they have been for many years. Since April, GMP have recruited 2,044 more police officers, bringing the additional numbers recruited since 2019 to 2629 and total officer numbers to 8067.

In March 2023, GMP relaunched the neighbourhood policing model that will see an additional 264 warranted police officers posted to neighbourhood teams across GM in the next 2 years, creating a greater focus on police and partners working together in communities to fight crime and tackle local problems. We now have dedicated locality level prevention hubs to focus on problem solving, high demand crimes, vulnerable individuals, and community threats. I hope to see an increase in effective prevention and problem solving by GMP and Community Safety Partners throughout the next year. This will build on successful partnership plans such as Operation Vulcan that aims to rid Cheetham Hill and Strangeways of criminal activity. The latest figures show that since Operation Vulcan was introduced there has been almost 50% reduction crime in that area.

Although the foundations of a successful police force are in place, there is still some way to go and my focus on continued improvement will not waver. I will ensure the police are accountable and continue with the Police Accountability meetings, offering elected members a face-to-face opportunity to meet the Chief Constable and his leadership team and to hold them to account on matters that have been raised by their constituents.

The Manchester Arena Inquiry (MAI) concluded in early June 2023. The MAI Mayoral Oversight Group has been established to provide assurance and oversight of the implementation of the Inquiry recommendations by GMP and GMFRS and to seek engagement and alignment with partners in order to ensure that these recommendations are fully implemented.

I look forward to receiving the new Achieving Race Equality Report, due from GMP this September, which will follow the themes of the national Police Race Action Plan, with a focus on ensuring people experiencing racial inequalities are neither under-protected nor over-policed, and that the police service is representative and involves people in decisions. The report will consider all racial disparities but will have a stronger focus on Black and Black heritage people and communities as this is where the biggest disparities exist.

Supporting the delivery of my strategy to Reduce Gender-Based Violence, we launched a public engagement campaign called #IsThisOK? The campaign calls on men, lads and boys to help tackle and reduce gender-based

violence in Greater Manchester - to understand what behaviours “are not OK”, to call it out when they set it happening or to talk about why it shouldn't occur in the first place.

The current phase of the campaign launched with a short film, which was promoted throughout January - March and was watched 1.5m times on social media. This has since been enhanced with a three-part film series which showed the ways men and boys can discuss, become aware, and become active allies in tackling gender-based violence. We are still promoting this series and it's been watched over 830,000 times.

In each of my annual reports, I have stated my commitment to our frontline police officers and staff. I recognise the work they do and the risks they take every day to reduce crime and anti-social behaviour and safeguard and protect the most vulnerable people in our society.

Throughout this report, you will see how Greater Manchester continues to stand together with communities, the police, local authorities, and other partners in our fight against crime and inequality.

DRAFT

Deputy Mayor

I am delighted to introduce our annual report for 2022/23, my first since being appointed by the Mayor in January 2023 as Deputy Mayor for Police, Fire, Crime and Criminal Justice.

Throughout the report we have highlighted examples of how we're achieving the cross-cutting ambitions set out in the Police and Crime Plan, 'Standing Together':

- *Tackling inequality and injustice in all its forms including Gender Based Violence*
- *Delivering with victims, communities, and partnerships.*

These cross-cutting themes are the bedrock for how we deliver our police and crime priorities in Greater Manchester and will remain a key focus for me as Deputy Mayor.

I am very encouraged by the progress that Greater Manchester Police have made this year to improve their service to the public. The report provides a summary of these improvements. I give you my assurance that ensuring GMP continues to improve, and that the public receive the service that they both need and deserve, especially the most vulnerable members of our communities, remains my top priority. I share the ambition of the Chief Constable, Stephen Watson, for GMP to become the best police force in the country.

But, as the title suggests, the Standing Together plan is about more than just policing – it's about the work that we do with partners to keep people safe. So I'm delighted to be able to showcase the great work that is taking place across Greater Manchester, led by Community Safety Partnerships working closely with local communities, to deliver a wide range of projects and initiatives to tackle crime and disorder. This year, the report shines a light on the work that is happening in each locality, and I am committed to supporting Community Safety Partnerships to work through the challenges and opportunities they face. In March, I held my first Community Safety Partnership event with lead councillors, local authority chairs and officers, divisional police chief superintendents and local leaders from Greater Manchester Fire and Rescue Service. Since this event, we have established a programme of multi-agency problem-solving 'masterclass' events and I hope that this will lead to further innovative problem-solving plans that will tackle crime and antisocial behaviour (ASB), building on the success of initiatives like Operation Vulcan which has seen a range of agencies working together to tackle serious organised crime that blights people's day to day lives, and other multi-agency work.

We have also been successful in securing record levels of Safer Streets funding from the Home Office, and this has helped communities in Stockport, Manchester and Wigan problem-solve and tackle neighbourhood crime and ASB in their communities. Over the course of this year, we have secured over £1.6m of Safer Streets funding, taking the total received since 2020 to over £4.2million for specific areas in Greater Manchester.

GMP's new Neighbourhood Policing model, introduced in March, also provides a real opportunity to strengthen the way we work together. With increases in police officer numbers, dedicated to working in communities, and the establishment of Prevention Hubs and Neighbourhood Crime Teams in each area, I am confident that the successes we have seen so far to tackle crime and ASB will continue. I welcome the monthly Operation Avro weeks of action, targeting hot spot locations and persistent problems such as speeding traffic, closure of problem premises, alcohol, drugs, environmental ASB, dangerous dogs and graffiti.

In tackling inequality and injustice, Gender-Based Violence remains a key area of focus. Since publishing our Gender-Based Violence (GBV) Strategy in September 2021, we have launched the #IsThisOK? campaign which calls out sexual harassment on our streets and has so far received more than 5 million views.

With the support of Council leaders and officers across Greater Manchester, the Gender Based Violence Board continues to drive forward our ambitious ten-year strategy. With additional investment, localities have been able to appoint extra independent domestic violence advisors, ensuring victims and their families have timely access to support when they need it. We have also been working hard to ensure there is additional help for victims who may have no recourse to public funds as well as developing a housing reciprocal to support people who need re-housing because of gender based violence. Recognising that men and boys can also be victims of Gender Based Violence, we

have also been working closely with the voluntary sector to develop further refuge provision for men in Greater Manchester.

Following increased concern about spiking, we have worked with student focus groups and partners to bring together resources into a Good Night Out Guide, launched in Student Welcome Week and distributed in student welcome packs, hotels and venues, as well as on the web on student welcome pages.

I take particularly seriously my responsibility for commissioning services for victims, and I am determined to ensure that services are effective and accessible to all who need them. A new 3-year multi-crime gateway service will go live in December 2023 and its creation has been informed by what victims of crime have told us. Ease of access, honesty, respect, and good communication and listening to what victims need are the key principles which will underpin the service. We want to make it as easy as possible for people to access the new service and are currently working on a single digital platform to enable victims to access their own information and engage with the services they need at a time convenient to them, with the flexibility to engage and re-engage over time as their needs change.

Our work to tackle Serious Violence has continued to go from strength to strength. The Violence Reduction Unit (VRU) is in its second year of a three-year funding settlement from Government which has enabled us to take a longer-term view across a range of issues and develop plans to address them. This approach has also been shared at district level, ensuring that services that work can be strengthened and sustained, and are not constrained by a short-term focus. Community-led activities to support violence reduction have reached over 1,700 young people under the age of 25.

Building on this success, I'm now working with partners to develop a ten-year strategy for Tackling Serious Violence in Greater Manchester. The strategy will build on the strong foundation of the Serious Violence action plan we've had in place over the past four years and set out the long-term ambition for the continuation of this work.

Strong partnerships between all our organisations and communities are at the heart of the Greater Manchester approach to improving community safety, equality and citizen wellbeing, and our Standing Together plan. I'm proud of the work that is taking place with local communities to make a positive difference, and of the many examples of dedication, commitment and passion to deliver lasting change for our communities highlighted in this report.

Section 1 – Challenges and successes

Improving Greater Manchester Police

Greater Manchester is one of the busiest police forces in the country - making up just 5% of the population but at times accounting for 10% of all police demand.

We have seen some significant improvements in the performance of Greater Manchester Police (GMP) in 2022/23 with support from the Mayor, the Deputy Mayor, and the police precept.

GMP are now 4th out of 43 forces nationally in the Home Office league table for speed of answer for 999 calls. In April 2023 GMP answered 999 calls in an average of 3 seconds, compared to an average of 17 seconds in April 2022. This improvement is largely due to the investment in call handlers and ICT capabilities, supported by the precept.

GMP are also responding to incidents much sooner, attending 82% of emergency (Grade 1) incidents within the national target of 15 minutes. GMP are attending 94% of all burglaries, compared to 70% two years ago, thanks to Operation Castle. Solved rates for burglary have also improved - as they have for many other types of crime.

In the past year, GMP increased arrests for domestic abuse cases by 61%, and the solved rates has also increased, from 9.3% to 10.4%. GMP has almost doubled (49.7%) the number of arrests made for stalking and harassment in the last 12 months. Following the launch of the Greater Manchester Gender Based Violence strategy in 2022, GMP launched its plan to tackle Violence Against Women and Girls. This included 'Operation Lioness', which focuses on preventing violent attacks and predatory behaviour towards women, whether it be in the home, in public spaces or online. This demonstrates a continued and targeted focus by GMP to support and safeguard victims of these crimes.

With the aid of the precept, the roads and transport unit has doubled in officer strength this year, and the unit has stepped up work on tackling road and transport related offences with partners. In September 2022 the transport and roads Operation Avro resulted in 1,189 Metrolink fines, 41 arrests, 70 seized vehicles, 3 court summons, 405 traffic offences and 530 speed offences.

Neighbourhood Policing, Prevention and Problem Solving

In March 2023, GMP relaunched its neighbourhood policing model that will see an additional 264 warranted police officers posted to neighbourhood teams across Greater Manchester in the next 2 years, creating a greater focus on police and partner agencies working together in communities to fight crime and tackle local problems. This rebalance of resources will see an uplift in the number of Neighbourhood Police Constables from 476 to 740.

This investment has also enabled GMP to professionalise neighbourhood policing through a programme of training, changes in shift patterns to align with partners, and the introduction of a new community messaging system 'Bee in the Loop' – enabling residents to sign up to live updates.

Alongside neighbourhood policing, GMP has established dedicated locality level prevention hubs to focus on problem solving, high demand crimes, vulnerable individuals, and community threats. The hubs will work alongside dedicated neighbourhood crime teams to proactively investigate and target activity. This builds on successful multi-agency initiatives, including Operation Vulcan that aims to rid Cheetham Hill and Strangeways of criminal activity. There is still more work to do, but the latest figures show that, since Operation Vulcan was introduced, there has been almost 50% reduction crime in the area, including violence with injury.

Key statistics – put into an infographic

Measure	2021/22	2022/23	Change
Reported anti-social behaviour (ASB)	72,299	71,988	-0.4%
Total recorded crime	351,675	372,446	5.9%
Neighbourhood crime	53,292	52,689	-1.1%
Violence with injury	31,016	30,978	-0.1%
Domestic abuse	63,969	67,890	6.1%
Mental health incidents (following triage)	18,631	19,160	2.8%
Recorded hate crime	13,164	11,658	-11.4%

What residents have told us

It is important that we don't only consider statistics alone. How safe residents feel is the ultimate test of whether the work we are doing is making a difference to local people. The Deputy Mayor commissions an ongoing survey of residents in order to understand how safe they feel, their experiences of crime and their satisfaction with services. Almost 49,000 Greater Manchester residents have responded to a quarterly survey on policing and community safety, which was first commissioned by the Deputy Mayor in 2019. This information helps shape how Community Safety Partnerships (CSPs) and GMP work together to tackle crime and anti-social behaviour and is an important feature of their decision-making and allocation of resources to tackle the problems that matter most to local people.

89% of people who responded to the survey said they felt safe in their local area, a small improvement on the previous year.

The main reasons for feeling safe were a lack of personal experiences of problems (22% of those who felt safe), quiet/pleasant neighbourhoods (19%), and a sense of community in the local area (17%).

The main reasons for not feeling safe were an awareness of anti-social behaviour (38% of those who felt unsafe) and crime (33%).

HMICFRS Inspections

In 2020, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) undertook a detailed inspection of GMP and reported that a fifth of reported crimes weren't being recorded by the police and that victims were being let down. This led to GMP being placed into special measures.

The Mayor and former Deputy Mayor found a number of cultural and systemic issues within the force, which prompted the start of a significant improvement journey. This commenced with the appointment of Stephen Watson as Chief Constable in 2021.

In October 2022, GMP was taken out of special measures and is considered to be the most improved police force in the country. Crime recording has increased, along with improved standards of investigations and solved outcomes – resulting in a much-improved service for victims and the public.

There is still much work to do to drive further improvements, and recent HMICFRS inspections into Serious Youth Violence, Police Custody and Online Child Exploitation provide an acute reminder of the challenges faced by the police service and other partners as we strive to protect and secure our communities.

Action in response to recommendations made by HMICFRS is monitored by the Deputy Mayor and GMP. The Deputy Mayor's response to each report can be found on the GMCA website:

<https://www.greatermanchester-ca.gov.uk/what-we-do/police-and-fire/documents/>

Future challenges

Whilst GMP have made good progress in the past year, they continue to strive for further improvement. There are several areas where challenges remain.

Workforce

GMP recruited 2,044 Officers during April 2021 – March 2023, giving the Force a net growth of 932 officers during this period. Since 2019, GMP have recruited 2629 more police officers, bringing their total number to 8,067. This is a great opportunity for Greater Manchester, but it is not without its challenges. Much work is required to ensure that these officers are vetted, well trained and supervised, and have the right approach to the job. It will take some time for student officers to be posted in the right teams and to make a difference on the ground.

In 2022, 53% of new recruits were female and 8.7% Asian. Whilst GMP continue to make good progress in recruiting female and Asian officers, recruitment of Black officers remains poor at just 1% of new recruits, and this must be a priority for the year ahead.

As the Baroness Casey review into police misconduct in London has shown, we must also ensure that all police officers are working to the cultures, ethics, and standards that the public expects. Like all forces, this is a challenge for GMP, and will remain so for the year ahead.

Arrests

In February 2023, GMP received HMICFRS's report following an inspection of custody services, and this highlighted some causes of concern. They included key concerns over leadership, legal compliance, the use of force, detainee dignity, risk management and medicine management. GMP are working to address these concerns and will be re-inspected by the autumn of 2023.

As GMP arrest more people, the Deputy Mayor will continue to challenge whether GMP are using their powers proportionately and in the most appropriate way.

Non-crime work

As little as 37% of police work is directly linked to crime but as much as 63% could be viewed as non-crime demand that didn't necessarily require a police officer to attend, such as concerns for welfare or people experiencing poor mental health. Partnership working and problem solving therefore remains critical and we must work together to find solutions that put the people of Greater Manchester first.

Greater Manchester Fire and Rescue Services (GMFRS)

In 2022/23, Greater Manchester Fire and Rescue Service (GMFRS) continued to successfully deliver the priorities set out in the Fire Plan. This is documented in more detail in the GMFRS Annual Delivery Report for 2022/23 – [Annual Delivery Report - Greater Manchester Fire Rescue Service](#) and in this report, we highlight how the Service's work supports the Standing Together plan.

The Service has made significant progress in a number of areas, including the ongoing improvements to culture; the region's response to terrorist attacks; and engagement with communities to reduce risks and improve lives. HMICFRS has removed its cause of concern around this capability.

Culture and public confidence

In recent months, the culture of fire and rescue services has been under scrutiny, which has impacted on public confidence. GMFRS started on its journey of improvement several years ago and these initiatives are now starting to pay off. Positive attraction work has continued across the region, with a specific focus on women. This targeted recruitment has been successful, with more than 22% of this year's firefighter recruits coming from traditionally

underrepresented groups. GMFRS has also established new platforms for colleague engagement and feedback and has made opportunities for promotion fairer and more inclusive.

This year has seen external recognition of the Service's work to improve its culture. In its 2022 Ofsted inspection for apprentice provision, GMFRS was graded as Outstanding for Behaviour and Attitudes, and for Personal Development; with an overall grade of Good.

GMFRS moved up 43 places to 50th position on Stonewall's Top 100 list for leading LGBTQ+ inclusive employers, as well as winning a Gold Employer award in recognition of its commitment to inclusion. The GMFRS Rainbow Staff Network won 'Network Group of the Year' at the Stonewall Awards beating more than 900 other organisations and teams.

Whilst external recognition of the Service's work to improve culture has helped provide assurance on progress so far, there is still more to do. Improving culture is not a time-limited project but an ongoing commitment to our people and communities, a promise to create a workplace where everyone feels welcome, safe and respected. A "culture first" approach has been introduced at GMFRS, which will continue to drive positive change over the coming years.

Emergency response

As well as prioritising culture improvement, GMFRS has continued to focus on driving excellence in the delivery of its core functions. The faster GMFRS arrives at an incident, the quicker they can rescue people, provide first aid, and limit damage to property and the environment, working with other blue-light services. In 2022/23, the Service's average response time to life risk emergencies was 7 minutes 21 seconds, nine seconds faster than the target.

Training and development

Thanks to an investment of £5.3 million, the new Training and Safety Centre in Bury is now complete. It is an immersive, state-of-the-art facility, delivering operational and incident command training alongside continuous development of our fire crews, ensuring GMFRS is better prepared and fit for the future. As part of its investment in skills, all GMFRS firefighters are now being trained and equipped to respond to marauding terrorist attacks and other emergencies involving large numbers of casualties.

CASE STUDY: TERRORIST ATTACK RESPONSE

In partnership with the Fire Brigades Union, GMFRS embarked on an intensive project to improve its response to marauding terrorist attacks and high casualty incidents. Firefighters have been trained, and every fire engine equipped, to respond quickly and effectively alongside Police and Ambulance colleagues. GMFRS has introduced enhanced trauma equipment including fast evacuation stretchers and additional personal protective equipment. This project delivers on a key recommendation from the Manchester Arena Inquiry, and has been successfully completed through collaboration between teams from across services, under the scrutiny of His Majesty's Inspectorate of Constabularies and Fire and Rescue Services who have now removed their cause of concern. GMFRS will continue to provide training and undertake large-scale exercises alongside its blue-light partners to further develop its capability, in accordance with the Joint Emergency Services Operating Principles.

Community engagement and risk reduction

Preventing emergencies continues to be the most efficient and effective way of saving lives and reducing damage to property and the environment. Following the launch of a new online tool, almost 24,000 home fire safety checks have been completed this year. These support residents to complete an assessment of fire risk in their home and

receive a visit from safety officers if required. This is part of a targeted approach that has allowed the Service to focus resources on the most vulnerable.

In 2021/22, more people drowned in Greater Manchester than died in fires. To help improve water safety across the region, GMFRS hosted a Greater Manchester Water Safety Summit in September. At the summit, partners committed to form a Greater Manchester Water Safety Partnership. A dedicated water safety officer role has also now been created in GMFRS to drive this integrated work forward.

GMFRS launched a new adult fire setters intervention pilot this year. The Atlas Programme has been designed in collaboration with clinical psychologists and universities. It is the first of its kind in the world, and works to deter those with a history of fire-setting by providing fire safety awareness embedded in a holistic and therapeutic framework. The Service's targeted prevention work has also supported residents impacted by the cost of living crisis.

CASE STUDY: COST OF LIVING

The inequalities exposed and exacerbated by the pandemic have continued to demand focussed resources on the most vulnerable in our communities. As well as supporting the Greater Manchester-wide cost of living campaign, GMFRS has created bespoke campaigns and activities targeted to those at increased risk.

The Service created a Cost of Living Response Group, feeding into wider Greater Manchester partnership work. It has utilised incident data, local authority fuel poverty data and resident insight to identify and target prevention activities at those groups likely to be at increased risk from unsafe behaviours related to cost-of-living pressures. As well as signposting residents to the different support measures available to our communities, GMFRS created a number of resources providing advice and guidance on saving energy; safely heating the home; and cooking, candle and electric fire safety.

GMFRS provided toolkits to partners to help them refer residents to its home fire safety assessments (HFSAs). This was done in tandem with the prioritising of HFSAs using data and risk analysis to ensure visits were targeted at the most vulnerable.

The Service also provided warm spaces for residents unable to heat their homes or looking for company and support. For instance, in partnership with Bolton Council, GMFRS welcomed members of the community into Farnworth Fire Station to meet up and keep warm. Crews also helped people complete a Home Fire Safety Check, which led to a home visit or additional fire safety advice.

With the help of these focused activities, GMFRS has prevented the rise in the number of accidental house fires that had been expected during the cost of living crisis - and has even managed to drive them down slightly.

Protection of the built environment

GMFRS has statutory responsibilities regarding the safety of our built environment. The Service has used Home Office funding to create a dedicated Protection Training and Development suite. This new learning facility has two training rooms and dedicated interview facilities for people under caution. It can accommodate a range of fire safety training and competency assessments, which include the use of virtual reality headsets.

The Service has increased the number of specialists in fire safety to conduct inspections and investigations, support building design and construction, train firefighters, and deliver the increased responsibilities that come with the new fire safety regulations.

Over the last year, GMFRS has undertaken significant business engagement, delivering advice to almost 8,500 businesses covering 39,000 premises. Protection teams have expanded their Primary Authority offer to new partners, generating £79,000 of additional income.

GMFRS has also actively supported Operation Vulcan, working with GMP to tackle organised crime in the Cheetham Hill and Strangeways area of Manchester. This has resulted in a significant number of Prohibition Notices to prevent dangerous buildings being accessed by the public.

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Section 2 – Working together to achieve our priorities

The three priorities of the refreshed Police and Crime Plan (2022- 25) continue to shape the delivery of schemes and projects. Our priorities are:

- Keeping People Safe and Supporting Victims
- Reducing Harm and Offending
- Strengthening Communities and Places

Priority 1: Keeping People Safe and Supporting Victims

Protecting and caring for people who live, work, socialise and travel in Greater Manchester. Protecting those who are vulnerable and those who are victims of crime or at risk of being victimised. Building resilience, feelings of safety and confidence in policing and community safety.

Violence Reduction Unit (VRU):

Greater Manchester Violence Reduction Unit (VRU) is a team of subject leads and experts from Greater Manchester Police (GMP), Greater Manchester Combined Authority (GMCA), Greater Manchester National Probation Service, Public Health, NHS, Education, Community Voluntary Sector, Victims' Voice, Youth Justice and Local Authorities, addressing the underlying causes of violence and working together with communities to prevent it.

In July 2020, the VRU launched its Serious Violence Action Plan, which sets out seven priorities for the unit and the framework through which serious violence will be addressed.

These priorities and commitments were developed following extensive community engagement in 2019 across all 10 districts of Greater Manchester. Researchers spoke to people in the street, on public transport, in pubs, at community centres and in sports clubs, to gauge what concerns they had about violence in their community, their experiences of violent crime and what they wanted a newly formed VRU to do in response. The researchers also worked in schools, colleges, pupil referral units, youth justice teams and youth clubs to capture the voices of children and young people, as well as professionals working with them. In total, the team engaged with over 600 residents and over 300 schools and colleges.

Priorities of the Serious Violence Action Plan

1. Improve criminal justice response
2. Provide interventions in areas of highest need
3. Support for families and communities
4. Support for victims
5. Maintain a dedicated VRU
6. Implement place-based approach
7. Collaborate with schools, colleges and alternative provision

In May 2023, the VRU published its annual report which showed:

- A 17% reduction in hospital admissions due to assault by a sharp object among victims aged under 25 compared to 2021
- Homicides down by 27% compared to 2021
- Knife-enabled homicides down by 19% compared to 2021
- More than 10,000 young people involved in prevention activities
- Over 1,129 young people involved in community sport through VRU and Greater Sport partnership
- Over 800 total referrals to the Navigator service to help young people cope and recover from their experience of violence

Later this year, the VRU will publish its first Violence Reduction Strategy to set out its ambitions to reduce violence in Greater Manchester and to ensure we have clarity over our priorities to achieve this.

Strategic Needs Assessment (SNA), Data and Partner Engagement

In March 2023, the VRU produced a Strategic Needs Assessment. This is a multi-agency report, aiming to provide an overview to our communities and partners about our knowledge and understanding of violence across Greater Manchester, the risk and protective factors for why violence occurs and how to prevent it. A 'public health' approach to violence prevention and reduction underpins this assessment. It considers what the data tells us, listens to the voice of local people and communities, assesses the published evidence, and gathers good practice from other areas and within Greater Manchester.

The SNA will help us ensure that our approach to violence is based on sound evidence, understanding and insight.

Community-led Approach to Violence Reduction

By working with communities and collaborating with residents, we can develop programmes and initiatives that best fit local needs.

The community-led approach to violence reduction means the VRU works closely with communities to understand the strengths, challenges and needs of the community and determine how local investments will be made.

All ten localities are now fully engaged in the programme. The VRU have recruited *Violence Reduction Alliance Facilitators* in each local authority area to support community engagement, co-production, and sustainability. To date, over 1,700 young people aged 24 and under have been reached by VRU programmes.

Primary School Transitions

Salford Foundation have been delivering Blocks with young people in primary schools in North Manchester since November 2022. They are currently working with ten primary schools, providing support to 116 young people on a weekly or fortnightly basis. Children on the programme have been identified by the school as *of concern* in relation to their transition to secondary school, and in need of additional support to facilitate this and minimise risk of for example exclusion/disengagement from education, involvement in ASB and criminality, and disruptive behaviour; and support to improve family relationships, increase ability to understand and regulate emotions, improve ability to make informed decisions, and enhance self-esteem.

Just over a quarter of the young people accessing Blocks are girls. 51% of all young people on the programme are from white British backgrounds, with 15% from multiple ethnic backgrounds, 7% Pakistani backgrounds and 7% from Black/African/Caribbean backgrounds.

The Blocks programme provides a strengths-based, non-stigmatised style of mentoring, using 1:1 delivery to provide a social/emotional skills programme, tailored to the young people, based on four key themes - Identity, Relationships, Environments and Future. The mentor meets the young person on a weekly or fortnightly basis, for a minimum 6-month period.

The programme has already identified a number of interrelated issues arising with the young people they are supporting, including community violence, low self esteem, poor attendance at school and overcrowded housing. Although the Blocks programme cannot directly resolve all of these issues, it can provide a structured way for the young people to work through how those issues are affecting them and identify ways to support developing coping strategies and emotional regulation. As one young person on the Blocks programme said, "My sessions have helped me understand more about my emotions. I think this is important because it means I can deal with them a lot better and not get into fights"

Sports and Activity Strategy

Sport is energetic, inclusive and enjoyable, can also transform lives and to broaden ambitions. Sport teaches key skills such as teamwork, understanding and self-discipline, brings people together, creates pride in a community, breaks down social boundaries, and inspires people to make a difference in their own lives and for others. Through sport, we can empower young people to kick-start a cycle of positive change that echoes throughout their entire community.

StreetGames have been working in partnership with the Greater Manchester Violence Reduction Unit to support organisations within the community-led programmes, deliver workforce development opportunities, and more recently complete a regional mapping piece. This work is highlighting the role that sport can play in young people's lives, but also the positive impact that it can make on individuals and local communities.

StreetGamesUK was appointed the VRU Strategic Delivery Partner for 2022-2025 to bring about:

- More sport in more places - Grow the number of high-quality sport provision in Greater Manchester's most deprived and vulnerable communities to contribute to the prevention of violence.
- More workforce with more competencies - Enhance the confidence, competence, and capacity of the sport workforce to ensure high quality delivery which is pro-social in its approach and embeds the principles of trauma informed practice.
- More vulnerable young people referred, engaged, and retained in community sport - Increase the number of vulnerable/at risk young people meaningfully, and successfully, referred into sport through evidence-based, multi-agency referral pathways.

£150,000 (£75,000 VRU + £75,000 Greater Sport) has been invested into community sport-based organisations and more than 1110 young people have been engaged in the funded interventions.

Commissioned organisations are grassroots local community sports-based organisations working to provide quality provision to vulnerable young people in their community at both primary and secondary levels of intervention.

15 different organisations have been commissioned, delivering at 22 different locations.

Serious Violence Duty (SVD)

This year saw the roll-out of the new Serious Violence Duty, an important piece of legislation which places specified authorities under an obligation to come together and deliver a coordinated response to all forms of violence.

The Home Office reviewed the work being undertaken in Greater Manchester in a 'joint readiness assessment' and issued a rating of 'Mature' with reference to the capability and organisation of the partnership. Under the oversight of the Deputy Mayor, a Serious Violence Duty Group was set up to provide direction around the use of the resources made available to assist with the duty's delivery. This has included developing area profiles to understand the scale and nature of violence across GM, bringing a whole range of partnership data together.

Campaigns, Communications and Engagement

During 2022/23, over 100 pieces of content, including press releases and blog posts, have been shared, creating numerous pieces of news and media coverage.

Launched in May 2021, the 'I am Greater' campaign encourages young people to be greater than violence by thinking about their hopes and aspirations for the future. Young people shared their stories in a series of powerful videos, including individuals who have personally experienced the impact of serious violence. The campaign has achieved over 8 million impressions.

The #SpeakingOutCouldSaveALife campaign launched in February 2022 in response to three tragic fatal stabbings. The campaign brings together a diverse and varied group of people who share their own personal story of the impact of serious violence and appeal for others to speak out.

The campaign video has been viewed over 500,000 times.

Gender-Based Violence (GBV)

Gender-based violence is a global problem of significant proportions. Despite much good work that takes place to tackle it, gender-based violence remains endemic. Through the implementation of our radical ten-year strategy, Greater Manchester can show the way globally, demonstrating how a city-region strongly coming together as one can deliver real social change. We do not accept gender-based violence simply as a fact of life that goes back generations; that is to accept needless loss of life and condemns literally thousands of people to misery, and goes against Greater Manchester's ambition.

Partnership Working

We have worked with partners across Greater Manchester including GMP, all ten local authorities, the Integrated Care Board, Health agencies across Greater Manchester, the Greater Manchester community and voluntary sector (particularly those specialist agencies dealing with GBV), schools and colleges, Probation, National Government and National Agencies. As a result of this Partnership working we have:

- Increased investment to support additional independent domestic violence advisors (IDVAs).
- Attracted funding to support advice to those with no recourse to public funds (NRPF).
- Supported innovative action to develop further refuge provision for men.
- Worked to improve the operation of Multi Agency Risk Assessment Conferences (MARACs) to keep victims/survivors of domestic abuse safe.
- Worked with GMP to improve response and delivery of services around Domestic Abuse and GBV.

Giving Voice to Those Unheard

A central element of the Greater Manchester GBV Strategy is to ensure that those whose voices often go unheard are listened to in the design and delivery of new approaches and services. We are working with Black and minoritised communities, communities of people with disabilities and older people to understand and respond to their experiences and needs, and developing bespoke responses to the challenges that GBV pose to these communities. These responses will be choreographed, directed, and delivered in partnership – demonstrating the power and efficacy of true collaboration.

Lived Experience

We are committed to the continued engagement of people with lived experience and this approach will be the defining feature of how we implement our strategy going forward. We are clear that we will only be truly successful in our endeavours by having those with lived experience at the very heart of everything we do. This will require the commitment of us all and those responsible for providing services to a new level of openness, transparency and self-reflection. We are committed to ensuring that all aspects of service provision are responsive to the voices of victims and survivors and that their views are given due prominence. Our Lived Experience Reference Group will work hand in hand with the GBV Board to deliver meaningful change.

By and For Services

We have worked closely with by and for services across Greater Manchester, recognising the critical role that they play in supporting those who are most marginalised in our communities. We have been successful in attracting significant Government investment to support those individual survivors with no recourse to public funds who were often unable to access refuge, meaning they were often forced to stay with an abuser or face homelessness and destitution. We will ensure that perpetrators are no longer able to use victims' insecure immigration status as a tool of coercive control and that these survivors are offered life changing support.

We have initiated work with by and for services who support older people and disabled people to develop priority areas for future work and identify gaps in knowledge to ensure our future work is targeted effectively.

#IsThisOK?

In 2021, the Mayor launched a public engagement campaign called #IsThisOK?, as part of the ten-year Gender-Based Violence Strategy. #IsThisOK? calls on men, lads and boys to tackle and reduce gender-based violence in Greater Manchester – to understand what behaviours are not OK, to call it out when they see it happening, and to talk about why it shouldn't occur in the first place. The current phase of the campaign was launched in 2022 and focusses on challenging the early GBV behaviours that happen most commonly in public – such as unwanted comments and sexual harassment – and reaching the demographic that most commonly perpetrates these behaviours – men and boys aged 18-35.

The second phase of the #IsThisOK? campaign was initiated with the launch of a film that was released on the @IsThisOKGM social media channels and promoted through paid advertising, targeted primarily at young men and boys. This was alongside a press release released to local and regional media. A social media toolkit was also issued to stakeholder networks and contacts to encourage further sharing across Greater Manchester.

From December until March 2023 the launch film had over 1.5 million views

The final release from this phase of the #IsThisOK? campaign will be a podcast series of three episodes of discussions between men about gender-based violence. The aim is to explore the role men and boys play in gender-based violence; the need to raise awareness of gender-based violence and how it affects women and girls; why it should matter to men and boys; and how men and boys should help stop behaviour that's not OK from occurring or call it out when it does occur.

Education and Gender Based Violence

The Gender Based Violence Strategy within education, during this academic year, has had two main aims and one main pathway forward.

Our first goal reflects our commitment to making the school environment free from gender-based abuse, violence and harassment. We know some young people's experiences in schools have been demoralising and traumatic. We have talked with female pupils who have told us that some boys especially in school corridors can make brutal comments. Teachers have shared their concerns that some boys have imitated social media icons' misogynistic behaviours in their coursework portfolios. We have listened to some disturbing accounts, which have impacted negatively on well-being and morale.

The second goal reflects our firm understanding that we can deal with GBV best when we work together. As one junior school pupil commented, "we must all learn to be kind and not mean". We have set up an education strategy board with a headteacher or academy trust representative from each Greater Manchester local authority. This board is committed to supporting the work of schools to promote gender equality and respectful relationships, through a meaningful personal development curriculum.

Our chosen pathway, which we have consulted upon widely, looks to create two education projects focussed on tackling GBV, one for primary and one for secondary schools. Each project, facilitated by a voluntary organisation, with at least five similar schools participating, each from a different local authority, will design and deliver a programme to strengthen a school's personal development curriculum, and encourage young people to choose constructive relationships, having learned to spot and avoid harmful behaviours.

Housing and Gender Based Violence

We have developed and agreed a housing reciprocal to support people who need rehousing because of GBV. Access to safe accommodation is accepted as being a core element of any risk management plan for a household experiencing domestic abuse and forms a central tenet of the 2021 Domestic Abuse Act ('The Act'). The Act strengthens the safety net provided by homelessness legislation by ensuring that anyone homeless due to domestic

abuse is deemed to have a 'priority need' for accommodation and requires local authorities to ensure safe and suitable temporary options are available. To build upon this enhanced provision, this reciprocal outlines how barriers to cross-borough moves can be removed where needed to ensure the safety of a household affected by domestic abuse.

The reciprocal arrangement covers two areas:

- waiving local connection/residency criteria for rehousing applications where an established need to move to a different borough exists; and
- agreeing the acceptance of cross-boundary referrals between local authorities to ensure the safe discharge of a homelessness duty.

Domestic Abuse Housing Alliance accreditation (DAHA):

We are working with landlords across Greater Manchester to support them in attaining this accreditation. DAHA accreditation provides a benchmark for the delivery of housing services that are sensitive to the needs of people experiencing domestic abuse.

Male Victims of GBV

Our Gender-Based Violence Strategy is clear that the most pervasive forms of such violence is against women and girls and is predominantly perpetrated by men and boys. But our GBV Strategy makes clear that men and boys can also be victims of gender-based violence. The Strategy states that a bespoke plan will be drawn up to address how we effectively meet the needs of male victims and survivors. The Men and Boys Strategy will focus on the following areas:

- RASSO (Rape and Serious Sexual Offences – including child sexual abuse and child sexual exploitation, both current and non-current/historic)
- Domestic abuse and violence (including familial abuse and in relationships)
- So-called 'Honour Based' killing
- Forced marriage

Improving the Victim Journey

The Deputy Mayor funds a range of Victim Support Services though an annual grant of £3 million provided by the Ministry of Justice. These services include a 'multi-crime' support service linked to people who report crimes to the police. This Victims' Multi-crime Service is in the process of being re-commissioned and will be co-located with GMP with an estimated service start date of December 2023.

The Deputy Mayor has instigated a digital programme to develop an online 'portal' for victims so that they can be referred to the most appropriate service and also self-refer regardless of whether they report to the police.

The Deputy Mayor has also commissioned a Greater Manchester-wide Victim Survey which informs the design of commissioned services. Victims identified that they required more practical guidance, emotional support, and reassurance from GMP, as well as wishing to be kept better informed and understanding what to expect.

Support for victims of sexual and domestic violence

The MOJ grant has provided support to the Sexual Violence Harm Reduction Group, to increase access to services and tailor services to meet diverse needs.

The MOJ grant also funds the Restorative Justice service, which facilitates communication between those harmed by crime and those responsible for the harm, with a focus on repairing the harm and finding a positive way forward.

The Deputy Mayor, with Health partners, jointly commissions the Saint Mary's Sexual Assault Referral Centre. This Service provides forensic and witness support for people who report rape and sexual offences.

Additional funding has been provided for a range of Independent Domestic Violence Advisers (IDVA's) and Independent Sexual Violence Advisers (ISVA's), and for domestic abuse and sexual violence support services across Greater Manchester. This has enabled support to be provided to specialist by-and-for organisations and improved links between domestic abuse and sexual violence services. We are also rolling out the creation of witness suites in a number of sexual violence support services so that victims and survivors will be able to give statements in a trusted environment.

The Victims Code of Practice

GMP Compliance with the Victims Code of Practice is a key metric against the HMICFRS Victim Services Assessment. GMP have implemented a rigorous audit process so that progress can be scrutinised to individual officer level.

All GMP officers and frontline staff are issued with cards that are used to provide contact details and outline the support available to victims. A text service is also available.

GMP provide a 'Help and Support to Victims' booklet, provided at the point of the crime being recorded, in different formats and languages. GMP are an early adopter Force for the Victims' Right to Review with an online form to simplify the process and reduce delay in responding to issues raised.

GMP have considered 71 requests in the period April 2022 to end of March 2023.

Rape and Serious Sexual Assault Offences (RASSO)

The End-to-End RASSO Review started in 2021 and was a multi-agency approach jointly led by GMP, the GMCA and Crown Prosecution Service.

The RASSO Review merged into Operation Soteria, the national police programme, to improve the reporting and investigation of rape. A self-assessment was conducted in November 2022 with a report issued in March 2023, outlining the interim headlines from the national survey. This is being developed into a joint improvement plan based on the following Operation Soteria Pillars:

- suspect-focused investigations
- disrupting repeat suspects
- victim engagement
- officer learning, development, and wellbeing
- data and performance
- addressing digital forensics

The Sexual Violence Harm Reduction Group is helping to co-design an integrated approach across the sector. To help support this, a Communications and Engagement post has been funded to support campaigns and coordination across support services.

Mental Health

In 2022/23, GMP received a total of over 64,000 calls relating to Mental Health (before triage), representing over a quarter of all welfare calls that GMP received in that period. GMP have focussed on improving mental health pathways and this continues to remain a priority and challenge for 2023.

Mental Health Tactical Advice Service (MHTAS)

This team of mental health professionals continue to operate a 24/7 professionals’ advice line for GMP officers attending incidents where there is mental health need. They are situated in GMP’s Force Contact Centre. They now also advise on Section 136 detentions* and consider alternative crisis provision. When a Section 136 detention is necessary, MHTAS assist the officer in finding a Health Based Place of Safety for the patient.

(* A Section 136 suite is a facility for people who are detained by the Police under Section 136 of the Mental Health Act. It provides a ‘place of safety’ whilst potential mental health needs are assessed under the Mental Health Act and any necessary arrangements made for ongoing care.)

GMP now have established mental health partnerships in every locality, supported by the mental health trusts. These work on joint protocols in respect of the use of Section 136 by GMP, accessibility of Health Based Places of Safety, cross border support between the two mental health trusts and the local authority Approved Mental Health Professional (AMHP) Services, managing criminal behaviour of psychiatric in-patients and any other related issue impacting the effectiveness of the local mental health provision. GMP Prevention Hubs are now established in every district and the Prevention Hub inspectors attend these partnership meetings, sharing locality data to contribute to a collaborative discussion in order to continually improve the response for people in need.

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Priority 2: Reducing Harm and Offending

Preventing anti-social and criminal behaviour including the most serious offending and terrorism by solving problems, intervening early and rehabilitating offenders to build confidence in criminal justice.

Youth Justice Transformation

The Youth Justice Transformation Programme is a partnership between the Greater Manchester Combined Authority, the ten Greater Manchester local authorities, GMP and the wider criminal justice system.

The vision for the programme is to improve the lives of young people, victims, and the community, through taking a 'child-first' and whole system approach to youth justice that reduces harm and reoffending through tackling offending behaviour at each point of the system.

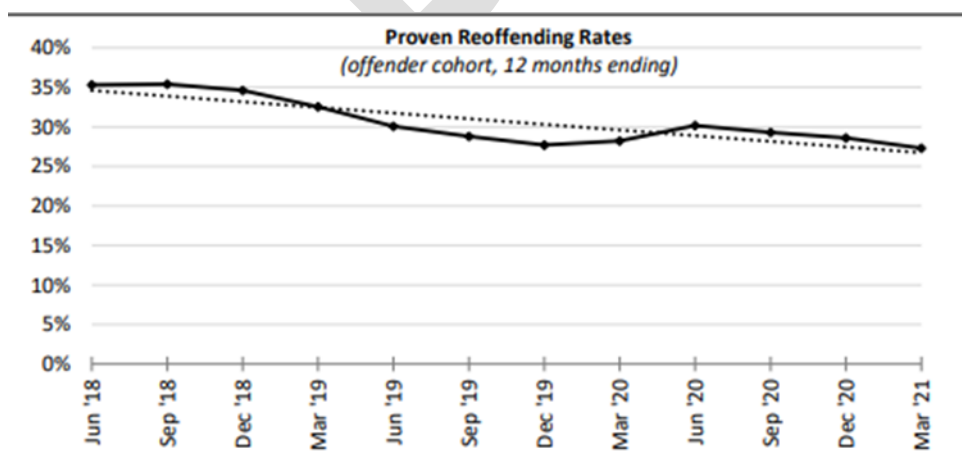
In support of the Programme the Deputy Mayor has funded:

- £500,000 per year for Early Intervention across Youth Justice Services.
- 50,000 annually for the Resettlement Consortium.
- Contribution to a Social Worker post at HMP Young Offenders Institute at Weatherby.
- Resources to assist with development of action plans and to support the Greater Manchester Lead Youth Justice Director of Children's Services.
- Creation of a new 2-year Reducing Reoffending resource to support the development and delivery of child-centered policing (CCP).

GMP have supported a group of key Superintendents to drive and deliver the approach to CCP. GMP's draft priorities for CCP are:

- Creating a trusted relationship with all children and young people.
- Putting children and young people first in everything we do, listening to and learning from their experiences to inform our behaviours, policies and decision making.
- Reducing reoffending and improving interventions for children and young people.
- Better identifying, understanding, and responding to children and young people's vulnerabilities.
- Creatively working with our communities and partners to problem-solve the issues affecting children and young people.

The Greater Manchester Proven Reoffending Rate for Youth Justice (Children under 18) at March 2021 was 27.3% against England & Wales average of 31.2% and a reduction of approximately 1% year to year (March 2020 - March 2021).



Smarter Justice: The Local Criminal Justice Board

A Local Criminal Justice Board Chaired by the Deputy Chief Constable reports into the Justice and Rehabilitation Executive under the Smarter Justice workstream. The Local Criminal Justice Board is attended by key criminal justice agencies such as the Crown Prosecution Service, Courts and Police and is focussed on driving improvements in criminal justice outcomes and the quality of justice. Performance Indicators include:

October 2022- December 2022:

- The average days taken for the **police to charge** an offender in victim-based cases was 25 days compared to a national average of 49 days
- Greater Manchester performs well in terms of timeliness, better than the national average and in the top 17 of Local Criminal Justice Boards for all the metrics when ranked nationally. GM has the second shortest time from **police referral to CPS** charge at 28 days. Only Norfolk & Suffolk perform better at 27 days.
- Percentage of trials which result in completed trial or guilty pleas: 88.7% compared to national average of 86.4%
- The percentage of investigations closed because the victim does not support police action was 33.3%. In terms of the quality of justice, the percentage of successful outcomes for victim-based crimes, although below the national average at 7.8%, is improving and GM performs better than West Midlands and Merseyside.

There has been a 40+% increase in arrests by GMP in the last 12 months which has impacted on court demand – including remand courts and the wider Magistrates Courts, as more cases are being prosecuted through the courts. In response the Deputy Mayor has commissioned a ‘Criminal Justice Futures’ programme to evaluate demand across the system and assess capability and capacity requirements. The Local Criminal Justice Board has also established a ‘Task and Finish’ partnership approach to tackling the immediate demand management issues.

Reform of Adult Offender Management

Greater Manchester Probation Service and Greater Manchester Combined Authority have devolved co-commissioning arrangements that support the needs of local people on probation and in prison, with a primary aim to ensure they remain law abiding citizens following release. There are unique arrangements in Greater Manchester for the delivery of Rehabilitative Services. A Memorandum of Understanding between His Majesty’s Prison and Probation Service and Greater Manchester Combined Authority was agreed in January 2023. This means that the Greater Manchester Combined Authority, through the Deputy Mayor, takes on a lead role for the commissioning of rehabilitative services.

Greater Manchester Integrated Rehabilitative Services is a unique devolved approach to the commissioning of Rehabilitative Services. This is a comprehensive multi-million-pound 5 year programme which focuses on:-

- Education Training and Employment
- Accommodation Support
- Dependency and Recovery
- Peer Support
- Finance, Benefits and Debts
- A Whole-System Approach to Women
- Welfare Hubs in each Local Authority

Greater Manchester has a track record of commissioning services that reduce harm and offending - for example the commissioning of the Whole System Approach to Women. Re-offending rates remain low (accepting recent figures will still be affected by the pandemic) - at 15%, Greater Manchester has the lowest adult female re-offending rate of all large Metropolitan areas.

Stable accommodation is an important aspect of all rehabilitation programmes. The **Greater Manchester Community Accommodation Service 3 (CAS-3)** is for people leaving custody who are 'actually homeless' but not under an interim duty of accommodation with their Local Authority ('priority need'). Greater Manchester CAS-3 offers temporary accommodation for up to 12 weeks, and support to maintain the accommodation and seek a longer-term housing solution. This accommodation and support is commissioned by Local Authorities, with regional service co-ordination managed by the Greater Manchester Homelessness Prevention Team.

The effectiveness of rehabilitation services is a key area of focus for the Deputy Mayor, who has commissioned 'Revolving Doors' to provide lived experience insight across all commissioned services. This service undertakes a quality assurance approach to make sure service delivery meets the needs of people on probation. This ensures that areas for service improvement are identified at an early stage.

GMP has invested in a new programme of **Out Of Court Disposals** with 16 Dedicated Officers allocated across all divisions. The aim is to develop rehabilitative, reparative, or punitive conditions for Community Resolutions and Conditional Cautions. GMP will work with partners to develop pathways for offenders, addressing the reasons why they offend, and build a toolkit, training package and simplify processes for frontline officers who will set individual conditions.

A new **Integrated Offender Management Strategy** and operational guidance is being implemented to review offender management in its entirety. This allows probation, police and other partners to understand the offender management offer and need, including serious acquisitive crime, high demand crime, domestic abuse, sexual harm, and serious violence.

Greater Manchester Probation Service launched the short sentence function for people on probation who are serving short sentences. This includes up to three appointments per week, and dedicated resource targeting these individuals from the earliest point while in custody to give the best possible opportunity of successful resettlement.

GM partners are preparing for the implementation of new electronic monitoring approaches through integrated offender management.

Alcohol Abstinence monitoring went live in 2021 on community orders and became a licence condition from 15th June 2022. This can be complete abstinence or monitoring alcohol use.

Development of a Greater Manchester Perpetrator Framework is underway and will focus on the priority areas of sex offending, domestic abuse, and stalking, shaped around the overarching aims of 'Protect, Enforce and Change'.

In 2020 Greater Manchester was successful in securing over £1 million of funding to develop, pilot and evaluate a number of programmes for domestic abuse perpetrators. These programmes began interventions with perpetrators in Spring 2021 and are delivered by a local organisation, Talk, Listen, Change, a Respect Accredited organisation that has extensive knowledge and expertise of working with domestic abuse perpetrators, victims, and their families.

The current Home Office funded perpetrator delivery on **domestic abuse** will run until approximately December 2023 and includes a range of programmes and tailored support for different types of perpetrators with specialist programmes designed for the following: male perpetrators; male LGBTQ+ perpetrators; perpetrators with English as an additional language; people who identify as female and are in same sex relationships; young people; young people to adult perpetrators; and high-harm, high-risk perpetrators.

Stalking - A Multi-Agency Stalking Intervention Partnership (MASIP) has been established with the Combined Authority, police, probation, health, Manchester University and the Pankhurst Centre (who have funding to develop a specialist stalking service for victims).

Sex Offending - We are in the process of reinvigorating the former Greater Manchester ACCORD Sex Offender Management programme with police, probation, and the voluntary sector. This will include joint commissioning with probation and community of practice training and development on understanding typology and offending behaviour.

Tackling Serious and Organised Crime – Programme Challenger

Programme Challenger is Greater Manchester’s partnership response to serious and organised crime (SOC), delivered through the SOC strategy for 2022-25.

2022/23 saw a refreshed Challenger strategy launched, to tackle serious and organised crime in all its forms. An internal governance review has supported GMP and partners to adapt to the strategy and delivery requirements, strengthening the partnership representation on the Executive Board, the flow of delivery and performance data to districts and the focus on key priority themes areas for all partners. These theme areas are:

- County Lines
- Drugs
- Organised Immigration Crime
- Western Balkan criminality
- Homicide Prevention
- Modern Slavery and Human Trafficking
- Firearms

In 2022/23 there were over 1,500 disruptions to tackle SOC threats in Greater Manchester, including 192 convictions resulting in over 1,000 years in prison for offenders.

Almost £3.3 million has been recovered from SOC work in 2022/23

In April 2022, GMP was recognised by the Home Office as the fourth County Lines priority force area nationally, joining West Midlands, Merseyside and Metropolitan Police Forces in forming dedicated teams to tackle the issue of organised drug trafficking and exploitation. The team successfully dismantled 85 county lines operating in Greater Manchester in 2022/23.

As part of the coordinated effort to reduce County Lines, Challenger also commissioned Crossing the Line to deliver a school based educational monologue, Breaking Barriers, in over 50 primary schools. The schools were self-selected, volunteering to engage in the sessions because they recognised the potential risk of exploitation of their children. Over 1,500 year 5 and 6 children engaged with Breaking Barriers and schools reported a positive reception and understanding of the issues highlighted.

Substance Misuse - Trends, Demands and the Early Warning System

Responsibility for commissioning local treatment and recovery services rests with our local authority partners. The Deputy Mayor and her team work to coordinate activity with those organisations that operate across Greater Manchester such as GMP, Probation, Courts and Greater Manchester Health organisations.

Where offending is linked to drug, alcohol, or mental health issues we encourage the use of **Community Sentence Treatment Requirements**. These orders require attendance at treatment and probation services as an alternative to

prison. The relationship between the Greater Manchester Probation Service and our treatment services is further strengthened through our Justice Devolution arrangements which have enabled probation to invest in these locally commissioned services. We also work closely with our local prison, Forest Bank, to maximise the number of people receiving treatment in prison who continue to do so once released.

Our success rate in ensuring this continuity of care is the best in the country, shown by the rate of successful pick-ups from Forest Bank prison, which increased from 52% in 2021/22 to 69% in 2022/23. Our overall success rate across the prison estate of 64% for 2022/23 is well above the national average of 41%.

Reducing Drug and Alcohol Related Harm

The Greater Manchester Drug and Alcohol Transformation Board is co-chaired by the Deputy Mayor and has strategic responsibility for implementing the National Drugs Strategy.

The Board includes partners from health, police, probation, local authorities, and the voluntary sector. It aims to maximise the number of people that get help and support particularly where the use of drugs and alcohol may have contributed to them becoming homeless, impacted on their ability to work, or resulted in them coming into contact with the criminal justice system.

To support the work of our partners, the Deputy Mayor commissions drugs intelligence functions that are recognised nationally as best practice. Our Drug Early Warning System works to national guidelines that were developed and piloted in Greater Manchester. It consists of a multidisciplinary Drug Alert Panel which investigates drug related incidents and an online Local Drug Information System bringing together over 850 professionals to share national and local drugs knowledge and intelligence. Alongside this, Manchester Metropolitan University (MMU) conduct Testing and Research on Emergent and New Drugs (GM-TRENDS). MANDRAKE, an MMU partnership with GMP, enables drugs to be routinely tested for purity and adulterants and specifically tests samples associated with Alert Panel emergency incidents.

This year we have seen increases in the purity of heroin tested alongside declining reports of 'spice' use. The use of illicit prescription medications remains prevalent amongst heroin users with tests confirming variability in pill strengths which impacts on overdose risk. The powdered cocaine market remains one of generally high purity, with increased use, across a wider demographic, and often in conjunction with other substances such as alcohol and ketamine. Amongst young people, both locally and nationally, we have reported an increase in the use of nitrous oxide (laughing gas) such that it is now considered second to cannabis as the most used substance amongst young adults (aged 16-25).

With the aim of reducing drug related deaths, Liverpool John Moores University's Public Health Institute are commissioned to provide panels across our ten boroughs which consider treatment records and coroners' reports on drug and 'alcohol toxicity' related deaths. The panels enable the confidential sharing across public services of the circumstances behind such deaths with an emphasis on organisations jointly working on preventative measures. This model is now operating across Merseyside and Greater Manchester, and we anticipate it being recommended nationally as part of forthcoming public health guidance.

Priority 3: Strengthening communities and places

Helping to build resilient and resourceful communities including online communities and protecting the places where people live, work, socialise or travel. Supporting the delivery of the IT systems, buildings, roads, street lighting and other public assets needed to solve problems in a 21st century society.

Safer Travel – Roads and Public Transport

Greater Manchester continues to average between 60 and 70 road related fatalities each year. Tackling road dangers and increasing safety on transport has therefore remained one of the Deputy Mayor's key priorities.

As part of the precept for 2022/23, an uplift of 60 officers was agreed for the Transport Unit. Recruitment for these posts is now complete and we are starting to see the real benefits of this increased resource to support engagement and enforcement activity.

Our commitment to reduce road danger will remain as we work towards the 'Vision Zero' goal of reducing deaths and serious injuries on our streets to as close as possible to zero by 2040.

In support of this, a number of key operations and initiatives are in place:

Operation Avro – a force-wide week of action which moves around districts each month and includes a day of action on the transport network (the '11th district'). In just 2 days between 27th and 28th September this Operation resulted in 1,189 Metrolink fines, 41 arrests, 70 seized vehicles, 3 court summons, 405 traffic offences and 530 speed offences.

Operation Considerate – an ongoing traffic operation that has been developed to educate and engage all road users to enhance road safety (with a focus on cyclists). The operation identifies road users who put themselves and others at risk by contravening traffic laws and aims to stop those found committing offences and deal with them by means of advice, a traffic offence report or court summons.

A new Community Speedwatch scheme - coordinated centrally by GMP, community volunteers are trained and provided with handheld speed recording devices in known hotspot areas. Five district schemes are due to launch soon.

Continuation of the Safe Drive Stay Alive programme - funded by the Safer Roads Greater Manchester partnership with additional funding from the Deputy Mayor, the programme consists of an emotionally engaging performance told by Greater Manchester's first responders to live audiences of college students.

Tackling Hate Crime

We want everyone to feel safe in Greater Manchester, to be free from targeted abuse and to feel confident that front line services can and will support them. To this end, progress has been made to achieve the aims of the Greater Manchester Partnership Plan to Tackle Hate Crime, which raises awareness, improves support for victims, improves reporting and supports initiatives to prevent hate crime.

Led by the Deputy Mayor, the Police, Fire and Crime Team have continued to work with the Greater Manchester equality panels over the past year to improve strategies and plans to tackle hate, inequality, and injustice. Work has commenced to review how people can report hate crime and access the police.

In support of new initiatives to promote diversity and unity, the Deputy Mayor has provided £50,000 to support local activities to tackle hate crime throughout the year contributing to hundreds of local community events, reaching tens of thousands of people.

Examples of these events include:

- Chabad Community Care (Salford) ran face to face as well as Zoom sessions on having the confidence to come forward and report hate crime.
- Petrus Community (Oldham) hosted listening campaigns in the community to raise awareness of local challenges and fear of hate crime, and to promote agencies who can provide support and engage in therapeutic creative workshops.
- A Peace Mala at Gorton Monastery (Manchester), bringing together local schools to celebrate the Peace Mala and Rights Respecting work.

Participant feedback

"I just wanted to call in and say how much I appreciate this program. I learned so much today about the different types of hate crimes and how to report them. It's so important that we all work together to make our community safe for everyone, and this program is really helping to make that happen. Keep up the great work!"

"I now know who to turn to and where to get help from if it happens again, when I had hateful names shouted at me a couple of years ago, I didn't know what to do and never reported it."

To support the hundreds of local events taking place, the Deputy Mayor also provided funding to run a central awareness raising campaign across Greater Manchester, on public transport and radio and social media – using partnership branding to highlight the impact that hate can have and to highlight the reporting and support channels available – www.letsendhatecrime.com

Looking to the future, we want to ensure the victim experience is as good as it can be, through better training and access to support services. We will also be looking further at the use of restorative justice and at education programmes to prevent hate crime from occurring and alter the behaviours of those who have perpetrated it.

The Good Night Out Guide

Student focus groups and research told us that young people (particularly though not exclusively women and girls) wanted to know what to do and where to go if they got into trouble on a night out.

The Good Night Out Guide and Campaign, launched in Student Welcome Week in September 2022, brought partner resources and guidance into one place to promote what is available (such as safe places, people who can offer assistance, help points and reporting).

The audience was primarily 16–24-year-olds who are out enjoying Greater Manchester's night-time offer.

The guide element has focussed on Manchester city centre but provides a template to be adapted for other localities. The guide was distributed in 5,000 Student Welcome packs and a further 3,000 were distributed through the Halloween period. 11,454 users were reached on social media and the Good Night Out Guide has received over 1,000 hits.

The campaign ran for seven weeks. Posters to promote the Guide featured at key transport stops across Manchester, including Deansgate/Castlefield, St. Peter's Square, and Exchange Square. There were approximately 9.4 million opportunities to see the posters during this period.

Students and young people praised the 'look and feel' of the Guide and the resource has gone down well in hotels, student accommodation and welcome fairs.

The work complements other safety schemes such as the Manchester Night-Time Charter and the Manchester Standard.

Safer Streets Fund

Round 4 of the Home Office Safer Streets Fund was launched in May 2022 and Greater Manchester was successful with all three submitted bids, bringing in over £1.6m of funding for this financial year and taking the total Greater Manchester has received since 2020 to over £4.2million.

Manchester - Fallowfield Loop and Yellow Brick Road

This programme provides interventions to reduce acquisitive crime, anti-social behaviour, violence against women and girls to improve feelings of safety along the Fallowfield Loop and Yellow Brick Road. It supports the Greater Manchester Active Travel mission to build a world-class walking, wheeling, and cycling network.

This programme will:

- Improve access along the Fallowfield Loop and an improved physical and natural environment.
- Provide support to local businesses and schools to encourage increased use of the Fallowfield Loop and Yellow Brick Road.

Stockport – Town Centre and Brinnington

Building on the established multi-agency and community problem-solving 'Ladder of Intervention' approach to anti-social behaviour in Stockport, this programme looks to address the root cause of youth ASB and associated crimes and aims to improve the perception and safety of residents and the business community who see the impact of youth ASB on cohesion and community/business confidence.

This will be achieved through the provision of:

- Increased CCTV provision and out of hours security.
- Increased detached youth work provision.
- Mentoring and career pathways for young people.
- Community Speedwatch scheme.
- ASB and retail crime reporting pilot scheme.

Wigan

Delivering in Platt Bridge and Scholes, the Safer Streets fund supports the delivery of Wigan's ambition to create safe communities that care for each other. This has seen communities come together and engage with public services to identify the challenges their local areas face and co-develop effective and sustainable solutions to:

- Fly-tipping.
- Acquisitive crime.
- Increasing perceptions of safety through CCTV.
- Road safety improvements measures.

Section 3 - Investing in Communities:

The refreshed Police and Crime Plan recognises that working together with victims, communities and partnerships is a crucial priority.

In 2022/23, the Deputy Mayor devolved over £9 million to Community Safety Partnerships (CSPs), to provide and enhance services and develop programmes and initiatives to tackle crime and disorder.

The Deputy Mayor continues to ringfence over £1.1 million of funding for communities and voluntary sector organisations to enable them to stand together in tackling the crimes and incidents that affect them.

The following sections provide an outline of how, in each local authority area, the CSPs are working together, using the funding that is provided by the Deputy Mayor, to invest in their communities, shaping and delivering initiatives and projects to improve community safety.

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Bolton:

Bolton's Community Safety Partnership (CSP) works together to reduce crime, tackle antisocial behaviour, and make the borough a safer place to live, study, work, and visit. It is a statutory partnership made up of representatives from the Local Authority, Greater Manchester Police, Greater Manchester Fire and Rescue Service, Probation, Health, Youth Justice, Housing Providers, and representatives from the Voluntary, Community and Social Enterprise sector.

Bolton's Community Safety Partnership undertakes an assessment of crime and antisocial behaviour across the borough which helps to inform the priorities. Bolton's CSP overarching priorities are aligned with those of the Greater Manchester Police and Crime Plan. Over the last 12 months the CSP has made the following progress:

Partnership Prevention Hub – We have supported the introduction of the Prevention Hub which is a multi-agency arrangement led by GMP to address repeating issues around crime, anti-social behaviour and disorder through a problem-solving model.

Serious Violence – Bolton received £150,000 investment from the Greater Manchester Violence Reduction Unit to tackle key priorities. This allowed the piloting of the Prevention, Intervention, Education and Diversion (PIED) Project which has supported schools with safeguarding concerns regarding serious violence and knife crime, and offered a wider prevention-based approach within the Youth Justice Service by adopting an advocacy approach focused on the child with wraparound family support. **242** young people were supported through this project.

The partnership supported targeted summer prevention plans in areas where young people of highest need were at risk of being involved in violence related incidents. StreetGames were commissioned to coordinate and manage local organisations to deliver appropriate youth diversion intervention activities. 300 young people were engaged in activities over 174 hours at 8 locations. Activity included football, boxing, dance, multisport, fitness and sessional activities such as outdoor adventure away from the locality.

Case Study 1: Steer – Assertive Youth Mentoring Project, to increase inclusion by impacting early on youths at risk of antisocial behaviour and crime and preventing escalation of young people into serious crime. H was referred to the project as a non-engager and at risk of permanent exclusion. Outside school, he was making poor choices which led him to get into trouble with the police for antisocial behaviour. He had a history of violence and aggressive behaviour. H engaged with the programme for 9 months in which time he reengaged with education and maintained a focus on playing football. He is now coaching primary school children to obtain his BTEC Physical Education qualification.

Hate Crime - Bolton actively participated in Hate Crime Week of Action. Grants worth £10,000 were provided to local community groups to raise awareness about hate crime. Furthermore, a social media campaign included press releases and awareness raising through the local radio station. We are also involved with supporting Bolton Pride. Additionally, neighbourhood policing teams visited several community groups and schools to raise awareness of hate crime where they distributed hate crime promotional materials.

Town Centre - Key objectives are to ensure visitors, employees and residents feel safe when in the Town Centre. The Central Bolton Partnership is a Membership scheme between business, Greater Manchester Police, NCP management of CCTV monitoring and the Council with the aim of improving town centre safety. The scheme's key benefits include a dedicated team to support with day-to-day issues, regular business meetings, and radio links which give a direct link to all other licensed premises and CCTV. Bolton Town Centre has also benefited from a Public Space Protection Order (PSPO), which was extended for a further three years [bolton-town-centre-public-space-protection-order-2022](#). To support the night-time economy a variety of schemes, including Best Bar None, Ask for Angela, Get Home Safe #GHS, Anti Spiking Campaign, were run, hand held metal detectors were introduced, a review of street lighting in key locations was conducted, and special training for licensed premises and door staff was delivered. This training is now being rolled out across the whole borough. A multi-agency response has been successful in reducing the impact of begging. It provided a highly visible presence and engaged and advised 42 vulnerable individuals.

Domestic Abuse – In accordance with the Domestic Abuse Act 2021, Bolton has produced a Domestic Abuse Safe Accommodation Strategy [safe-accommodation-strategy-2022-25 \(bolton.gov.uk\)](https://www.bolton.gov.uk/safe-accommodation-strategy-2022-25). Bolton also undertook a Whole System Review conducted by SafeLives that highlighted the need for a holistic, whole family, whole housing approach that is inclusive of minoritised groups and has the authentic voice of victims at its heart. To implement the recommendation of the review multiagency workshops were conducted. In an effort to address the needs of male victims Bolton has partnered with other Local Authorities to provide a Greater Manchester Male Refuge.

Domestic Homicide Reviews (DHR) – Bolton CSP continues to commission and coordinate DHRs working to share learning across the workforce. [Domestic abuse and violence – Bolton Council](#)

Case Study 2: Identification & Response to Improve Safety (IRIS) is a specialist domestic violence and abuse (DVA) training, support and referral programme for General Practice. It is a collaboration between primary care and third sector organisations specialising in support service for victims of DVA. Core areas of the programme include ongoing training, education and consultancy for the clinical team and administrative staff, care pathways for primary health care practitioners and an enhanced referral pathway to specialist domestic violence services for patients with experience of DVA. The project supported a total of 283 victims of whom 32 were referred to Multi Agency Risk Assessment Conference (MARAC).

Prevent – Prevent is part of the Government’s Counter Terrorism Strategy known as CONTEST. It is aimed at safeguarding people and communities from the threat of terrorism. Bolton benefited from a cluster arrangement among Bolton, Bury and Salford Councils which has provided additional resources to train professionals to identify individuals vulnerable to radicalisation and to ensure appropriate referrals to the Channel Panel (a Multi-Agency Safeguarding arrangement) are made through which holistic support is offered. In total 1348 individuals across the cluster were trained. Additionally, 42 voluntary sector safeguarding leads were trained. The cluster arrangement helped to produce resources to engage the wider community ([Bolton Prevent Training Handbook](#))



The Deputy Mayor’s investment into the voluntary, community and social enterprise (VCSE) sector has been channelled via Bolton Fund. It brings together funding from Bolton Council, NHS Bolton Clinical Commissioning Group, Bolton at Home and Bolton CVS to fund the priorities of Bolton’s Vision 2030. The priority areas are informed through Bolton’s Joint Strategic Needs Assessment (JSNA), co-designed with communities and community intelligence. A summary of the projects are set out below:

Name of Group	Summary of Project
Fort Alice Ltd	holistic assessment pathways and therapeutic interventions for victims of sexual and domestic violence
Bolton Lads & Girls Club	supporting vulnerable girls aged 13 to 16 at risk of exploitation and providing positive activities
Backup North West	Advice/ support/mentoring to 16 to 25 year olds who are homeless to reduce/prevent/cease offending
Be The Change CIC	Activities to reduce crime and anti-social behaviour and prevent young people becoming involved in crime
Harmony Youth Service	Workshops to raise awareness with young people, support victims and make Bolton a better place
Endeavour Project	Training volunteer domestic abuse community champions to support people to access services
Kaalmo Welfare Trust	Delivery of street safety sessions for parents, and reassurance patrols during peak times of disorder

Stand Up Sisters CIC	Running a series of creative workshops for victims of crime
Bolton Solidarity Community Association	Mentoring project with young people aged 13 to 19 from ethnic minority backgrounds at risk of involvement in crime
Live from Worktown	Multimedia project including positive imaging around standing together based on public contributions
Flowhesion Foundation	Delivery of drugs awareness to Black, minority ethnic and refugee young people, two parents' conferences and the support line

Case Study 3: Be the Change Project CIC, Great Lever: The funding has supported the running of youth club nights three times a week. Over 30 young people regularly attend. The youth club is a safe environment where young people can join after school and get involved in various activities.



Case Study 4: Paws for Kids (Endeavour)
 The grant has been used to train local volunteers as Domestic Abuse Community Champions who know how to raise awareness about abuse and to help survivors in their area. Volunteers were recruited from ex-service users and local residents. All recruits were women during the initial intake but we will be recruiting men in the second wave. By having trained volunteers, we are seeing people being introduced into our services at a much earlier stage than if the pathway had not been there. We learned there is a great need for early intervention services in all the many diverse communities within Bolton.

Priorities for 2023/24

In addition to the above priorities, there will be a significant focus on

- Preparing for the introduction of the Serious Violence duty,
- Commissioning new service provision for Domestic Abuse Safe accommodation,
- Revising the local Prevent Strategy as a result of the National Review of Prevent
- Violence Against Women and Girls /Gender Based Violence.

Bury Community Safety Partnership

Bury's Community Safety Partnership (CSP) recognises the complexity of community safety issues. The approach is based on the belief that effective solutions to complex problems require collaborative work across various organisations. The CSP is made up of Bury Council (including Public Health); NHS Greater Manchester (Bury); Greater Manchester Police; Greater Manchester Fire & Rescue Service; Probation Service; and Bury Voluntary and Community Faith Alliance.

Following consultation with neighbourhoods, the CSP has refreshed the Community Safety Plan with six key priorities aligned with the council's [Let's Do It! strategy](#). "Let's Do It" focuses on neighbourhoods, working together (to work 'with', not 'to'), and building on local strengths. Listening events gathered insights on local priorities, including

Violence Reduction Unit Community-Led Pilot in Bury East being showcased through one of the community partners at Bury Defence Academy

feedback on what made people feel unsafe and what could be done to address this. To ensure inclusivity, specific sessions with communities representing a range of protected characteristics were organised. These efforts were supplemented by local data and information from the Deputy Mayor's Police and Crime Survey.

To deliver on the six key priorities, the CSP has worked with local communities to maximise the Deputy Mayor's funding which includes Hate Crime Awareness funding – investing over £110,000 to 19 voluntary and community groups across Bury – alongside wider community investment through the Violence Reduction Unit Community-Led Pilot, local Health Improvement Funding and Pitch Neighbourhood funding.

Priority 1: Reducing Drug and Alcohol-Related Harm:

The Achieve Bury Recovery Fund has awarded grants to various community groups to support addiction recovery. "Rammy Men CIC", for instance, has been able to offer increased peer support, providing attendees with an alternative path to escape the destructive cycles they find themselves in. Surrounded by inspiring role models and mentors, and engaged in productive and hope-inspiring activities, many attendees consider this service to be truly pivotal in transforming their lives.

Bury CSP has also funded groups that offer positive distractions and foster a sense of community, preventing individuals from relapsing into drug and alcohol misuse. For example:

The MaD Theatre Company organises weekly creative arts workshops for women in recovery, creating support networks with other women who are either in recovery or have been in similar positions. Through writing, devising, dancing, and games focused on wellbeing, they nurture friendships and unlock creativity.

The "Recovery Rocks" music group provides a safe and enjoyable space for individuals in recovery or trying to recover. Attendees can play or listen to music and receive lessons from fellow members of the recovery community who play musical instruments.

Priority 2: Supporting Victims and Tackling the Causes of Domestic Abuse (DA):

As part of the commitment to preventing domestic abuse and supporting victims, funding was granted to the Asian Development Association of Bury (ADAB) – a charity with a mission to improve the wellbeing of ethnic minority communities. This funding enabled the organisation to deliver culturally sensitive sessions in Urdu, Punjabi and Pushto to assist women who have experienced or have concerns about domestic abuse. This has established a safe and inclusive space where women can socialise, access relevant services, and receive peer support.

The Deputy Mayor's funding has also supported Enterprising Youth to reach 670 Bury residents and professionals with adverse childhood experiences. As part of their work, they hold One Step groups, which provide visual arts, confidence-raising, and self-defence workshops for those who have experienced or are at risk of experiencing domestic abuse, providing them with valuable skills, support, and a sense of empowerment.

Priority 3: Strengthening Community Cohesion:

Recognising communities are of interest as much as place, Bury has developed an inclusion calendar to build a sense of belonging, awareness, and understanding to celebrate the borough's diverse communities. This has included a focus on International Women's Day, including White Ribbon promotion; integration activity with arrivals through the Homes for Ukraine scheme; support to the Bury African Caribbean Women's Network in race conversations including Black History month; work with Shomrim to ensure cohesion associated with Parklife; engagement of young people in Bury's Holocaust Memorial commemoration, and a funded Hate Crime session with Bury and Rochdale African Community Network as part of Operation Avro.

Hate Crime awareness activity as part of the Greater Manchester week of action included a session run by Supporting Sisters, with input from GMP. This involved learning to identify different types of hate, a guest speaker sharing their lived experience, roundtable discussions, hate-crime specific poetry, and a shared meal to celebrate cohesion over hate. Other awareness-raising has been more targeted. For instance, Bury People First has held five Hate/Mate crime workshops for people with learning disabilities delivered by people with lived experience.

The local Eagle's Wing group has worked to support 30 asylum seekers and refugees to come together twice a week for the purpose of community cohesion and integration. This allows participants to connect, share experiences, and foster a sense of belonging in the community.

Priority 4: Creating and Maintaining Safe Spaces:

The Caritas Red Door project, funded by the voluntary and community sector grant, has recently expanded its services to provide a dedicated community living room for Bury's homeless population. This initiative serves as a vital hub, offering not only a space for individuals experiencing homelessness, but also as a gateway to access community safety-related services and employment, training, and education services.



safe

Caritas Red Door community living room open day.

Bury CSP has also funded the Samaritans to input into 'BSAFE' – a targeted activity reaching a total of 2,700 year 8 students across 13 secondary schools over a three-week period. These sessions focused on reducing reoffending locally through interactive activities focusing on themes such as water safety, violence against women and girls, and healthy behaviours. By fostering a deeper understanding of these topics, the project aims to empower students with the knowledge to make positive choices and contribute to a safer community for everyone, building on learning from young people's voices through our annual Circles of Influence sessions.

Priority 5: Tackling Crime and Antisocial Behaviour (ASB)

Targeted interventions to prevent local acquisitive crime in hotspot locations takes place regularly. Joint patrols between GMP, Bury Council ASB colleagues, Bury College, Travelsafe (TfGM), Six Town Housing and Street Pastors support a partnership approach to this activity.



and

"Violence isn't me: I am Greater" -mural painted by young people.

A 6-week peer support programme has provided early intervention support for crime victims through the local youth violence partnership. The sessions are designed as listening circles, creating a safe space for participants to share their experiences while empowering them to rebuild their confidence and reintegrate into the community with an improved quality of life.

Children referred by the police or youth offending services, have been given the opportunity to participate in Spruce Explorers sessions. These aim to mitigate the impact of school exclusions which can contribute to increases in criminality. By promoting a sense of place stewardship and encouraging healthy behaviours in respect of tolerance, Spruce Explorers helps young individuals to develop positive attitudes and behaviours, reducing their involvement in criminal activities.

Priority 6: Reducing Reoffending:

Bury's Reducing Reoffending partnership works together to deliver rehabilitative interventions through a focus on supporting individuals to re-integrate into the community by addressing a range of needs. Integrated Offender Management activity is improving the quality of life in communities by reducing the negative impact of crime and reoffending, reducing the number of people who become victims of crime, and improving the public's confidence in the criminal justice system.

Priorities towards reducing youth reoffending are addressed through targeted youth outreach in known ASB hotspots, such as Whitefield-based Metrolink stations. Young people are offered a mix of diversionary activity and education through the Victoria Community Centre, with emphasis on sexual health, volunteer trainee youth workers, and cyber-crime prevention. The project has also been able to deliver 180 art therapy sessions to young people from the Pupil Referral Unit and their parents/guardians. The outcomes have been extremely positive, with successful transitioning back into mainstream education as well as significant improvements in concentration, attendance, and behaviour, resulting in the reduction of ASB and prevention of further criminality.

Summary:

Partnership working and the Deputy Mayor's funding have allowed Bury to advance its progress towards improving community safety across the six priorities in the borough. In line with "Let's Do It!", the Bury CSP has worked alongside communities to make sure that the joint work builds from a strengths-based approach, complementing rather than replacing the excellent activity that is already taking place in our borough. Going forward, the CSP will continue the strong partnership approach to deliver a safe, inclusive borough for all, including embedding delivery against the Serious Violence Duty.

Manchester

The Community Safety Partnership and its priorities

The Manchester Community Safety Partnership (CSP) comprises Manchester City Council, Greater Manchester Police (GMP), Greater Manchester Probation Service, Greater Manchester Fire and Rescue Service (GMFRS), Manchester Public Health, NHS Greater Manchester Integrated Care, the universities, voluntary and community sector organisations, Housing Providers, Greater Manchester Mental Health NHS Foundation Trust (GMMH), and the Greater Manchester Combined Authority (GMCA).

The CSP Board meets quarterly to monitor, review, and progress the work of the CSP overall and against agreed targets and priorities. It considers performance and outcomes while addressing gaps in service delivery and undertaking several statutory duties. The CSP Board is supported by a Core Group made up of priority leads and a Partnership Analytical Team.

The CSP Board is responsible for developing and implementing local crime reduction strategies. Following extensive consultation, the current Community Safety Strategy 2022-25 identified five priorities:

1. Tackling neighbourhood crime and antisocial behaviour
2. Keeping children and young people safe
3. Tackling serious harm and violence
4. Tackling drug and alcohol driven crime
5. Protecting communities through changing offender behaviour

Underpinning these five priorities are common themes that are applicable to any or all of the priorities to a greater or lesser degree, including mental health, disproportionality in the criminal justice system, achieving race equality, and improving data and communication.

Each of the five priorities is overseen by two priority leads, who are responsible for advancing, delivery, and reporting of their priority area. This includes developing plans, commissioning analysis and activity, allocating funding, monitoring activity and performance, and working with other priority leads on cross-cutting areas of work.

How the funding has been used in 2022/23

Priority leads submitted proposals for the Community Safety Grant to the CSP for funding for initiatives that progressed our five strategic priorities. Initiatives funded during 2022/23 include:

- Raising awareness of hate crime, how to report it, and where to get support.
- Supporting people who are vulnerable in the night-time economy.
- Early intervention and prevention work for young people at risk of violence.
- Interventions to tackle domestic violence and abuse, forced marriages, female genital mutilation, and so-called 'honour-based' violence and abuse.
- Building community resilience to hateful extremism through the RADEQUAL community programme.
- Parenting service linked to those missing from home to reduce further episodes and safeguard children and young people.
- Supporting access to drug and alcohol treatment services.
- Undertaking drug testing of samples seized by GMP to ascertain content and purity levels.
- Supporting people on probation to maintain tenancies and engage with other services for issues such as health, substance use, money management, housing, and employability.

The Voluntary and Community Sector (VCS) Grant was used to further support VCS contribution towards the delivery of the Community Safety Strategy. This included work to keep children and young people safe. Commissioned services focused on targeted work for children and young people in areas with persistent high levels of youth related antisocial

behaviour and young people at risk of serious violence. Provision included detached youth work and outreach, 1-1 support, conflict resolution initiatives, support for families, and mentoring.

The funding also supported the delivery of the Street Engagement Hub which provides a partnership of practical support and advice to complex individuals who are often homeless/rough sleeping, around a range of issues including accommodation, substance use, health, and money. Further grant funding was also used to contribute towards a Homeless Outreach Worker based within Manchester Action on Street Health (MASH). This specialist post supports the CSP and wider Council's objectives around community safety, domestic violence and abuse, health, and reducing rough sleeping.

The Serious Violence Board allocated the Serious Violent Crime Grant, funding work areas that included youth provision for young people at risk of violence, trauma informed interventions for Black, Asian, and Minority Ethnic young people at risk of being drawn into serious violence, targeted work in education settings around knife crime, exploitation, and inclusion, and early intervention and preventative initiatives for young people.

Case Study

Justlife provide support to people on probation at risk of or experiencing homelessness. This support includes finding and maintaining safe and suitable accommodation, facilitating change, and help around desisting from offending. Justlife received a referral from the Prison Discharge Team at Manchester City Council concerning a male service user with multiple concerns around housing and health. He wasn't registered with a local GP, so Justlife contacted his current GP who prescribed the medication he needed and then supported him to register with a local GP. After being hesitant to take any medication, he began taking the prescribed medication which had a positive impact on his health. He was also referred to Age UK for counselling.

Justlife started bidding for accommodation on his behalf in September 2022 and he said, "this is the first time in a long time that I've felt positive". He would have struggled to do this by himself as he cannot access the internet. Four months after bidding on properties, he was offered a flat in sheltered accommodation and Justlife supported him with the move, attending the tenancy sign up and meeting with the compliance team. The Compliance Officer addressed his offences sensitively and reassured him that staff at the accommodation wouldn't be informed of his offences, which also reduced his anxiety.

Justlife supported him applying for PIP and paid for a birth certificate for him so he had ID. An email account was created so he could log into his universal credit account and an appointment arranged with the JobCentre. For more financial support, Justlife applied for a bus pass so he could travel for free which has given him more independence.

When asked about how Justlife have supported him, he said "they've listened, they've been there, and no matter when I've phoned up or what questions I've asked, they've always responded and sorted things out for me straight away, which I could never sort out for myself. I could never understand some of the mail, I could never understand the jargon that housing or other places have said to me without their help so they've been there as a voice, and an ear for me as well."

Remedi delivering early intervention with young people

A young person was referred to the service due to their disruptive behaviour within school and an incident of assault outside of school. The young person completed work surrounding anger, consequential thinking, family relationships and healthy relationships such as identifying red flags and who to speak to and the influence of friendships/social media.

"The young person engaged really well, she demonstrated an amazing attitude towards changing her behaviour and working cooperatively with the professionals wanting to help her. Initially, this young person was only able to meet on her lunch breaks due to such poor attendance; however, she was more than happy to do this, and the school have since allowed us to change this to an hour slot outside of her lunch break as the sessions have been so beneficial for her. She actively tries to implement the strategies discussed, for example her attendance has risen from around 40%

to up into the 80's since she began the sessions". School have commented on how much they have noticed her behaviour and attitude towards school has changed. And the worker is starting to see a much more confident and happier young person.

Priorities for 2023/24

During 2023/24 the Manchester CSP will continue to invest in early intervention and prevention initiatives, shifting work upstream, providing support to children and families.

We will also retain the focus on supporting those individuals with complex needs to ensure that they receive the right support at the right time.

The CSP will continue to invest in workforce development, with a particular focus on trauma informed approaches and cultural competency. This will allow the CSP and partners to continue to embed a trauma informed approach to interventions, tackle inequality, and contribute to Making Manchester Fairer for our residents and visitors.

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Oldham

Oldham Community Safety Partnership (CSP) is well established and well attended by partners from the statutory and Voluntary, Community and Faith sectors. It is jointly chaired by the Deputy Chief Executive of Oldham Council and the GMP Divisional Commander.

The 3 Year Plan on a Page was finalised in 2022. It recognises the statutory duties of the CSP, the Greater Manchester Mayoral priorities, as contained within the Greater Manchester Police and Crime Plan, and the local priorities for the residents of Oldham. A public facing version of the plan is being developed in 2023. Each thematic area has its own delivery plan, with a nominated lead officer to drive the partnership work.

The CSP has aligned activity, funded by the Deputy Mayor, with each of the objectives of the Plan on a Page, to ensure that delivery meets these objectives to tackle:

- Misuse of drugs, alcohol and other substances.
- Reducing reoffending.
- Neighbourhood Working and Problem Solving (PBI).
- Violence Reduction.
- Preventing Serious and Organised Crime.

Peaceful Minds

Peaceful Minds have provided counselling and therapeutic family support to a number of individuals and family members who were referred into their service. Each individual referred had been affected by domestic abuse and many had identified adverse lived experiences.

Through this work, individuals have opened up about their experiences and developed coping strategies which have improved mental health, reduced levels of anxiety and helped individuals and families to make positive changes to their lives. "After receiving Counselling and especially Family Therapy, I feel I can openly communicate with my children about the trauma we all faced without having to act as if nothing happened and everything is normal. I know I may have to see my ex-partner again in Court, for access for my youngest son in the future, but feel I am getting stronger day by day as I have a good support network around me now."

SAWN - Support & Action for African Families

SAWN have supported a number of women, providing a peer support network, helping to them to overcome isolation and access support through their recovery from domestic violence and abuse.

Many of the women do not have recourse to public funds and SAWN has helped them with sourcing funds from the Household Fund which has allowed them to buy clothes and furniture and pay essential bills. Individuals have also been supported to make visa changes and with immigration appeals. They have been accompanied to appointments and the team have acted as advocates in Court, providing emotional support. One individual was referred to Agatha's Space, which is a safe confidential space for Black African women living with HIV. Another individual, who was on a student visa, has since graduated and completed her master's degree. She has progressed from being a domestic abuse victim to a survivor and an empowered independent woman.

REEL

REEL worked with a number of women as part of their **Rise Up Women Enrichment Group**.

Participants welcomed the opportunity to network with other women and gave very good feedback about the project, making particular reference to the honesty that was present in the conversation and that it allowed confidence and self-esteem to be built.

UK Education and Faith Foundation

As part of the project, the team supported a woman who was in the country on a student visa to leave a violent and abusive relationship. She was subject to both emotional and physical abuse and her husband was financially

controlling. She was supported to move into independent living with her children. The woman has said that she is grateful for all the support she received as she would never have had the courage to leave her husband. She now feels much stronger and wants to offer her own time and life experience to assist other women who may be in the same situation as her.

Werneth and Freehold Community Development Project

WFCDP have supported a number of individuals, one of which is a man who was subject to controlling behaviour from his wife. He had been struggling with his own mental wellbeing because of the domestic abuse. He wasn't able to work or attend training to improve his financial situation at home and had felt too embarrassed to explore or talk to anyone about this. Through WFCDP he obtained information and resources and was signposted to services which he feels have improved his mental wellbeing. He feels that since he has expressed and addressed his concerns at home, he has been able to access resources that have assisted him to make positive changes. He feels he has benefitted by this support and intervention; he feels more in control of his life and has goals for the future that he is looking forward to.

The Climb Project – District Youth Team

A targeted intervention programme to build on positive behaviours and leadership, it is co delivered between district youth staff and specialist workers over a 6-week period, addressing the needs of the individuals in a creative and engaging way. The climb is based on series of personal challenges that includes building on skills such as communication, leadership, confidence, problem solving and motivation, finishing with a 'Climb' that saw the young people call upon their new skills to complete the final challenge of climbing a Mam Tor in Derbyshire.

Objectives for the programme included:

- Learning new skills in order to make more positive choices in their life.
- Building confidence and resilience.
- Giving young people the chance to take part in activities they may never have experienced before.
- Empowering young people to build their confidence around their future ambitions and aspirations.
- Enabling young people to have fun while improving their communication and listening skills.
- Ensuring young people understand their own responsibility transitioning into adulthood.
- Helping the young people to achieve AQA Accredited outcomes for their commitment to the programme.

Outcomes for the group:

- A local councillor attended the Mam Tor climb, and this gave the young people the opportunity to feed back some of their issues and ensure their voice is being heard
- Each young person achieved 12 AQA's for the project as a recognised accreditation. These will benefit them in either future education or employment settings.
- It improved young people's determination and resilience; this was proven with the 'never give up attitude'
- They gained improved communication skills.
- There was a noticeable difference in young people's confidence from assessment before the programme and when completed, all young people said they felt more confident to deal with everyday things.
- The young people learnt to reflect on some of their past behaviours and spoke openly and honestly about the risks they have taken and how they will reduce these in the future.
- Young people improved their creativity skills looking at different ways to approach problems and will be able to use these skills in future endeavours.

Early Break

Early Break delivered a Young Person's Advocacy Project and 'Stressed out Brain' activities were also delivered to targeted young people.

Positive Steps Wellbeing Coaches

The Wellbeing Coaches delivered sessions with young people engaged with the Youth Justice Service in a safe nurturing environment. Through the sessions they explored their thoughts and feelings. The sessions focussed on drivers of behaviour, triggers and coping strategies. Through this offer young people were able to be honest and

open about their lives, what was happening to them and how they were impacted. Through this nurturing approach, opportunities for the future were identified, to prevent further offending. Where appropriate young people were also offered additional counselling sessions

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Rochdale:



Rochdale Safer Communities Partnership (SCP) have identified **five priorities** for protecting and strengthening communities and places. These are the areas that really need attention, although other issues will continue to be addressed.

Rochdale's five priorities aim to ensure that people and communities in Rochdale are:

- Free from the harm of domestic abuse and violence
- Free from the harm of organised crime and exploitation
- Safe from crime and antisocial behaviour
- Able to enjoy themselves in the town centres
- Able to live, work, learn and socialise in harmony



The five priorities align to the GM Police and Crime "Standing Together" Plan priorities.



This is how Rochdale have used some of the funding:

RAFC Community Trust: Expanded the Premier League Kicks programme to enable additional weekly football sessions at identified locations, alongside a youth mentoring programme led by Military Veterans. Weekly football sessions across five locations (totalling 8 hours of delivery) were delivered for 20 weeks by Rochdale AFC Community Trust Coaches, alongside Aspire2Inspire.



Outcomes:

- Over the course of the project, 277 young people engaged in the football sessions
- 100% of young people were more active or enjoyed playing sports more
- 100% felt more confident working in a team
- 94% were more willing to try new things
- 92% felt more confident about themselves



Littleborough Boxing Club

Developing an 8 to 10 team primary school football league providing more sporting options for the young people of Littleborough and surrounding areas. This includes a 10 team league that will give 150 local children access to a league in which they would play 9 games over the duration of the school year giving significant improvements to local health and wellbeing.



Outcomes:

The project has engaged with over 5000 local children (repeat footfall) and this number will increase as the project is to be delivered in full at the end of July.

It has given 124 girls under the age of 11 their first game of football and has given the borough a huge social benefit to local people who have been given an opportunity that wouldn't have existed without this support

BASA CIC – BASA Community Connect Project

Working in collaboration with organisations to strengthen the relationship between diverse communities. The vision was to increase the number of participants in training programmes, hiking expeditions, sporting events, focus groups and be a part of an established organisation which brings together communities to improve health, mentally and physically.

Outcomes

- Over 50 men from diverse backgrounds participated, including people from Bangladeshi, Pakistani, Indian and white British heritage
- Over 30 women participated, mainly from ethnic minority backgrounds
- 30 teenagers joined the weekly football sessions
- White Ribbon Campaign with Rochdale Borough Council (RBC). Football match between RBC and BASA to raise awareness of domestic abuse in the ethnic minority community
- 5 weeks arts & crafts sessions for the youth with approximately 10 - 15 children per session
- Personal evaluations and case studies indicated the positive reduction in loneliness and isolation



Lamet Habayeb

Developing 'Walk and Talk' coffee mornings particularly for the Arab female community with the intention of using the sessions to empower people to discuss important community safety issues including: crime within the community, tackling substance misuse, ASB, offending, issues facing young people and developing community cohesion.



Outcomes

- 50 women attended the coffee mornings and shared their experiences of living in the Rochdale borough.
- 50 women were educated on how to access support in terms of domestic abuse.
- Different speakers came to the coffee mornings to speak to the women about what help is available. E.g. Rochdale Women's Welfare Association, British Red Cross, Become United etc.
- Various family days out to Springfield Park, Broadfield Park, Hollingworth Lake, Watergrove reservoir, Greenbooth reservoir, Plattfields (Manchester) which increased social cohesion and sense of belonging.



DRAFT

Salford:

Salford Community Safety Partnership and its priorities in 2022/23 and 2023/24

Salford Community Safety Partnership (CSP) is a strong and mature partnership made up of the Responsible Authorities and other public, voluntary and private organisations that actively contribute to the work of the partnership. The overarching aim of the CSP is to build safer, stronger, more resilient communities in Salford and reduce the fear of crime. To achieve this aim, there is a focus on the collective efforts and resources of partners to drive forward on five priorities that reflect our most pressing community safety issues as identified through needs assessments and by listening to the views of those living and working in the city. The Partnership priorities are:

- Driving down crime.
- Tackling anti-social behaviour.
- Building resilient communities.
- Protecting vulnerable people.
- Reducing offending.

These five priority areas are broad in their spectrum and therefore the CSP has identified issues of importance within each of these priorities and these are as follows:

- Volume crime within neighbourhoods.
- Serious and organised crime.
- Serious violent crime (including knife crime).
- Community cohesion and hate crime.
- Radicalisation and extremism.
- Community confidence.
- Domestic abuse.
- Alcohol misuse.
- Youth crime prevention.
- Young and adult re-offenders.

Here are some examples showing how Salford Community Safety Partnership have used the Deputy Mayor's funding:

Safe in Salford

In 2021/22, Salford brought together all domestic abuse services funding and commissioned a whole system approach based on a lead provider model. The commissioned partnership is led by Salford Foundation, alongside the Pankhurst Trust, Talk, Listen, Change (TLC) and Trafford Domestic Abuse Services (TDAS).

The services became operational from April 2022 and deliver

- A crisis service - Independent Advocates for victims.
- Step down/community support for victims.
- Specialist support for GPs (IRIS).
- Children and young people's support (Harbour).
- Behaviour change programmes for perpetrators.

The delivery model is based on a "one front door" approach to ensure a seamless, flexible and accessible service to all. The model is already showing achievements, with positive relationships and co-location established with GMP, LGBT Foundation, Rape Crisis, Housing, Welfare Rights, Silks Law clinic, Counselling students, Probation and Achieve.

Youth Crime Reparation

Using funding from the Deputy Mayor, Salford City Council has been able to expand the youth crime reparation project. These additional resources have supported enhanced activity and capacity to the work the young people have been taking part in:

Community café – The assigned support worker has supported young people to attend the ‘brew and a chat’ coffee morning whereby members of the group get together in a bid to tackle loneliness within the elderly community. This placement allows for a real organic, intergenerational discussion which the young people often haven’t experienced before. It also helps the members of the group increase their confidence in young people and see them in a more positive light. The young people that have attended so far have really enjoyed this placement and get a lot out of helping out there.

Love of Food – this is a charitable organisation that make and deliver good quality, nutritious meals to support families, veterans and pensioners in Salford. This placement has been a great opportunity for young people to learn new skills (food preparation and hygiene). One young person who really enjoyed the placement has now gone on to volunteer at this placement to gain experience for his future aspiration of becoming a chef.

Over the Christmas period, the support worker and several young people supported the organisation to host a Christmas dinner for the community over 5 days. This was a great learning opportunity for the young people involved as they were able to focus on issues such as food poverty, loneliness at Christmas and turn this into a really positive experience for the members. It created a great sense of pride for the young people that they were able to help in some way.

Hate crime

To meet the needs of Salford’s growing Muslim population a new Mosque and Islamic centre is being developed from an empty shop in Salford. The group developing the Mosque have held their initial prayer meetings in a local hall and have been made very welcome by the community.

It was a shock when the shop started to be a hate crime target. This included malicious letters and social media and targeted damage at the premises. These anonymous crimes have been very disturbing for Mosque members, worrying about what might happen next. The Mosque were assisted by Salford City Council to report each hate crime to GMP and a local third-party reporting centre, gather evidence and get support. They have also been encouraged through a multi-agency approach to apply for funding to support building security and incorporate this into their building plans.

GMP carry out extra patrols of the building, with additional patrols for Friday night prayer and Eid as standard. Local Elected Members and the Council’s Highways team are working in partnership to develop other necessary security infrastructure. Community Cohesion plans include developing a neighbouring derelict piece of land into a community garden.

Langworthy Live

In July 2022 Claremont, Weaste & Seedley Standing Together and Ordsall, Quays, Pendleton & Charlestown Standing Together contributed funding towards the Langworthy Live festival. Funding was also provided by the Life Centre and Salford CVS plus from ticket sales the previous year. This event is an annual festival that has taken place for two consecutive years and takes place on and around the Langworthy Road, Weaste area of the city.

It is described as a community festival with a difference. The event organisers host live music and performances inside the local shops of the high street. These shops include dry cleaners, barbers, restaurants, community centres and pubs. The festival aims to bring the community together and give local residents the chance to experience a variety of music tastes, arts and culture. The local area is undergoing change due to regeneration programmes and a changing demographic amongst residents. The area has seen an increasingly diverse profile of residents. The festival proactively brings new emerging community members together across a range of ages and backgrounds, promoting a sense of community.

Feedback from the festival was really positive:

"I loved what this event says to everyone – a place of incredible creativity, community and hope".

"Langworthy Live lifts the local community in gentle and subtle but lasting and beautiful ways. Bringing hope, joy and fun to those who are part of it or just who happen to be walking past it".

"My family and I wouldn't normally be able to afford to attend a music festival but this gave us the opportunity to enjoy a fantastic event in our community".

Little Hulton

In Little Hulton Salford Safer Communities Partnership used the Deputy Mayor's funding towards a partnership between Foundation 92 and the Johan Cruyff Foundation for Housing and Salford City Council to be able to construct a new Cruyff Court in Little Hulton, Salford. This new facility enhances the delivery of football, sport, and physical activity sessions in the Little Hulton area and serves as a new communal space for the people of Little Hulton.

A state-of-the-art pitch is the first of its kind in Salford, and only the second in Greater Manchester. The Partnership, with local communities, are now utilising the pitch to enhance the delivery programmes in Little Hulton, ranging from Premier League Kicks to free Club 92 multi-sports outreach sessions.

Miranda van Holstein of the Cruyff Foundation commented *"We're delighted to be opening this first Cruyff Court in Salford together with Foundation 92. This project is the kick off to what we hope is a long-term sustainable partnership. Cruyff Courts represent a fantastic asset for the local community and provide children and young people with a safe space to have fun together and grow through sports. This Cruyff Court will greatly benefit the community of Salford for the next decade at least."*

The pitch was officially opened in March 2023 by Manchester United class of 92 and other invited officials and is used daily by numerous individuals of all ages and is a fantastic asset to the area.

Detached Youth Project - Broughton

The aim of the project was to address the need for youth outreach in the Broughton area to expand and build on the successful engagement of large groups of young people in the area where 'Mancunian Way' had been delivering. Funded by the Deputy Mayor, a weekly outreach session ran from July 2022 until March 2023, building capacity and restoring community confidence. The project engaged with more than 150 young people in the local area over the age of 12 and more than 50 young people under 12.

Stockport

One Stockport Safety Partnership

The One Stockport Safety Partnership (OSSP) is the Community Safety Partnership covering the Borough of Stockport. The current **statutory** responsibilities of the OSSP include:

- Engaging and consulting with the community about their priorities and progressing with achieving them.
- Setting up protocols and systems for sharing information.
- Analysing a wide range of data, including crime levels and patterns, in order to identify priorities.
- Setting out a partnership plan and monitoring progress with its delivery.
- Commissioning Domestic Violence Homicide reviews.
- From 2023, the OSSP will have the governance for overseeing the evidence-led Serious Violence Plans.

Community Safety Plan

At the heart of our Partnership is the One Stockport Safety Partnership Plan 2022-2025, which outlines our ambitions for community safety across the Borough over the coming three years. Our Plan has been refreshed following the launch of our shared One Stockport Borough Plan and is a key component to supporting our shared ambitions for our Borough. Our plan supports the Greater Manchester Mayor's Police and Crime Plan 2022-25, whilst reflecting the local context and challenges facing us in Stockport.

Our OSSP Plan acknowledges the challenges presented by Covid-19 pandemic such as domestic violence, impact of loneliness and mental health and inequality as long-term issues. The plan will support the implementation of the Domestic Abuse Act and the Serious Violence Duty, which include the need for a problem profile and needs assessment, and to develop and publish a local strategy. Our Community Safety strategic assessment, which underpins the priority areas for action outlined in this Plan, reinforces our recognition that crime and disorder is not spread equally across Stockport and disproportionately affects our most deprived areas.

The key strategic priorities for the next three years will be reviewed on an annual basis to ensure they remain fit for purpose. The three priorities for the refreshed Plan are:

- Protecting Vulnerable People.
- Public Safety and Protection.
- Reducing Offending and Reoffending.

For each of the strategic priorities, it provides an annual action plan of key multi-agency activity and interventions to address the priority issues. Through our performance framework, we'll continue to keep track of our progress in delivering these priorities, identifying emerging issues and opportunities to make Stockport a safer place to live, work and visit.

Overview of work that has been progressed on each of the priorities over the last year

Our Key Deliverables over the past twelve months include:

- Develop our education programme to offer learning across a range of platforms, which will support the community by making it more confident to talk about domestic abuse and respond to it appropriately and safely.
- Raise awareness of hate crime and its impact – both public awareness and awareness within agencies, for example, through the Greater Manchester "Let's End Hate Crime" campaign brand and work to support Hate Crime Week.

- Develop a clear multi-agency pathway for responding to child criminal exploitation and County Lines, including clear practical guidance for individual cases comprising the relevant roles of individual agencies (who does what, when and how).
- Proactive promotion of the application of Stalking Protection Orders and training relating to these orders, as well as ensuring that the victims of stalking and harassment receive the care and support that they need.
- Ensure OSSP and its constituent partners address the new serious violence duty set out in the Police, Crime, Sentencing and Courts Act, building on this to enhance our approach to serious violence.
- Implement effective early measures to prevent ASB occurring, including youth diversionary activities developed through the RTime model (a joint working approach involving Life Leisure, Stockport Council and Stockport Homes working in partnership) and developing Neighbourhood Action Plans to address ASB in those neighbourhoods identified as hotspot areas.
- Addressing the accommodation needs of offenders is a key priority. It is important to consider what can be done to secure more local housing for offenders, both short and long-term, to financially support offenders in housing and to provide life skills support for offenders in accommodation to stabilise their tenancies and lives.
- Develop an enhanced schools-based and early help offer through Targeted Youth Support that is aligned to the placed-based and early help delivery models to contribute to locality working and ensure that the education and wider early help offer for young people at risk is as robust as it can be.

The Deputy Mayor's funding has meant that Stockport have been able to support a wide range of projects and initiatives, some of which have been highlighted below:

Cuckoo Programme

The Deputy Mayor's funding was used to establish a local pilot project to support victims of cuckooing. The project involved a dedicated officer working alongside GMP and other agencies/teams to support victims of cuckooing, other drug users accessing the premises, and where appropriate perpetrators if they are drug and alcohol users. The objectives of the project were to be a specialist outreach service which would:

- Establish an increased understanding of the extent of the problem of cuckooing in Stockport.
- Provide an immediate support system to victims of cuckooing including visiting clients in custody, providing pay-as-you-go phones, practical help, and support.
- Provide harm reduction and facilitate access to substance misuse treatment, wider health services, support, and recovery for victims.
- Support the victim with the criminal justice process.
- Support GMP/Council with partial or full Closure Orders if necessary.
- Engage with other drug users using premises via texting to offer access to prescribing services/ support.
- Prepare other civil enforcement action including but not limited to Civil Injunctions.

No Cold Calling

The funding paid for setting up six new No Cold Calling zones in Heaton Norris, Heaton Moor, two in Woodley and two in Cheadle covering approximately 1200 households. No Cold Calling Zones aim to decrease doorstep crime incidents by specifying a zone in which doorstep callers selling goods or offering their services are not welcome. Each household received a No Cold Calling zone pack containing a letter explaining a No Cold Calling zone was being set up in their area, a No Cold Calling sticker and information about what a No Cold Calling zone is. Street signs were erected in the zones highlighting the area as a No Cold Calling zone.

GMP Crime Reduction Co-ordinator worked with Trading Standards, the local Neighbourhood Policing Teams, and Police cadets to set up the zones and deliver the packs and raise awareness of doorstep crime and crime prevention measures within local communities. This work was supported by local Councillors. The local Councillor and cadets received positive feedback from local residents when the zones were being set up. The work was completed in April 2023 and the intention is to evaluate the project after 6 months to assess their effectiveness and see if the level of doorstep crime has reduced and gather some qualitative data from residents capturing their perceptions of the effectiveness of the No Cold Calling zones.

Girls Programme

Under the OSSP Partnership Delivery Group strand, the partnership funded a Specialist Girls Football Programme in alliance with Stockport Country Foundation. This was identified by girls as a gap; girls felt that most local provision provided for young people was male dominated. This had a big impact around early intervention and diversionary support on vulnerable young females referred from targeted youth provision. A big driver for reducing crime and antisocial behaviour is sport and by funding this programme we have built resilience, confidence and allowed girls their own positive designated intervention that respects their personal safety whilst allowing them to learn new skills.

Below are some quotes from girls who have participated in the programme:

“Training sessions are set up to approach a new skill in mini play fun drills then bring that into a game, with challenges or targets being set to try and get to, not just aim to score. I feel connected to the other participants. It is a real confidence boost when you and another person can pass the ball into a good position.”

“I haven't explored the options in football teams, but I think that the Stockport County girls football training has progressed my skills and love for the game.”

Stockport College – MACFEST event

Stockport College (part of The Trafford College Group) were successful in securing hate crime funding in 2022. This was used to hold a Muslim Arts and Culture Festival (MACFEST) in the college and included an event which was designed and delivered by the college students. The idea behind MACFEST is to “spread honey not hate” and celebrated Muslim heritage and culture. Students and staff were encouraged to wear traditional clothes and celebrate their culture through music and dance, an art exhibition, makeup, and henna tattoo demonstrations. The event was featured in a student newsletter and included photographs as well as student testimonials and feedback on the positive event, and the impact it had across the college.

Disability Stockport

Disability Stockport applied for funding in 2022 and were successful in their bid for an event aimed at disabled Stockport residents and their carers. The event, held at Disability Stockport's offices, gave people an important opportunity to share their stories and learn from others' experiences. The event also reminded those present of how to report hate crimes in Stockport, and the importance of reporting all incidents, as well as how to seek support after an incident. Over 35 people attended on the day from across the Disability Stockport community network.

Stockport Women & Girls Network (SWAG)

SWAG Network is working in partnership with OWLS to develop culturally appropriate grassroots provision for women and girls from Black and Minority Ethnic communities. We have been gathering evidence, feedback, and data for the past 12 months to show the needs and demands of culturally appropriate support for Black and Minority Ethnic families that are experiencing domestic violence, including involving those that have lived experience and want to offer peer support to other women and girls in Stockport. We will be focussing on trafficking, forced prostitution, and modern slavery, psychological abuse and trauma related mental stress, with a huge emphasis on

the work being culturally appropriate and accessible to all sectors across the borough. The resources we are working with will be available in a training and peer support format.

Priorities for 2023/24

Delivery of the OSSP Plan 2022-2025, with activity relating to its three main themes:

- On 8th February 2023, [The Independent Prevent Review](#) was published nationally and highlighted 34 recommendations to improve our approach to reducing radicalisation. These will now be considered via our existing Prevent structures and filter into refreshing the Stockport Prevent Strategy and Stockport Prevent Partnership action plan.
- The recently published [Josh McAllister Review of Social Care](#) has led to a series of consultations around changes, which could impact on safeguarding children in domestic abuse households. We will be working with our Safeguarding Partnerships to respond to its recommendations.
- We will use our existing tactical meetings to improve multi-agency working and develop closer working relationships with GMP to improve our approach to tackling domestic burglary and car crime. Oversight for this will sit with the Partnership Delivery Group and we will strengthen our data led approach using a dashboard report to understand crime in our neighbourhoods, identify peak times of activity, hot spots, and trends.
- We will continue to implement our Safer Streets Programme focusing on detached youth work, diversionary activities, implementing a better secure linkage of CCTV in Merseyway and providing improved cameras in the town centre and additional security guards at ASB hot spots (such as during school holidays), and we are piloting a mentoring scheme in partnership with Groundwork and Stockport College.
- The Serious Violence Duty (SVD) came into effect on 31st January 2023. This is a statutory requirement, and The One Stockport Safety Partnership has the oversight for this, and we will be required to produce a Strategic Needs Assessment amongst other requirements, such as a Partnership Agreement and provisional delivery plans, to be in place by January 2024.
- We will develop and implement a refreshed Corporate Parenting Strategy for 2023-2026.
- We will develop and implement our annual Youth Justice Plan and Targeted Youth Support.
- We will implement the Adolescent Safeguarding Framework and develop further our adolescent offer to young people.

Tameside

" Tameside Community Safety Partnership (CSP) believes that the people of this borough have the right to be and feel safe. The Partnership are committed to working together to reduce crime and disorder, thereby creating an environment in which the people of Tameside will be free from crime and will feel more secure from crime at home, at work and in public places."

The CSP has identified five key priorities in its 2022-25 strategy in order to make Tameside a safer place to live, study, work and visit. These priorities are:

- Building stronger communities
- Preventing and reducing violent crime, knife crime and domestic abuse
- Preventing and reducing crime and anti-social behaviour
- Preventing and reducing harm caused by drugs and alcohol
- Protecting vulnerable people and those at risk of exploitation

The work of the CSP also aligns with the priorities of the Greater Manchester Deputy Mayor's Police and Crime Plan "Standing Together" that are:

- To keep people safe
- To reduce harm and offending
- To strengthen communities and place

Grant funded Projects:

Safe Squad: Tameside Youth Services and multiple partners within Tameside came together to deliver Safe Squad, a school initiative for year 6 pupils. There was a themed approach to capture the identified elements of learning for all year 6 pupils leaving key Stage 2 education and moving up into Key Stage 3.

There were three themes, each having clear learning outcomes attached to them:

- Digital Safety - Cyber bullying, Child Sexual Exploitation and Grooming, Web Safety and Social Media Safety, including data capture from young people.
- Personal Safety - self-respect, anti-social behaviour, racism, discrimination and transition to new school safety, this also includes hate crime and its effects. This year an interactive drama was filmed, using real life settings. The film included freeze frame, giving children the chance to discuss what they had just seen, identifying possible dangers or legal issues.
- Community Safety - fire hazard spotting, danger, response, summon help, breathing training covering things such as the recovery position, how to get help and keep themselves safe whilst helping others and bonfire night safety.

Outcomes:

- ❖ Each workshop lasted 40 minutes, so the children's session lasted two hours in total
- ❖ Delivered in two schools each day, one in the morning and one in the afternoon, over a six week period
 - ❖ In total 59 Tameside primary schools took part in the event
 - ❖ A grand total of 2,382 year 6 pupils attended the workshops

Arts Awards: Working with schools across Tameside to complete Arts Award projects linked to 'Staying Safe' with a focus on emotional health and wellbeing and 'Keen to be Green' linked to the environment. 'Arts Award' is a nationally recognised range of unique qualifications which helps young people to grow as artists and arts leaders, inspiring them to connect with and take part in the wider arts world through taking challenges in an art form.

Outcomes:

- ❖ 15 schools participated in the project.
- ❖ A total of 630 students participated in the project receiving an Arts Award
- ❖ Through the project, students attained a greater understanding of Personal Safety, Road Safety and Online Safety.

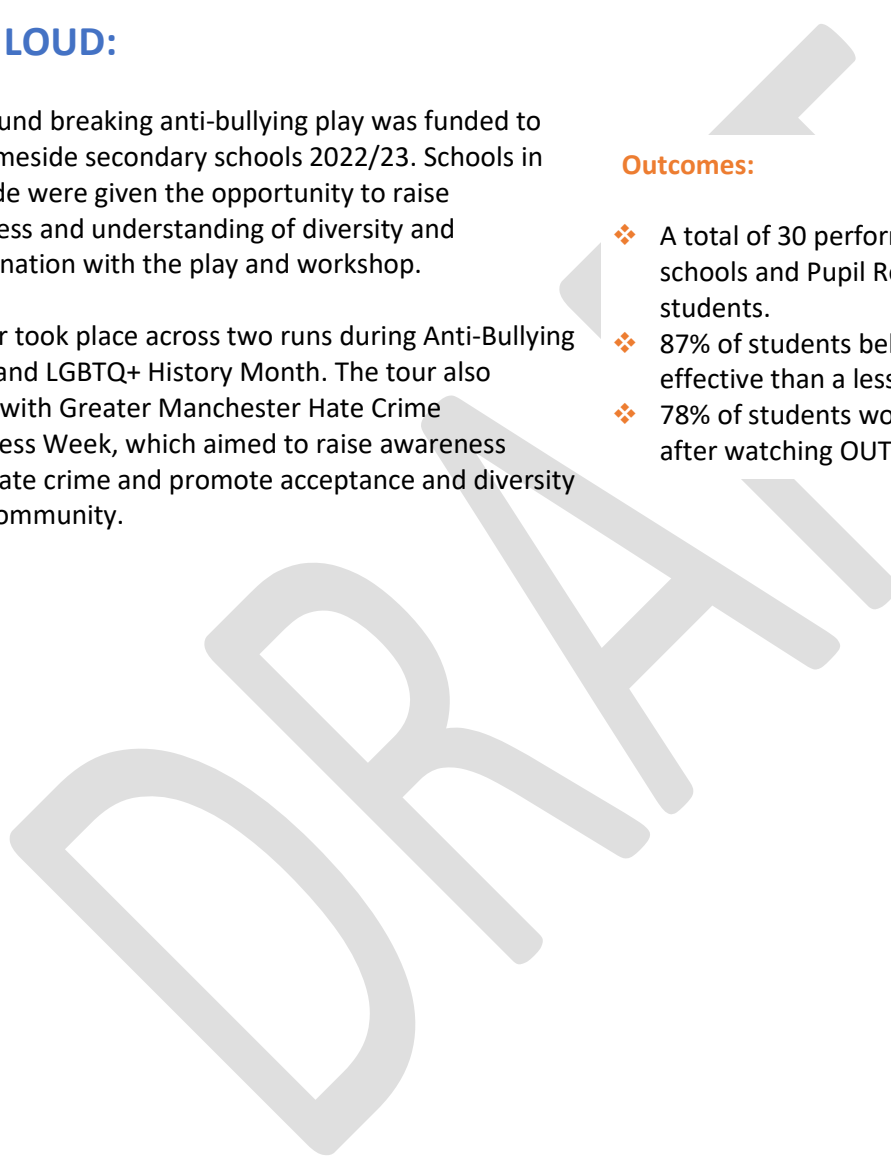
OUT|LOUD:

The ground breaking anti-bullying play was funded to tour Tameside secondary schools 2022/23. Schools in Tameside were given the opportunity to raise awareness and understanding of diversity and discrimination with the play and workshop.

The tour took place across two runs during Anti-Bullying Month and LGBTQ+ History Month. The tour also aligned with Greater Manchester Hate Crime Awareness Week, which aimed to raise awareness about hate crime and promote acceptance and diversity in the community.

Outcomes:

- ❖ A total of 30 performances was delivered across 13 schools and Pupil Referral Units engaging with 2,489 students.
- ❖ 87% of students believe that watching a play is more effective than a lesson on this topic.
- ❖ 78% of students would challenge homophobic bullying after watching OUT|LOUD



Trafford Community Safety Partnership (CSP)

In Trafford, following the pandemic, we refreshed our vision statement to “Trafford – Where all our residents, businesses and communities prosper”. To achieve this, we are focused on three outcomes. These are:

1. All our residents will have access to quality learning, training and jobs.
2. All our communities will be happy, healthy and safe.
3. All our businesses and town centres will be supported to recover and flourish in an inclusive way.

The CSP has a key role to play so that these outcomes can be achieved.

The Partnership was initially formed as a result of the Crime and Disorder Act 1998, which places a duty on local services such as the Police, Council, Fire Service, Health, Children’s Services, Housing and Probation to work together to reduce crime. It is jointly chaired by Chief Superintendent Colette Rose of Greater Manchester Police and Richard Roe, Corporate Director of Place, Trafford Council.

Following consultation with residents, businesses and elected members, the Community Safety Partnership agreed three key priority areas.

These are:

- Anti-Social Behaviour
- Neighbourhood Crime
- Domestic Abuse

We also have a focus on hate crime, and on reducing serious violence as a result of incidents which have had an impact on local communities.

The Partnership receives an update on the work in these areas at every community safety partnership meeting and prioritises funding aimed at tackling these priorities.

The Community Safety Team

The Community Safety Team at Trafford is a very small team. There are 4 Officers for the whole borough which is home to 235,000 residents and around 11,000 businesses. The team have responsibility for case management, including investigations, low level resolution up to enforcement action, including preparing legal cases and attending court. They also take responsibility for prevention work which can include delivering talks in schools, attending community events, and running sessions on particular subjects across the borough. They support police operations, and partnership days of action and they co-ordinate multi-agency responses to community safety issues. The team have recently completed a Level 4 Crime Prevention Qualification and we have set up the ‘Safer Homes Scheme’, jointly funded with Housing Options which aims to allow people to remain in their homes with additional security measures.

How our funding is used:

The work of the partnership is supported by projects that are funded through the Deputy Mayor’s funding.

The grant has funded the charity ‘Mancunian Way’ who provide youth outreach, in particular focusing on reducing anti-social behaviour in public spaces. They deliver two weekday sessions per week and during school holidays; they also deliver sessions at the weekend. They have provided a series of workshops on topics such as knife crime and criminal exploitation and their conversations with young people provide insight into what is happening in communities and how young people are feeling.

In addition, they have linked in with other projects, identifying young people who would most benefit. For example, in the summer of 2022, we ran a number of projects funded through the GM Violence Reduction Unit to suppress violence over the summer, and Mancunian Way helped with the groundwork of identifying young people, linking in with schools, community safety, children's social care, and the police. They arranged for parental consent and they attended to support projects.

The Deputy Mayor's funding was also used for a project aimed at teaching primary school children about racism. We were pleased to be able to support this project, as our hate crime data shows race to be the most commonly reported type of hate crime in Trafford. The project is based around a book, and a story circle is created in a school, and led by a teacher who has received training. The story provides a vehicle for discussion and to explore issues around racism and intolerance in a safe way. As part of the project, children create artwork which is showcased at an exhibition and is uploaded online to be displayed with artwork from children taking part across the country. The artwork is based on their own thoughts and feelings in relation to the story and the issues, and gives children the opportunity to express themselves creatively. Each piece of art represents hours of discussion that the children have had.

The Deputy Mayor's funding was also used in work with Foundation 92, to run a sports based programme in ASB hotspot areas. Foundation 92 have a good track record since they began offering programmes in Trafford and we have seen a reduction in the amount of calls relating to anti-social behaviour in the areas that they have targeted. Other items that the grant has funded have been Trafford Veterans, Trafford Domestic Abuse Service, Men at Work, Freedom Personal Safety and Community Safety Matters.

Case Study

The Partnership used funds to support 'Operation Lioness' which was a week of action to raise awareness about violence against women and girls.

In Trafford the week started with a visit to Stretford High School from Greater Manchester Mayor Andy Burnham and Trafford Council's Executive Member Councillor Jo Harding.

The students watched the #IsThisOK? video and had a discussion with Jo and Andy about their experiences and what we could do better. For the remainder of the week of action, we ran awareness stands across Trafford, gave talks at community groups, ran a campaign about drink-spiking, provided drink spiking kits to licensed premises and a guide as to what they should do if they suspect someone has been spiked, and we ran training sessions based on #10Dialogues.

Work is ongoing and the partnership is currently developing a schools based charter and training offer to support schools in managing this issue.

Wigan

The Community Safety Partnership is formed from key partners, delivering a wide-ranging set of projects to reduce crime and improve safety in the Borough.

Where data is available, between October 2021 and September 2022, 87% of people stated that they felt safe in Wigan Borough, and between October 2021 and September 2022, there was a 6% increase in the number of people who strongly agree that the Community Safety Partnership is tackling Community Safety Issues in Wigan Borough, showing that the work of the partnership is having a significant impact.

Board priorities

- Community safety
- Anti-social behaviour
- Organised crime
- Domestic abuse
- Safety of Women at Night
- Youth offender management
- Gender-based violence
- Partnership highlights

Partnership highlights

Safety of Women at Night

The partnership delivered the Safety of Women at Night (SWAN) Programme following a successful Home Office funding bid, allowing investment in proactive safety campaigns like 'Get Home Safe' and 'Call it Out', in addition to promoting the national Ask for Angela campaign, providing welfare and vulnerability training to seventy-four licensed venues across the borough.

Purple Flag status

Leading the way, Wigan Council put together plans and initiatives to improve Wigan Town Centre, resulting in the achievement of Purple Flag status. Purple Flag status is awarded to towns and cities that can demonstrate excellence in managing the evening and night-time economy in ways which are diverse, vibrant, safe, attractive, and welcoming.

Neighbourhood Policing Model

The implementation of the new neighbourhood policing model saw an increase in the number of PCs across Wigan, with three dedicated teams covering the borough.

Each area has a dedicated Inspector, three sergeants and fifteen PC's:

Area 1: Standish & Langtree, Shevington with Lowerground, Wigan East, Pemberton, Winstanley, Orrell, Worsley Mesnes

Area 2: Ashton, Bryn, Abram, Hindley, Hindley Green, Ince, Golborne & Lowton
Area 3: Tyldesley, Atherton, Astley, Leigh
East/South/West, Atherleigh

CCTV Capital Investment

Continuing support to Town Centre safety and regeneration, the Council agreed a capital investment of over £400,000 from its Cabinet Fund, introducing new cameras and upgrading CCTV schemes in Wigan, Leigh, Ashton, and Pemberton.

This has greatly improved access to higher grade CCTV footage and supports the aim to detect, deter and prosecute crimes more effectively.

This is just a flavour of the hard work taking place across the borough to keep residents safe and shows the breadth and ambition of the Council and partners to improve people's lives and make the borough a better place to live for all communities.

Section 4 - Budgets/ Grants and Expenditure

Police Fund 2022/23

For 2022/23, GMP and the Deputy Mayor received a core grant of £537 million, which included a ring-fenced Police Uplift grant of £7.8 million and pension grant of £6.6 million. The Mayor approved an increase of £10 to the policing precept in January 2022 - taking the annual precept for a Band D property to £228.30 in 2022/23 which raised £181.3m in locally raised precept income. This provided a total resource for 2022/23 of £718.6m.

In November 2019 the government announced a plan to recruit an additional 20,000 police officers over three years, equating to 438 officers in 2022/23 across Greater Manchester (note a further 425 Police officers are to be recruited nationally as part of the uplift programme to support combating Serious Organised Crime; GMP's share is 25 officers).

This also includes an upfront contribution to the costs of new officers such as training, equipment etc. The majority of these additional officers have been in frontline policing roles, where numbers have increased in each of the 10 districts. The budget was supported by the £20 million infrastructure funding for the new officers, front-loaded into the 2020/21 settlement. In 2022/23, £5 million was drawn from reserves to support the costs of delivery.

Over the past year, police officer numbers increased from 7,222 (at the end of March 2022) to 7942, and with agreement of the Home Office, GMP recruited a further 125 officers to give a final headcount of 8067 officers at the end of March 2023.

This increase has supported improvements in 999 and 101 answering times, attendance times, burglary attendance, crime recording, reductions in neighbourhood crime and much more.

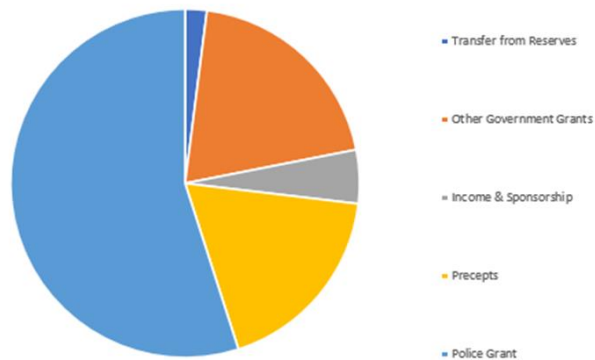
In 2022/23, the Deputy Mayor delegated a total of over £8.5m to Community Safety Partnerships (CSPs) to support their delivery of the Police and Crime Plan, collectively making communities safer and more resilient. Building on the work of previous years, the Deputy Mayor's funding means CSPs have been able to continue to work closely on both Greater Manchester and local priorities to support targeted work in neighbourhoods.

A summary of the types of the schemes and initiatives that the Voluntary and Community Sector grants have funded are set out in the investing communities' section of this report.

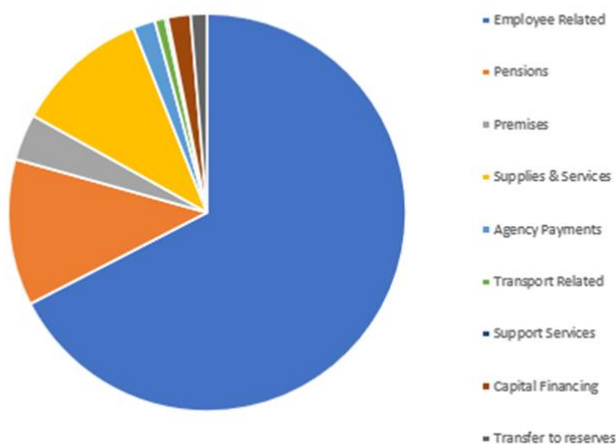
Where the money came from and how it was spent in 2022/2023

Police Fund Resources 2022/23	Police Fund Expenditure 2022/23
Transfer from Reserves (£19.6 million)	Employee Related (£659.1 million)
Other Government Grants (£194.6 million)	Pensions (£116.6 million)
Income & Sponsorship (£48.6 million)	Premises (£36.9 million)
Precepts (£177.7 million)	Supplies & Services (£106.3 million)
Police Grant (£537.3 million)	Agency Payments (£17.6 million)
	Transport Related (£8.2 million)
	Support Services (£2.1 million)
	Capital Financing (18.2 million)
	Transfer to reserves (£12.9 million)

Where the money came from 2022/23 (£millions)



Where the money was spent 2022/23 (£millions)



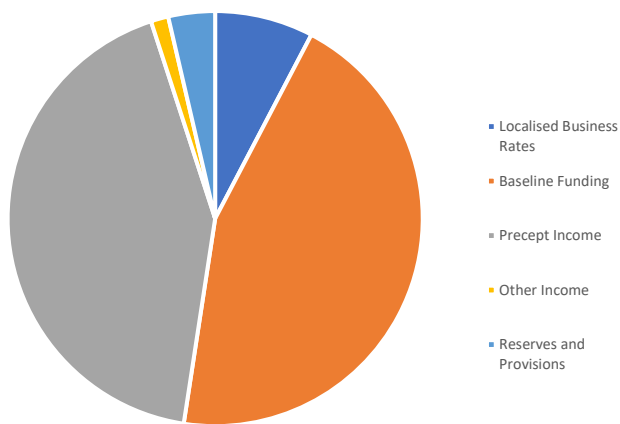
GMFRS Budget 2022/23

In 2022/23, GMFRS and the Deputy Mayor received total funding of £124m. This was made up of Government grant funding of £55.5 million including specific grant funding for pension, national insurance increase and business rates. As part of the Mayoral Precept the Mayor approved an increase of £5 (for a Band D property) for Fire and Rescue services in 2022/23 which provided precept income of £52.8 million. In addition GMFRS received a 1% share of localised Business Rates growth of £9.5m, applied £6.2m of earmarked reserves and provisions and received £1.7m of other external income.

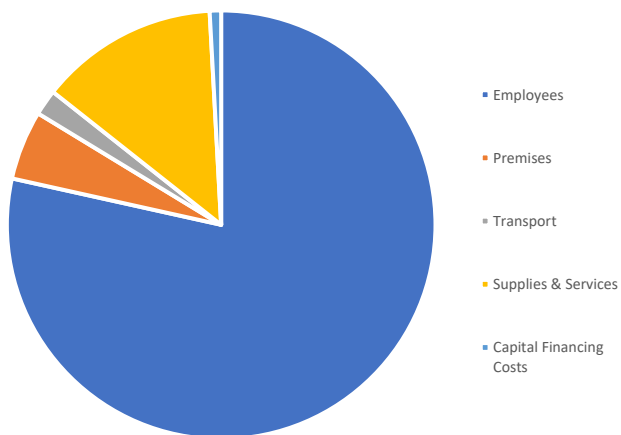
The 2022/23 financial plan for GMFRS included funding for marauding terrorist attack at a cost of £1.4m and pay award assumptions of 2%. The most significant budget variance at the end of 2022/23 related to the employees pay and pensions budget with an overspend of £4.3m, the majority of which was due to the pay award. Uniformed staff pay award was agreed at 7% and non-uniformed at £1,925 per whole time equivalent. Premises related expenditure also overspent by £1.6m in the areas of utilities and fuel. The additional expenditure was funded from earmarked reserves.

GMFRS Resources 2022/23	GMFRS Expenditure 2022/23
Government grant £55.5 million	Employees £97.3 million
Precept income £52.8 million	Premises £6.5 million
Localised Business Rates £9.5 million	Transport £2.4 million
Reserves and provisions £6.2 million	Supplies and Services £16.7 million
Other Income £1.7 million	Capital Financing Costs £1.1 million

GMFRS - Where the money came from 2022/23



GMFRS - Where the money was spent 2022/23



Section 5 - Forward look – our priorities for 2023/24

Policing priorities

GMP will continue to strive for further improvements throughout 2023/34 in all areas.

We expect to see significant improvements in managing Custody in response to the HMICFRS inspection of custody suites, and particularly in GMP's treatment of young and vulnerable people in custody and detention.

We expect to see improvements in the investigation of crime. GMP plan to launch their new Crime Investigation Unit in 2023, which will be a dedicated team of office-based investigators, and forms part of the Chief Constable's vision to re-build the public's confidence that all crimes will be investigated.

GMP have worked to understand their demand and are due to launch 'Right Care: Right Person' over the coming year. This will outline how GMP will work with partners to approach non crime demand differently including the launch of a new Mental Health Triage system.

We should start to see more police officers being placed into neighbourhood policing and response roles as new student officers come through training. The Casey review has placed a spotlight on the cultures, ethics, and standards that the public expects of the police. This will remain a key priority for the year ahead.

Fire and rescue priorities

Priorities for GMFRS in the coming year are set out in the Fire [Annual Delivery Plan 2023-24](#).

They include:

- Implementing agreed outcomes of the fire cover review consultation
- Expanding and developing the Service's youth engagement schemes
- Continuing to develop a culture of excellence, equality, and inclusivity
- Implementing the refreshed Firefighter Recruitment and Attraction Strategy
- Delivering under the new regulations to make our buildings safer
- Improving fire stations through investment in the estate
- Continuing to advance our blue light collaboration programmes

Community Safety Partnerships Bi-Annual Events and Problem Solving

Starting on 16 March 2023, the Deputy Mayor convened the first of a bi-annual series of Community Safety Partnership events in Greater Manchester. These events bring together the chairs of Community Safety Partnerships, GMP district commanders, fire leads, lead elected members and managers together with the Deputy Mayor and Greater Manchester Combined Authority colleagues.

The aim is to work through challenges and opportunities for CSPs including, for example, financial challenges, new legislation and duties, and opportunities for work with GMP and GMFRS.

The March event focussed on identifying themes for multi-agency problem solving. Popular themes included the implementation of the serious violence duty, tackling high risk domestic abuse cases, mental health and non-crime police demand and anti-social behaviour. Each locality will define their problem-solving focus and these will be taken forward into problem solving masterclasses for further development. We hope that we will have 10 flagship problem solving initiatives across Greater Manchester in 2023/24, building upon other successful initiatives such as Operation Vulcan.

Tackling Anti-Social Behaviour

Anti-social behaviour remains the biggest factor in residents feeling unsafe in their local area (Greater Manchester Police and Community Safety Survey).

In 2023, the Deputy Mayor will continue to work with partners to ensure a joined up, place-based approach to tackling anti-social behaviour across Greater Manchester. This will include: -

- Supporting the collective response to the Government's Anti-Social Behaviour Powers consultation and representing Greater Manchester in any further engagement and consultation with the Home Office, Association of Police and Crime Commissioners (APCC) and National Police Chiefs Council National Police Chiefs Council National Police Chiefs Council 9 National Police Chiefs Council (NPCC).
- Supporting the development and delivery of this year's Safe 4 Summer campaign.
- Working with Greater Manchester Police to develop an ASB hot-spot profile to guide the implementation of hot-spot policing and enforcement from 2024.
- Raise public awareness and understanding of the options available to them to record, report and reduce ASB in their local area.

The Police Race Action Plan

In 2022 the NPCC and the APCC released the national [Police Race Action Plan: Improving policing for Black people \(college.police.uk\)](#). The plan asks that police forces focus on improving trust and confidence in Black communities. The national plan recognises that Black people experience policing powers disproportionately, that there is a 20% gap in confidence in policing between Black communities and the general population and that there is a significant lack of Black police officers, particularly in senior ranks. Much of this is mirrored in GMP's data. A priority for the year ahead will be further developing our GM response to the Police Race Action Plan. This will focus on ensuring GMP is more representative of Black communities, does not over-police or under-protect Black communities and routinely involves Black people in its governance.

Child Centred Policing

The Child Centred Policing work is centred on key areas of GMP business that impact on children. This includes Custody; Stop and Search; Culture and Training; Violence Reduction; Communication and Engagement; Missing Children; Partnership Working and Investigations. This is being developed with the support of partners across Greater Manchester, including children's services, youth justice services, community groups and of course young people themselves.

Running through these is a focus on ensuring proportionality and prioritising the needs of children who experience care and adverse childhood experiences.

One area of focus is children and young people in custody and ultimately to reduce the number of young people being held in custody and improve their treatment in custody. This is an important focus given the increase in the number of children and young people in custody and detention.

Tackling Serious Violence

The Joint Strategic Needs Assessment is refreshed every year and most recently incorporated the new Serious Violence Duty. Following this and a public consultation a new Violence Reduction Strategy will be launched in 2023.

The VRU will also continue to support and further develop community led approaches and programmes, strengthen its campaigns, and support the homicide reduction strategy.

Tackling Gender Based Violence

Greater Manchester will continue to deliver its 10-year strategy to tackle GBV. Key areas for the year ahead will include: -

- Creation of a Lived Experience Panel to guide the work of the GBV Board.
- Continued development of innovative solutions to meet the needs of those with no recourse to public funds to prevent unnecessary harm.
- Development of a co-produced strategy with women with disabilities and with older people around their needs in relation to GBV.
- Work with employers to promote Greater Manchester-wide safe workspaces for women.
- Delivery of a comprehensive strategy to tackle so-called 'honour based' abuse.
- Continue the delivery of the #IsThisOK? campaign to drive attitudinal and cultural change and challenge harassment of women and girls .

Multi-Crime Support Service for Victims

In 2023 we will have a new Multi-Crime Support Service for victims of crime, to be co-located with GMP. The service will provide a seamless point of contact for people to access support that is both practical and therapeutic. Linked to this service will be the development of a new website for victims and survivors with an online portal so that people can directly access a range of support services.

Integrated Rehabilitative Services and Restorative Justice Services

We will have a new Greater Manchester Integrated Rehabilitative Wellbeing Service in 2023. This will provide access to rehabilitative support services for people on probation in each local authority area. The services will include a money advice line, welfare benefits and debt advice, family support and links across to other services such as accommodation, employment, education and training etc.

During 2023/24 the Restorative Justice Service will be re-commissioned. This will be developed as an Out of Court Disposal and Restorative Justice service.

Youth Justice Transformation

The Deputy Mayor will be holding a series of Youth Justice Round Tables over 2023/24. The first will focus on arrest to custody, to ensure that the Child Centred Policing model is working effectively. The series of Round Tables will follow the criminal justice journey finishing with resettlement and reintegration.

Smarter Justice

The Deputy Mayor has commissioned a review of demand in the criminal justice system following the declaration of a Critical Incident in Greater Manchester Magistrates Courts. This will form part of a Futures Programme under the Local Criminal Justice Board.

Reform of Adult Offender Management

A new Improving Police Custody Diversion Programme is being commissioned with health colleagues, to better align rehabilitative services and behaviour change interventions at point of arrest and custody. This will also consider Out of Court Disposal options and ensure that the Liaison and Diversion scheme is used to optimum effect.

Improving the Victim Journey

A new Victims Strategy Steering Group will be launched to oversee developments arising out of the Victims and Prisoners Bill such as Greater Manchester Victim Services Strategy; scrutinise the effectiveness of the Victims Code of Practice; and develop joint commissioning requirements with Local Authorities, the Health Integrated Care Partnership and the Combined Authority /Police and Crime Commissioner. The Steering Group will also receive

updates on digital developments, the victims' survey, and key commissions such as the Multi-Crime Service and Sexual Abuse Referral Centre.

Finance and resources

Police fund 2023/24

The Government grant for police in 2023/24 included an additional £174 million (1.8%) for Greater Manchester compared to 2022/23 to meet the cost of final recruitment for the Police Uplift Programme (PUP) target of 20,000 additional police officers and pressures facing policing such as pay awards and non-pay inflation including energy costs. The £174m includes £100m as announced last year towards the PUP programme and the impact of the 2022/23 police officer pay award of £140m (£74m net of £66m of benefit from the reduction in employer National Insurance contributions announced by the Chancellor in November). This is below the 3% minimum increase for local government and will require a re-prioritisation of budgets and efficiencies in addition to increased precept funding.

The Spending Review in autumn 2021 permitted flexibility to increase the precept by up to £10 (for a Band D property) and £7.78 a year (for a Band B property) in each of the next three years to use according to local needs. However, it was decided that given the inflationary pressures facing forces, a £15 precept flexibility would be given for 2023/24 only. Following the result of public consultation in Greater Manchester, a precept increase of £15 to the current band D property was agreed and an increase of £11.66 for band B. This precept increase will provide an additional £15.3 million in 2023/24.

With this increase the Greater Manchester police and crime precept will remain one of the 10 lowest out of the 43 police and crime areas of England. It is important to note that even with a maximum £15 per year precept increase the 2023/24 police budget will still require significant efficiencies within GMP to manage inflationary pressures, whilst continuing to deliver improvements. The nationally proposed £15 maximum increase will therefore raise significantly less funds for GM per head of population than in many other areas of the country.

The precept increase will support investment in:

- Sustaining of the improvements already achieved over the past year.
- The establishment of dedicated Neighbourhood Crime Teams in each district to more effectively and proactively tackle the issues that the public told us are important to them in a GMP consultation last year, including burglary, robbery, and vehicle crime.
- The workforce level required to ensure that the significant improvements in 999 and 101 waiting times are maintained and further improved, particularly in respect of 101.
- Increased capacity and capability of crime scene investigators and digital investigators strengthening opportunities to detect neighbourhood crime and sex offending, including such offences against children in particular.
- Increased numbers of investigators who conduct initial investigations when a crime is first reported, to ensure more timely and effective investigations into offences that have a big impact on our communities like criminal damage and hate crime.

Use of Reserves

The provisional reserves at 31st March 2023 were £98.315m. This includes a general reserve of £15.374m which reflects a prudent level of uncommitted reserve based on the scale of the Police Fund. Earmarked reserves are also held by PCC and GMP which are set aside for specific purposes. The position on GMP earmarked reserves at 31st March 2023 was £43.944m which is a decrease of £1.565m reflecting the net impact of transfers to and from reserves. As part of the improvement plan the mobilisation and implementation of projects across the Force will continue into 2023/24. Transfers out of reserves relate to 2021/22 carry forwards and earmarked reserves set aside for purposes and events that arose in 2022/23. The position on PCC earmarked reserves at 31st March 2023 was

£38.997m which is a decrease of £5.962m reflecting the net impact of transfers to and from reserves, the most significant being a planned transfer from PCC reserves to support the GMP budget.

Police Fund Reserves	Closing Balances 31-March 2022	2022/23 Actual Use of Reserves	Actual Balance March 2023
	£000	£000	£000
General Reserve - Police Fund	-15,395	21	-15,374
PCC Earmarked Reserves	-44,959	5,962	-38,997
GMP Earmarked Reserves	-45,509	1,565	-43,944
Total Police Reserves	-105,863	7,548	-98,315

Fire and Rescue 2023/24

For GMFRS in 2023/24 the baseline funding from the Government grant increased by £2.4m from the 2022/23 position with a reduction in other governments grants of £1m. This represented an increase in total Government funding for the service of just over 3%. Whilst this is higher than in previous years, it falls some way short of the pay and non-pay inflation pressures faced by the service. The Home Office confirmed a Section 31 pension grant of £5.6m which continues into 2023/24 towards estimated costs for GMFRS of £6.1m.

For 2023/24 the Fire and Rescue precept was agreed at £76.20 per year (for a Band D property). This is a £5 per year increase in the precept, which is estimated to provide an additional £5.4m for the service, to ensure frontline fire cover can be maintained. The Mayor has committed to continuing with at least 50 fire engines throughout 2023/24 with crewing at the current level of five firefighters at one pump stations and four firefighters on each engine at two pump stations.

The provisional reserves at 31st March 2023 were £45.8m. This includes a general reserve of £12.1m which reflects a prudent level of uncommitted reserve.

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GREATER MANCHESTER POLICE FIRE AND CRIME PANEL

Date: 7th June 2023

Subject: Gender Based Violence Delivery Plan – Year 2 Update

Report of: Neil Evans, Director, Police, Crime, Fire and Criminal Justice, Greater
Manchester Combined Authority.

1. PURPOSE

To outline to the Police and Crime Panel the progress on the development of the Gender-Based Violence Delivery Plan 2022/23.

2. RECOMMENDATIONS

The Police and Crime Panel are asked to note the content of this report.

CONTACT OFFICER:

Neil Evans, Director; Police, Crime, Criminal Justice & Fire

neil.evans@greatermanchester-ca.gov.uk

Equalities Implications:

A full Equality Impact Assessment was prepared and published with the finalised Gender-Based Violence Strategy.

Climate Change Impact Assessment and Mitigation Measures:

None identified.

Risk Management:

A programme plan with a risk management log sits alongside the delivery plan.

Legal Considerations:

None identified.

Financial Consequences – Revenue:

The delivery plan requires ongoing financial support to implement the various elements, over and above those investments made by other partners. A budget of £1 million for this financial year has been allocated from the Deputy Mayor's Investment Fund. A considerable amount of additional funding from the Home Office and other sources has also been levered in by the team to enable delivery of this work.

Financial Consequences – Capital:

None identified.

Number of attachments to the report: 1

Gender-Based Violence Strategy Delivery Plan 2022/23

Comments/recommendations from Overview & Scrutiny Committee

Not applicable.

3. BACKGROUND

3.1 The Gender-Based Violence (GBV) Strategy was approved by the full GMCA in September 2021.

3.2 The GBV Board was appointed and met for the first time in December 2021. It has since met on a quarterly basis - overseeing the strategic delivery of the GBV Strategy.

3.3 The Board has focused on defining the priorities for delivery over the first 12 to 24 months. This is in recognition of the fact that the full strategy, which contains around 650 commitments, will be delivered over a ten-year period.

3.4 The delivery plan was adopted by the Board at their meeting on 18th July 2022.

3.5 The delivery plan contains 6 key priorities which are outlined below. The full programme plan with risk management log is shown at appendix A.

4. PRIORITY 1 – ESTABLISHING A VICTIM & SURVIVOR REFERENCE GROUP.

4.1 The desire to have the voice of lived experience has been central to the development the GBV Strategy from the outset.

4.2 An expression of interest for the support and delivery of the Lived Experience Reference Group (LERG) was published in November 2022. We received one response to this call.

4.3 This response came from a partnership of Olive Pathways and SAWN – two Black led by and for services in the community and voluntary sector who provide culturally sensitive GBV support to victims and survivors. Olive Pathway will be the lead organisation.

4.4 The evaluators of the EOI response were aware that there were some capacity gaps with the two organisations but that these organisations could be supported in this regard. It was assessed that the benefit of having by and for services leading in this

area outweighed the challenges posed by a lack of capacity in certain areas – also external support was identified to fill these gaps in capacity.

4.5 The contract for delivery was finalised in March 2023 and a report was presented to the GBV Board in June 2023 that covered the following areas:

- Role and functions of the Group.
- Working arrangements between the GBV Board and the Lived Experience Reference Group.
- Recruitment Approach and methodology
- Criteria to be used for appointment to the Group.

4.6 Several statutory agencies have expressed a desire to interface directly with the Lived Experience Reference Group to enable them to improve their services and responses to people who have been impacted by GBV. We are keen to promote this concept whilst at the same time ensuring that the Lived Experience Reference Group is not overwhelmed by external demands.

4.7 £100,000 from the Deputy Mayor's Investment Fund has supported the delivery of this priority.

5. PRIORITY 2 – INITIATE A SUSTAINED PROGRAMME OF PUBLIC ENGAGEMENT.

5.1 Public engagement and campaigning represent a key strand in supporting the prevention and eradication of GBV.

5.2 In December 2022, the current phase of the campaign launched with a short film. The film showed three scenes – a pub, a Metrolink stop, and a takeaway – and showed young women experiencing GBV from young men and how this behaviour can, and should, be called out by friends. This was promoted throughout January – March 2023 across bespoke campaign social media channels and out-of-home advertising across the city-region, including posters across the Metrolink platforms, on bus information screens at key interchanges, billboards in the Trafford Centre and Arndale, and digital billboards along busy roads. This launch film has been watched 1.5 million times on

social media, and the out-of-home advertising presented over 20m opportunities to see the campaign.

5.3 In May 2023, a three-part film series was released showing the ways men and boys can discuss, become aware, and become active allies in tackling GBV. The film series has been watched over 850,000 times across the bespoke campaign social media channels. Responses on social media are of note: immature and negative comments have been called out and engaging with by men, with some comments having up to 60/70 replies. The film series has also helped the campaign reach different settings, partners, and projects outside of social media sharing – such as education and night-time economy work. Most notably, the campaign was supported by Greater Manchester’s Night-Time Economy Adviser, Sacha Lord, as part of Parklife ’23.

5.4 The final release of this campaign phase is a three-part podcast series. The podcast shows a group of men discussing gender-based violence, societal gender attitudes, and how they can help make life safer for all women and girls in GM. There will be an audio version – posted and promoted on platforms like Spotify and Apple podcasts – and there will be a filmed version – which will be posted on YouTube and clips will go out across the campaign’s social media channels.

5.5 Once released, the campaign will be evaluated to assess any changes in men and boys’ awareness of GBV, including awareness of how to be an active bystander, and how to tackle underlying gender attitudes. This will involve repeating a survey conducted prior to launching the current campaign phase and holding a focus group with men and another with women.

5.6 £300,000 from the Deputy Mayor’s Investment Fund has supported this priority. This includes a dedicated resource to engage, develop and implement this priority.

6. PRIORITY 3 – INITIATE A LONG-TERM PROGRAMME OF EDUCATION AIMED AT CHILDREN AND YOUNG PEOPLE IN SCHOOLS, COLLEGES, AND UNIVERSITIES.

6.1 This priority also demonstrates the commitment within the GBV Strategy to prevention. This strand of activity is owned by the Violence Reduction Unit’s multi-agency

education group. The attitudes and cultures that foster GBV have been established and re-enforced over generations, therefore the education of our young people is a critical component to eradicating it in the future.

- 6.2 The GBV education strand has made prevention a key driver of its work in all areas. The VRU team receives updates about how their strands can support the well-being of vulnerable groups including women and girls who are subject to abuse and violence (explicitly and subtly). These briefings are always voiced with reference to the GMCA safeguarding agenda with a specific focus about 'how does this activity or task contribute towards the promotion of a strong culture of safeguarding?'.
- 6.3 Delivery of Boys to Men began in January 2023, and as of April 2023, it is starting its 3rd iteration of the program. The program consists of six sessions: three education sessions and three social action focused sessions. The education sessions promote conversations around Positive Masculinity, allowing the project to raise the young people's awareness of what makes a good man as well as learning what attitudes they currently hold. The project has focused, so far, on role models, positive traits, masculine identity and behaviour and healthy relationships. This project covers 5 schools, of which 3 are high schools and 2 are primary and 162 male pupils are involved.
- 6.4 We have engaged with Social Switch which has trained older pupils to work with younger pupils about being safe online in 28 of our GMCA schools this year. Their work has opened our eyes to what young people know and are aware of in terms of sharing sexual images online and pornography. Often primary aged pupils in years 5 and 6 talk about their awareness, if not their engagement in these activities.
- 6.5 An education strategy board has been set up and is chaired by Dame Kathy August. Each member represents one of the GMCA local authorities and acts as an advocate and a voice for the schools and colleges in their area. This board has added its seal of approval to the GBV strategy proposal for schools. The GBV strategy has proposed that the resource available for schools is split equally between the primary and secondary phases and that a VCSE leads the design and delivery of a relevant GBV project that can be trialed in 4 or 5 similar schools across the GMCA area before it is rolled out across all GMCA schools.

6.6 VRU staff have supported schools and youth organisations on a one-to-one basis. In one institution, this involved meeting with support staff to equip them with basic strategies to pupils who voiced negative opinions. Work has also been undertaken to actively promote the work of groups that can be negatively affected by pupils. Staff have been trained in developing soft listening and response skills to help de-escalate such situations.

6.7 £200,00 from the Deputy Mayor's Investment Fund has supported this priority.

7. PRIORITY 4 – ENSURING CONSISTENT SERVICES IN ALL GREATER MANCHESTER COMMUNITIES.

7.1 This priority is sub-divided into three separate categories.

7.2 Equality, Diversity and Inclusivity

7.2.1 We have explored in depth the possibility of merging this work with the GM Tackling Multiple Disadvantage Steering Group. It has been agreed that this will not easily align and therefore the work will be done separately whilst ensuring read across.

7.2.2 We have promoted the recently announced Home Office VAWG by-and-for and Specialist funding across our partners. We particularly focused on organisations working with minority and marginalised communities and supporting their applications. We have agreed to act as lead partner for a consortium of organisations that serve minority and marginalised communities so that, subject to a successful bid, they are able to access Home Office VAWG funding to strengthen their work with these communities. The bid has been successful, and we have attracted £660,000 of funding to support minority and marginalised communities and those impacted by No Recourse to Public Funds (NRPF).

7.2.3 Through Ministry of Justice victims grant funding we have funded Safety4Sisters and Independent Choices for a project worker working across GM to support women with NRPF and assist local authorities with identifying appropriate referral pathways into services. This is 3-year funding until 31st March 2025.

7.2.4 Through Ministry of Justice uplift funding - £156,000 funding 2023/24 we have been able to support an additional 3.5 IDVA/ISVA posts extending provision in by-and-for organisations, for stalking and harassment victims and for sex workers.

7.2.5 With the support from the ten GM Local authorities and GM Immigration Aid Unit, we have supported a roll out of service level agreements between the local authorities and the immigration aid unit which commits to providing funding to support domestic abuse cases where the victim has no recourse to public funds.

7.2.6 To allocate additional funding from the MOJ we issued a call for bids to support organisations working with victims of domestic abuse and sexual violence with funding to be used to help them and people accessing their services to better cope with the impact of the cost-of-living crisis. We particularly welcomed support for communities of identity, support for victims with no recourse to public funds, support for older people and support for people with disabilities which broadly aligns with the GM GBV Strategy. Through this process we were able to allocate a total of £346,498 to 30 organisations across Greater Manchester.

7.2.7 We have engaged with the Ageing Well Programme Manager to explore how we approach this priority in relation to older people. A GM Older Persons Network (GMOPN) is in place. We have attended a steering group meeting to present on the GBV Strategy and engage with members around how we best take this priority forward. We have conducted a desk-based exercise to ascertain what research exists around older people and GBV. We have engaged with the refresh of the GM Age Friendly Strategy ensuring that GBV was reflected within the framework.

7.2.8 Disabled People - we have engaged with representatives from GM Coalition of Disabled People (GMCDP) and held several discussions with them and with a disabled women's organisation – Stand Up Sisters about the issue of GBV and the impact on people with disabilities recognising the diversity of this community. We have agreed to hold a focus group, similar to that held with older people to take this work forward and agree priorities. It is clear that data around this is limited and the picture on prevalence is not complete. We will be exploring what research is available and future options around how we can support bespoke research into this.

7.2.9 Men & Boys - The GBV Strategy states, “A bespoke plan will be drawn up to address how we effectively meet the needs of male victims and survivors. This will cover the full range of acts of violence, abuse and exploitation in which men or boys are the victims, and in which their gender, sexuality and/or intimate relationships are motivating or prevailing factors.”

7.2.10 It has been agreed by the GBV Board at its meeting in June 2023 that to take this work forward we need to develop a plan that seeks to address the issues around Intimate Violence Against Men and Boys (IVAMAB) and that this plan should focus on the following priority areas:

- RASSO (Rape and Serious Sexual Offences – including CSA, CSE, both current and non-current/historic)
- Domestic Abuse and Violence (including familial abuse)
- ‘So Called’ Honour Based Killing
- Forced Marriage

7.3 Assist agencies to develop a consistent approach to dealing with perpetrators, building on the work currently taking place.

7.3.1 Progress has been made in the development of a GM Perpetrator Framework which was reported to the GBV Board in January 2023. This is overseen by the Justice and Rehabilitation Executive Chaired by the Deputy Mayor. The three identified priority areas are: Sex Offending, Domestic Abuse and Stalking. The approach is formed around a ‘Protect, Enforce, Change’ structure to interventions. Nominations from Local authorities to be part of the three work-streams are welcomed.

7.3.2 **Domestic Abuse:** The Framework has considered the existing Home Office Domestic Abuse Perpetrator Schemes as part of the Home Office’s initiative to increase the evidence base around domestic abuse perpetrator behaviour change programmes that are engaged with on a voluntary (non-statutory) basis. The approach initially focused on coordinating bids to the Home Office Fund and will now begin to align with the GM MARAC Review and developments regarding Domestic Abuse Prevention/Protection Orders.

7.3.3 **Stalking:** A Multi-Agency Stalking Intervention Partnership (MASIP) has been established with the GMCA, police, probation, health, Manchester University and the Pankhurst Centre (who have funding to develop a specialist stalking service for victims). Funding has recently been secured to:

- Create a GMP/ MASIP Triage Centre to screen incidents and crimes.
- Develop a plan for communications and engagement events.
- Funds for research, evaluation, intervention design, personality disorder expertise and safeguarding.
- Developing a Problem Profile to understand domestic abuse related and non-DA related typologies.
- Commissioning a VCSE perpetrator intervention pilot.
- Programme support.
- The Pankhurst Centre has been allocated Stalking IDVA from Ministry of Justice additional GM allocation.

7.3.4 Wider considerations for the approach to stalking are:

- Delivering training to GMP FCC to help identify potential stalking victims.
- Create a communications campaign initially focusing on the identified main group of victims (aged 32-38).
- Consult with Local Authorities and key partners such as health, to develop further analysis to assess repeat location/offender/victim dynamics.
- Link in with external experts.
- For victims consider target hardening elements, making homes and vehicles feel safer.

7.3.5 **Sex Offending:** We are in the process of re-invigorating the former GM ACCORD Sex Offender Management programme with police, probation, and the voluntary sector. This will include joint commissioning with probation and community of practice training and development on understanding typology and offending behaviour. GMP have commissioned research into typology with Manchester University and re-structured the Sex Offender Management Unit. A two-year pilot approach is in development and a Round Table is due to be held with partners in the next months to review the approach and delivery plan.

7.4 Ensure that the experience of the criminal justice system is consistent with the ethos of the GBV Strategy.

7.4.1 The GBV Strategy is explicit in its intention to maximise accountability to victims and survivors and to ensure that policing and the criminal justice system are as effective as possible.

7.4.2 The GBV Strategy was in development at the time when the Victim Services Assessment of GMP was published by HMICFRS in 2020. Several commitments within the Strategy therefore were directly related to that report.

7.4.3 Based on this context, many of the commitments featuring in the delivery plan are related specifically to policing. GMP have established a Violence Against Women and Girls Board, chaired by the Assistant Chief Constable for Local Policing. This Board is driving and monitoring the elements of the GBV delivery plan related to policing, in addition to their own VAWG action plan.

7.4.4 GMP are one of the national lead police forces for **Operation Soteria** which is the national approach to improve the reporting, investigation, and prosecution of adult rape. The aim is to enable police forces to assess and reflect on their current practices in investigating rape and identify any barriers – and enablers – to improvement across the following 6 pillars:

- Suspect focused investigations.
- Identification of repeat/serial offenders.
- Procedural justice approach to victim engagement.
- Learning, development, and wellbeing.
- Data analytics and performance.
- Digital Forensics.

7.4.5 A meeting with GMP and the Greater Manchester Sexual Violence Harm Reduction Group, took place on 18th May 2023 to help shape the wider partner response to Operation Soteria. A draft high-level Improvement Plan will be circulated shortly for consultation.

7.4.6 The Home Office Safeguarding Minister visited Greater Manchester on 4th July 2023, to coincide with the national launch of Operation Soteria. Though this work is ongoing, data from the 12 months to the end of June 2023 shows early signs of progress – with a 4.2% increase in recording and a 51% increase in summons/charges – equating to approximately one in 16.

7.4.7 An overall funding envelope of £1 million over 2 years has been allocated from the GMCA Sexual Violence Reserve to GMP. The funding primarily secured a lead Detective Superintendent in GMP for a minimum of two years. In addition to the Detective Superintendent post, resources will be allocated for initiatives to accelerate change including but not exclusive to:

- Support sector and external expertise input to training and awareness raising programmes.
- Officer and staff wellbeing support
- Learning and development programmes prioritising a suspect-focused approach
- Research into victim and offender insights
- Delivery of dynamic problem profiles

7.4.8 The Improvement Plan will also need to consider developments emerging from the Victims and Prisoners Bill currently making its way through parliament. This work has been long anticipated, and it is now vital that partners take a collaborative and purposeful approach to improvement. Leadership from the Greater Manchester Sexual Violence Harm Reduction Partnership will be crucial to owning and driving the plan.

7.4.9 £290,000 from the Deputy Mayor's Investment Fund has been allocated to support various elements of this priority.

8. PRIORITY 5 – FOCUS ON THE WHOLE HOUSING APPROACH TO REDUCE THE RISK OF HOMELESSNESS

8.1 The GM Domestic Abuse Out of Borough Housing Reciprocal was developed in 2022 and is intended to improve the way in which we support victims of domestic abuse. This was developed with local authorities and housing providers and outlines a mechanism in which responsibilities for the provision of housing, care, and support

services when victims of violence and abuse move between local authority areas can be provided. This is just one-way victims of domestic abuse can be supported to move to another local authority area within Greater Manchester – if they wish to do so for their own safety. We are tracking the efficacy of the reciprocal.

8.2 The GBV Strategy recognises the importance of housing and security to tackling and responding effectively to gender-based violence. One of the commitments underneath the ‘Whole Housing; priority is that Greater Manchester will:

- ‘Begin our journey of over the next few years completing compliance with the principles set out by the Domestic Abuse Housing Alliance (DAHA) that advocates for ‘an enabling environment’ where survivors know they will be ‘listened to’ and housing providers ‘recognise that’ tenants may be disadvantaged by multiple oppressions’.

8.3 To support this a proposal has been developed to use £30,000 funding from the GBV funds assigned to housing to enable RSL’s to pursue DAHA Accreditation. Alongside this a workshop will be held in GM in conjunction with DAHA to provide an overview of the accreditation process and to support sign up. Approximately 10 RSLs have expressed interest in pursuing accreditation.

8.4 GMCA have been working with DAHA and Registered Social Landlords across Greater Manchester to insert a clause into tenancy agreements about GBV and tenancy rights. This is intended to send a ‘zero tolerance’ message to perpetrators of GBV/DA and enable victims of Domestic Abuse, coercive control, stalking and harassment to remain in their family homes, even though they may not hold the tenancy and for perpetrators to lose the tenancy in cases where they have been found guilty of an offence.

8.5 The development of our work within this priority will be coordinated by the GMCA working with established partnership arrangements such as the GM housing provider CEO Group, Housing Needs Group and Domestic Abuse Partnership Steering Group.

8.6 £80,000 from the Deputy Mayor’s Investment Fund has been allocated to support this priority.

9. PRIORITY 7 – GOVERNANCE: RECOGNISING THE GBV BOARD’S ROLE IN FOCUSING ON STRATEGIC PRIORITIES

9.1 In defining this priority, the GBV Board recognised the breadth of work and activity required to deliver the strategy, and thus the imperative for it to remain focused on the bigger picture.

9.2 The clear objective of the Board is to retain the focus of partners on precise strategic priorities. Board members will challenge each other to establish and maintain the tackling of GBV as a strategic commitment in each of their organisations, and the sectors which they represent.

9.3 To assist them in delivering their strategic objectives, the Board has established an Executive group, which consists of senior officials from relevant agencies and organisations. The executive meets on a bi-monthly basis.



**GREATER
MANCHESTER**

DOING THINGS DIFFERENTLY FOR OUR COMMUNITIES

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Gender-Based Violence Strategy

Delivery Plan 2022/23

January 2023

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Foreword from the Mayor of Greater Manchester

Since our Gender Based Violence Strategy was published in September 2021, we have started to see a shift in Greater Manchester with people coming together to tackle gender-based violence in all its forms.

Leaders from across public services and the voluntary sector, as well as victims and survivors of gender-based violence have all come together to ensure that our work continues to be driven through the voice of lived experience. This approach has now been agreed by the Board and is explained in this plan.

The Deputy Mayor and I launched our public campaign #IsThisOK. Our video was viewed more than 5 million times in the first week alone – showing that the people of Greater Manchester, and beyond, will no longer accept gender-based violence as a fact of life that goes unchallenged. #IsThisOK challenges the sort of gender-based violence that commonly happens in public, such as sexual harassment and unwanted comments, which is primarily perpetrated by men and boys. The campaign calls on men, lads and boys to talk about

why these behaviours are not OK and realise that even small, everyday actions can make life safer and better for women and girls. It has started a debate that we must, and will, build upon and sustain.

The award-winning Safer Streets programme consisting of a partnership between Oldham Council, Oldham College, TfGM and GMCA has focused on improving safety for women and girls on the Metrolink system. We will embrace the learning and good practice from this partnership and seek to expand it.

In recent months we have seen Greater Manchester Police publish its own plan on tackling gender-based violence and the launch of 'Operation Lioness' which is specifically focused on stopping violent attacks and predatory behaviour towards women and girls, whether it be in the home, in public spaces or online.

These are just a few examples of the work that has started, but we are only at the beginning of this decade long plan

to deliver long lasting social change. I remain determined that Greater Manchester will become a global leader in tackling and eradicating gender-based violence. We have shown time and again here what we can achieve when we come together. We cannot underestimate the challenge and all our strength, innovation and determination will be required to make the changes we all want to see. I am committed to making this happen.

Andy Burnham

Mayor of Greater Manchester





Introduction

As co-chairs of the Gender Based Violence Board, we'd like to introduce together our first delivery plan for our ambitious decade long strategy to tackle gender-based violence in all its forms.

We have been steadfast from the outset that the implementation of our Strategy will have the voice of lived experience at its core and be its defining feature.

Within our Strategy we are clear that to make sustainable change, we need to challenge the attitudes and behaviours that enable gender-based violence to occur in the first place. Prevention activity must therefore be an enduring and central feature of our delivery.

If the voice of lived experience is to mean anything, we must and will call out poor practice and provide constructive challenge and support to deliver transformational change.

Some of the priorities outlined in this plan in terms of development

and delivery will extend beyond the lifetime of this plan, such as implementing the Whole Housing Approach in full. The Board will continually monitor progress and this will be reported publicly in our annual reports.

The Gender-Based Violence Strategy represents an ambitious plan, and the Board has had a difficult job to do in defining what we prioritise over the first eighteen months. We will monitor the progress of this plan and keep it under review. We also outline at the conclusion of this plan a forward view to what we want to focus on going forward. As we seek to deliver this plan, we will simultaneously work towards what comes after to ensure we maintain our momentum over time.

A significant amount of work and activity has taken place to develop the Gender-Based Violence Strategy, establish the necessary governance and define this delivery plan. The publication

of this plan represents the next important and exciting step. We look forward to working with our fellow Board members, leaders and organisations from all sectors, and the communities of Greater Manchester in delivering it. Together we will make the change.



Bev Hughes
Assistant Deputy
Mayor of Greater
Manchester

Co-Chair of GM
Gender-Based
Violence Board



Jane Gregory
Manager, Salford
Survivor Project

Co-Chair of GM
Gender-Based
Violence Board



1990-10

Priority 1: Establishing a panel of lived experience

We will:

1. Through a formal tender or designed process, **commission a specialist organisation to be our partner** in recruiting members to the panel, facilitating its operation and providing support to members as appropriate. This will include assessing and providing the provision of welfare and emotional support.
2. **Ensure that membership reflects the wide-ranging nature** of gender-based violence and the diversity of our Greater Manchester communities.
3. **Fully engage the panel** in supporting the design and review of services that tackle gender-based violence in Greater Manchester.
4. **Consult and engage with the panel** to shape and develop our key prevention activities, in respect of public engagement and education for example.
5. **Invest £100,000** of police & crime commissioner funding to support this priority over a two-year period.

In developing our Gender-Based Violence Strategy we engaged and consulted extensively with people who have lived experience of gender-based violence and from organisations who provide support to them. We also engaged with those agencies who provide statutory services, such as local authorities, police, health services, voluntary and community services, as well as the diverse communities of Greater Manchester, and international communities from whom we could learn.

This continued engagement, particularly of people with lived experience will be the defining feature of how we implement our strategy going forward.

We are clear that we will only be truly successful in our endeavour by having those with lived experience at the very heart of everything we do.

This will require the commitment of us all and those responsible for providing services in particular, to a new level of openness, transparency and self-reflection.

We are committed to ensuring that all aspects of service provision are responsive to the voices of victims and survivors and that their views are given due prominence.

In support of this ethos there are two members of our communities with lived experience sitting on the Gender-Based Violence Board.

We will now go further by establishing a panel of people with lived experience of gender-based violence as one mechanism of ensuring that victims and survivors' voices are heard and validated, whilst providing more meaningful responses and consequences that are cognisant of what they perceive as justice.

It is important to state that this will not be our only mechanism of gaining the insights and voice of victims and survivors. We will continue to engage with our established networks, including those formed during our engagement.

.....
Senior Responsible Officer: Neil Evans
Lead Officer: Emma Stonier
Timescale for Delivery: February 2023

Priority 2: Initiate a Sustained Programme of Public Engagement



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We will:

- 1. Invest in dedicated staff** to develop and deliver our strategy and campaigns.
- 2. Develop a series of targeted campaigns** to highlight the various forms gender-based violence can take, as well as the attitudes and structural inequalities that give rise to it.
- 3.** Led by the Mayor, **continue to develop our bespoke campaign** directed at boys and men that addresses the intricacies of developing trust in intimate relationships, without being controlling.
- 4. Ensure this messaging is consistent** with commissioned interventions to support victims and tackle perpetrators.
- 5. Co-work with schools, colleges, universities and organisations** working with young people, and directly with young people themselves to ensure key messages are actively engaged with and understood by the audiences they are aimed at.

Engage with White Ribbon Champions, Expect Respect Advocates and Women's Aid Ask Me Ambassadors, as well as international research to identify innovative ways of encouraging men and boys to challenge gender inequality and gender-based violence.

6. **Monitor and evaluate the impact** of all public engagement on the progression to gender equality for women and girls living in Greater Manchester.
7. **Make the public aware of reporting mechanisms** and the breadth of service provision available to them.
8. **Respond to the comments made by women and girls** in the GBV call for evidence and consultation by co-designing public safety campaigns to improve safety in public spaces, transport and the night-time economy including tackling perpetrators.
9. **Expand existing signposting** to services and ensure that services are prepared for any increase in demand generated by increased public awareness.

10. **Evaluate how our public engagement campaigns are received** to check that they are delivering greater understanding and improved attitudes. Recognise where counter responses, unintended consequences, or unforeseen demand on services are generated.
11. **Ensure that all public awareness campaigns** tackling child sexual and criminal exploitation and online abuse, are fully supported by programmes of public engagement. These will be co-designed by young people and include the capacity to reach out to them through the use of mobile technologies.
12. **Ensure that all of the new provisions** we are developing to address the behaviour of perpetrators will be signposted in our public engagement campaigns, so that victims and perpetrators know there is help available to those who need to address their behaviour.
13. **Invest £300,000** of police & crime commissioner funding to support this priority.

A major component of the Gender-Based Violence Strategy is in respect of the need for sustained public engagement. We will call out the unacceptable behaviour and misogyny that makes women and girls the target of so much abuse and violence.

The Mayor launched a high-profile campaign at the end of last year in the form of the #IsThisOK? video. Within a month of its launch, the video had been viewed on Twitter alone over 5 million times. Its reach stretched well beyond Greater Manchester, and indeed the UK. Importantly, it started a debate and conversation about the behaviours highlighted, their prevalence and the negative effect they have on women and girls in terms of their feelings of safety.

Building on this video we will now initiate a sustained programme of public engagement, with the aim of changing the ways in which gender-based violence is discussed and responded to in Greater Manchester, identify what people can do to tackle it, and highlight what services are available to those experiencing it and those at risk of perpetrating it.

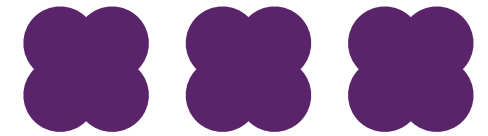
Our public engagement will build on the preventative education we have been supporting in schools, which will continue to develop and expand further through further investment, as part of our overall programme.

Greater Manchester's communities are rich in their diversity, and we thus recognise that there is no 'one size fits all' approach that can be taken to engagement. Our campaigns will be informed by the perspectives of victims and survivors and reflect the diversity of experiences within these groups. Our lived experience panel will play a key role in this regard, as will our networks established through our voluntary and community organisations and equality panels.

We will also make effective use of the various research available, that provides insights into how people and distinct groups and communities think and feel about gender-based violence. It is only through having as rich a picture as possible in respect of how people currently think and feel about the subject, that we can properly design our campaigns to achieve maximum impact.

Our campaigns will actively engage the public in dialogue, opening debate about how young men and boys can contribute to reducing the prevalence of gender-based violence and abuse, how the public should respond to the signs, and what can be done to encourage perpetrators to see themselves as such and seek help to change.

Three of our Gender-Based Violence Board members will act as a continual reference group to maintain continual input and oversight on behalf of the Board as a whole.



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Senior Responsible Officer:

Sarah Keaveny

Lead Officer: Bob Ward

Timescale for Delivery: The next phase of the campaign will commence in September 2022 and remain ongoing for the lifetime of this delivery plan.



Priority 3: Initiate a long-term programme of education aimed at children and young people in schools, colleges and universities

We will:

- 1. Equip schools, colleges and teachers** to provide preventative education that connects with the public awareness campaigns, and which appraise young people how to access the support services Greater Manchester has to offer.
- 2. Produce a specific programme** and material directed at boys and young men that addresses the intricacies of developing trust in intimate relationships, without being controlling.
- 3. Develop preventative education** with young people, including the use of peer mentoring schemes, advocates and roles models, focusing on:
 - Promoting positive attitudes about women and girls.
 - Health relationships, citizenship and sexual consent.

- Harm caused by the sharing of sexual images online.
- How pornographic material portrays unrealistic views about sex and sexual consent, which can be damaging to intimate relationships.

- 4. Identify 'pathfinder' schools** in each local authority area where the head teacher acts as the local educational champion in respect of supporting this strand of delivery. (January 2023)
- 5. Encourage universities and colleges to engage students in education about gender-based violence**, hate crime and sexual citizenship in their induction and pastoral programmes, and redress the gendered and sexual norms that discriminate against women, sexual minorities and those who do not conform to gendered expectations.

- 6. Work closely with schools, colleges and other educational settings:**

- To implement an evidence-based programme of preventative education to change harmful attitudes and behaviours.
- Upskill teachers, teaching assistants and youth workers that will build upon education statutory requirements.

- 7. Work closely with the Greater Manchester Parenting Group** to explore ways to tackle stereotyping and precursors to gender-based violence.

- 8. Work closely with the Alliance for Learning Teaching School**, to develop a range of targeted resources that address gender stereotyping and abusive behaviours, including online abuse.

- 9. Liaise with head teachers and safeguarding leads** to ensure examples of good practice within schools are shared and celebrated.
- 10. Devise in partnership,** the resources and material required to educate young people about abuse and exploitation, including its digital dimensions.
- 11. Continue to support the many VCSE organisations** that go into schools to inform young people about:
- Dating violence
 - Peer abuse and bullying
 - Mental ill-health and wellbeing
 - Alcohol and substance abuse
 - Sexual diversity
 - Sexual health services.
 - Services for victims and survivors of domestic and sexual abuse
- 12. Deliver education tailored towards young women,** especially those who are at risk of pressure from peers, disadvantaged or vulnerable that addresses the significance of self-esteem and

choice in relationships, so they are not pressured to stay with boys and men who are coercive.

- 13. Work with organisations** such as the National Autistic Society to develop and deliver neurodiverse sex and relationships educational material through Skills for Life, Personal, Social, Health and Economic (PHSE), and Sex and Relationship (SRE) programmes, to reflect different learning needs and levels of social understanding.
- 14. In partnership** with the NHS Greater Manchester Integrated Care, Unlimited Potential and Salford Foundation, deliver education in selected communities and schools focusing on 'positive masculinity,' with investment funding secured from the National Health Service.
- 15. Work with universities** to co-design a Good Night Out Guide and Charter to improve night-time safety for students and work with night-time industries to improve welfare, tackle perpetrators and spiking in hotspots (launched September 2022).
- 16. Invest £200,000** of police & crime commissioner funding to support this priority.



We are clear within our Gender-Based Violence Strategy of our commitment to prioritise preventative activity that addresses the causes of gender-based violence before it becomes entrenched and inflicts enduring harm.

The attitudes and cultures that foster gender-based violence have been established and re-enforced over generations, therefore the education of our young people is a critical component to eradicating it in the future.

This however, is not simply about preparing our young people to become healthy, happy and safe adults, but also about delivering the same for them now and during the entirety of their childhoods. We know that gender-based violence in its various forms is perpetrated against children by adults. As the OFSTED report, published last year, in respect of sexual harassment in schools and colleges outlined, children are also offending against their peers.

The education provided in our educational establishments is therefore crucial as are the environments they provide for young people. All of them should ensure that children and young people are safe and respected.

We know that students in higher education are disproportionately affected by gender-based violence. Survey based research suggests that female students are at twice the risk of sexual violence than other women within the general population.

The prosecution case against Reynhard Sinaga drew international attention to the degree to which men in the student population are at risk of sexual assault, and how reticent they are to report such violations and reach out for help.

This underscores the need for colleges and universities to provide effective internal pastoral support as well as signposting to local services independent of them. We will work closely with them in this regard.

The engagement and consultation that we have undertaken emphasised to us the need to specifically reference and seek to tackle harms caused through the on-line environment and availability of pornography. The need for sustained education in respect of sexual consent was also highlighted, particularly by young people themselves, both girls and boys.

The educational delivery group that works under the auspices of our Violence Reduction Unit, will lead our work in respect of this priority and its membership and terms of reference will be revised/ expanded upon as appropriate. In further developing delivery they will take account of the following, which has been specified by the Gender-Based Violence Board:

- Clarify and agree the specific target groups and issues that the education programme will focus upon.
- Target age-groups where young people are at risk of becoming potential perpetrators. In particular focus on 'micro-aggressions.'
 - Ensure language is tailored to target audiences.
 - Work aimed at boys and young men should be underpinned by robust behavioural insights research to ensure that our activities have the greatest impact.

A member of the Gender-Based Violence Board currently sits on the education delivery group and will continue to do so.

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Senior Responsible Officer:

Damian Dallimore

Lead Officer: Antony Edkins

Timescale for Delivery: July 2023, except where otherwise identified



Priority 4: Ensure consistent services in all Greater Manchester communities

Equality, Diversity & Inclusivity

We will:

- 1. Establish a working group** with the support and inclusion of the Greater Manchester Disability Network, with the purpose of devising a bespoke plan to better address the distinct needs of people with disabilities. (November 2022)
- 2. Establish a working group** with the support and inclusion of the Greater Manchester Older Persons Network, with the purpose of devising a bespoke plan to better address the distinct needs of older people. (November 2022)
- 3. Through the support** of Directorates within GMCA and our voluntary and community organisation networks, we will refresh and reform the GM Vulnerable & Marginalised Women's Board that will establish a working group arrangement, led by a GBV Board member, with the purpose of devising a bespoke plan to address the distinct needs of those in minority and marginalised communities including:
 - Particular regard to be given to the issue faced by people with no recourse to public funds and insecure immigration status including how the police respond.
 - Scope the potential to work towards 'City of Sanctuary' status.
 - Ensuring those experiencing the threat of gender-based violence from multiple perpetrators within their own families and communities are provided with places of safety, and that the exceptional risks they face are properly recognised and responded to by all those intervening and supporting them.
 - Ensuring that assessment procedures take full account of survivors' social, emotional and economic needs and anticipate the risks of further violence, including targeted forms of abuse, racial and religious harassment and hate crime in particular localities. (October 2022)
- 4. Establish a working group** to develop a bespoke plan for men and boys who are victims or survivors of gender-based violence. (January 2023)
- 5. Investigate how we can increase and improve training** and risk assessment tools for working with both victims and perpetrators who have learning difficulties and those who identify as autistic or neurodivergent. (July 2023)
- 6. Undertake a comprehensive scoping exercise** to assess the extent to which our services are meeting the needs of, and how accessible they are to victims and survivors from ethnic minority, foreign national, LGBTQ+, disabled, learning disabled and neurodivergent populations. (July 2023)

7. Work with and support our local authorities to develop strategies within the scope of gender-based violence, based on the needs and priorities of their respective local areas. Data on the rates and prevalence of various forms of violence and abuse will be collected in each area, be attentive to local demand for services and be responsive to the needs of all communities and demographic groups. (July 2023)

8. Review and revamp our IDVA and ISVA provision to make sure it is meeting the needs in all areas of the city-region and working most effectively with the VCSE sector, ensuring our provision best reflects and caters for the diversity of victims and survivors. Work has already commenced in this regard as we prepare our submission to the Ministry of Justice for a 3-year funding stream for domestic and sexual abuse services. (July 2023)

9. Appoint a Health Service Project Manager to review existing pathways into health and wellbeing services for vulnerable women to identify opportunities to improve referrals. Post is currently being hosted by the Women's Support

Alliance through short-term funding. Longer-term funding is being explored by NHS GM.

10. Ensure that young people can self-refer to support services and get help outside of the criminal justice system if needed, ensuring that this service provision is properly signposted in all educational contexts, including schools, pupil referral units, colleges and universities. (July 2023)

11. Work closely with health service providers to deliver their commitment to address the immediate, medium and long-term needs of victims of gender-based violence in line with their statutory duties to reduce health inequalities in service provision through:

- Implementing minimum standards for domestic abuse training for clinical and clerical staff working in primary care across GM and ensuring effective referral pathways into advocacy support for victims
- Raising awareness across health services of the requirement for suitable facilities and cultural sensitivity, to ensure that victims and survivors of gender-based

violence are seen in the health care settings most familiar to them. (April 2023)

- Ensure that appropriately trained and impartial translators are available to help those whose first language is not English, in order to access appropriate support. (December 2023)
- Ensure that all health care professionals know how to fast track victims of stalking, strangulation and sexual assault to specialist medical and psychotherapeutic services. (June 2023)

12. Deliver the Mental Health Pathfinders for Survivors of Sexual Assault and Abuse to:

- Create and improve pathways and partnership working approaches to the benefit of individuals with complex trauma related mental health needs associated with sexual assault and abuse.
- Improve access to professionals trained in identification of, and appropriate response to, complex trauma related mental health needs associated with sexual assault and abuse.

- For individuals with complex trauma related mental health needs
 - reduce trauma related symptoms and improve quality of life (improve personal wellbeing, reduce mental health symptoms, minimise harm and re-traumatisation, improve functioning, including personal and occupational, and support healing and recovery).
- Encourage establishment of trauma informed systems that have impact beyond this pathfinder.
- Build the evidence base for the value of new approaches. (September 2023)

13. Support the Pride in Practice initiative, through audit and review, which provides training to general practices, dental practices and pharmacies to ensure that practices effectively and confidently meet the needs of LGBTQ+ patients. (June 2023)

14. Extend the provision of hospital based IDVAs across Greater Manchester to enable early identification of potential victims and provide end-to-end support for those who present with injuries. (June 2023)

15. Develop a pilot with Manchester Foundation Trust and local sexual health services to increase identification, referral and support for victims of domestic and sexual abuse. (Pilot has commenced and evaluation will be completed by December 2022)

16. Generate new opportunities for service user engagement for vulnerable and marginalised women, who are victims of gender-based violence through Primary Care Networks. Interdependency with minority and marginalised women working group. (April 2023)

17. Work with the police, night-time industries (bars, pubs and clubs), licensing, transport, community safety, health and voluntary sector partners to provide welfare and trusted people schemes to help people at night and welfare and vulnerability training to staff. (December 2022)

18. Invest £150,000 of police & crime commissioner funding to support this priority.



As a result of the engagement and public consultation phases of the development of the Gender-Based Violence Strategy, it is clear that certain groups of people within our communities, who have gender-based violence perpetrated against them face marginalisation or have distinct needs that are far from being fully recognised or provided for. This was particularly the case in respect of those with disabilities, older people and those from minoritised communities.

As a result of this feedback, we made a commitment to develop specific plans based on the needs of victims and survivors from those communities and the Gender-Based Violence Board have indicated that these commitments should be prioritised and thus included within this initial delivery plan.

We know also that some services are less accessible to people from sexual minorities, trans and gender-queer people and those with learning difficulties.

In addition, we know that fear of criminalisation deters a range of women in particular, from seeking support, including those whose immigration status is insecure. We know that in many cases the fact that such marginalised

women have no recourse to public funds, presents additional barriers that prevents them receiving the support necessary. We do not consider any of these issues to be reason to deny people sanctuary and protection and this delivery plan will begin our work to deliver our commitment of offering them the very best service provision.

In the Gender-Based Violence Strategy we said that we would scope the potential to establish Greater Manchester as a 'City of Sanctuary.' City of Sanctuary UK is an organisation that supports areas create networks from community groups to schools and universities, local councils to libraries and theatres and more, with the aim of encouraging inclusivity, compassion and solidarity of and with migrants and those seeking asylum. Sheffield was the first city in the UK to receive 'City of Sanctuary' status back in 2005.

In the Gender-Based Violence Strategy we are clear that women and girls are exposed to higher risk of gender-based violence, but that men and boys can be victims too. This is why we committed to draw up a bespoke plan to effectively meet the needs of male victims and survivors and this will be achieved through this delivery plan.

In delivering the elements of this priority we will ensure that 'hidden voices' are heard and avoid approaches to 'multi-culturalism' that result in the same voices being heard repeatedly, at the exclusion of others. We will also seek to ensure that we provide culturally sensitive support including addressing potential language barriers, and consistently monitor the equality and diversity of the support we offer.

The scope of delivery within this strand is particularly wide and will have the particular focus of the Gender-Based Violence Executive (see section 6) who will exercise direction and oversight on behalf of and reporting to the Gender-Based Violence Board.

Also contained within this section is a focus on health-based commitments that seek to improve service provision, taking account of the diversity of our communities and with an ambition to increase the consistency of provision across Greater Manchester.

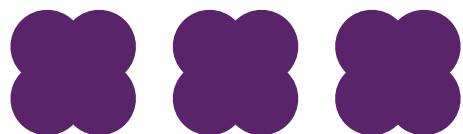
NHS England is investing significant funding in this regard. This includes investment of £630,000 for a pathfinder programme to support the mental health of survivors of sexual assault and abuse.

Rape, sexual assault and abuse is traumatic and violates a person's sense of autonomy and control over their body. Experiencing such trauma can lead to fear, confusion, disassociation and feelings of shame, self-blame, and may also impact on an individual's mental health and psychological wellbeing throughout the rest of their life.

Victims and survivors of sexual assault and abuse experience increased risk of depression, suicidal behaviour, post-traumatic stress disorder and complex post-traumatic stress disorder etc.

The pathfinder programme acknowledges the current unmet need that victims and survivors with complex trauma related mental health needs may face. For example:

- Staff in existing mental health services may not be sufficiently trained to identify or respond to trauma related mental health needs, related to sexual assault and abuse and thus not be able to deliver sufficiently tailored support and interventions.



- There can currently be challenges in navigating services or accessing the right care at the right time, due to waiting lists and eligibility criteria, and voluntary sector organisations and NHS services working in silos.

The pathfinders will seek to improve care for victims and survivors of sexual assault and abuse with complex trauma related mental health needs, so that they can recover, heal and rebuild their lives.

This will involve improving collaboration, integration and information sharing between organisations involved in the care of victims and survivors.

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Senior Responsible Officer: Neil Evans
Lead Officers: Martin Nugent, Tabz O'Brien, Debs Thompson
Timescale for Delivery: See list above



Delivering a consistent approach to perpetrators

We will:

1. **Through a newly established working group**, led by a member of the Gender-Based Violence Board - map and evaluate gender-based violence related adult perpetrator programmes across Greater Manchester, to assist with the development of a GM perpetrator framework that will seek to deliver programmes for all who need them on both a voluntary and compulsory basis. The development of perpetrator programmes for those under 18 are under the governance of the GM Youth Justice Transformation Programme, due to differing legal frameworks. The SRO will ensure clear alignment between the 2 programmes of work.
2. **Ensure that the newly configured Greater Manchester Probation Service** is at the forefront of new developments in working safely and effectively with perpetrators.

Through our Gender-Based Violence Strategy we are taking a transformative approach with the ambition of eradicating it. This is no less the case in respect of those who perpetrate such violence. Other areas of the strategy and this delivery plan seek to prevent people from becoming perpetrators in the first place, but we must also have a focus on those who are found to be offending in this way to prevent them harming others in the future. This is why we are aligning our specialist work with perpetrators with the wider strategy of primary prevention and early intervention that mobilises public engagement.

We know that some perpetrators have no motivation or intention to change, and we must hold them to account through an effective criminal justice system (see section 6.3). But we also know that some perpetrators, the majority of whom are men and boys, understand that their behaviour is wrong and damaging and that they seek to change. We must ensure that there is provision available to assist them to do so.

One feature of gender-based violence is that far too often victims and survivors, most often women, are forced to flee the family home, to obtain sanctuary and security. This clearly has a

massive implication for children who predominantly have to leave the family home with their mothers. We thus want to increase the housing options for perpetrators to minimise the impact on victims and their children (see section 7).

A number of pilot perpetrator programmes are taking place across Greater Manchester, including the nationally recognised and RESPECT accredited DRIVE programme, which is being delivered by TLC: Talk, Listen and Change in several districts. These programmes are being funded in various different ways, the DRIVE programme for example is funded by the Home Office following successful bids made from GM.

Greater Manchester needs to develop a whole system-approach, which responds consistently to both those engaged by the criminal justice system and statutory enforcement services and perpetrators who are identified through voluntary/ community or civil law routes.

In developing this approach, we will seek to identify and address systemic barriers, such as competing quality assurance standards and data sharing across agencies.

We understand that in order to respond effectively to perpetrators, practitioners need to be able to listen carefully to what victims and survivors share about their experiences, as well as what offenders say about their motivations and problems. This is why all of our work with perpetrators will be routinely appraised by the Gender-Based Violence Board.

We know that most victims and survivors want perpetrators to be able to access effective interventions that will help them to change, but nationally only a small minority of repeat offenders receive specialist interventions.

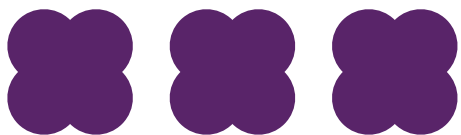
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Senior Responsible Officer:

Alison Connolly

Lead Officer: Bethan Dearden

Timescale for Delivery: March 2025
(March 2024 for domestic abuse programmes)



Work with the criminal justice system to deliver a service that reflects the ethos of the GBV Strategy

We will:

Formally review how domestic abuse cases are managed by GMP, including but not restricted to:

- 1. Ensuring that the 'Think Victim' campaign is fully embedded** within GMP and further explore how to improve outcomes for victims in the criminal justice system, ensuring they are offered the very best service, kept informed, treated with dignity, listened to and understood. The 'Think Victim' campaign is split into three tranches of delivery, with two having been completed and embedded into ongoing training. Tranche 3 will commence in November 2022 and consist of the DA Matters training programme, provided by Safe Lives in association with the College of Policing, being rolled out across the Force. Delivery is aimed to be completed by September 2023.

- 2. Investigating how case management can be improved by frontline,** investigating and senior police officers, and what can be done to reduce the number of reports to GMP that result in no further action. (March 2023)
- 3. Examining how Super-complaints submitted to HMICFRS** and the findings in respect of them, can be best utilised to improve service delivery. We await the findings in respect of the super-complaint submitted by the Centre for Women's Justice in respect of 'police perpetrated domestic abuse,' and seek to implement any recommendations in a timely manner. (March 2023)
- 4. Conduct a GM End-to-End Rape Review** that will involve those who have lived experience of such abuse. Preparatory work has already commenced. This work will be aligned with the introduction of Operation Soteria Bluestone. (March 2023)
- 5. Ensure that cases involving serious harm and risk,** such as domestic abuse and stalking, are subject to bail conditions that protect victims. New risk assessments will be required as a matter of routine before a suspect's bail status changes. (March 2023)
- 6. Ensure that the police as a matter of routine, notify the Crown Prosecution Service,** whether a suspect is on bail or released under investigation for a specified time period. Those released on bail or released under investigation must be so for the shortest possible time, in the interests of both victims and suspects. (March 2023)
- 7. Consult with the public of Greater Manchester and other interested parties** on how to introduce the recording of misogynistic incidents by Greater Manchester Police, in the same way as they record racist and homophobic incidents. We will also work with the police to ensure that if such incidents are to be recorded, they have the necessary systems in place and officers trained to ensure effective implementation of any changes. (June 2023)
- 8. Expedite compliance with the Victim's Code of practice** ahead of the introduction of the new Victims Law to ensure victims receive the support they deserve and to put things right when things go wrong. (March 2023)

9. **Seek sustained improvement** in the quality of police investigations and their outcomes in cases of gender-based violence. (March 2023)
10. **Closely monitor and oversee** how the Early Investigative Advice Process (advice to police from the Crown Prosecution Service) is working, including its digital dimensions. (March 2023)
11. **Ask GMP to deliver on the investment in key technologies**, such as body-worn video, digital forensic technology and core IT systems, and to demonstrate how they have improved justice outcomes for victims of gender-based violence. (March 2023)
12. **Ensure that when police officers attend domestic abuse incidents** they gather and secure all the relevant evidence. This will include the mandatory use of body worn cameras. (March 2023)
13. **Ensure that all frontline police officers are able to speak clearly** to children who are present to obtain their views and know how to request to talk to victims on their own so that they feel safe to disclose abuse. (March 2023)
14. **Train all criminal justice personnel** in the powers the new criminal and civil legislation confer, with an immediate focus on the Domestic Abuse Act and the Domestic Violence Disclosure Scheme, commonly known as Clare's Law, and enduring focus on best practice with regard to safeguarding children and vulnerable adults. (September 2023)
15. **Institute a programme of learning and development** to ensure all frontline officers understand the differences between domestic abuse, 'honour' based violence, and elder abuse, and how these present specific risks to victims that need to be anticipated. (September 2023)
16. **Ensure that victims are referred** to the statutory Probation Service Victim Contact Scheme when those who have abused them receive custodial sentences of 12 months or more. This will ensure they are allocated a designated Victim Liaison Officer who will provide information and advice about the criminal justice process, including IDVA and ISVA service provision, and their rights, from the point of sentencing through to post-release. (March 2023)
17. **Monitor, evaluate and roll out** learning from Stockport Family Drug and Alcohol Court (FDAC) with regards to its problem-solving approach to families managing substance use while undergoing care proceedings. (September 2023)
18. **Explore the potential to establish Stalking Assessment Centres**, which will enable the police to more effectively determine the risks to victims earlier and whether to seek Stalking Prevention Orders that can help protect those suffering from on and offline. (September 2023)
19. **Ensure that GMP** will also continue to review and develop its monitoring of Domestic Abuse Protection Orders (DAPOs). (September 2023)
20. **Invest £140,000** of police & crime commissioner funding to support this priority.



Within the key priorities section of our Gender-Based Violence Strategy we state our intention to maximise accountability to victims and survivors, especially with regard to police and criminal justice outcomes.

Whilst we explicitly recognise that policing and criminal justice can only ever be one part of the solution, we must ensure that the criminal justice system and the agencies that operate within it, are as effective as possible. We owe this to the victims and survivors who engage with and seek the support of criminal justice agencies, to ensure their needs and experience are maximised.

Confidence in Greater Manchester Police (GMP) was challenged following the publication in December 2020 of a report by Her Majesty's Inspector of Constabulary and Fire and Rescue Services (HMICFRS) in respect of the service they provide to victims of crime.

Since that publication, a new chief constable was appointed for GMP in May 2021. During his tenure to date, the chief constable has quickly changed and strengthened the senior leadership within the organisation to support him in his plans to improve the performance of the Force.

HMICFRS published their latest PEEL assessment of GMP, which is in respect of effectiveness, efficiency and legitimacy, in March of this year. This followed inspection activity within the Force between July and September 2021. The overall findings of the report suggested little improvement since their previous inspection.

It is important to note however that the inspection activity pre-dated the launch of the chief constable's strategic plan, "Planning our future: Building a new GMP;" (known as the 'plan on a page') which sets out the blueprint for how GMP will significantly improve. In his preface to the PEEL report, Her Majesty's Inspector, Andy Cooke (now chief inspector of HMICFRS) noted that, "Whilst this report outlines the concerns, I have.....I am pleased with the progress that has been made in a short period of time since the Force published its new long-term plan."

From our public consultation we know that many views were consistent with the findings of HMICFRS. People wanted to see a focus on better training as well as a greater focus on tackling sexism, racism and homophobia within policing. Some responses also called for greater recognition of those within the police who themselves perpetrate gender-based violence and more robust tackling

of it. Nationally there has been growing concern about these issues, with a current focus on the Metropolitan Police in particular. The National Police Chief's Council has recently published its VAWG Strategy, which includes focus on these and other internal issues through the 'Building Trust and Confidence' pillar.

GMP has also published its own VAWG Strategy, taking account of the NPCC's. They have sought to listen to and hear the voice of lived experience in developing their plan, for example through dialogue with the GM Women and Girls Equality Panel. They have also been working with organisations specialised in supporting migrant and minoritised women to develop their practice in respect of victim's whose immigration status is insecure.

Taking the above into account we intend to prioritise in this delivery plan those commitments in our strategy that apply to policing, though we will prioritise others as well.

There is a clear concern within our communities about the level of misogyny within our society and its connection with the perpetration of gender-based violence. Several police services within England & Wales have been recording offences as hate crime, where the

victim perceived that misogyny was a motivation. Whilst the Law Commission has recently advised the government not to formally treat misogyny as a hate crime, debate continues to take place, most notably within parliament. We committed to consult with the public of Greater Manchester on this issue and still intend to.

There is deep concern concerning the response of the criminal justice system to offences of rape, which are pertinent to all agencies that operate within it. These concerns relate to the response by the police, very low charge rates, the treatment of victims and survivors in court, the effect that court backlogs have on them, and pitifully low conviction rates.

In our strategy we reference the governments End-to-End Rape Review and action plan that was published in June 2021. In December the same year, the government reported that most of their actions were progressing as planned, but there remained much to do to ensure they have the impact intended. We will thus focus on ensuring that significant improvement takes place in Greater Manchester and that the necessary impact begins to be felt. In support of this ambition Greater Manchester Police applied to become a phase 2 Force in respect of the Home Office

supported Operation Soteria Bluestone. This is an initiative underpinned by intense academic rigour that seeks to transform the investigation of rape. Work will commence in this regard from September 2022.

Greater Manchester Police have recently established a Violence Against Women and Girls Governance Board chaired by an assistant chief constable. In addition to governing the implementation of the National Police Chief Council's national VAWG Strategy, the Board will also monitor progress in respect of the commitments made in this delivery plan. Several members of the GBV Executive will also be members of this Board to provide insight and challenge where appropriate. There are several established mechanisms within Greater Manchester that focus on improvement and accountability of the police and wider criminal justice, and also where these agencies work in partnership to improve overall practice and service to victims and survivors.

These include:

- Deputy Mayor's Executive (Police)
- Local Criminal Justice Board
- Justice and Rehabilitation Executive
- Domestic Abuse Partnership Steering Group
- Victim Resilience Forum

We will utilise all the above mechanisms to govern the changes and improvements required and overall oversight will be undertaken by the Gender-Based Violence Board. As we have outlined elsewhere, we will ensure that we seek, hear and utilise the voices of those with lived experience.

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Senior Responsible Officer: Neil Evans
Lead Officers: Ch Supt Nicky Porter, D/Ch Supt Michaela Kerr, Emma Stonier
Timescale for Delivery: See list above





Priority 5: Focus on the 'whole housing approach' to reduce the risk of homelessness

We will:

- **Begin our journey** of over the next few years completing compliance with the principles set out by the Domestic Abuse Housing Alliance (DAHA) that advocates for 'an enabling environment' where survivors know they will be 'listened to' and housing providers 'recognise that' tenants may be disadvantaged by multiple oppressions.
- **Develop, implement and evaluate** a Whole Housing Approach to housing and law enforcement, as advocated by DAHA, which prioritises moving perpetrators elsewhere as a fairer and less disruptive solution to the threats of intimate partner violence and stalking wherever possible.
- **Implement the Greater Manchester Cross-Border Housing Reciprocal.**
- **Work across voluntary and statutory sectors** to build on

innovative practice during the COVID-19 pandemic, to support the swift transition of victims and their children from refuge to stable accommodation.

- **Ensure the Greater Manchester Homeless Prevention strategy**, in practice, addresses the various ways in which housing insecurity compounds the risks of gender-based violence women and children face.
- **Make it a requirement** that those working with perpetrators engage with housing providers to identify solutions to the management of repeat offenders that prioritise the safety of victims and their children so that they can stay in their homes. To that end we will:
 - **Work with the Greater Manchester Probation Service's** new Homeless Prevention Taskforce, while building upon the Mayor's 'A Bed Every Night' initiative. (Commenced and will remain ongoing).
 - **Make a positive difference** to the lives of private tenants at risk of homelessness by working in

partnership with private landlords to provide quality housing provision through our Greater Manchester Good Landlord Scheme. Commenced via Good Landlord Scheme, which is currently funded until March 2025.

- **Foster reciprocal arrangements** between housing providers in the city-region's ten boroughs to minimise the cost and disruption to victims and their families who need to move in order to flee domestic abuse.
- **Ensure that local authority housing provision is available** for men who are victims of domestic abuse. (March 2025)
- **Ensure that emergency housing provision is also available** for trans people who are victims of domestic abuse. (March 2025)
- **Invest £80,000** of police & crime commissioner funding to support this priority.

The issue of housing features as one of the 10 key priorities within the Gender-Based Violence Strategy. We have committed to taking a Whole Housing Approach to reducing the risk of homelessness that forces many victims and their children to endure domestic abuse and increase the options for rehousing perpetrators to minimise the harm caused to victims.

The Whole Housing Approach developed by the Domestic Abuse Housing Alliance (DAHA) is a framework for addressing the housing and safety needs of victim/survivors in a local area. It brings together under one umbrella all the main housing tenure types alongside the housing options and support initiatives needed to help people experiencing domestic abuse to either maintain or access safe and stable housing.

The WHA mission is to:

- Improve access to safe and stable housing across all housing tenure types (social, private rented and private ownership). It considers the need for move on from refuge services and other types of temporary or emergency accommodation into more settled housing and;
- Ensure access to a range of housing options and initiatives tailored for

domestic abuse, giving choice for people experiencing domestic abuse to relocate or remain in their existing accommodation.

Its key aims are to:

- Increase tenancy sustainment options so that people experiencing domestic abuse can remain safely in their home when it is their choice to do so or do not lose their tenancy status if they relocate. This includes social housing landlords taking action to remove perpetrators from properties through enforcement and positive engagement activities.
- To bring together the housing and domestic abuse sectors through a Coordinated Community Response (CCR) to keep victim/survivors safe and hold abusers to account.

The WHA has 14 key components:

- Supported/sheltered housing
- Social housing
- Refuge services
- Private rented sector
- Privately owned
- Move on accommodation

- Housing First
- Managed reciprocals
- Sanctuary schemes
- Specialist DA services provision for housing
- WHA coordination
- Flexible funding
- DAHA
- Perpetrator management.

We have already completed work on a Cross-Border Housing Reciprocal in partnership with our local authorities and social housing associations. This will shortly be presented to the Gender-based Violence Board for approval and implementation.

The development of our work within this priority will be coordinated by officials within GMCA working with established partnership arrangements such as the Housing Needs Group, Housing Provider CEO Group, Domestic Abuse Partnership Steering Group etc. It is through this route that the development of the Housing Reciprocal has been completed.

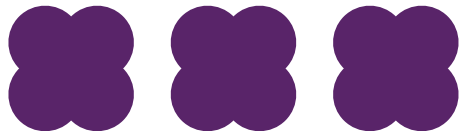
As work develops, we will need to engage with wider stakeholders such as estate and letting agents. In addition, we will ensure that the voice of lived experience is catered for.

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Senior Responsible Officer: Dave Kelly

Lead Officers: Molly Bishop, Joe Donohue, Emma Stonier

Timescale for Delivery: Unless otherwise shown – March 2026 coinciding with the conclusion of the current Homelessness Prevention Strategy

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Priority 6: Governance – Recognising the GBV Board’s role in focusing on strategic priorities

Our Gender-Based Violence Board has overall responsibility for the delivery and progress of the commitments made within the Gender-Based Violence Strategy. The membership of the Board is as below:

Baroness Beverley Hughes (co-chair)	Assistant Deputy Mayor of Greater Manchester
Jane Gregory (co-chair)	Manager, Salford Survivor Project
Janice Allen	Head Teacher, Falinge High School, Rochdale
Sandy Bering	GM Strategic Lead Clinical Commissioner, Mental Health & Disabilities
Duncan Craig	CEO, Survivors Manchester
Charlotte Curle	Community Member
Damian Dallimore	Head of Serious Violence & Organised Crime, GMCA
Chris Edwards	Regional Director, National Probation Service
Neil Evans	Strategic Adviser to the Deputy Mayor, GMCA
Yehudis Fletcher	Community Member
Professor David Gadd	Professor of Criminology, University of Manchester

Dr Sharmishtha Ghangrekar	Safeguarding Lead, Salford Clinical Commissioning Group
Gail Heath	CEO, Pankhurst Trust (incorporating Manchester Women's Aid)
Katie Nicholson	Deputy Chief Crown Prosecutor, CPS North-West
Alison McKenzie-Folan	Chief Executive, Wigan Council
Clare Monaghan	Director, Policing, Crime & Criminal Justice, GMCA
Shabnum Mustapha	Assistant Director, News & Media, GMCA
Fiona Noden	Chief Executive, Bolton NHS Foundation Trust
Memory Nyahunzwi	Chief Executive, The Olive Pathway
Nuala O'Rourke	Head of Service, Safeguarding & Learning, Stockport Council
Jane Pilkington	Deputy Director of Population Health, GM Health & Social Care Partnership
Sam Stabler	Community Safety Manager, Manchester City Council
Jeanette Staley	Head of Community Safety, Salford City Council
Liz Treacy	Solicitor & Monitoring Officer, GMCA
Terry Woods	Deputy Chief Constable, Greater Manchester Police

The clear objective of the Board is to retain the focus of partners on precise strategic priorities and to ensure that delivery of the commitments with the Gender-Based Violence Strategy makes a significant positive difference in the city-region. Board members will challenge each other to establish and maintain the tackling of gender-based violence as a strategic commitment in each of their organisations and the sectors which they represent.

The Board will seek to ensure that partners remain focused on priorities and commitments expressed in the strategy and current delivery plans, and that we do not become overly reactive to contexts and circumstances that prevail at a given time.

That said, the Board, at that strategic level, will remain sensitive to context and circumstances, and it will be they who decide whether amendments/additions are required in respect of our strategy and delivery plans.

To assist them in their strategic objectives and delivery of priorities, the Board has established an Executive group, which consists of senior officials from relevant public agencies and organisations. This includes representation from all our local authorities. In addition, organisations

within the voluntary and community sector are also represented.

The Executive met for the first time in June 2022 and terms of reference were set and agreed. Within those terms of reference, the responsibilities of the Executive have been agreed as:

- Advise and assist the Board on development of priorities and delivery plans.
- Drive implementation and delivery within organisations and/or sectors represented.
- Guide, oversee, and monitor progress of detailed delivery plans prepared to deliver the strategic priorities, set by the Board.
- Provide effective and constructive challenge to agencies and sectors in respect of their practice, performance and contribution towards delivery of the strategy.
- Ensure that the voice of lived experience of gender-based violence is effectively gathered, listened to and heard, and is the golden thread in all aspects of development and delivery.
- Contribute ideas and challenge to ongoing review of the strategy and delivery plans.

- Function as a champion for the Gender-Based Violence Strategy and its objectives within organisations/ sectors represented, and local communities where appropriate.
- Assist in building and maintaining appropriate strategic and partnership support for the delivery of the ambitions set out within the Gender-Based Violence Strategy.
- Support the development and implementation of priorities and objectives through identification and commitment of resources where appropriate.
- Advocate to ensure high standards of practice are applied consistently across the whole of Greater Manchester.

Senior Responsible Officers:

Bev Hughes and Jane Gregory

Lead Officer: Neil Evans





Forward Plan

The below acts as an agreed framework for consideration at the appropriate time:

- 1. Reflect on the operation of the panel of people with lived experience** to ensure maximum benefit is obtained going forward. This includes for the panel members themselves.
- 2. Assess, continually develop, adapt and refresh** our public engagement and campaigns.
- 3. Assess, continually develop, adapt and refresh** our education programme.
- 4. Assess effectiveness of plans** developed for people and communities with distinctive needs and devise further plans such as to address the distinct needs of sex workers.
- 5. Refresh and update our plan** in respect of perpetrators building on our defined framework.
- 6. Broaden activity and focus** in respect of the criminal justice system beyond policing.

- 7. Assessing the impact**, and building upon where necessary, the Whole Housing Approach.
- 8. Build a trauma informed workforce** across the public sector.
- 9. Training and development of staff across sectors**, addressing common challenges and fostering collaborative working, to provide seamless services from the first point of disclosure.
- 10. Build processes to ensure we can monitor prevalence rates of GBV** across GM so we can compare with national and international pictures and understand how they are shaped by rates of reporting and public awareness.
- 11. Fostering dialogue between** academics, policymakers, practitioners, victims, and survivors to clarify what success in the short, medium and long term looks like, and how it should be measured going forward.
- 12. Support Local Authorities** across Greater Manchester in seeking public space protection orders

that protect women and girls from harassment and abuse. This will include working with the Greater Manchester Nighttime Economy Adviser to implement an action plan that tackles gender-based violence in public places and commercial settings.

- 13. Support and devise ways** to enhance the feelings of, and actual safety of women and girls, embedding and building on the Safer Streets work.
- 14. Work with universities** to enhance the safety of students both within the campus and education environment as well as outside.
- 15. Work with all city-region employers** to tackle bullying and harassment in the workplace and to provide better support for those who have suffered gender-based violence whether within the workplace or not.
- 16. Maximise the delivery of commitments** contained within chapter 6 of the GBV Strategy – meeting the needs of children and young people.

Whilst the content of this delivery plan will require constant focus and review it is important to recognise that ultimately the Gender-Based Violence Strategy represents a ten-year programme of delivery.

In order to maintain momentum therefore it is necessary to provide a forward look at what activity should be considered over the more medium term.

Some activity will fall naturally at the conclusion of work within the priorities that are defined in this plan.

For example, Priority 4c makes clear that initial focus is concentrated on improving the effectiveness of policing. It thus follows that to improve the criminal justice system overall timely focus on other areas within the criminal justice system should follow.

The above purposely does not go into detail of what delivery could or should look like, rather reflects commitments made in the Gender-Based Violence Strategy. It will be for the Gender-Based Violence Board to build and define that detail based on the prevailing content, knowledge and understanding at the time of developing a refreshed and updated delivery plan.



