

**GREATER MANCHESTER POLICE, FIRE AND CRIME PANEL**

**DATE: Wednesday, 19th March, 2025**

**TIME: 2.00pm**

**VENUE: Friends Meeting House - Main Hall, 6 Mount Street,  
Manchester, M2 5NS**

**AGENDA**

1. **Apologies**
2. **Chairs Announcements and Urgent Business** 1 - 2
3. **Declarations of Interest** 3 - 6  
 To receive declarations of interest in any item for discussion at the meeting. A blank form for declaring interests has been circulated with the agenda; please ensure that this is returned to the Governance & Scrutiny Officer at the start of the meeting.
4. **Minutes of the Meeting of 27 January 2025** 7 - 16  
 To consider the approval of the minute of the meetings held on 27<sup>th</sup> January 2025.
5. **Greater Manchester Police Fund Revenue and Capital Budget 2025/26** 17 - 44  
 A report to be presented by Steve Wilson, Group Treasurer, GMCA, TfGM & GMFRS

<b>BOLTON</b>	<b>MANCHESTER</b>	<b>ROCHDALE</b>	<b>STOCKPORT</b>	<b>TRAFFORD</b>
<b>BURY</b>	<b>OLDHAM</b>	<b>SALFORD</b>	<b>TAMESIDE</b>	<b>WIGAN</b>

- |           |  |          |
|-----------|--|----------|
| <b>6.</b> | <b>GMFRS Professional Standards Team</b><br>A report to be presented by AM Jim Wilmott.  | 45 - 48  |
| <b>7.</b> | <b>GMP - Prevention &amp; Deterrence (Neighbourhood Policing)</b><br>A report of ACC Matt Boyle to be presented by Chief Supt. John Ruffle.        | 49 - 54  |
| <b>8.</b> | <b>Gender Based Violence Delivery Plan 2024-2026</b><br>A report to be presented by Carol Judge-Campbell, Victims & Vulnerability Principal, GMCA. | 55 - 150 |

**For Information**

**Deputy Mayor Decision Notices in the period January - February 2025**    151 - 164

For copies of papers and further information on this meeting please refer to the website [www.greatermanchester-ca.gov.uk](http://www.greatermanchester-ca.gov.uk). Alternatively, contact the following

Governance & Scrutiny Officer: Lee Teasdale

✉ [Lee.Teasdale@greatermanchester-ca.gov.uk](mailto:Lee.Teasdale@greatermanchester-ca.gov.uk)

This agenda was issued on 11<sup>th</sup> March 2025 on behalf of Julie Connor, Secretary to the Greater Manchester Combined Authority, Broadhurst House, 56 Oxford Street, Manchester M1 6EU



Home Office

Rt Hon Dame Diana Johnson DBE MP  
Minister of State for Policing, Fire  
and Crime Prevention

2 Marsham Street  
London SW1P 4DF  
[www.gov.uk/home](http://www.gov.uk/home)

Jeanette Staley  
Head of Community Safety, Resilience & Neighbourhoods  
Salford City Council  
Civil Centre Complex  
Chorley Road  
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M27 5AW

Via Email Only: [jeanette.staley@salford.gov.uk](mailto:jeanette.staley@salford.gov.uk)

5<sup>th</sup> March 2025

Dear Jeanette,

## **Co-option of independent member to the Greater Manchester Police, Fire and Crime Panel**

Thank you for your recent letter to the Secretary of State, requesting agreement to increase the number of co-opted independent members who sit on the Greater Manchester Police, Fire and Crime Panel by one. I have noted your advice that co-opting an additional member will allow the PFCP to better meet the 'balanced appointment' objective set out in the Police Reform and Social Responsibility Act 2011 and better possess the skills, knowledge, and experience necessary for the PFCP to discharge its functions effectively.

I can confirm that as the Minister of State for Policing, Fire and Crime Prevention, I have reviewed your request under delegated authority from the Home Secretary. As such, I can formally agree to your request to pass a resolution to co-opt one additional independent member to the Greater Manchester Police, Fire and Crime Panel. Please be aware that, for any future co-option requests to be considered, there would need to be a clear and demonstrable case made for furthering the balanced appointment objective.

Yours Sincerely,

Rt Hon Dame Diana Johnson DBE MP  
Minister of State for Policing, Fire and Crime Prevention

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**POLICE FIRE AND CRIME PANEL – 19 MARCH 2025**

Declaration of Councillors' Interests in Items Appearing on the Agenda

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

Minute Item No. / Agenda Item No.	Nature of Interest	Type of Interest
		Personal / Prejudicial / Disclosable Pecuniary
		Personal / Prejudicial / Disclosable Pecuniary
		Personal / Prejudicial / Disclosable Pecuniary
		Personal / Prejudicial / Disclosable Pecuniary
		Personal / Prejudicial / Disclosable Pecuniary
		Personal / Prejudicial / Disclosable Pecuniary

Please see overleaf for a quick guide to declaring interests at meetings.

## QUICK GUIDE TO DECLARING INTERESTS AT MEETINGS

This is a summary of the rules around declaring interests at meetings. It does not replace the Member's Code of Conduct, the full description can be found in the GMCA's constitution Part 7A.

Your personal interests must be registered on the GMCA's Annual Register within 28 days of your appointment onto a GMCA committee and any changes to these interests must notified within 28 days. Personal interests that should be on the register include:

- Bodies to which you have been appointed by the GMCA
- Your membership of bodies exercising functions of a public nature, including charities, societies, political parties or trade unions.

**You are also legally bound to disclose the following information called DISCLOSABLE PERSONAL INTERESTS which includes:**

- You, and your partner's business interests (eg employment, trade, profession, contracts, or any company with which you are associated)
- You and your partner's wider financial interests (eg trust funds, investments, and assets including land and property).
- Any sponsorship you receive.

**FAILURE TO DISCLOSE THIS INFORMATION IS A CRIMINAL OFFENCE**

### STEP ONE: ESTABLISH WHETHER YOU HAVE AN INTEREST IN THE BUSINESS OF THE AGENDA

If the answer to that question is 'No' – then that is the end of the matter. If the answer is 'Yes' or 'Very Likely' then you must go on to consider if that personal interest can be construed as being a prejudicial interest.

### STEP TWO: DETERMINING IF YOUR INTEREST PREJUDICIAL?

A personal interest becomes a prejudicial interest:

- where the well being, or financial position of you, your partner, members of your family, or people with whom you have a close association (people who are more than just an acquaintance) are likely to be affected by the business of the meeting more than it would affect most people in the area.
- the interest is one which a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice your judgement of the public interest.

#### FOR A NON PREJUDICIAL INTEREST

##### YOU MUST

- Notify the governance officer for the meeting as soon as you realise you have an interest
- Inform the meeting that you have a personal interest and the nature of the interest
- Fill in the declarations of interest form

##### TO NOTE:

#### FOR PREJUDICIAL INTERESTS

##### YOU MUST

- Notify the governance officer for the meeting as soon as you realise you have a prejudicial interest (before or during the meeting)
- Inform the meeting that you have a prejudicial interest and the nature of the interest
- Fill in the declarations of interest form
- Leave the meeting while that item of business is discussed

- You may remain in the room and speak and vote on the matter
- If your interest relates to a body to which the GMCA has appointed you to you only have to inform the meeting of that interest if you speak on the matter.

- Make sure the interest is recorded on your annual register of interests form if it relates to you or your partner's business or financial affairs. If it is not on the Register update it within 28 days of the interest becoming apparent.

**YOU MUST NOT:**

- participate in any discussion of the business at the meeting, or if you become aware of your disclosable pecuniary interest during the meeting participate further in any discussion of the business,
- participate in any vote or further vote taken on the matter at the meeting

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# Agenda Item 4

## GREATER MANCHESTER POLICE, FIRE AND CRIME PANEL

### MINUTES OF A MEETING HELD ON 27 JANUARY 2025 IN EXCHANGE ROOMS 8-10, MANCHESTER CENTRAL CONVENTION COMPLEX

#### PRESENT:

Councillor Janet Emsley	Rochdale Council (Chair)
Councillor Rabiya Jiva	Bolton Council
Councillor Robin Garrido	Bolton Council
Councillor Richard Gold	Bury Council
Councillor Garry Bridges	Manchester City Council
Councillor Angela Smith	Rochdale Council
Councillor Barbara Bentham	Salford Council
Councillor Jake Austin	Stockport Council
Councillor Rosemary Barratt	Stockport Council
Councillor Stephen Homer	Tameside Council
Councillor Rose Thompson	Trafford Council
Councillor Dane Anderton	Wigan Council
Stephen Williams	Independent Member
Tony Gordon	Independent Member

#### Also in attendance:

Andy Burnham	GM Mayor
Kate Green	GM Deputy Mayor

#### Officers Present:

CC Stephen Watson	GMP
Ian Cosh	Chief Finance Officer, GMP
Lee Rawlinson	Chief Resources Officer, GMP
Chief Supt. Nicola Spragg	GMP
DCFO Ben Norman	GMFRS
Jeanette Staley	Advisor to Panel & Head of Community Safety, Salford City Council
Neil Evans	Director of Police, Crime, Fire & Criminal Justice, GMCA
Vicky Sugars	Assistant Director of Police, Crime, Fire & Criminal Justice, GMCA

Lynne Ridsdale

Bury Council

Lee Teasdale

Senior Governance & Scrutiny Officer,  
Governance and Scrutiny, GMCA

Sarah Bennett

Deputy Monitoring Officer, GMCA

Steve Wilson

Treasurer, GMCA

### **PFCP/01/25            APOLOGIES**

Apologies were received from Councillor Sandra Walmsley (Bury), Councillor Peter Dean (Oldham) and Councillor David Lancaster (Salford).

### **PFCP/02/25            CHAIRS ANNOUCEMENTS & URGENT BUSINESS**

Jeanette Staley, Advisor to the Panel, provided Members with an update on the current status of co-opting a third independent member to the Panel. The Home Office had now acknowledged receipt of the application for a third independent member of the Panel and had requested further details on the submission which was subsequently provided to them. It was hoped that the application would be resolved ahead of the next meeting of the Panel.

### **RESOLVED/-**

1. That the update on the application to the Home Office for a third independent panel member be received.

### **PFCP/03/25            DECLARATIONS OF INTEREST**

No declarations were received.

### **PFCP/04/25            MINUTES OF THE MEETING OF 18<sup>TH</sup> NOVEMBER 2024**

Members considered the minutes of the previous meeting.

### **RESOLVED/-**

1. That the minutes of the meeting held on 18 November 2024 be agreed as a true and correct record.

**PFCP/05/25                    2025/26 PCC BUDGET AND PCC COMPONENT OF THE  
MAYORAL PRECEPT**

Andy Burnham, Mayor of Greater Manchester, presented a report notifying Panel Members of the proposed PCC budget for 2025/26 including the latest expected budget numbers for Greater Manchester Police and to seek a report on the Mayor's proposals for the PCC component of the Mayoral precept for 2025/26. The Mayor highlighted the following points:

- The proposed increase was for £14 per annum for a band D property, but this would equate to a £10.89 per annum increase for the vast majority of residents in the region with 80% living in property bands A-C. However, the proposal was not made lightly in a time when it was known residents still had tightening budgets and had to be fully justified.
- It was advised that even with the increased precept, there would still be a £22m shortfall within the GMP budget going into the next financial year. Police forces across England and Wales were facing a similar level of financial pressure and it was expected that pretty much every other area across the country would also be seeking to implement the full £14 increase in the precept.
- It was vital to continue to maintain the improvements seen at GMP since it came out of special measures in 2021. The evidence base was clearer than ever before that the force was now a clearly different place to that which had entered the HMICFRS special measures.
- The GM Mayor highlighted that there were now 8,076 police officers in GM, a close to 2,000 uplift in officers since he had taken the role in 2017.
- It was acknowledged that public confidence in GMP remained quite low, but it was rising as the measures taken started to filter down into public perception and the police became increasingly visible in the public.
- Reference was made to a 14% increase in knife crime highlighted in the report. This increase had largely been driven by people in possession of a knife being apprehended. Whilst on paper this appeared concerning, there could be some confidence taken in that GMP were actively finding those in possession of such

weapons. This was corroborated by the fact that there had not been a rise in hospitalisations due to wounding by sharp instruments. However there was absolutely no complacency about tackling this issue and taking more weapons off the streets of Greater Manchester.

- Shoplifting crime remained a huge concern, with a 20% increase seen in the last year, reflecting the picture also seen nationally. The relevant retail trade unions were in frequent contact about tackling this issue. The same approach taken in tackling other areas should now be taken to combat this increasing issue.
- Operation Vulcan continued to be a success with significant decreases in crime in the areas where it was operational.
- Looking forward, discussions were taking place around an increased GMP presence on the transport networks. The arrival of the Bee Network has resulted in significant surveying of residents on their usage of the transport network and safety was clearly highlighted. The establishment of the Bee Network could now lead to a more coordinated approach to this. The precept would allow for the launch of a TravelSafe Live Chat App operated by GMP.

Deputy Mayor Kate Green was then invited to address the Panel with further detail on the pressures faced. Points highlighted included:

- Members were reminded that when the government announce the national police funding settlement figures, there is a built-in assumption that PCCs and Mayors will take full advantage of the precept flexibility available to them. Due to this, all government targets were set based on an assumption that there will have been a precept increase of £14.
- However, this amount would still not be requested unless the Mayor and Deputy Mayor had received absolute assurance that every pound of funding would be used well and in the service of the public of Greater Manchester.
- The Deputy Mayor was in the process of vigorous line-by-line scrutiny of GMP's expenditure as part of 'Operation Rydal' which sought to address the financial pressures of the remaining £22m shortfall by seeking efficiencies, to reduce costs and to increase income for the police force.
- As part of the consultation process for the new 4 year Standing Together Police & Crime Plan. Significant consultation work had taken place with residents and

partner organisations. The Plan was developed based on what these groups considered to be the key priorities for GMP to address.

- A steer had been received from residents and partner organisations that they wanted to see equity and equality running right through the heart of the Police & Crime Plan. The Plan now highlighted 20 specific equality actions.
- There was also a heavy focus on racial disproportionality within the Plan. Support had been received from the GM Race Equality Panel in preparing the equality actions to address race and ethnic disproportionality, and support had also been received from the national police race action plan in setting out the commitments made.

Chief Constable Stephen Watson was then invited to provide some further emphasis to the issues raised through the Mayor and Deputy Mayor:

- The importance of using taxpayers' money wisely was reemphasised, and that GMP working to the notion that they were using money that was earned by others. The responsibility to the public was taken very seriously and accordingly self-governance took place to ensure that every pound spent resulted in an outcome for the public good.
- Assurance was provided that officer misconduct continued to be treated with the highest level of importance. Over 160 officers had been dismissed in the past 12 months for a range of offences recent and historic. Wherever misconduct continues and officers do not uphold the values of the organisation, they are being dismissed with greater efficiency than ever seen before.

## **Comments and Questions**

The Chair then invited Members of the Panel to address their comments and questions to the Mayor and Deputy Mayor.

- Members enquired as to why it had taken the implementation of the Bee Network to start to incorporate further safety measures, such as the proposed live chat function, on public transport. It was advised that having taken full control of the bus network meant that the GMCA and TfGM could now implement requirements that could not have been previously. Under the previous deregulated system, the bus

- networks could not have been ordered to incorporate these measures, and indeed previously the networks did not even share their data on safety issues with TfGM.
- Members asked for further understanding of how the further shortfall that would be created if the precept increase was not agreed might affect the bottom line of policing and the safety of GM's communities. It was stated that if the precept increase was not implemented it would have a direct impact on the ability to fully staff the front line and consequently would result in a deterioration of services. It was clear from the statistics that improvements to front line policing was delivering results to residents, and it was vital that this good work continued. The precept increase would allow GMP to deal with unavoidable costs such as pay awards to staff, but also to deal with unprecedented events, such as the disorders seen in summer 2024.
  - Members expressed concerns about the budget shortfall and lack of reserves available to GMP. The Deputy Mayor highlighted that Operation Rydal was being used for the line-by-line scrutiny required for GMP budgets, looking for opportunities within every area of expenditure, to reprofile the spending where required, including the capital programme. Members were assured that front line services would always be prioritised for protection from cuts.
  - Members considered the issue around higher policing numbers not necessarily correlating with reductions in crime. Reference was made to a study published last year, was that the issue was bigger than officer numbers and rather was about size, stability, and structure. Members were minded to support the precept on the basis that GMP now had a structure that had accountability within it, and a clear stability of size that the precept would only further support.
  - Members sought further information regarding the Equalities Impact Assessment that had been drafted.
  - Members noted that the figures for tackling hate crime seemed low. The Deputy Mayor shared the concern and felt that there was still significant underreporting of hate crime incidents in the region, particularly given the national and international events of the previous 18 months. Work was taking place across all 10 districts of the region on publicising all the methods by which hate crimes could be reported, including routes for people who did not wish to do so directly via the police.
  - Members welcomed the neighbourhood policing initiatives but queried the reductions in PCSOs. It was advised that it was important to find the right balance between warranted officers and PCSOs. It was now the case that there was a

dedicated PCSO for each ward, but without an overreliance on these officers who did not have the powers of arrest.

- Members expressed their wish to see the national government revising funding across the public sector, taking a longer-term view on funding and allowing bodies such as the police to be able to make longer term projections rather than year on year having to rely on elements such as maximum allowable precept rises.
- Members noted that there was always a 'lag' in terms of public trust increasing in relation to performance improvement and acknowledged that members also had a role to play in improving these perceptions. However, it was also important that members did not allow the improving picture to let complacency set in, and to keep rigorous scrutiny in place at all times.

The Chair thanked all for their contributions and put the Mayor's proposed policing precept increase to the vote. Members subsequently voted to **approve** the proposal with 13 votes in favour and 1 abstention.

#### **RESOLVED/-**

1. That the Panel notes that the Mayor proposes to increase the police precept by £14 per year for a Band D property (£10.89 for a Band B property) with effect from 1 April 2025 and proposes that the precept level can be issued.
2. That the Panel notes the budget assumptions relating to the budgets for 2025/26.

#### **PFCP/06/25                    GREATER MANCHESTER FIRE AND RESCUE SERVICE REVENUE AND CAPITAL BUDGET 2025/26**

Andy Burnham, Mayor of Greater Manchester & Kate Green, Deputy Mayor for Safer & Stronger Communities introduced a report that informed panel members of the proposed budget for Greater Manchester Fire and Rescue Service (GMFRS) for 2025/26 and the updated medium term financial plan. The precept proposals for GMFRS for 2025/26 would form part of the Mayoral general budget and precept proposals report to the GMCA on 7th February 2025. Points highlighted included:

- It was advised that the Mayor would be seeking approval for a £5 per year (for a Band D property, £3.33 for Band A) increase in the Fire Authority budget at the GMCA meeting due to take place on Friday 7<sup>th</sup> February.
- The fire service had been through a transformation in recent years. This had clearly been required in the aftermath of the Arena tragedy, and under the strong leadership of CFO Dave Russel & DCFO Ben Norman there had been a substantial level of change for the better.
- The Mayor had committed to reversing previous cuts to services and pumps. This commitment had not only been kept to but had now resulted in the addition of a 51<sup>st</sup> pump coming into service, with plans for a 52<sup>nd</sup>. GMFRS was the only fire service in the country reversing cuts at present. In a growing city region, this level of service was vital.
- The national fire funding settlement for the year was not as good as had been hoped, making the £5 increase vital to retain levels of service.
- The fire service was only likely to be put under further pressures in the years to come, with responses to climate related issues becoming increasingly common, with the flooding on new year the latest example. There was also a significant role for GMFRS in responding to the recommendations highlighted through the latest iteration of the Grenfell Report.

## **RESOLVED/-**

1. That the Panel notes the following:

- The overall budget proposed for GMFRS.
- The proposed £5 increase in the level of the Mayoral fire precept to fund cost pressures.
- The use of reserves to support the revenue and capital budgets
- The proposed fire service capital programme and proposals for funding
- The medium-term financial position for GMFRS covered by the Mayoral precept



Chief Superintendent Nicola Spragg presented a report providing the Board with an executive summary describing the performance of GMP over the most recent year to December 2024, and how this compares to our performance in the previous year. Members were asked to contact Chief Supt. Spragg with any comments they may wish to directly raise.

**RESOLVED/-**

1. That the contents of the report be noted.

**PFCP 08/25          DATE OF NEXT MEETING**

**RESOLVED/-**

1. That the next meeting of the Panel would take place on Wednesday 19<sup>th</sup> March 2025.

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## Greater Manchester Combined Authority

### Police, Fire and Crime Panel

Date: 19<sup>th</sup> March 2025

Subject: Greater Manchester Police Fund Revenue and Capital Budget 2025/26

Report of: Mayor of Greater Manchester

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#### Purpose of Report

To inform Panel members of the Greater Manchester police fund revenue and capital budget for 2025/26, revised three-year medium term financial Plan to 2025/26 to 2027/28 and the projected position on general and earmarked reserves.

#### Recommendations:

The Police, Fire and Crime Panel is asked to:

- note the contents of the report and note the budget proposals

#### Contact Officers

Steve Wilson, Treasurer

[Steve.Wilson@greatermanchester-ca.gov.uk](mailto:Steve.Wilson@greatermanchester-ca.gov.uk)

### **Equalities Impact, Carbon and Sustainability Assessment:**

An Equalities Impact Assessment was drafted as part of the development of the Policing Precept Consultation.

### **Risk Management**

An assessment of the potential budget risks faced by the authority are carried out quarterly as part of the monitoring process.

### **Legal Considerations**

Details of the Police and Crime Panel's statutory duties in relation to the setting of the precept were reported to the panel in January 2025 as part of the precept setting paper.

### **Financial Consequences – Revenue**

The report sets out the planned budget strategy and implications for the financial year 2025/26.

### **Financial Consequences – Capital**

The revenue consequences of capital expenditure are reflected in budgetary planning strategy and assumptions.

### **Number of attachments to the report: 0**

### **Comments/recommendations from Overview & Scrutiny Committee**

N/A – Police, Fire and Crime Panel undertake the overview and scrutiny role.

## Background Papers

Background documents to this report are:

- (i) Government Settlement letters, reports and precept referendum letters
- (ii) Precept report to the Police Fire and Crime Panel 27<sup>th</sup> January 2025
- (iii) Guidance note on Local Authority Reserves and Balances - Chartered Institute of Public Finance and Accountancy (CIPFA)
- (iv) Local Government Finance 1992
- (v) Local Government Act 2003
- (vi) Localism Act 2011
- (vii) Police Reform and Social Responsibility Act 2011
- (viii) The Greater Manchester Combined Authority (Transfer of Police and Crime Commissioner Functions to the Mayor) Order 2017

**Tracking/ Process**

Does this report relate to a major strategic decision, as set out in the GMCA Constitution

No

**Exemption from call in**

Are there any aspects in this report which means it should be considered to be exempt from call in by the relevant Scrutiny Committee on the grounds of urgency?

**Bee Network Committee**

N/A

**Overview and Scrutiny Committee**

N/A

# 1. Introduction/Background

- 1.1 The Police and Crime Commissioner (PCC) has a statutory duty and electoral mandate to ensure an efficient and effective police service and to hold the Chief Constable to account on behalf of the public. For Greater Manchester the PCC functions were transferred to the Greater Manchester Mayor in May 2017. The Mayor (PCC) is the recipient of funding relating to policing and crime reduction, including government grants, the council tax precept and other sources of income. How this money is allocated is a matter for the Mayor (PCC) in consultation with the Chief Constable, or in accordance with any grant terms.
- 1.2 The provisions of Section 32 of the Local Government Finance Act 1992 require the Mayor (PCC) to set a balanced budget. In addition, Section 26 of the Police Reform and Social Responsibility Act 2011 establishes the PCC as a precepting authority for the purposes of the 1992 Act. Which means the Mayor (PCC) decides how much local people pay for policing through their council tax. For Greater Manchester, the precepting authority is Greater Manchester Combined Authority with the Mayor setting the PCC precept.
- 1.3 In December 2024 the 2025/26 Provisional Police grant Settlement was announced in Parliament and details were released to Police and Crime Commissioners. Funding for the police comes both directly from a Central Government grant (75%) and from the police precept (25%).
- 1.4 In accordance with Schedule 5 of the Police Reform and Social Responsibility Act 2011 (“the Act”) and Part 2 of the Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012 (“the Regulations”), several reports were presented to the Police and Crime Panel, with the final proposals presented and agreed at the panel meeting held on 27<sup>th</sup> January 2025.
- 1.5 On 28<sup>th</sup> February 2025 the Mayor published the decision that confirmed:
  - The 2025/26 Mayoral Police and Crime Commissioner precept is set at £270.30 for a Band D property.
  - The issuing of an appropriate overall precept requirement of £222,183,670 on the ten billing authorities in the Greater Manchester area, to be incorporated as part of the Council Tax for the purposes of Police and Crime for the financial year beginning 1 April 2025 and ending 31 March 2026.

- The 2025/26 Police Fund revenue budget of £871.652m is approved.
- The 2025/26 Police Fund capital budget of £38.030m is approved.
- Noted that the borrowing requirement is £36.819m for 2025/26.



## 2. National Funding Settlement

2.1 The Home Office issued a provisional settlement for 2025/26 on 17<sup>th</sup> December 2024. The settlement:

- Noted that PCCs will have the flexibility to raise the police precept to £14 for a Band D property in 2025-26 per the Local Government policy statement of 28<sup>th</sup> November 2024.
- Noted that funding would be distributed pro rata to the 2024/25 allocations which has been the same approach taken for the preceding twelve financial years from 2013/14.
- Confirmed a national increase in police funding of £986.9m between 2024-25 and 2025-26, of which £329.8m (33%) will come from utilising the precept flexibility.
- The remaining £657.1m is coming primarily from
  - £339m increase in Core Grant
  - £230m compensation for increases in employer National Insurance Contributions (NICs)
  - A new £100m Neighbourhood Policing Grant.

2.2 In addition to the core funding elements, the national settlement also reflected the following:

- A requirement to participate in the Police Efficiency and Collaboration Programme, which focuses on efficiency gains through national approaches to procurement with specific priorities of fleet, energy and ICT.
- Establishment of a new Performance Unit in the Home Office.
- Firearms – an increase in the level of fees for firearms licences which will require legislation to be in place which will enable full cost recovery for the police service. After the settlement the Home Office have announced significant increases in licensing fees, with effect from 5<sup>th</sup> February 2025.

2.3 The provisional settlement 2025/26 Police grant funding for Greater Manchester was £643.2m (£608.6m 2024/25), an increase of £34.6m (5.7%).

The final settlement was announced on 30<sup>th</sup> January 2025. The final settlement 2025/26 Police grant funding for Greater Manchester is £649.1m, an increase of £40.4m (6.6%). The increase from the provisional uplift of £34.6m was entirely within the Neighbourhood Policing Grant.

The settlement includes:

	<b>Provisional</b>	<b>Final</b>
<b>Grant Element</b>	<b>£m</b>	<b>£m</b>
Core Grant	548.3	548.3
Legacy Council Tax Grants	25.7	25.7
Pensions Grant	20.0	20.0
Officer Maintenance Ringfenced Grant 1	20.2	20.2
Additional Recruitment Top Up	11.0	11.0
National Insurance Contribution	12.3	12.3
Neighbourhood Policing Grant	5.8	11.6
<b>Total</b>	<b>643.2</b>	<b>649.1</b>

2.4 This is an overall funding package for Police and Crime in Greater Manchester of £871.7m, an increase of £56.1m.

<b>£m</b>	<b>Grant</b>	<b>Precept</b>	<b>Total</b>
2024/25 (final)	608.6	206.9	815.6
2025/26 (provisional)	643.2	220.0	863.2
2025/26 (final)*	649.1	222.6	871.7
Uplift £m (final)	40.4	15.7	56.1
Uplift % (final)	6.6%	7.6%	6.9%

\*Precept = £222.6 includes £0.4 collection fund surplus

This is comprised of an overall increase of 6.6% in Government grant funding and 7.6% in funding from the proposed Precept, which is an overall increase in funding of 6.9%.

It should be noted here that the national funding assumption on tax base increase is 0.8% compared to an updated local position of 1.8% (provisional local assumption 1.5%). While the increase in tax base (i.e. households liable to pay council tax and the proposed precept) is a small financial benefit locally, household growth also represents an increased demand and therefore increased cost on policing, transport, community and neighbourhood services. None of which are reflected in the current funding provision for Policing and which places considerable additional

financial strain on GMP in terms of meeting increased demand without additional funding.

- 2.5 Whilst the increase in core funding through the updated grant settlement is welcome along with the support for utilising the maximum available increase in the council tax precept, there remains significant financial pressure in the delivery of operational policing across Greater Manchester in 2025/26.

### 3. 2025/26 Police Precept

- 3.1 As part of the overall funding for policing in 2025/26, PCCs were given the flexibility to raise the police precept by £14 for a Band D (£10.89, Band B) property in 2025-26 per the Local Government policy statement of 28th November 2024.
- 3.2 At the Police, Fire and Crime Panel on 27<sup>th</sup> January 2025 the Mayor took the proposal to set the PCC element of the Mayoral precept at £270.30 for a Band D property.
- 3.3 With 80% of households in GM being Bands A to C properties, the majority pay less than this. The table below shows the impact for each Council Tax band of the increase:

Council Tax Band	A	B	C	D	E	F	G	H
2024/25	170.86	199.34	227.82	256.30	313.25	370.21	427.16	512.60
2025/26	180.20	210.23	240.26	270.30	330.36	390.43	450.50	540.60
Increase (£)	9.34	10.89	12.44	14.00	17.11	20.22	23.34	28.00
Increase (%)	5.46%	5.46%	5.46%	5.46%	5.46%	5.46%	5.46%	5.46%

- 3.3 This precept increase will provide an additional £15.7m based on the Greater Manchester council tax base.
- 3.4 It is important to note that Greater Manchester is more dependent than other areas on changes to government grant funding due to the lower council tax base in the region. The national £14 maximum increase will therefore raise significantly less funds for GM per head of population than in many other areas of the country.

## 4. Revenue Budget 2025/26 and Medium Term Financial Plan

4.1 For 2025/26 there is an overall funding envelope for Police & Crime in Greater Manchester of £871.7m (2024/25, £816.8m).

4.2 The revenue budget and funding for GMP and PCC is set out in the table below and includes a comparison against the 2024/25 budget:

Police Fund Revenue Budget 2025/26				2024/25
	GMP £m	PCC £m	Total £m	Total £m
<b>Budget Requirement</b>				
Employee Related	798.4	2.8	801.2	739.4
Pensions	124.3	0.4	124.7	139.7
Premises Related	40.3	0.0	40.3	41.0
Supplies & Services	83.5	32.7	116.2	115.9
Agency Payments	25.1	0.0	25.1	23.2
Transport Related	11.6	0.1	11.7	11.1
Capital Financing	0.0	20.3	20.3	23.2
Additional POAP investment	0.0	0.0	0.0	0.0
Transfer to/from Reserves	-2.9	0.0	-2.9	-13.6
Specific Grants	-184.6	0.0	-184.6	-215.7
Income & Sponsorship	-54.2	-1.5	-55.6	-47.5
Income and expenditure savings	0.0	-19.7	-19.7	0.0
Efficiency savings	-3.0	-2.0	-5.0	0.0
<b>Net Budget Requirement</b>	<b>838.6</b>	<b>33.1</b>	<b>871.7</b>	<b>816.8</b>
<b>Funding</b>				
Home Office Grant	0.0	-649.0	-649.0	-608.6
Precept/ Council Tax Surplus	0.0	-222.6	-222.6	-208.2
<b>Total Funding</b>	<b>0.0</b>	<b>-871.7</b>	<b>-871.7</b>	<b>-816.8</b>

4.3 The majority of the Police Fund budget is delegated to the Chief Constable for Greater Manchester (£838.6m) and a proportion is retained to fund PCC functions and capital financing costs for the GMP capital programme (£33.1m).

4.4 The budget proposals GMP and PCC are outlined in more detail below.

4.5 The combined police fund medium term financial plan (MTFP) is attached as Appendix 1 to this report. Further detail on the MTFP is included in sections 5 and 6 below.

## 5. Budget for Greater Manchester Police 2025/26

- 5.1 Greater Manchester priorities for policing for the next financial year will be met from the funding received for 2025/26. The GMP budget for 2025/26 will be £838.6m which is an increase of £52.4m compared to 2024/25. This increase is met from the additional funding from government grant and the approved precept increase.
- 5.2 It should be noted that within this overall £52.4m increase;
- a) £12.3m is a new grant to cover specific additional costs resulting from the April 2025 employers' national insurance increase,
  - b) £11.6m is a very welcome specific new claimable grant that requires an associated expenditure increase aligned to enhancing the provision of 'Neighbourhood Policing'. This is discussed in more detail below.
  - c) £2.4m relates to mainstreaming of specific 2024/25 additional grant in respect of funding additional officer recruitment agreed for 2024/25 and now continuing in 2025/26, which was confirmed after the budget was set in 2024. It therefore now forms part of the core Government grant settlement for 2025/26.
- 5.3 Taking these specific funding additions into account, all of which require associated additional expenditure, only £26.1m of the overall £52.4m GMP budget increase is available as new funding to meet new 2025/26 budget pressures. To put this into context, nationally agreed pay award pressures alone in 2025/26 are expected to add a budget pressure of £33.4m, well in excess of the available budget increase.
- 5.4 When the precept was agreed in January it was recognised to be critically important that GMP had the level of funding required to allow the Mayor and Deputy Mayor to sustain the improvements achieved over recent years and to continue to strengthen public safety. The panel also received details of the Greater Manchester priorities for policing for the next financial year based on the increases in precept, along with the central government grant, which will enable GMP to:
- Further improve 101 answering times.
  - Further improve GMP response times with a focus on improving non-emergency times.

- Further reduce and prevent neighbourhood crimes, ASB and retail crime by investment in our prevention and neighbourhood policing teams.
- Improve road and transport safety by continuing with Operation Vulcan in Piccadilly and Victoria and expanding this out to key hotspot areas across the city region.
- In partnership with TfGM and others, launch a major programme across the Bee Network aimed at improving safety and people's feeling of safety including the implementation of a dedicated Live Chat system.
- Divert more children away from crime by investing in liaison and diversion and preventative services.
- Bring more sex offenders to justice through investment in our sex offender management activity.
- Increase trust and confidence by investing in our Professional Standards Directorate.
- deliver improved efficiency and productivity and demonstrate value for money in policing services through investment in technology which will use leading edge Artificial Intelligence software.

5.5 As previously reported to the Police, Fire and Crime Panel in January there are three key drivers of expenditure pressures which reflect GMP's improvement journey over the last 3 financial years and which can be broadly categorized across the following 3 areas which resulted in an initial reported combined PCC/GMP policing budget gap of £22m:

- (i) Unavoidable pay cost pressures arising from national decision making and nationally agreed pay awards.
- (ii) Other unavoidable National Cost Pressures;
- (iii) Locally driven cost pressures, service investment and efficiencies recognising the financial impact of maintaining the significant service improvements delivered over recent years, continuing to drive further locally agreed service improvements and deliver on a force wide efficiency programme aimed at ensuring ongoing future financial stability for GMP.

- 5.6 At the time of setting the 2024/25 budget an emerging budget gap of £34.6m for 2025/26 was reported to the panel and subsequently a number of significant emerging financial pressures were initially forecast to result in a material 2024/25 overspend without mitigating action, with some of the issues also adding further pressure to the 2025/26 budget.
- 5.7 To secure financial stability GMP has therefore been working during the current financial year on the delivery of a financial plan to address the financial challenges it faces in a high demand, high risk operational environment. This programme is known as Operation Rydal and has made significant inroads to addressing financial pressures in the current year.
- 5.8 At the point of the January 2025 precept setting report, this activity had delivered cash savings to significantly reduce the initially forecast 2024/25 overspend and, along with the approved precept increase, had reduced the budget gap for 2025/26 to £22m as reported.
- 5.9 Work has continued at pace between GMP and the GM Mayor's office to evaluate additional savings options tabled via Operation Rydal and to identify further savings and efficiencies which could, without impacting on frontline policing, achieve a balanced 2025/26 budget and to assist in setting out a sustainable funding strategy over the medium term.
- 5.10 The work is now complete and involved a detailed review and Command team led challenge of all service budgets, income generation and provisional service improvement investment plans. It has resulted in a balanced 2025/26 police budget as follows.

5.11 **Unavoidable Pay Cost Pressures**

I. **National Insurance increase (£12m)** – The recently announced National Insurance increase will increase GMP costs by around £12m from 2025/26. It is fully funded by the government and accounts for a specific element of the overall increase in Policing Grant discussed in this report.

**Impact of 2024/25 Pay Awards (£22.2m)** – The police officer and police staff pay awards in 2024/25 were higher than expected when the budget was set. Funding has been received in 2024/25 to meet the additional in year cost



and further funding is included in the overall funding settlement to assist in meeting the additional full year impact in 2025/26.

- II. **2025/26 Pay awards (£11.2m)** – These are currently forecast to be 2.8%, in line with the announcements by the government on the level of public sector pay settlement for 2025/26.
- III. **Police Officer Uplift (PUP) mainstreaming of 2024/25 additional grant funding (£2.4m)** – Whilst 2022/23 was the final year of the PUP programme, during which GMP exceeded its additional recruitment targets, in 2024/25 a further 209 Officers above the original force allocation were delivered by GMP increasing the total GMP Officers to 8,151. Whilst 159 of this additional number were funded via the national settlement, 50 were funded by an additional specific grant of £2.4m provided directly to GMP. This additional funding has now been mainstreamed by the Home Office into the core grant settlement meaning it is part of the overall funding increase offset by this local GMP cost pressure as GMP will no longer receive the specific grant previously provided. GMP will therefore maintain its overall total GMP base Officers target at 8,151 for 2025/26. This will however be supplemented by new investment in additional Neighbourhood policing officers as discussed below.
- IV. **Police Officer Uplift (PUP) (£5.7m)** –The costs of maintaining officer numbers are rising above the overall level of funding as the officers recruited as part of the PUP programme become more experienced which is reflected in their pay.

#### 5.12 **Other unavoidable National Cost Pressures**

- I. **National IT charges (£1.6m)** – Whilst GMP has no influence on the nationally police IT programme, its costs are apportioned to forces and have been increasing over recent years. For 2025/26, GMP will need to increase its budget provision in respect of this by £1.6m compared to its 2024/25 budget provision.
- II. **Dangerous dogs (£1m)** - the impact of the legislation associated with XL Bully type dogs is continuing to place significant pressure on volumes and therefore costs in this area. This was not reflected in the 2024/25 budget

with the impact anticipated to reduce over time, however volumes and pressures continue to be a national issue and this now needs to be recognised in the 2025/26 budget.

- III. **Investment in Neighbourhood Policing (£11.6m)** – Included in the overall GMP 2025/26 budget increase is a very welcome specific new claimable grant to the PCC that requires an associated GMP expenditure increase aligned to enhancing the provision of ‘Neighbourhood Policing’. The detailed requirements and funding conditions have recently been confirmed and GMP has submitted positive plans to the Home Office which will significantly increase Police Officer resources aligned to Neighbourhood Policing capability and activity. Discussions are currently ongoing between GMP and the Home Office to ensure that GMP uses this provisional funding allocation in full to deliver the maximum enhancement possible to Neighbourhood Policing in GM.

#### 5.13 **Locally driven cost pressures, service investment and efficiencies**

- I. **Existing Staff Pay Pressures (£9.3m)** - the delivery of staff vacancy savings and efficiencies previously approved via a combination of the 2023/24 and 2024/25 budgets, whilst ensuring maintenance of critical operational delivery in key areas such as the Force Contact Centre, resulted in a significant emerging budget pressure during 2024/25 that also contributed to the initial 2025/26 financial gap. A robust ongoing senior management focus on vacancy management and overall staffing levels during 2024/25 has however already had a significant positive impact on achieving these previously approved police staff related budget savings. The detailed review and Command team led challenge of all service budgets has also focused upon achieving long term stability of staff pay related pressures and as a result it is now anticipated that a continuation of this focus will result in this cost pressure being removed completely from 2025/26 onwards.
- ii. **Other Unavoidable Local Cost Pressures (£3m)** – Several other unavoidable items, including specific inflation related issues and most notably the reversal of £1.7m of one-off funding in 2024/25 add further pressure to the 2025/26 budget.

### **iii. Income Generation (£3m saving)**

- Additional net income of £1m from further planned expansion of the Central Ticket Office function ensuring greater volumes of traffic offence tickets being issued to deliver on GMP's priority commitment to the Safer Roads GM "Vision zero" strategy, whilst also increasing income levels to assist with the direct cost of associated policing costs.
- Additional net income of £2m anticipated to be delivered from a combination of a) Current plans to capture synergies across the GMP family, where GMP can enhance service levels to deliver on wider GM priorities including improving safety on local transport networks, and from b) expanding current income generating activities where GMP are recognised as having particular expertise to share (e.g. Operational Policing Training).

### **iv. Savings and efficiencies identified –**

In order to sustain service improvements and manage the unavoidable pressures described above, the work undertaken by GMP and the Mayor's office has identified net savings and efficiencies totaling almost £18m (in addition to the delivery of £9m of previously budgeted staffing savings referred to above), which, in line with the Mayor's Office and GMP budget review objective, can be delivered in 2025/26 without impacting on frontline policing. These savings will be delivered from across the entire range of support service budgets with the most notable cost reductions including;

- Further identified Information Technology contract savings and service delivery efficiencies,
- Reductions in Utility costs,
- planned further reductions in PCSO numbers in line with the phased implementation of agreed Neighbourhood Policing resourcing which enhances overall effectiveness by replacing some PCSO resourcing with Police Officers.
- More effective prioritisation of Forensic sampling requirements following a detailed review of current practices,

- Targeted reduction in the use of agency staffing resources.
  - Exit from the North West Motorway Policing collaboration arrangements, to deliver savings and more effective future service provision within GM
  - Removal of one off 2024/25 budget approvals where objectives have been achieved.
- v. **Further Efficiency Savings to be identified** – Work to identify further savings and efficiencies in either or both of the PCC and GMP budgets will now continue as a ‘business as usual’ priority and a further £3m in efficiencies is targeted for 2025/26.

#### 5.14 **Sustaining Service Improvements**

The above savings, efficiencies and income generation opportunities not only covers the original gap after unavoidable cost pressures but also allows for a total of £5.4m investment in new and continuing Service Improvements:

- I. **Custody Operations (£0.7m)** – Increase to general Custody budget levels recognising higher operational costs associated with sustained and significant arrest rate increases and improvements in custody provision.
- II. **IT and Digital Infrastructure Re-platforming (£2.0m)** – Policing in the 21st century is underpinned by a digital infrastructure which supports the delivery of critical operational systems. The systems need to be robust to ensure that they withstand the risk of security compromise and deliver support to operational policing delivery. The investment will build upon last year’s investment to ensure that these two priorities are delivered and supports an associated Capital Programme commitment to maintain a stable, secure, and reliable infrastructure.
- III. **IT and Digital Investment in technology and business capability (£1.7m)**  
Essential revenue investment to support planned capital expenditure in new and improved technology applications to enhance front line policing capability and delivery. The result will be improved outcomes, effectiveness, and efficiency.

IV. **Business as usual Investment requirements (£1m)** – there are several investments which are required to improve service delivery and statutory compliance across a range of areas.

- 5.15 Taking account of the above, GMP budgets for 2025/26 are shown in the table at 4.2 above.
- 5.16 The medium-term financial plan for 2025/26 to 2027/28 has been revised to reflect the latest planning assumptions and is shown in Appendix 1. This includes an estimate of GM’s share of Government grant funding and take up of maximum flexibility in the precept increase of £14 in 2025/26, followed by an early assumption of further annual increases of £10 in both 2026/27 and 2027/28. This is purely indicative at this stage but does illustrate the financial challenges faced by GMP over the medium term of just under £20m in 2026/27 rising to almost £44m if not successfully mitigated across each financial year. In order to address this, GMP will continue its work to develop a range of options to maintain a sustainable financial position over the medium term.
- 5.17 The 2024/25 financial year was the final year of the Government’s 2021 three-year Comprehensive Spending Review which provided national funding allocations for Policing for 2022/23 – 2024/25. Phase 1 of the Spending Review 2025 set departmental budgets for 2025/26 and the Government also announced the total level of funding planned for Phase 2, which will conclude and be published in late spring of 2025. As such, planning assumptions for 2026/27 and 2027/28 therefore remain subject to significant uncertainty around future national funding allocations for Policing.

## 6. Budget for Police & Crime Commissioner 2025/26

6.1 The PCC net budget for 2024/25 is £33.1m, which is an increase of £2.6m compared to 2023/24. The budget detail is outlined in the table at paragraph 4.2 of this report.

6.2 The PCC budget reflects the following assumptions for 2025/26:

- For 2025/26 as with other GMCA budget assumptions a pay award of 3% has been estimated.
- Capital financing costs are based on the latest capital programme from GMP which is outlined in more detail in section 8 below. GMP assets are owned by GMCA and therefore the capital financing charges associated with the cost of borrowing for capital purposes sit within the PCC budget.
- Changes in use of earmarked reserves include:
  - Use of £0.2m of Sexual Assault Commissioning reserve to support St Mary's Sexual Assault Referral Centre (SARC) for Victims of Rape and Sexual Assault in Greater Manchester and Operation Soteria.
  - Use of £0.4m of PCC Transformation and Commissioning reserves to support Gender Based Violence strategy.
  - Use of 0.7m of Justice and Rehabilitation reserve to fund numerous programmes within FIM.
- Income and expenditure in relation to specific grant funded programmes such as:
  - Serious Violence Home Office grant of £4.6m
  - Victims Services Ministry of Justice grant £5.3m
  - GM Integrated Rehabilitation Services grant of £9.2m from HM Prison and Probation Service

## 7. Community Safety Budget 2025/26

7.1 Since 2021/22 over £4m has been delegated to Community Safety Partnerships (CSPs) to support delivery of the Police and Crime Plan, collectively making communities safer and more resilient. The funding for each local authority for 2025/26 is set out in the table below:

Local authority	Community Safety Grant	Children's Safeguarding Board	Adult's Safeguarding Board	Delegation of Grants to Voluntary Sector	Hate Crime	Total
	£	£	£	£	£	£
Bolton	304,523	19,263	19,263	100,000	5,000	448,049
Bury	157,973	13,198	13,198	100,000	5,000	289,369
Manchester	694,584	35,491	35,491	200,000	5,000	970,565
Oldham	262,787	14,367	14,367	100,000	5,000	396,521
Rochdale	234,175	13,532	13,532	100,000	5,000	366,239
Salford	239,306	15,036	15,036	100,000	5,000	374,377
Stockport	218,973	15,370	15,370	100,000	5,000	354,712
Tameside	243,900	14,702	14,702	100,000	5,000	378,303
Trafford	200,800	14,367	14,367	100,000	5,000	334,534
Wigan	247,614	16,038	16,038	100,000	5,000	384,690
<b>TOTAL</b>	<b>2,804,635</b>	<b>171,362</b>	<b>171,362</b>	<b>1,100,000</b>	<b>50,000</b>	<b>4,297,359</b>

7.2 Building on the work of previous years, CSPs have continued to work closely on both GM and local priorities and are using Community Safety funds to support targeted work in neighbourhoods. Oversight and governance are managed through local partnership arrangements and the Deputy Mayor is informed of spending profiles through an initial proposal followed by a mid-year update on progress. The Community Safety Grant provides CSPs with local autonomy to direct funds at key police and crime priorities.

7.3 The Deputy Mayor has continued to delegate Voluntary and Community sector grants following consultation and feedback from CSPs who provide a mid-year progress update detailing the allocation of funds to local groups and voluntary sector organisations. The grants are being used to support communities to tackle grass roots issues of concern whilst developing resilience and cohesion as local people are contributing to achieving Standing Together priorities.

## 8. Capital Investment 2025/26

- 8.1 The key capital spending priority continues to be the Plan on a Page portfolio which includes significant investments in the Force's Digital Policing Programme and the completion of the new Longsight Custody Suite.
- 8.2 As in previous years the programme also includes a significant amount of investment planned for various estates work in line with the Force estates strategy and further investment into fleet including several specialist vehicles.
- 8.3 Information Technology remains a key area for investment and the programme includes funding for critical corporate IT Transformation along with various upgrades to several Force wide systems.
- 8.4 The capital investment for 25/26 also includes refresh of critical policing operational infrastructure such as body worn video and taser replacement.
- 8.5 A summary of the of the 2025/26 planned capital programme is shown in the table below:

<b>Capital Programme</b>	<b>2025/26</b>
	£m
<b>Capital Expenditure:</b>	
Estates	4.4
Fleet	6.3
IT	4.9
Other / Plan on a Page (POAP)	22.4
	<b>38.0</b>
<b>Funded by:</b>	
Borrowing	36.8
Grant	0.9
Capital Receipts	0.3
	<b>38.0</b>



8.6 A more detailed breakdown of the 2025/26 Capital Programme is shown in the table below. The total planned investment is £38.0m. Previous years' programmes included an amount of assumed slippage based on historical trends. This has now been removed and the programme is funded at £38.0m, predominantly by borrowing as shown in the table above. Future years revenue budgets have been updated to reflect the cost of financing the programme.

<b>Planned Capital Investment 2025/26</b>	<b>£m</b>
Digital Policing Programme	8.1
Force Contact Centre Telephony Transformation	0.6
IT Investment (including POAP)	5.7
Serious Crime & Forensics	1.6
Estates	4.4
Longsight Custody	8.5
Standard Fleet	5.4
Specialist Fleet	1.0
Digital Fleet Project (Fleet Logistics)	0.3
Body Worn Video and Taser	0.6
Miscellaneous Capital Upgrades	1.9
<b>Total Investment</b>	<b>38.0</b>

## 9. Financial Risk Assessment

- 9.1 A key requirement of any budget setting process is the assessment of risk and how this is reflected in the financial strategy. An assessment of the major financial risks associated with the 2025/26 budget has been undertaken. These are outlined in more detail below:
- 9.2 Improvement Programme - GMP has made significant improvement over the last 3 years in its journey to deliver effective policing services to the residents of GM. However, there are still changes that are required to sustain and where necessary improve services. The delivery of this in an ever-challenging public sector financial environment increases the risk. However, the clear and strong governance arrangements which are in place will act to ensure that a sustainable and robust financial plan is in place to manage these risks, including, wherever possible, securing recurring efficiency improvements from within existing budget and income generation opportunities.
- 9.3 Police precept and funding - overall Police funding is dependent on Government grant and the PCC precept. The precept increase is an opportunity given by the Home Office which is over and above the £10 flexibility that was set out in the Spending Review from October 2021. As referenced in paragraph 5.17, planning assumptions for 2026/27 and 2027/28 remain subject to significant uncertainty around future national funding allocations for Policing.
- 9.4 Inflationary risk – there remains a general risk around cost inflation because of the challenging global economic environment. The police officer and police staff pay awards for 2025/26 are subject to agreement and the allowance in the budget of 2.8% may be insufficient. For every 1% increase in pay the additional cost is c£6m for the budget.
- 9.5 Pensions – In 2019/20 the Home Office provided funding of £8.5m which has now been included in core grant and in 2024/25, a further £22.1m in specific grant to cover these additional costs. The funding in core grant has rolled forward again in 2025/26 and the specific grant has again been provided but has reduced to £20m. There does however remain a risk that the grant may not continue in future settlements.

## 10. Reserves

10.1 Total reserves as at 31 March 2024 were £73.3m and are predicted to be £53.3m at 31 March 2026.

Police Reserves	Closing Balances 31 March 2024 £m	2024/25 Planned Use of Reserves £m	Forecast Balances 31 March 2025 £m	2025/26 Planned Use of Reserves £m	Forecast Balances 31 March 2026 £m
<b>General Reserve - Police Fund</b>	<b>-15.4</b>	0.0	<b>-15.4</b>	0.0	<b>-15.4</b>
Transformation reserve	0.0		0.0		0.0
Commissioning reserve	-3.7	1.1	-2.7	0.4	-2.3
Community Crime Fund reserve	-0.7	0.1	-0.7	0.1	-0.6
Justice and Rehabilitation reserve	-2.5	0.5	-2.0	0.7	-1.3
Sexual assault commissioning reserve	-3.2	0.5	-2.6	0.2	-2.4
Youth aspiration / diversion reserve	-0.1		-0.1		-0.1
Legal costs reserve	-0.7		-0.7		-0.7
Health and Justice reserve	-0.1		-0.1		-0.1
Traffic Enforcement & Road Safety reserve	-0.1		-0.1		-0.1
Capital Financing reserve	-1.5		-1.5		-1.5
CF Smoothing reserve	0.0		0.0		0.0
RASSO	-0.6		-0.6		-0.6
Infrastructure HO reserve	-5.5	5.0	-0.5		-0.5
Police Property Act reserves	-1.5	-0.1	-1.6	0.1	-1.5
<b>Total PCC Earmarked Reserves</b>	<b>-20.0</b>	<b>7.1</b>	<b>-12.9</b>	<b>1.5</b>	<b>-11.4</b>
Operational Contingency Fund	-2.0	2.0	0.0	0.0	0.0
Chief Constable's Insurance reserve	-13.1	0.0	-13.1	0.0	-13.1
PFI Residual reserve	-7.9	1.1	-6.8	1.1	-5.7
Other Earmarked reserves	-14.9	5.4	-9.5	1.8	-7.7
			0.0		0.0
<b>Total GMP Earmarked Reserves</b>	<b>-37.9</b>	<b>8.5</b>	<b>-29.5</b>	<b>2.9</b>	<b>-26.6</b>
<b>Total Police Reserves</b>	<b>-73.3</b>	<b>15.6</b>	<b>-57.7</b>	<b>4.4</b>	<b>-53.3</b>

10.2 These figures include a General Fund balance of £15.4m which is not available for planned use.

10.3 Section 25 of the Local Government Act 2003, requires the Treasurer of the GMCA to be satisfied that the level of the general fund is adequate.

10.4 When recommending a minimum level of the General Fund reserve, the Treasurer takes into account the strategic, operational and financial risks which can be expressed in cash terms or as a percentage of the budget.

10.5 The reserves figure of £15.4m represents 1.8% of funding for 2025/26. The 2025/26 budget and future year's estimates do not include any use of General Fund balances.

- 10.6 GMP earmarked reserves at March 2025 reflect the fact that due to unforeseen operational pressures in 2024/25, the Operational Policing reserve has been fully exhausted in 24/25 and is therefore no longer available in 2025/26.
- 10.7 The GMP 2025/26 budget includes a £1.96m release from a previously created PUP reserve. Funding was not required in previous years and the reserve will be released in 2025/26 to help relieve pressure on police officer pay. The previously created POAP reserve will continue to be held to manage risk relating to the POAP programme of work in year and a small release from reserves has been included within the budget.

## **11. Report Summary and Recommendations**

- 11.1 This report outlines the Greater Manchester police fund revenue and capital investment for 2025/26 including the projected position on general and earmarked reserves.
- 11.2 Recommendations are noted at the start of the report.

## Appendix 1 – Greater Manchester Police Fund Medium Term Financial Plan

MEDIUM TERM FINANCIAL PLAN 2025/26-2027/28									
Budget Heading	Total			GMP			PCC		
	2025/26	2026/27	2027/28	2025/26	2026/27	2027/28	2025/26	2026/27	2027/28
	£m	£m	£m	£m	£m	£m	£m	£m	£m
Employee Related	801.2	831.7	849.8	798.4	828.9	846.9	2.8	2.8	2.9
Pensions	124.7	128.4	133.8	124.3	128.0	133.4	0.4	0.4	0.4
Premises Related	40.3	40.1	39.9	40.3	40.1	39.9	0.0	0.0	0.0
Supplies & Services	116.2	103.0	102.6	83.5	80.8	80.9	32.7	22.2	21.8
Agency Payments	25.1	26.2	26.2	25.1	26.2	26.2	0.0	0.0	0.0
Transport Related	11.7	11.7	12.2	11.6	11.7	12.1	0.1	0.1	0.1
Capital Financing	20.3	24.1	26.7	0.0	0.0	0.0	20.3	24.1	26.7
Additional POAP investment	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Transfer to/from reserve	-4.4	-2.5	-1.4	-2.9	-1.9	-1.3	-1.5	-0.6	-0.1
Specific Grants	-204.3	-199.7	-204.1	-184.6	-189.8	-194.2	-19.7	-9.9	-9.9
Income & Sponsorship	-56.2	-55.8	-58.3	-54.2	-53.8	-56.3	-2.0	-2.0	-2.0
Income and expenditure savings	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Efficiency savings	-3.0	0.0	0.0	-3.0	0.0	0.0	0.0	0.0	0.0
<b>Net Budget Requirement</b>	<b>871.7</b>	<b>907.3</b>	<b>927.4</b>	<b>838.6</b>	<b>870.1</b>	<b>887.6</b>	<b>33.1</b>	<b>37.2</b>	<b>39.8</b>
Home Office Grant/RSG/NNDR	-649.0	-654.7	-660.4	0.0	0.0	0.0	-649.0	-654.7	-660.4
Precept/ CT Surplus	-222.6	-232.7	-243.4	0.0	0.0	0.0	-222.6	-232.7	-243.4
Total Funding	-871.7	-887.4	-903.9	0.0	0.0	0.0	-871.7	-887.4	-903.9
<b>Shortfall / Surplus(-)</b>	<b>0.0</b>	<b>19.9</b>	<b>23.5</b>	<b>838.6</b>	<b>870.1</b>	<b>887.6</b>	<b>-838.6</b>	<b>-850.2</b>	<b>-864.1</b>

## Greater Manchester Police, Fire & Crime Panel

Date: 19th March 2025  
Subject: GMFRS Professional Standards Team  
Report of: DCFO Ben Norman  
Report Author: AM Jim Willmott

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### **PURPOSE OF REPORT**

The purpose of this report is to provide an update on the implementation of a Professional Standards Team within GMFRS.

### **RECOMMENDATIONS**

Members of the Panel are asked to note the contents of this report and provide any feedback.

### **CONTACT OFFICERS**

DCFO Ben Norman – [ben.norman@manchesterfire.gov.uk](mailto:ben.norman@manchesterfire.gov.uk)

AM Jim Willmott – [willmottj@manchesterfire.gov.uk](mailto:willmottj@manchesterfire.gov.uk)

### **Equalities Impact, Carbon, and Sustainability Assessment:**

N/A

### **Risk Management**

N/A

### **Legal Considerations**

N/A

## Financial Consequences - Capital

N/A

## Financial Consequences - Revenue

N/A

## BACKGROUND PAPERS:

N/A

<b>TRACKING/PROCESS</b>		
Does this report relate to a major strategic decision, as set out in the GMCA Constitution		No
<b>EXEMPTION FROM CALL IN</b>		
Are there any aspects in this report which means it should be considered to be exempt from call in by the relevant Scrutiny Committee on the grounds of urgency?		No
TfGMC	Overview & Scrutiny Committee	
N/A	N/A	



## **INTRODUCTION**

1. In March 2024 a new Area Manager (AM) role was created within Service Delivery (SD) with responsibility for SD Support, The Hub and the development of a Professional Standards function.

## **HMICFRS REPORT RECOMMENDATIONS**

2. His Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) published the Values and Culture in Fire and Rescue Services report in March 2023; and the Standards of behaviour: The handling of misconduct in fire and rescue services in August 2024.
3. The Values and Culture report recommended that consideration should be given to creating a professional standards function to handle conduct concerns in service (or from an external service) to have oversight of cases, to make sure they are conducted in a fair and transparent way and to act as a point of contact for all staff involved.
4. The recommendation was cemented in the Standards of behaviour: The handling of misconduct in fire and rescue services; which recommended that chief fire officers should make sure their services create or have access to a dedicated professional standards function to oversee the investigation of concerns raised.
5. At the point of the reports publication GMFRS had already committed to the creation of a Professional Standards Team.

## **PROGRESS**

6. The creation of the Professional Standards Team compliments GMFRS' long standing commitment to an inclusive culture, building on the existing work which has seen a 50% reduction in cases and case handling times.
7. A strategy and plan were put in place to develop and implement the team in September 2024. This was focussed on three key areas: setting the standards, supporting our people and upholding the standards.

8. In September 2024 a SLT meeting paper outlining the proposal to create a Professional Standards Function was approved with a recommendation to incorporate both 'Grey' and 'Green' book staff to ensure the team was reflective of the wider Service. The team structure comprises an Area Manager Head of Professional Standards, two professional standards and managers and four professional standards leads.
9. The first elements of the team were recruited in October 2024 with plans in place to fill the final two positions by the end of Q1 25/26 in preparation to undertake all disciplinary processes and investigations with an anticipated cut over date of 1<sup>st</sup> April 2025.
10. The team are currently working with People Services to review policy and procedures and provide training for frontline managers, beginning with Service Delivery Crew and Watch Managers on the forthcoming development days.
11. A Professional Standards Policy setting out the structure, purpose, role and responsibilities of the team and providing clear delineation between the Professional Standards Team and the Employee Relations Teams has been created and was approved by SLT in January 2025. It describes the principles that the Team will work to when dealing with the formal stages of processes and sets out a person-centred approach with welfare and wellbeing a key consideration. An Equality Impact assessment has been completed for the policy with input from and in consultation with the staff networks.
12. The key objectives of the Professional Standards Team will be to:
  - Provide better support and guidance on low level discipline management and development plans.
  - Train and support managers in expectations, accountability, standards and managing discipline.
  - Improve standards and accountability by providing clear expectations and improved learning.
  - Introduce a dedicated team of investigators ensuring faster, streamlined prescribed processes and outcomes.
13. The team will continue to work with colleagues in teams across the Service to review people related policies and develop training, setting the standard, supporting staff and managers ahead of taking responsibility for all disciplinary processes.

## **GREATER MANCHESTER POLICE, FIRE & CRIME PANEL**

Date: 19<sup>th</sup> March 2025

Subject: Prevention and Deterrence (Neighbourhood Policing)

Report of: Assistant Chief Constable (ACC) Matt Boyle

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### **Purpose of Report**

This report provides an update on the progress of Greater Manchester Police's (GMP) Neighbourhood Policing Model, focusing on prevention and deterrence. It highlights key achievements, crime trends and strategic developments in strengthening local policing.

### **Recommendations:**

It is recommended that the Police, Fire and Crime Panel notes the progress to date and receives regular progress updates as and when required.

### **Contact Officers**

ACC Matt Boyle - [matthew.boyle@gmp.police.uk](mailto:matthew.boyle@gmp.police.uk)

### **Equalities Impact, Carbon and Sustainability Assessment:**

The Sustainability Decision Support Tool assesses the Neighbourhood Policing Model's impact on equality, carbon footprint and sustainability. The model promotes inclusivity through community engagement and problem-solving approaches, aligning with the Equality Act. Increased use of digital engagement reduces the carbon footprint of traditional outreach, while investment in modern infrastructure and technology enhances long-term sustainability. Patrol strategies balance visibility with fuel efficiency, supporting GMP's environmental commitments. Overall, the model delivers social value while minimising environmental impact.

### **Risk Management**

GMP mitigates risks to public safety and operational effectiveness through intelligence-led policing, data-driven decision-making and strong governance. Continuous monitoring ensures prevention strategies remain adaptable to emerging challenges.

## **Legal Considerations**

All policing activities comply with legislation such as the Police and Criminal Evidence Act 1984 (PACE), the Human Rights Act and the Equality Act. Adhering to legal and ethical standards safeguards public trust and accountability.

## **Financial Consequences – Revenue**

Sustained revenue funding supports officer salaries, training and operations. Investment in prevention reduces long-term costs by easing demand on emergency services and the criminal justice system.

## **Financial Consequences – Capital**

Capital investment in infrastructure, technology, and equipment enhances crime prevention and community engagement. Modernisation ensures an efficient, future-proof policing model.

## **Number of attachments to the report:**

None

# 1. Introduction/Background

In March 2023, GMP introduced a revised Neighbourhood Policing Model to strengthen community-based policing, focusing on prevention, deterrence and problem-solving. This followed extensive stakeholder engagement and a commitment from the Chief Constable to reduce crime, harm and anti-social behaviour (ASB) through proactive neighbourhood policing.

The model is built around three core pillars:

1. **Engaging Communities** – Strengthening public trust through visible policing, digital engagement and local partnerships.
2. **Problem-Solving and Prevention** – Addressing long-term issues using data-driven policing and multi-agency collaboration.
3. **Targeting Activity** – Focussed neighbourhood and partnership activity to tackle high-harm offenders and crime hotspots.

Since implementation, GMP has introduced a Neighbourhood Policing Performance Management Framework and enhanced governance structures to track progress. Key initiatives such as Operation Vulcan, Bee in the Loop (BITL), and Neighbourhood Prevention Hubs have driven improvements in crime reduction and community engagement.

## 2. Detail

### Crime Reduction

Through the implementation of neighbourhood crime teams (NCT), targeted operations and proactive policing, GMP has achieved significant reductions in crime. Neighbourhood crime has fallen by 17% over the past year, with notable decreases in residential burglary (-11.3%) and theft from persons (-28.2%). This success is attributed to intelligence-led policing and close partnerships with the community.

### Public Engagement

Strong community relationships are the foundation of effective policing. GMP has enhanced public engagement through digital platforms and direct interaction. With over 32,500 subscribers to the BITL platform, and over 2,000 community engagement events held in recent months, public trust and confidence continues to grow.

## Operational Improvements

To support frontline officers and improve service delivery, GMP has strengthened its governance structures and performance management frameworks. New measures have been implemented to monitor neighbourhood policing effectiveness, leading to more efficient resource allocation and improved crime detection rates.

## Community Engagement Initiatives

Building trust with the public is at the centre of neighbourhood policing. GMP has implemented several initiatives to enhance communication and strengthen relationships with local communities.

### *BITL*

BITL is a digital messaging system designed to improve engagement with residents. It allows the public to receive real-time updates on crime trends and safety advice, while also providing a direct channel for intelligence sharing with GMP.

### *Volunteer Police Cadets & Mini Police*

These youth engagement programs give young people the opportunity to learn about policing, participate in community service and develop leadership skills. They also help bridge the gap between young people and law enforcement, fostering positive relationships.

### *Community Policing Events*

GMP regularly holds public meetings, crime prevention workshops and school visits to engage with communities. These events provide a forum for residents to voice concerns, receive crime prevention advice and work alongside the police to address local issues.

The Force has recently started to produce a monthly 'Neighbourhood Newsletter' for each district, which is shared across elected members and local authorities (LA). This newsletter showcases the activities of neighbourhood teams.

### *Crime Prevention Strategies*

Preventing crime before it occurs is a key focus for GMP. Through intelligence-led operations and collaborative initiatives, officers work to disrupt criminal activity and improve public safety.

### *High-Visibility Patrols*

There are increased patrols in key areas help deter crime and provide reassurance to the public. Officers are deployed strategically based on crime data, ensuring an effective response to emerging trends.

### *Targeted Operations*

Multi-agency operations focus on reducing specific crimes such as burglary, vehicle crime, and drug-related offences. Recent efforts have resulted in the dismantling of organised crime groups and the recovery of stolen property.

### *Community-Based Problem-Solving*

GMP works closely with local councils, businesses, and residents to develop long-term solutions to crime. This includes improving street lighting, installing CCTV and introducing youth diversion programs to prevent reoffending.

## **3. Next steps**

GMP is committed to continuous improvement in neighbourhood policing. In the coming months, key areas of focus include:

- Review and development of the Neighbourhood Policing Guarantee.
- Further development of the Neighbourhood Performance Framework.
- Expanding community engagement initiatives to reach a broader audience.
- Strengthening intelligence-sharing partnerships with LA and community groups.
- Ongoing analysis and response to emerging crime trends.
- Strengthening partnerships with LA and community groups.

## **4. Conclusion**

Neighbourhood policing remains a priority for GMP, with a focus on reducing crime, enhancing public trust and delivering a high standard of service. By working collaboratively with communities and partners, GMP will continue to build on its successes and create safer neighbourhoods for all residents.

Significant progress has been made in reducing crime, increasing public engagement and improving neighbourhood policing effectiveness. Continued focus on prevention, problem-solving and collaboration will ensure sustainable improvements in community safety.

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## **GREATER MANCHESTER POLICE FIRE AND CRIME PANEL**

Date: Wednesday 19<sup>th</sup> March 2025

Subject: Gender Based Violence Delivery Plan – Year 3 Update

Report of: Deputy Mayor Kate Green Portfolio Lead for Safer Stronger  
Communities and Lynne Ridsdale Portfolio Lead Chief Executive for  
Safer Stronger Communities

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### **Purpose of Report**

To outline to the Police and Crime Panel the progress on the development of the Gender-Based Violence Delivery Plan 2023/25.

### **Recommendations:**

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

### **Contact Officers**

Vicky Sugars – Assistant Director Safer Stronger Communities –  
[vicky.sugars@greatermanchester-ca.gov.uk](mailto:vicky.sugars@greatermanchester-ca.gov.uk)

Carol Judge Campbell – Principal for Victims & Vulnerability Safer Stronger Communities  
[carol.judge-campbell@greatermanchester-ca.gov.uk](mailto:carol.judge-campbell@greatermanchester-ca.gov.uk)

### **Equalities Impact, Carbon and Sustainability Assessment:**

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

## **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. The Deputy Mayor's Investment Fund continues to support the delivery of the Gender Based Violence Strategy. Alongside this support a considerable amount of additional investment is procured from the Home Office and the Ministry of Justice to support 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: 2**

Gender-Based Violence Strategy Delivery Plan 2024/26

Greater Manchester Men & Boys Plan

## **Comments/recommendations from Overview & Scrutiny Committee**

Not applicable.

## **Background Papers**

Gender-Based Violence Strategy Delivery Plan 2024/26

## **Tracking/ Process**

Does this report relate to a major strategic decision, as set out in the GMCA Constitution

No

## **Exemption from call in**

Are there any aspects in this report which means it should be considered to be exempt from call in by the relevant Scrutiny Committee on the grounds of urgency?

**No**

**Bee Network Committee**

Not applicable.

**Overview and Scrutiny Committee**

Not applicable.

# 1. BACKGROUND

- 1.1. The Gender-Based Violence (GBV) Strategy was approved by the full GMCA in September 2021.
- 1.2. The GBV Board was appointed and met for the first time in December 2021. It has continued to meet on a quarterly basis - overseeing the strategic delivery of the GBV Strategy.
- 1.3. The Board was originally focused on defining the priorities for delivery over the first 24 months of the Strategy's existence. Once this first phase of the Delivery Plan was completed the GBV Board set about establishing a new set of priorities to guide the delivery of the Strategy over the period 2024-2026. This is in recognition of the fact that the entire strategy needs to be closely project managed to take account of funding opportunities and constraints, to reflect the priorities of partners in the delivery of the Strategy and the Strategy needs to be sufficiently responsive to pivot to adapt to changing policy and funding landscapes. The GBV Strategy is a ten-year plan that now aligns with the new Government's plan to halve violence against women and girls (VAWG) in the next decade.
- 1.4. This latest delivery plan was adopted by the Board in 2024 and is attached at appendix A for reference.
- 1.5. The 2024-2026 delivery plan contains 14 priorities which are outlined below. The full programme plan with risk management log is shown at appendix A.
- 1.6. The delivery plan contains 14 key priorities which are outlined below:
  - Priority 1 – Lived Experience
  - Priority 2 - Public Engagement
  - Priority 3 – Education
  - Priority 4 – Health
  - Priority 5 - Housing
  - Priority 6 - Equality, diversity and inclusion
  - Priority 7 - Policing and criminal justice
  - Priority 8 – Perpetrators
  - Priority 9 - Employers and Employment
  - Priority 10 - Sex Workers

Priority 11 – Children

Priority 12 - Travel and Transport

Priority 13 – Greater Manchester GBV Governance Mechanisms

Priority 14 - Men and Boys

1.7. This latest delivery plan has grown from 6 priorities to the 14 that are outlined above. This reflects the system wide approach we are adopting in the delivery of the GBV Strategy and the diversity of partnership and relationships that are supporting us in the delivery of this strategy.

## **2. Delivery Plan 2024-2026 Successes to Date**

2.1. The Lived Experience Panel is actively engaged with policy developments across the Delivery Plan and have representatives who sit on the GBV Board to voice their priorities.

2.2. The next iteration of the #isthisokay campaign is being developed around the issue of coercive control. Extensive consultations and research have been conducted – we anticipate being able to launch the new campaign in September this year.

2.3. The education programme identified in the first Delivery Plan is coming to completion and the Violence Reduction Unit (who are the Senior Responsible Officer – SRO) for this piece of work are considering options for future work in this area. This will be defined to some extent by the Governments priorities around Violence Reduction moving forward.2.4. Under the Health priority we have just agreed to jointly commission with health a piece of work that will inform future commissioning priorities in the field of GBV.

2.4 There are proposals under the housing priority With the development and delivery of DAPOs in Greater Manchester we have the opportunity to develop a much more proactive approach to the use of occupation orders and attach them to the DAPO process – just as is possible at present under the non-molestation order process. This approach will be guided by the following principals:

- It will be victim led.
- It will seek to ensure that those victims who wish to remain in the family home with their children are able to do so.
- It will seek to regularise/formalise the tenancy status of victims.

- A housing offer alongside wrap around support including positive requirements will be offered to the perpetrators.

The GBV Team in the Combined Authority alongside colleagues in PSR and homelessness will work with housing providers to bring these proposals to fruition and will learn from best practice elsewhere, particularly that taking place in Riverside housing in London.

2.5 Under the Equality, diversity and inclusion priority we have a number of distinct areas of action. They include the provision of support to those impacted by GBV who have no recourse to public funds (NRPF). We have provided specialist Independent Domestic Violence Advisor (IDVA) support to those who are negatively impacted by neurodivergency. We are in advanced discussions with the National organisation, Hourglass, about how we can best deliver support to older people who are subject to GBV. And, finally, we have held a number of discussions with agencies around ways in which we can improve support to members of the LGBTQ communities.

2.6 This second phase of the Delivery Plan has seen a lot of activity in the field of policing and criminal Justice. We, in partnership with GMP and partners across Greater Manchester, have successfully delivered the roll out of Domestic Abuse Protection Orders (DAPOs). These Orders are now available in Bury, Wigan and the City of Manchester and are transforming our ability to keep victims/survivors of Domestic Abuse safe. In addition to this we now have dedicated Domestic Abuse Teams operational in each GMP District and they are transforming our response to Domestic Abuse incidents.

2.7 We have begun the work to develop a Greater Manchester Perpetrator Strategy – this work will guide our interventions in this area and will inform our future bidding into Home Office funds to support this work. The partnership delivering the strategy includes a range of Greater Manchester Boroughs, operational delivery partners, GMP, GM Probations and leading academics. The outcomes of this work will effectively position us in relation to the national framework for perpetrator interventions.

2.8 We are working with our Greater Manchester family of employers; Greater Manchester Fire and Rescue Service (GMFRS), Transport for Greater Manchester (TfGM), Greater Manchester Police (GMP) and Greater Manchester Combined Authority (GMCA) to develop transformational approaches to policy and practice around supporting those whose lives are impacted by GBV. We will aim to lead the way for other employers to follow and in this regard we are working closely with the Good Employment Charter to bring the private sector with us.

2.9 In the GBV Strategy it is recognised that some individuals are more vulnerable than others and within this group falls Sex Workers. We are working with specialist agencies such as, Manchester Action on Street Health (MASH) and GMP to develop responses and support frameworks that seek to protect the vulnerabilities of these individuals as much as we can.

3.0 Children were classified as victims under the Domestic Abuse Act of 2021 but we recognise there is much work to do to develop services that are truly child centred. We are working with a number of specialist agencies to continue to develop our work in this arena but it is fair to say that much more needs to be done. One area where we are keen to make progress is the roll out of Family Drug and Alcohol Courts (FDACs) across GM.

3.1 We are working very closely with Transport for Greater Manchester (TfGM) to develop proposals in a number of areas including campaigns to promote active bystanders, training programmes for transport personnel to raise awareness around harassment and intimidation and working with them as a key employer in GM.

3.2 We are seeking to improve Greater Manchester GBV governance mechanisms to enable them to more effectively support service excellence and delivery. These mechanisms include Operation Encompass, MARAC, development of a perpetrator Strategy and the delivery of a GM wide GBV Strategic needs assessment that will guide our priorities going forward.

3.3 We are the first City Region in the UK to have a men and boys plan as part of our GBV Strategy. The plan sets out a comprehensive approach for men and boys who are victims of GBV. A copy of the plan is attached at appendix b.



## 4. Risk Matrix

The matrix outlined below highlights the key risks for delivery of the strategy over the next year.

### Risk Matrix (12+ SCORE ONLY)

5.

REF	Risk	RAG	Trend	Mitigation
1	<b>Delivery Plan Capacity :-</b> 1) Provide effective programme management and support across the 14 areas of the GBV delivery plan. 2) Capacity of SROs from GMCA/ partners to provide leadership and realise aims of their priorities	12	No change	<ul style="list-style-type: none"> <li>Risk decreasing but still requires close management by SSC.</li> <li>Project capacity to support Men&amp; Boys Plan/ Employers priority in place</li> <li>Prioritisation of deliverables taken place for next 6 months</li> <li>Ongoing work taking place with SROs to understand issues and provide support where needed</li> </ul>
2	<b>NHS GM capacity;</b> resources and prioritisation within GM NHS ICB to deliver on its GBV commitments	16	No change	<ul style="list-style-type: none"> <li>Escalated to Executive and GBV Board. Risk now being closely monitored via GBV Board and via joint Health &amp; Safer Communities Mtg. SSC funded NHS commissioning report to provide a roadmap for future delivery.</li> </ul>
3	Ability to sustain GBV programmes with <b>reduced government funding</b> (Home Office/ Ministry of Justice)	12	No change	<ul style="list-style-type: none"> <li>Planning taking place to understand impact, explore new models and ensure sustainability proposals in place for autumn 2025</li> </ul>
4	Rise in <b>GBV rates</b> in Greater Manchester	12	No change	<ul style="list-style-type: none"> <li>DA delivery board closely monitors key measures to understand any rises and respond accordingly. Note rise in recording may demonstrate increased confidence in reporting.</li> </ul>
5	<b>Confidence in GMP and Criminal Justice process</b> re: reporting, investigation of GBV	12	No change	<ul style="list-style-type: none"> <li>DA delivery board closely monitors key measures. Ongoing monitoring to understand concerns &amp; respond accordingly.</li> </ul>
6	<b>Failure to engage</b> effectively with victims and survivors of GBV	12	No change	<ul style="list-style-type: none"> <li>Lived Experience Panel and other mechanisms in place to ensure voice is at the heart of planning delivery</li> </ul>

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# GENDER-BASED VIOLENCE STRATEGY



**DELIVERY PLAN**  
2024-26

# Mayor's foreword

I want Greater Manchester to be a place where everyone can live a good life, growing up, getting on, and growing old in a greener, fairer, more prosperous city-region.

Everyone in Greater Manchester deserves to be able to live well without the fear of abuse or violence in any form. While gender-based violence has a devastating impact on many people in our city-region, this issue disproportionately affects the lives of women and girls and too often it is accepted as an everyday part of life.

Gender-based violence has a wider detrimental impact on our communities as a result of the ill health, trauma and negative economic impact which is a ripple effect from this pervasive form of abuse. I am clear that we cannot achieve our ambitious vision for Greater Manchester without preventing and tackling this entrenched problem in all its forms. The scale of the challenge is significant, and it needs all our organisations and everyone in our city-region to do their bit.

Since we launched our ten-year Greater Manchester Gender-Based Violence Strategy in 2021, we are seeing real progress in delivering change across Greater Manchester. This work is led by the Deputy Mayor and is very much a partnership approach working across the public, private and voluntary sector drawing on the insights of our communities, including those with lived experience.

This refreshed delivery plan for 2024-2026 responds to what we have learned over the past few years building on existing work to improve our coordinated response to gender-based violence including on education, housing and health. However, it also expands on our ambition to tackle this complex issue by working on new priorities such as improving safety on our transport network and working with employers to address gender-based violence inside and outside of the workplace.

I'm particularly pleased with our public engagement campaign #IsThisOK, which has targeted men and boys to call out sexist and misogynistic behaviours and to consider their own conduct. It has had significant reach, with over 4.1 million views social media. Over half of men and boys surveyed (53%) said it has made them think, feel, or want to do something differently. Our next phase of this campaign will focus on

abuse and coercive control and is being codesigned using feedback from our partners and our Gender-Based Violence Lived Experience Panel.

Our Gender-Based Violence Strategy has always recognised the importance of inclusivity and intersectionality. In the last few years, we have targeted support to those people who identify as LGBTQ, those with significant neurodiversity and individuals with No Recourse to Public Funds to enable them to access support, recognising their unique requirements and vulnerabilities.

I want to see change. While we are making a difference there is still more to do. The rise in misogyny in the physical and online world and offences such as sexual violence, domestic abuse, stalking and harassment continues to be a threat to our community and has no place in Greater Manchester. These are not an inevitable part of modern life, and I believe that our city-region should lead the way in eradicating gender-based violence.

We all have a role to play, whether in calling out abuse wherever we find it or supporting those including our family, friends and colleagues who have experienced gender-based violence. I remain as committed as ever to making this happen.

**Andy Burnham**

**Mayor of Greater Manchester**

# Deputy Mayor's foreword

As Deputy Mayor and Chair of the Gender-Based Violence Board, I am delighted to introduce our multi-agency Greater Manchester Gender-Based Violence Delivery Plan, 2024-26. This plan reflects our focus on making tangible changes to prevent and stop abuse in Greater Manchester.

Gender-based violence has a long-lasting impact on those who experience it and can shatter people's lives. The ambition and scale of this plan reflects our determination to root it out, with coordinated action across services and our communities.

The timing of this launch, setting out the second two-year phase of our 10-year Gender-Based Violence Strategy, coincides with the first few months of a new national government which is committed to halving violence against women and girls, and working closely with devolved authorities.

This plan is written in the context of increasing demand for services by people who often have multiple support requirements, at the same time as we face funding constraints at a national, city-region and local level affecting all our public and voluntary sector partners. In this context, evidence-led planning, investment and delivery are critical to achieving the objectives we have set out in this plan. We need to demonstrate that we are improving outcomes for victims and survivors and making best use of our limited resources.

During the life of this plan, we will be developing a Strategic Needs Assessment (SNA) to ensure a shared and consistent understanding of gender-based violence, putting the needs of victims front and centre in delivery. The SNA will also enable us to more accurately target primary prevention of gender-based violence, working closely with young people and education providers and building on the work of our previous plan.

I am particularly grateful to the members of our newly formed Gender-Based Violence Lived Experience Panel, who are critical to ensuring we change the way we do things for the better in Greater Manchester. This diverse and knowledgeable group has already influenced our feedback to the United Nations on Violence

Against Women and Girls (VAWG) matters, the content of this Delivery Plan and shaped the next phase of the gender-based violence public campaign.

I recognise that, too often, we are led by the needs of services and processes rather than victims and I am committed, through this plan, to ensure we work differently, adopting a trauma-informed approach that seeks to ensure victims are supported every step of the way.

We are using all our collective powers to punish, disrupt and change the behaviour of perpetrators of abuse. This delivery plan reflects this focus, working with Greater Manchester Police (GMP), Greater Manchester Probation Service and with VCFSE (voluntary, community, faith and social enterprise) organisations to tackle gender-based violence. The launch of the government's pilot Domestic Abuse Protection Orders in Greater Manchester will give us the opportunity to provide robust long-term protection for victims and to shape the local and national approach to tackling domestic abuse. We will build on this over the next two years by developing our Greater Manchester Perpetrator Strategy to maximise our collective powers and resources to reduce offending.

The National Police Chiefs' Council recognises the 'epidemic level' of violence against women and girls in society and the role the police have in preventing harm and bringing offenders to justice. GMP is unrecognisable from the police force it was five years ago – not just in terms of performance but also in terms of culture and approach. But while GMP continues to perform well in relation to the rate of solved gender-based violence crimes, including domestic abuse crimes, there are clearly still improvements to make in the policing of gender-based violence and within the force itself. Trust in the police and the wider criminal justice system is critical if we are to successfully tackle this issue.

We are a region that has a long history of collaboration and innovation. I believe that we need to harness this to challenge traditional ways of planning and delivering public services, recognising that many of the models for support services have changed little over the last decade.

A good example of a different way of doing things is our Domestic Abuse Crisis pilot in Bolton and Salford which provides holistic support to victims of domestic abuse. After a report to the police, Domestic Abuse Workers undertake a joint visit with

GMP to provide emotional and psychological support to the victim and signpost to support services. Following positive outcomes for victims and the police, we have funded this new approach for a second year while exploring options to mainstream this into domestic abuse provision in Greater Manchester.

I'm proud of the progress we have made in the first two years of our Gender-Based Violence Strategy, but I am clear that sustained effort is needed to continue to challenge deep rooted misogyny, prevent gender-based violence and provide better victim-centred support services in Greater Manchester. This plan sets our commitment to those ambitions, and our determination to achieve them.

**Kate Green**

**Deputy Mayor of Greater Manchester for Safer and Stronger Communities**



# Priority one – Lived experience

## Key aims:

- The Gender-Based Violence Lived Experience Panel is an influential voice regarding gender-based violence policy design and delivery.
- The Gender-Based Violence Lived Experience Panel is connected to relevant groups across Greater Manchester and has strong relationships with the Gender-Based Violence Executive and Gender-Based Violence Board to create an authentic and influential culture of lived experience in decision making.

## Themes:

### **Agree a priority/work plan for Panel.**

This will both be informed by the Gender-Based Violence Strategy but also enable new ideas and points of emphasis.

### **Engagement with those from diverse and marginalised backgrounds**

Ensure a wide range of voices and experiences are heard as part of the group.

### **Develop effective joint working arrangements with the Gender-Based Violence Executive and Board**

Ensure people with lived experience inform the design, direction and decision making of Gender-Based Violence Strategy. Elect a representative to Gender-Based Violence Board.

### **Agree interaction with wider Greater Manchester gender-based violence stakeholder landscape.**

The group will agree key partners and groups they want to establish relationships with over the next year to support the Panel's Priority Plan.

**Communication strategy**

Agree their visibility and awareness within Greater Manchester and their preferred communication methods.

**Lived Experience Support**

Support the coordination and development of the group.

# Priority two – Public engagement

## Key aims:

- A flagship gender-based violence campaign that changes men and boys' behaviour.
- Public engagement as an enabler to support gender-based violence priority areas including employers, children, etc.
- Public engagement work is representative of diverse communities in Greater Manchester.

## Themes:

**Continue to deliver a flagship gender-based violence campaign aimed at changing men's and boys' behaviours and attitudes towards women and girls**

Promote the existing #IsThisOK campaign.

### **Support and promote the education priority**

Spotlight on the programme as it is delivered in primary and secondary schools.

### **Engaging with diverse communities**

Ensure public engagement work is representative of, and engages with, diverse communities in Greater Manchester.

### **Looking to the future**

Ensure public engagement support for future work to tackle gender-based violence in workplaces (Employer Priority) and for children.

### **Events support and proactivity**

Continue to support events and look for opportunities that work to tackle gender-based violence in Greater Manchester, including campaigning opportunities.

### **Develop a baseline**

This will help us to better understand how to measure public engagement's effect on gender equality.

## Priority three – Education

This is a joint delivery plan with the Greater Manchester Violence Reduction Unit to ensure coordinated engagement with schools, colleges and universities on violence in all its forms.

### Key aims:

- **Identify and respond to the main gender-based violence issues that affect women and girls in education, schools, colleges and universities.**
- **Make university campuses a safe place for women and girls to work in, walk through and socialise.**
- **Promote positive masculinity.**

### Themes:

#### **Identify and respond to Honour Based Abuse/ Violence in Schools and colleges**

To include the delivery of the 'Education 2024 gender-based violenceHA project' commissioned with Salford Foundation. Includes a focus on vulnerable groups and an audit to identify and respond to training needs across the sector.

#### **Work with further and higher education, including on key transitions**

Build on existing partnerships to ensure a unified approach to understanding need and identifying a coordinated response, and ensure support is in place during critical transition stages in young people's education.

#### **Positive Masculinities**

Build on and expand existing work to promote positive masculinities with boys and men (early age to adolescence) in Greater Manchester, including positive bystander work.

# Priority four – Health

## Themes:

### **Review of commissioned pathways**

Review commissioning budgets and map current services and pathways in primary and secondary care against commissioning standards and legal requirements.

### **Role as an employer**

Support the wider health system to embed the NHS Sexual Safety Charter and deliver the statutory domestic abuse requirements via NHS contracts as part of the ICB commissioner assurance.

### **Embedding policy**

Continued support to NHS organisations to support implementation of domestic abuse policy for victims and perpetrators, including a 12-month pilot funded by Standing Together (STADA).

### **DHR quality assurance**

Enact ICB delegated responsibility for quality assurance of the health elements of Domestic Homicide Reviews (death governance mechanisms to demonstrate effective response for health actions, and linked to GMCA-led work on DHRs).

### **Assurance**

ICB Executive DHR assurance role for health-related recommendations – overview of Greater Manchester DHRs for health.

### **Continued implementation of the Mental Health pathfinder**

Improve integrated support for victims of sexual violence that have complex mental health problems.

# Priority five – Housing

## Key aims:

- Ensure that gender-based violence is woven into homelessness policy, strategy and practice.
- Embed a 'whole housing approach' to domestic abuse and gender-based violence.
- Consolidate our work on gender-based violence into emerging work on a Greater Manchester-wide response to multiple disadvantage.

## Themes:

### **Campaigning and influencing**

Take a targeted approach to lobbying and influencing on systems change priorities which cut across gender-based violence and homelessness and Greater Manchester's response.

### **Domestic Abuse Housing Accreditation (DAHA)**

Support six Greater Manchester housing providers to become accredited and therefore domestic abuse exemplars.

### **Greater Manchester Housing Providers' policy**

Greater Manchester Housing Providers' partnership to develop a policy commitment to ensuring that no victims of gender-based violence in social housing are put at risk of homelessness as a result.

### **Greater Manchester domestic abuse out of borough protocol**

Publicise and increase uptake of the Greater Manchester Cross-Border Housing Reciprocal

### **Housing regulation and quality**

Ensure the Good Landlord Charter and Greater Manchester response to emerging regulation recognises the role of landlords in homelessness prevention and violence reduction.

### **Workforce development**

Improved training and awareness to support an informed workforce, which is aware of the tools at their disposal and confident identifying people at risk – providing tailored support and guidance.

### **Gender-based violence and homelessness prevention**

Bring together homelessness networks on gender-based violence to ensure the Greater Manchester Homeless Prevention Strategy actively addresses housing insecurity which compounds the risks of gender-based violence for women and children.

### **Gender-based violence, rough sleeping and multiple disadvantage**

Embed learning to ensure that the offer for women experiencing rough sleeping is truly person-centred and effective, particularly for victims of gender-based violence.

### **Specialist housing-related support for people experiencing domestic abuse**

Develop a full understanding of accommodation-based support for people experiencing domestic abuse, looking specifically at the extent to which current pathways meet the needs of people with protected characteristics.

### **Working with perpetrators**

Work with the Probation Service's Homeless Prevention Taskforce on housing options and behaviour change for perpetrators of domestic abuse, learning from the GMCA/Probation collaboration on CAS-3 and other prison leaver programmes.

# Priority six – Equality, diversity and inclusion

This priority has been refreshed to include a stronger focus on LGBTQ+ issues. However, we will maintain our work with older people and disabled groups to develop work to meet the needs of these communities. We will continue to be cognisant of the wider EDI agenda and will strive to ensure the needs and voices of our most marginalised people are heard.

## Key aims:

- **Ensure that the communities highlighted within the gender-based violence Strategy can see their interests reflected in the plan.**
- **Build on existing work to support neurodiverse individuals and people with a disability.**
- **Establish a programme of work with the LGBTQ+ Community to reflect the prioritisation of this group.**
- **Work with the Lotus Hub to develop a sustainable future and continue the radical and life changing work with people with No Recourse to Public Funds.**

## Themes:

### **LGBTQ+ community**

Understand specific needs, services required and opportunities to support the LGBTQ+ community.

### **Older People**

Develop a comprehensive approach to gender-based violence and older people ensuring this is aligned to Ageing Well/Ageing Hub aims.



**People with a disability**

Build on existing work to further understand and support the specific needs of people with disabilities who experience gender-based violence, with a particular focus on neurodivergent people.

**No Recourse to Public Funds**

Deliver a radical transformation of support services targeted at those with No Recourse to Public Funds (NRPF).

**Honour Based Abuse**

Review and address the findings from the Honour Based Abuse report in Greater Manchester.

# Priority seven – Policing and criminal justice

## Key aims:

- Improved outcomes for victims of gender-based violence.
- Better experience of the criminal justice system for gender-based violence victims.
- Improved public confidence and trust.

## Themes:

### **Operation Soteria implementation**

Joint governance of Operation Soteria as a GMP change programme.

### **Domestic Abuse Performance**

Improve quantitative and qualitative performance to meet victim's needs.

### **Domestic Abuse Protection Order (DAPO) implementation and monitoring**

Provide information and updates during the trial, then quality assure the processes.

### **Deliver and evaluate a 2-year MASIP (Multi Agency Stalking Intervention Programme)**

Create stalking clinics to assess risk, refer to interventions and victim support services. Improve performance to meet victim's needs.

### **Offender management and the relentless pursuit of perpetrators**

Ensure consistency in the approach to effectively select cohorts and manage associated risk.

**Ensure alignment between Greater Manchester work, the National Violence Against Women and Girls (VAWG) requirements and wider national requirements e.g. Victim and Prisoners Act 2024**

Clear plan delivering against national objectives aligned to gender-based violence delivery plan.

**Criminal Justice**

This is still under development, and we will be engaging with the Justice Rehabilitation Executive to further develop the priorities for criminal justice around the themes of RASSO, domestic abuse and victim experience.

**Joint approach with GMP to the offender management of domestic abuse perpetrators**

This will include DAPO (Domestic Abuse Protection Orders) and MATAC (Multi Agency Tasking and Coordination). Getting the governance / information sharing / cohort selection right is critical.

**Consistent process for Probation Service practitioners to request disclosure from GMP**

Clarity around criteria for perpetrator programs being provided to non-stats. Probation Service supervised cases should be excluded from these programs.

**Enhanced approach to domestic abuse checks**

Joint approach by GMP and the Probation Service – a need for improvement in terms of responsibility for checks and also quality of checks.

# Priority eight – Perpetrators

## Key aims:

- **Deliver effective perpetrator provision working closely with local authorities including investing in earlier interventions.**
- **Coordinate consistent Greater Manchester-wide approaches to perpetrator provision.**
- **Understand the impact on victims and perpetrators and learn from perpetrator delivery.**

## Themes:

### **Delivery focus**

Work with Greater Manchester districts and local authorities to deliver the best perpetrator provision in the context of constrained funding.

### **Intervening earlier**

Work with GMP and the Hampton Trust to deliver the early intervention, Cautioning and Relationship Abuse (CARA) perpetrator programme.

### **Implement Multi Agency Tasking and Coordination (MATAC)**

Roll-out of MATAC approach across Greater Manchester working with the districts and local authorities to understand what works.

### **Implement the Domestic Abuse Protection Order (DAPO) Pilot**

Work with SROs (senior responsible officers) from the gender-based violence policing priority to implement the pilot, ensuring ongoing monitoring and links to perpetrator programmes.

### **Impact: monitoring and evaluation**

Understand the impact of perpetrator approaches and commissioned services supported by the Greater Manchester Domestic Abuse Perpetrator Quality, Learning and Assurance Board.

### **Develop a consistent Greater Manchester approach**

Develop an approach that is aligned to national models and will inform funding priorities and approaches from March 2025.

# Priority nine – Employers and employment

Alongside working with and asking employers to take further action to prevent and respond to gender-based violence, as an employer GMCA will also be reviewing the steps it can take as an organisation to support action to tackle the issue.

## Key aims:

- **More Greater Manchester employers to take meaningful action to prevent and eradicate gender-based violence.**
- **More Greater Manchester employers to support staff who are victims of gender-based violence and respond appropriately to perpetrators.**
- **Establish an employer-led initiative across systems and sectors to drive this with the public sector leading by example.**

## Themes:

### **GMCA as an employer**

Making a statement. Making the case.

### **Stakeholder Engagement Plan including engagement with employer organisations**

Work with leading employers in all 10 of the Greater Manchester boroughs who can help lead the way in tackling gender-based violence (one statutory, one private sector).

### **Establish an employer-led initiative**

### **Deliver a programme of coordinated employer engagement**

### **Strategic engagement and communications**

**Align gender-based violence approach with Greater Manchester priorities**

To include Greater Manchester Good Employment Charter and Greater Manchester Real Living Wage.

**Recognition of what good looks like**

To include in social value frameworks across Greater Manchester.

# Priority ten – Sex workers

## Key aims:

- Build on existing partnerships and increase reach wherever possible to keep people who sex work safe and improve outcomes.
- Ensure the diverse voice of sex workers is reflected in our delivery.
- Improve statutory service response to Sex Workers  
Understand scale and response required to online sex work in Greater Manchester.

## Themes:

### **Strengthening support and information sharing**

Build on strong partnerships and identify opportunities to build capacity in thematic/place-based support.

### **Increasing reach**

Support pilots in key boroughs across Greater Manchester and identify any specialist support required to groups with protected characteristics.

### **Lived experience and influencing change**

Ensure the diverse voices of sex workers is reflected in our policy design and service delivery.

### **Workforce and culture**

Work with statutory partners to upskill and improve the response to sex workers including adopting a trauma informed approach.

### **Victim-focused approach to reporting and investigating crime**

Work with GMP on support to sex workers reporting gender-based violence and engage with people who sex work to better understand and seek to remove barriers which prevent reporting.



### **Understanding and responding to online sex work in Greater Manchester**

Gather intelligence, understand need and develop a shared view and response.

This is a large and complex area and will be a key element of this priority.

### **Responsiveness to change**

Keeping up to date with developments that may affect sex work including technological changes, recognising that this can have positive effects (increasing safety and control) and negative in term of increasing opportunities for exploitation.

# Priority eleven – Children

Children have been identified as victims under the Domestic Abuse Act 2021 which recognises children as victims of domestic abuse if they “see, hear or otherwise experience the effects of abuse.”

## Key aims:

- **Ensure the voice of children and young people who have experienced gender-based violence is at the heart of our approach – listening to and learning from their experiences and insights.**
- **Recognise and work with existing Greater Manchester-wide children and young people workstreams to develop coordinated approaches to supporting children as victims, witnesses and perpetrators (intimate and familial).**
- **Work with our partners to identify our response as part of the wider Adverse Childhood Experiences work.**

## Themes:

### **Develop an evidence-led approach**

Understand the number of children affected by domestic violence, their needs and service provision to better inform future commissioning and delivery.

### **Early intervention**

Draw on best practice and evidence base to understand and develop a consistent early intervention response to prevent children and young people becoming perpetrators.

### **Develop a skilled trauma-informed workforce**

Aligned to existing work to support a consistent trauma informed workforce develop approach to support young people who are victims of abuse (and who may also be perpetrators).

# Priority twelve – Travel and transport

## Key aims:

- Help people to feel safe on the transport network whilst travelling through Greater Manchester
- Respond to gender-based violence concerns and build on what works.

## Themes:

### Partnership awareness

Promotion of the Greater Manchester TravelSafe Partnership as a known and trusted brand for safety to the public.

### Enhanced staff training

To include, for example, sexual harassment and vulnerability, active bystander intervention training for frontline staff.

### White Ribbon promotion

To demonstrate allyship with victims of gender-based violence.

### Safe Spaces

Explore the possibility of transport infrastructure becoming 'Safe Spaces' (this can be conceptually based on enhanced training rather than physical).

### Reporting and awareness

To include a focus on LiveChat and Help points.

### Funding

Explore funding opportunities to build on previous work through, for example, the Home Office Safer Streets Fund.

### **Campaigns and communication**

To include, for example, zero tolerance to sexual harassment, bystander intervention, darker nights, anti-social behaviour, reassurance (always on messages about CCTV monitoring, staff etc).

### **Infrastructure reviews**

To include lighting, CCTV etc.

### **Travel passes for vulnerable women and girls**

### **Free travel provision for voluntary groups e.g. Street Pastors**

# Priority thirteen – Greater Manchester-wide governance mechanisms

## Key aims:

- Work with partners across Greater Manchester to determine priorities for governance review and refresh.
- Finalise governance review of MARAC (Multi Agency Risk Assessment Conference).
- Develop consistent approaches to key pieces of work e.g. perpetrator approach.
- Evaluate Operation Encompass and implement the learning.

## Themes:

### Review of MARAC

Review of process and agreed approach across Greater Manchester.

### Perpetrator Framework

Development of Greater Manchester Perpetrator Framework & delivery mechanisms

### Consultation and active involvement of those working on perpetrator approaches

Need to ensure that a consistent evidence base aligned to national policy.

### Operation Encompass

Review and evaluation of the school's partnership programme.

### Governance framework

Development of a rolling programme of refresh/review establishment of governance framework for Greater Manchester gender-based violence.

**Responding to key policy changes**

To include emerging requirements of the Victims and Prisoners Act 2024, CPS Victim Transformation Programme, and national VAWG developments.

**Multi agency approach to continuous improvement, to include:**

Sharing learning and insights from Greater Manchester Domestic Abuse Related Death Reviews to improve practices linked to work with the Domestic Abuse; Commissioner on a local oversight pilot; Domestic Abuse Disclosure Scheme; DAPN/DAPO pilot implementation.

**Data and intelligence**

To ensure a consistent Greater Manchester view of need and impact.

# Priority fourteen – Men and boys

This priority is inclusive of all those who identify as boys or men, irrespective of the sex assigned to them at birth. It seeks to deliver a male survivor-centred, trauma-informed response to gender-based violence perpetrated against boys and men.

## Key aims:

- **Deliver services that recognise the distinct needs of male victims and survivors in Greater Manchester.**
- **Recognise that the rates of gender-based violence against men are significantly lower than those experienced by women but also recognise that men and boys should also have access to high-quality service provision.**
- **Support provision that improves reporting rates and seek to reduce the rates of victimisation and repeat victimisation that men and boys suffer.**

## Themes:

### **Domestic violence and abuse**

To include familial abuse.

### **Rape, sexual assault and sexual abuse**

To include both current and non-current forms of childhood sexual abuse and child sexual exploitation.

### **So called 'honour'-based abuse and violence**

To include forced marriage.

# Gender-Based Violence Delivery Plan – Looking ahead

This is a comprehensive delivery plan and we are keen that we focus available resources in the short term on these priority areas. However, in order to maintain momentum and to respond to ongoing changes at a national and local level it is necessary to provide a forward look.

The following commitments act as an agreed framework for consideration at the appropriate time:

1. Continue to work with the Lived Experience Panel to support their involvement with, and influence on, the delivery of the Gender-Based Violence Strategy to give meaning to the ambition to have 'lived experience' as central to our strategy.
2. Deliver a strategic needs assessment on gender-based violence which will act as the framework for our delivery over the next three to five years.
3. Deliver a multi-agency Greater Manchester Perpetrator Strategy to drive forward groundbreaking work with perpetrators to ensure the future safety and security victims and survivors.
4. Recognise the rise in technology-enabled abuse and explore any opportunities to keep our population safe from abuse through the benefits of technology.
5. Assess, continually develop, adapt and refresh our public engagement work and our campaigns.
6. Evaluate our education programme and determine future priorities in this area.
7. Continue to develop our close working relationship with GMP.
8. Work with the Probation Service to develop multi-agency approaches that seek to maximise our investments, avoid duplication and drive up quality of provision.
9. Develop a housing model of support for victims of gender-based violence that fits with the Housing First approach.



10. Work with the Good Employment Charter to develop an innovative approach to the involvement of employers in our work in delivering the strategy.
11. Work with Transport for Greater Manchester to promote and protect safety on public transport across Greater Manchester.
12. Ensure that the Gender-Based Violence Strategy continually re-iterates the importance of a trauma-informed approach across the public sector.
13. Foster 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.
14. Work with universities to enhance the safety of students both within the campus and education environment, as well as outside.

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# GREATER MANCHESTER'S PLAN FOR TACKLING GENDER-BASED VIOLENCE AGAINST MEN AND BOYS



# About the Authors

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## Contributors

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- Respect
- Salford Foundation
- Talk Listen Change
- Unlimited Potential
- We Are Survivors

# Introduction

In 2010, the Home Office launched its *Call to End Violence Against Women and Girls* (VAWG) with an ambitious strategy to tackle domestic abuse, sexual violence, so called ‘honour’ based violence and forced marriage (HM Government, 2010). In 2021, the Government refreshed this VAWG strategy, explaining that while it ‘focuses on women and girls, there is much more we all can do to support men and boys across a number of areas, including their safety’ (Home Office, 2021). In 2024, official responses to male victims of these same crimes remained tokenistic and confusing at best. Men who are victims and survivors of gender-based violence routinely have their experiences invalidated in government policy that treats them as an inconvenience within the Violence Against Women and Girls framework.

This sense of inconvenience was self-evident in the Home Office *Position Statement on Male Victims of Crimes Considered in the Cross-Government Strategy on Ending Violence Against Women and Girls* (VAWG) (Home Office, 2019) and its successor, *Supporting Male Victims*, which proclaimed that the VAWG acronym ‘should not negate the experiences of, or provisions for, male victims of these crimes’. (HM Government, 2022: 1). While professional practitioners and decision makers within criminal justice settings are now routinely reminded not to overlook male victims, in practice their actions often fall short of this standard. In 2023, the Domestic Abuse Commissioner<sup>1</sup> called for ‘coordinated and visible signposting for men’s support services across targeted agencies as well as ‘further research... into the specific services that male survivors want and need’. And yet, the National Police Chiefs’ Council (NPCC) 2024-2027 *Framework for Delivery* on rape and sexual assault, spoke only of the victimisation of women and girls (College of Policing, 2024). In short, the term, “*violence against women and girls’ is routinely used in criminal justice policy to cover crimes such as rape, sexual offences, domestic abuse, stalking, ‘honour’ based abuse, misgendering male victims before reincluding men and boys as an afterthought.*”

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<sup>1</sup> <https://domesticabusecommissioner.uk/blogs/our-support-for-male-victims/>

In the absence of a coherent national strategy that tackles gender-based violence against men and boys, Greater Manchester is taking a lead in launching its own. The Greater Manchester Gender-Based Violence Strategy 2021-2031 has a core focus on responding to the detrimental impacts of the many forms of violence against women and girls and speaks squarely to the need to change the behaviours of men who are responsible for perpetrating the bulk of that violence (GMCA, 2021). It also promised an approach that would be 'more inclusive' - to recognise 'that anyone can become a victim of gender-based violence' - and to deliver a plan to address the needs of male victims and survivors.

This document delivers on that commitment. Greater Manchester's leaders are committed to ensuring that all residents who have experienced sexual violence and domestic abuse have equitable opportunity to access support and want to do everything to keep people safe.

In January 2020, 'Britain's most prolific rapist' Reynard Sinaga was sentenced to a minimum of 30 years for committing 136 rapes against 48 men, with Greater Manchester Police holding evidence that over a 30-month period Sinaga raped over 200 men – the majority of whom identified as 'straight'. The case shone a spotlight on the considerable barriers men face in reporting experiences of victimisation, alongside how problematic the media reporting of the sexual abuse of men still is. This was also evident in reporting of the case of schoolteacher Rebecca Joynes, whose sexual abuse of two male pupils was depicted as 'having sex' at parties. Such misreporting impacts on the willingness of boys and men who are victims of gender-based violence to report it and seek support. It is critical that we learn from these cases and take steps to redress the barriers to seeking support that enable offenders to committed repeat abuses with impunity.

We know that there are many barriers to reporting and seeking support faced by victims of gender-based violence. These include the fear of not being believed, the fear of estrangement and social ostracism, lack of awareness of the support available, the continuing threat posed by perpetrators, and the inaccessibility of some service providers to different groups of service users. Expectations about masculinity - or what men should 'be able to handle' - and shame about appearing vulnerable can be obstacles to seeking support for men and boys who are victims; as is the fear of homophobic reactions from friends, colleagues, family, and

professionals; and the risk of being outed for those who are gay, bisexual, trans or gender queer. Like many female victims, some male victims will also be concerned about the consequences of disclosure, for example, where they share a tenancy with an abuser, are dependent on that person's income, or, where child contact arrangements might be challenged because of revelations about abuse: especially if counter accusations are made. It is important to recognise the complex nature of the power dynamics that infuse abusive relationships. These diminish the capacity of many victims to seek safety. The priority for service providers must always be on supporting victims, whatever their circumstances, and doing whatever is possible to recognise their specific needs.

We are fortunate to have some well-established and dedicated services for male victims and survivors in the city-region. The first ever Sexual Assault Referral Centre in the UK - St Mary's SARC - was established here in Greater Manchester. Every year, 10% of those that access the forensic medical examination and support services at St Mary's SARC are male. Likewise, the largest male survivor organisation in the UK, We Are Survivors, annually supports over 2,400 male survivors in their healing from sexual abuse and rape. We are fortunate also to have dedicated refuge provision for men in Greater Manchester. But we must do more. We know our service provision specifically for male victims of domestic abuse can appear to the public to be more locally based than centrally coordinated. Our provision for victims of 'honour' based abuse is still very much evolving and relies heavily on statutory service providers learning from a small number of organisations that provide specialist training for professionals and national helpline support to members of the public. We are committed to rectifying this.

It is critical that we further develop our provision for male victims of gender-based violence so that it delivers for all men and boys in the city-region. While there are key advantages of being pioneers in serving male victims, we should not underestimate the challenges professionals working in this arena face. Core among these challenges is the tendency for male *perpetrators* of gender-based violence to adopt 'victim narratives' and to use these to pursue forms of legal systems abuse in the criminal family courts. There are also additional challenges in working with men and boys who have suffered domestic abuse and/or child sexual abuse who later go on to *offend in response to unresolved trauma* in later life, as well as complexities in

dealing with adult male victims of domestic abuse who have *physically retaliated* against partners or who are in intimate relationships *where violence is routinely bi-directional*. If we wish to reduce prevalence rates of gender-based violence, interrupt cycles of violence, and prevent fatalities, it is critical that we do not shy away from these challenges or withhold professional support from those whose experiences transcend victim-offender binaries.

This plan extends the commitments made in the 2021 Greater Manchester Gender-Based Violence strategy, by committing to strengthening our provision for men and boys across three key areas.

- Domestic violence and abuse, including familial abuse.
- Rape, sexual assault and sexual abuse, including both current and non-current forms of childhood sexual abuse and child sexual exploitation.
- So called 'honour' based abuse and violence, including forced marriage.

The core aims of this plan are to:

- Reduce the number of men and boys who are exposed to gender-based violence annually.
- Encourage more boys and men who have suffered gender-based violence to come forward to receive help.
- Monitor the impact of our actions on the prevalence rates of domestic abuse, sexual violence and 'honour' based violence against boys and men in the city-region.
- Enable professional service providers to better recognise the signs of domestic, sexual, and 'honour' based abuse with respect to male victims.
- Ensure all agencies across Greater Manchester work closely together to deliver consistently high quality and accessible services to men and boys who are at risk of gender-based violence and/or dealing with its aftermath.

This plan is inclusive all those who identify as boys or men, irrespective of the sex assigned to them at birth. It seeks to deliver a male survivor-centred, trauma-informed response to gender-based violence perpetrated against boys and men.



Critically, it commits to a programme of service improvements that are responsive to the needs of male victims and which recognises that redressing the gender-based harms suffered by men and boys is both what these victims deserve and essential to making a city-region that is safe and inclusive for everyone. The plan is also conversant of the paucity of research on minority ethnic men's experiences of domestic and sexual abuse in the UK and the importance of anticipating service need in this area. It takes the position that gender-based violence is defined by abuses of power that follow from gendered expectations. It also recognises that these gendered expectations produce unhelpful responses to the vulnerabilities men encounter when victimised. It conceives power in relationships to be a multifaceted phenomenon spliced with intersections demarked by generation, economic disadvantage, and discrimination, including racism, disablism, homophobia, transphobia, and the routine failure to design and deliver services that meet the needs of people who are neurodivergent.

Our approaches to addressing the needs of men and boys as victims of gender-based violence will take full account of this complex intersectionality. GMCA is cognisant of the uneven research base that informs practice in this area. While we have drawn on the best possible sources, the literature on domestic abuse against men focusses more on comparing men's needs relative to those of women than in identifying best practice in terms of serving men of different ethnicities, with long term illnesses or disabilities, or in different age brackets. The literature on men's experiences of sexual violence is smaller still and predominantly North American, while what we know about men's experiences of forced marriage and 'honour' based abuse derives, with a few notable exceptions, from studies that were initially focussed on women and girls of South Asian heritage. It is therefore important that we continue to appraise the reach and responsivity of our own practice relative to the needs of the many prospective service user living in Greater Manchester. This will entail listening carefully to men and boys who identify as survivors, as well as canvassing views from those who have experienced gender-based violence, but who do consider themselves to have been victimised.

This plan for men and boys should be read as supplementing GMCA's (2021) *Gender-Based Violence Strategy 2021-2031* and set of commitments that will be delivered within the same timeframe. It also complements the Greater Manchester

*Greater Than Violence Strategy (2023) and the Police and Crime Plan: Standing Together 2022-2025.* It is conversant that rates of gender-based violence against men are generally lower than those experienced by women but stands firm in making commitments to deliver high quality service provision to all men who are victims; to improve reporting rates amongst male victims; and in seeking to reduce the rates of victimisation and repeat victimisation men and boys suffer.

In Greater Manchester we are committed to delivering professional services that recognise the distinct needs of male victims and survivors, as well as the features of abuse - and responses to it - that are also common features of women and girls' experiences.

# Male Victims of Domestic Abuse

## Scale and Nature of the Problem

While there are similarities between men and women's experiences of domestic abuse, the nature of the domestic abuse experienced by men, together with the barriers to support they face and the vulnerabilities that prolong their victimisation, are not identical. This is one, but not the only, reason why male victims of domestic abuse are under-represented in police statistics (Hester, 2013).

Lifetime prevalence rates of intimate partner violence suffered by adult men in the UK are typically a third to half those suffered by women, but they are not insubstantial. According to the Crime Survey of England and Wales, 9.1% of men aged 16 and over have ever experienced non-sexual domestic abuse from a partner or ex-partner. The Crime Survey of England and Wales suggests that 1.0% of men have suffered a domestic sexual assault in their lifetime; and 3.0% report being stalked by a partner, ex-partner, or family member at some point in their lifetimes. Men who self-describe as being 'long term sick' or as 'having a disability' tend to report higher than average rates of domestic abuse victimisation.

Indeed, in Greater Manchester we know that more than 1 in 4 of the 1500+ adult men who seek help for domestic abuse in the city-region each year have a disability. In the Northwest of England, 2.6% of men have experienced domestic abuse in the last year, equating to almost 29,000 men aged 16 and over in Greater Manchester. Though this is lower than figures for men nationally – the 2023 Crime Survey of England and Wales (CSEW) suggesting that 3.2% of men aged 16 and over have experienced domestic abuse in the last year (ONS 2023a) – it also reveals that most male victims in the city-region do not seek support for domestic abuse.

One reason why victims of domestic abuse do not always seek help has to do with the nature of the harms caused. The Crime Survey of England and Wales 2023 suggests that 'mental or emotional problems' are the most common consequences of suffering domestic abuse for men aged 16 and over.

<b>Physical effects</b>	<b>% of Men</b>
Any physical injury	22.2
Minor bruising or black eye	13.8
Scratches	10.8
Severe bruising or bleeding from cuts	2.8
Any other physical injury (including poisoning)	3.3

<b>Other effects</b>	<b>% of Men</b>
Any other effects	53.0
Mental or emotional problems	48.4
Stopped trusting people/difficulty in other relationships	18.2
Tried to kill self	6.5

*Source, ONS (2023b) Partner abuse in detail, England and Wales: year ending March 2023*

Only a minority of male victims (31%) in the UK seek medical attention after experiencing domestic abuse, while this is much more common for women (68.6%). One of the most common reasons (43.3%) victims give for not reporting domestic abuse is that they consider it too ‘trivial’. However, it is important to recognise that the impacts of domestic abuse victimisation can accumulate rapidly – as the table above illustrates - with those routinely abused becoming isolated, mentally unwell, and at enhanced risk of suicide. Men are much more likely to disclose experiences of domestic abuse to a friend, family member, neighbour, or colleague (67.9%) than to the police (18.4%) or health professional (6.4%). This makes it imperative that we work with the public to make them aware of the risks of harm that experiencing domestic abuse poses to men and boys and what they can do to help victims access support.

## **Domestic Homicide**

Domestic abuse is often a feature of the lives of men killed in domestic homicides by

both men and women, though there are also usually many other compounding risk factors. Between 2019 and 2021 35 men were recorded as being killed by partners or ex-partners in the UK (ONS, 2023a, March 2022 Dataset, Table 22). A further 69 men were killed by other family members over that two-year period. Over two thirds of domestic homicides against men involved being stabbed with a sharp instrument, whilst 3% of male homicide victims were strangled. The majority (62.5%) of men killed in domestic homicides are killed by male family members – most commonly fathers and stepfathers, sons, or stepsons to the victim. Most of those killed by partners or ex-partners are killed by women: 29 of the 33 domestic homicides perpetrated against men in the UK between 2019 and 2021 were perpetrated by women. Only one of these cases where the suspect a woman took place in Greater Manchester, and she was acquitted. Despite the ambiguities in the evidence contained within it, this case – as described below – underlines the importance of raising awareness among men about what domestic abuse and coercive control are and which services can be contacted to reduce the risks of harm escalating.

## **Case Study: Andrew<sup>2</sup>**

Andrew was a 49 year old man who died 13 days after being stabbed in the heart at a 'family party' in December 2018. The exact cause of Andrew's death has not been established, Andrew claiming not to remember how he came to be stabbed when interviewed by the police, and his partner, Gemma – a woman in her mid-thirties - claiming the injury was 'self-inflicted' and that Andrew had 'struggled with mental health issues and had previously threatened to kill himself'.

Gemma was acquitted of Andrew's murder after a three-week trial. Though neither Gemma nor Andrew had any criminal history regarding domestic abuse or other forms of violence, both were cocaine users, and he had a 25-year history of cannabis use. Andrew had been referred to drug and alcohol services for the latter, after an appointment with his GP in which he disclosed 'trouble in sleeping', but the offer of support was never taken up. At the time of his death, Andrew had moved into

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<sup>2</sup> <https://www.bolton.gov.uk/downloads/file/5971/domestic-homicide-review-andrew-executive-summary>

the house Gemma shared with her daughters, but there appears to be no record of concern recorded by Social Services regarding risks to the children with respect to either drug use or domestic abuse.

Gemma was to suggest that altercations between her and Andrew intensified in the context of their drug use, and evidence was retrieved from the couple's phones suggesting that their relationship was prone to 'bouts of verbal and physical abuse' as it became 'intense, volatile' and 'insecure'. Male friends of Andrew's had noted changes in his demeanour following altercations, a father and grandfather whom Gemma herself depicted as 'bubbly and very energetic and [who] would do anything for anyone' becoming 'really down'.

The couple, who were engaged at the time of Andrew's death, had a history of break-ups and reconciliations. Andrew had been injured in incidents the previous Christmas, when it seems he broke up with Gemma and 'pushed her' out of his house. Andrew had told a friend that Gemma had 'smashed up'; his house on one such occasion, and 'kicked his dog', and that on another she had 'stabbed him', though the veracity of some of this evidence was dismissed as 'hearsay' at Gemma's trial. She, nevertheless, admitted to having 'punched Andrew and kicked off because she was not happy about what she had found'. Andrew's friend, Ian, suggested that had Gemma had become more 'controlling' as their relationship resumed, and that Andrew, consequently spent less time with his friends.

There is no evidence to suggest that Gemma or Andrew perceived themselves as 'victims of domestic abuse' or 'coercive control'. The Domestic Homicide Review that further investigated what could be learnt from the case, also noted that there 'was no evidence that Andrew's friends recommended that he contact the police or an appropriate agency; nor that they contacted or looked for agencies themselves that could help Andrew'. It also noted that within Andrew's neighbourhood, the dedicated service for male victims was not 'not well promoted, with limited data regarding the scale of the problem' collated and shared between 'the police, public protection, GPs, statutory health agencies and third sector organisations.'

## The Needs of Men Abused by Partners

The needs of male victims of domestic abuse are rarely redressed in systematic ways by service providers. The UK does not have a dedicated professional service sector to meet the needs of male victims of domestic abuse. It has two main telephone helplines, hosted by Respect and the Mankind Initiative respectively. It is therefore critical that any new provision pays attention to what is known about male victims and the needs and problems with which they present.

Most of the academic research on this subject focusses primarily on the abuse suffered by straight men abused by women, not always with full acknowledgment of its limits with respect to LGBTQ+ populations. Studies of men who have contacted national helplines for victims of domestic abuse, together with studies of men who disclose experiences of domestic abuse to their doctors, suggest a need for service provision that recognises the gendered dimensions of domestic abuse for men as *men*. This is because many men are reluctant to identify as victims of domestic abuse. Hine et al. (2022) explain that most male callers to domestic abuse helplines require emotional support to come to terms with what has happened to them as well as practical advice, including signposting to other services.

A recurring problem among men living with domestic abuse is a need to find somewhere else to live, and the difficulties of doing so when childcare, mortgages and tenancies are shared with abusive partners. Other problems commonly reported by male victims of abuse commonly include fears for their own and their partners' mental health; their own and their partners alcohol consumption or illicit substance use; suicidal ideation; and the fear of becoming estranged or alienated from their children. For these reasons, most men who are victims of domestic abuse require information about what will happen if they contact the police, solicitors, or their doctor, and, in the first instance, most require that information to be offered in confidence (Hine et al, 2022).

The need for confidential services for male victims is also a product of the feelings of shame, fear, and emasculation many male victims report. It is not uncommon for men who have been abused to blame themselves. It is common for male victims to report to professionals that their partner justified abusing them because of their failures as men to provide financially for them, for being emotionally 'pathetic', or for

failing to perform (hetero)sexually (Westmarland and Burrell, 2024). Some domestic abuse against men revolves around the control of finances, or the turning of children, friends, and family against the victim. Some male victims suffer other forms of coercively controlling abuse, stalking behaviour, and malicious communications from current or former partners. While there is no offence of 'rape' against men perpetrated by women defined in English criminal law, some male victims are forced to penetrate abusive partners (Weare, 2021; Weare et al, 2024), and some suffer physical attacks on their genitalia (Bates and Weare, 2020). Sometimes men who seek support as victims of domestic abuse also disclose longer histories of trauma, dating back to their childhoods or previous relationships.

Despite the risks of harm to themselves and children, male victims are often hesitant about reaching out for support. Most are unclear about which services they can turn to and fearful of being ridiculed or disbelieved (Taylor et al, 2022). Seemingly, few male victims are keen to see their partners and ex-partners prosecuted for domestic abuse, often because they fear the impact of criminal justice or social services interventions on their children. Some men with histories of being domestically abused have described how they were treated, wrongfully, as suspects when the police were called (Westmarland et al, 2020). Others will disclose abuse that has been bi-directional, presenting challenges to criminal justice and safeguarding practices that assume clear victim-offender binaries (Machado et al, 2024).

## **Risks of Harm Within the Families of Abused Men**

Such police responses are not always without justification, however. One of the few attempts to capture the experiences of a representative (as opposed to self-selecting) sample men of who describe as victims of domestic abuse uncovered a small number of male victims who had also been serially abusive, as well as men who had retaliated against partners in relationships that could be characterised as 'mutually combative' (Gadd et al, 2003). In some circumstances where men become victims of domestic abuse, their own involvement in crime, together with failures to intervene effectively by statutory service providers, contributes to the decisions made by other family members to threaten or enact harm against them. In Greater Manchester, four men were killed in domestic homicides between March 2019 and



March 2021. Three of these four male victims of domestic homicides were killed by other men, none of whom were their partners.

## Case Study: Steven<sup>3</sup>

One recent example from Greater Manchester of a domestic homicide perpetrated by a man against a man, is the case of 'Steven'. Steven was stabbed by his teenage stepson, Roland, in circumstances the family considered to be exacerbated by the precarious housing situation that Steven had entered. Unable to afford the new bedroom tax, Steven moved in with Roland's mother, Karen.

The family thought that Steven's admissions to hospital with head injuries and his later attendance to see his GP when he complained of low mood were red flags for abuse and should have been recognised' as indicators of the risks of harm he faced. There was evidence in this case that Steven – a care leaver – had become a victim of a form of criminal exploitation known as 'cuckooing' as an adult, and that drugs were being sold and used in the premises where he lived, including the home he came to share with Karen and Roland.

Before his death, Steven had become 'more aggressive verbally and this escalated into physical abuse towards Karen on multiple occasions, prompting Roland's sister to ask the police to disclose if Steven had a history of domestic abuse. Before he murdered Steven, Roland had apparently 'attempted to intervene to protect his mother during some abusive incidents'. In turn, Roland's relationship with Steven deteriorated.

Roland identified as 'bisexual' and was of English Gypsy and Irish Traveller heritage. These cultural factors were thought to have increased the barriers Roland faced in accessing support, his mother having subjected him to homophobic abuse.

Seemingly 'no one outside the household had a clear picture of what was happening' in the family home, though Roland had been referred to Child and Adolescent Mental Health Services (CAMHS) following 'angry outbursts at school and at home'. Social

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<sup>3</sup> <https://homicide-review.homeoffice.gov.uk/download/64f73a3e95276467a6af2044>

Services had assessed Roland, but they did not identify any safeguarding needs. Steven was not known to any services as a victim of domestic abuse.

It is crucial to recognise, therefore, that reducing domestic homicides against men requires a strategy that *also* tackles violence perpetrated by male family members against each other, as well as a strategy to tackle violence by former and current partners, including women. It is also important to recognise that some men who are killed by female partners have been abusive themselves. This strategy takes notice of these features of domestic homicides and thus aligns with our strategy and service provision to redresses the behaviours of the perpetrators of domestic abuse, who are predominantly men.

## **Domestic abuse in the histories of criminal justice-involved young men**

Research conducted on a sample of 180 criminal justice-involved young men in Greater Manchester reveals that a majority (62.4%) have lived with domestic abuse at home and a disproportionate number (6.1%) have also been subject to sexual abuse (Gray et al, 2023). It is not uncommon for young men who have lived with domestic abuse as children to describe feelings of powerlessness, insecurity, and helplessness, which they seek to surmount as they get older. Some are left to live with abusive fathers when abused mothers seek refuge, and many do become angry when calls to the police or social services interventions fail to stop abuse perpetrated against them, their mothers, and their siblings. One of the complexities this produces is that young men who provide care and protection to other family members in the aftermath of violence in which they were victims, are also at risk of taking matters into their own hands, especially when adults who have endangered them return to their homes or neighbourhoods (Gadd et al, 2016).

## **Supporting Disclosure and Providing Support**

While there are male victims who only seek help in the aftermath of death threats or near lethal violence (Westmarland et al 2020), the bulk of the service demand encountered by helpline providers derives from men who have already coped alone on an enduring basis: men who are still living with abusive partners and who are

deeply unhappy and worried (Williamson et al, 2018). These male victims typically require support with housing, finances and debt, and advice about how they can separate safely from women without diminishing their role as fathers to their children. Some men and boys do need to be provided with safe accommodation and protection from abusive partners and/or extended family, though the scale of the demand for refuge provision is generally regarded as smaller than the need for refuge among female victims of domestic abuse (Hine et al, 2022).

Early intervention in cases where domestic abuse against men is suspected is crucial. Men who are living with domestic abuse as victims, together with those that report domestic abuse between other adults, need support with safety planning at the point of disclosure, as many do not return to helpline providers after the first contact. Williamson and colleagues' (2018) study of men reporting to doctors and sexual health clinics also reveals that practitioners who treat men suffering with depression and anxiety in the aftermath of domestic abuse (sometimes along with allied digestive or sexual health problems) need to anticipate that some will disclose having harmed their partners or recall having 'lashed out' unintentionally. Others will also report risks of harm to themselves and/or substance use to cope with the long term impacts of abuse. In all such instances, it is imperative that men who are victims are guided to appropriate support.

The risks of harm male victims disclose on first report can be difficult to navigate for service providers who need to balance a commitment to confidentiality with safeguarding obligations to children and vulnerable adults in the home, as well as the presenting client. These challenges make it imperative that those working with male victims have clear protocols for making referrals to social services, drug and alcohol services, housing providers, health visitors, and those who can provide mental health support and advice. They need also to be able to refer male victims who reveal that they too are at risk of being violent – whether because they have previously been so, or because they presently feel provoked – to services that can help them contain this risk. Services that make provision for male victims needs to anticipate that some victims will be men who are also street homeless, among whom some will have limited chances of securing social housing because of histories of involvement in crime or substance use problems. Others will need specialist legal advice to counter accusations made against them and the risk this poses in terms of

criminalisation or prohibition of contact with their children. This is a particularly difficult area in which to offer confidential support, as is providing help to men whose legal right to remain in the UK is dependent on remaining married to a partner who is abusing them.

## **Case Study: Sophie and Derrick**

Sophie self-referred onto Talk Listen Change's (TLC's) Women's Behaviour Change Programme after her children voiced that her abusive behaviour towards husband, Derrick, was negatively impacting them. Sophie would often insult Derrick, physically abuse him, coerce him into having sex, and make him leave the house when she wanted space. Before she met Derrick, Sophie was in a 15-year marriage which she stated was abusive.

The Women's Behaviour Change Programme is specifically designed for women who are worried that they are harming their partners. It comes with integrated support for the partner or ex-partner as TLC always centre those who have been harmed in their work. One-to-one sessions are delivered by a qualified practitioner for women. This practitioner helps women who have been abusive to reflect on and understand the root causes of these behaviours, challenging them to end unhealthy habits and work towards a safe non-abusive coexistence with their partners and/or ex-partners.

Sophie engaged in TLC's programme, developing skills and processes for when she needs space and conducting work on her bodily sensations. Meanwhile, Derrick accepted help from the Integrated Support Service (ISS) team at TLC. They helped him focus on safety planning and maintaining his mental health by using grounding techniques whenever he became 'triggered' by Sophie or traumatic events from his past. The support empowered Derrick to engage in sessions for as long as he wanted – which was just 10 minutes at first – until the therapeutic relationship developed sufficiently for him to hold lengthy conversations about his marriage and previous traumas.

Together, the Women's Behaviour Change Programme and Integrated Support Service helped Sophie and Derrick redevelop a relationship in ways that were safer, and in which Derrick was keen to support the change Sophie committed to.

## The Distinct Needs of Gay, Bisexual, Trans and Gender Queer (GBTQ+) Men

The needs of gay, bisexual, and trans men have often been overlooked in the literature on male victims, partly because their number has proved too small to generalise from in survey-based studies. Henderson's (2003) study remains one of the best estimates of domestic abuse among gay men's relationships in the UK. This research found prevalence rates of around 29%, but this estimate is not strictly comparable with the findings of the CSEW primarily because the samples involved were to some degree self-selecting: as they often must be with studies of LGBTQ+ populations. More generally, the construction of domestic abuse as a problem of power imbalances wedded to heteronormativity can make it harder for LGBTQ+ people to recognise gender-based violence when it becomes a feature of their own intimate relationships (Barnes and Donovan, 2018).

As with straight people, the domestic abuse LGBTQ+ people experience is inflected by issues to do with love, loyalty, infidelity, finances, and domesticity. However, gay, bisexual, and trans male victims also face distinct barriers both in fitting their experiences into dominant domestic abuse framings and in accessing services that can meet their needs. In Greater Manchester, it is estimated that 7% of men identify as LGBTQ+. In 2022, 14% of those adult men who sought support for domestic abuse from service providers in Greater Manchester identified as LGBTQ+.

### Case Study: Paul and Mark

Paul had been in a relationship with Mark for nearly five years. The couple had been living together for four years; since the time Mark was forced to 'come out' to his family and found himself at risk of becoming homeless.

Both Paul and Mark worked full-time in service industries. As Paul's job involved shiftwork the couple's relationship was often perceived by friends as being 'focused on the weekend'. Being involved in the gay scene and fully embracing the nightlife was a big part of both Paul and Mark's lives. Like many LGBTQ+ young adults, Paul and Mark's focus was on having fun.

Whilst not formally in an open relationship, both Paul and Mark were known to occasionally engage in ChemSex parties, with Paul more inclined to be the instigator in deciding whether to party in that way. Paul was often the one to get the invitations to ChemSex parties, whilst Mark would follow along. Once at the parties, Mark was usually very willing to participate in both chems and sex.

Following a heavy Chems weekend, Mark sometimes experienced brief episodes of depression on a come down. Paul found this difficult to manage. He described feeling more like Mark's 'carer' than his 'boyfriend' on some of these occasions. It was at these times that both Paul and Mark found their relationship difficult to manage. They would often get into heated arguments that could result in neither communicating with the other for days. On one such occasion, Paul threw and smashed a wine glass on the floor near Mark's foot.

Throughout the summer, both Paul's and Mark's involvement in ChemSex parties increased, as did their substance use. When Mark tested HIV+, Paul began attending ChemSex parties without him, though they also still attended some events together.

Some issues faced by LGBTQ+ men are also commonly experienced among younger groups of straight people whose relationships are not usually defined by cohabitation or shared property, as is presumed in much of the literature on domestic abuse. But others barriers to reporting are more specific to LGBTQ+ populations, including: the risk of being outed and associated risks of hate crime and/or being disowned by family; institutional forms of discrimination, including from the police; a related reluctance within some parts of the LGBTQ+ community to own the problem of domestic abuse; lesser legal protections with regard to property and finances in the event of separation for unmarried couples; the misgendering and dead-naming of trans people (referring to a transgender or non-binary person by a name they used prior to transitioning); the risk of an abusive partner blocking access to health care or treatments, especially among men who are medically transitioning; sexual health concerns and the risk of sexually transmitted infections; and the 'even greater dearth of help-seeking avenues for LGB and/or T partners who use 'abusive' behaviours in their relationships (Barnes and Donovan, 2018: 73).

For these reasons LGBTQ+ male victims tend to approach trusted friends or counselling or mental health support workers in the first instance and ‘do not in the main report their experiences to statutory services’ (ibid. 76). Carlisle and Withers’ (2023) survey of over 2000 LGBTQ+ people who had experienced domestic abuse reveals that over 70% of gay, bisexual, and trans male victims of domestic abuse had never sought support from a statutory service provider. Over half of these victims were unaware that there is any bespoke support available to them. The same study highlights that the few specialist support services for LGBTQ+ victims of domestic abuse are concentrated in London. The survey, commissioned by Galop, found that victims seeking support outside the capital, from services designed to meet the needs of women abused by men, often encountered professionals with ‘limited understanding about LGBTQ+ relationships.’ These service providers were often lacking ‘the specialised skills to safely and effectively respond to LGBTQ+ domestic abuse’ and working for organisations that were ‘largely inaccessible for much of the LGBTQ+ community’ (ibid.13). Trans, non-binary and gender-diverse survivors reported the highest level of concern about being mistreated by services that were not provided by and for LGBTQ+ survivors, though high levels of concern were also expressed by bisexual men, asexual/aromantic men, and pan/queer male survivors. As with all groups of victims and survivors, poor responses from professionals further isolate LGBTQ+ victims in ways that increase their vulnerability to abuse.

## **Changing the Story in Greater Manchester**

Regionally patchy provision is also an issue for all male victims of domestic abuse. We know from Westmarland and colleagues’ (2020) study of who calls the Respect’s Men’s Advice Line that while 8% of those who call or email live in the Northwest of England, the service’s client group is concentrated primarily in London and the Southeast. Ensuring all national provision for male victims of domestic abuse is accessible to men and boys living in Greater Manchester is a priority for GMCA, as is ensuring all national providers are kept up to date about the services on offer to male victims in the city-region.

If it is to establish Greater Manchester as a beacon of excellence in this area of support male victims of domestic abuse, GMCA will need to:

- Transcend the tokenistic responses to male victims - including trans and non-binary populations - in central government policy, on gender-based violence generally, and domestic abuse more specifically.
- Raise awareness of the problem of domestic abuse against men among the general population of Greater Manchester.
- Extend its housing reciprocal to ensure safe accommodation can be provided to men and boys who need it, wherever they live, while also giving due consideration, wherever possible, to moving perpetrators away from victims in the first instance.
- Ensure access to support services for men are proactively promoted among organisations servicing men from minority ethnic backgrounds.
- Signpost service provision in ways that help men and boys recognise when they have experienced domestic abuse.
- Ensure the full portfolio of its provision is easy to access and understand for male victims whose first search for help will typically begin online.
- Ensure all Violent Reduction Unit programmes are fully aligned with the Gender-Based Violence Strategy, and that the Greater Than Violence Strategy anticipates and identifies the specific factors that increase the risks of homicide men face at home from partners and other family members.
- Pay close attention to the findings of domestic homicide reviews as they relate to male victims, noting where earlier intervention would have made a difference.
- Work with national providers of men's helplines – RESPECT, Mankind Initiative - and specialist by and for LGBTQ+ providers, like Galop – to ensure they are best equipped to refer to service providers within GM.
- Learn from pioneering support services for male victims across the UK.<sup>4</sup>

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<sup>4</sup> Such as the Paul Lavelle Foundation, Leicester ([ADAM Project](#)), [Mankind Initiative](#).



## Preparing the Sector

To ensure the needs of male victims of domestic abuse are met within Greater Manchester, GMCA will invest in independent domestic violence advisors (IDVAs) that can specialise in supporting male victims and in meeting the needs of LGBTQ+ men. These new IDVAs will play a key role in signposting those services that can best support men who disclose domestic abuse victimisation and ensuring the different support services liaise with each other to enhance the safety of men and boys at risk of revictimization. Over the next six years our IDVAs will play a key role in upskilling the sector in GMCA. They will support GMCA in:

- Ensuring that commissioned services specifically for domestically abused men<sup>5</sup> serve the entire city-region.
- Maintaining an online directory of these services that signposts where male victims of gender-based violence can access support relevant to their needs.
- Raising awareness of domestic abuse among men among the city-region's many practitioner groups and equipping them to provide trauma-informed and trauma-responsive services from the first point of contact, in line with our commitment to deliver a Trauma-Responsive Greater Manchester.
- Ensuring the city-region's housing and homelessness strategy meets the needs of male victims of domestic abuse, including the provision of secure premises for those men at risk of serious forms of repeat victimisation, and protocols for requesting the relocation of perpetrators subject to Domestic Abuse Protection Orders and Stalking Protection Orders.
- Working with the sources of referral that are most trusted by male victims, primarily in the health service, including mental health services, as well as in the VSCE sector, to open up new pathways to support for men looking to disclose experiences of gender-based violence.

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<sup>5</sup> Currently, TDAS, Fortalice, Independent Choices and Stockport Without Abuse, Greater Manchester Law Centre, the LGBT Foundation, Manchester Women's Aid.

- Ensuring there is bespoke support available to men who are co-parenting with a partner or ex-partner who is known to be abusive.
- Establishing professional protocols for supporting male victims to enable information sharing between housing providers, the police, social services, schools and colleges, and other advice-giving services, including those specialist VCSE sector providers committed to providing services for men and boys, LGBTQ+ populations, people with disabilities, people with substance use issues, neurodiverse men and boys, and those with mental health problems.
- Working closely with Children Services across Greater Manchester to ensure that the needs of young men who have lived in families where there is domestic abuse and other risks of harm are identified as victims and supported accordingly.
- Working with Youth Services to identify young men at risk of taking matters into their own hands – including, but not exclusive to those cases where child-to-parent violence is reported - where statutory service providers have been unable to redress risks of domestic abuse to one or both of their parents or other adult carers.
- Working with the city-region's universities to underline the importance of providing accommodation to male students who are fearful of returning home to families where there is ongoing domestic abuse.
- Ensuring all emergency service providers are appraised of how national phone line operators manage risks of harm to self and others.
- Promoting understanding of the points at which disclosures are made to police and ambulance services, while underlining the importance of ensuring such calls are followed up by other support service subsequently.

## **Enhancing provision**

To reduce repeat domestic abuse victimisation among boys and men, GMCA will enhance the provision of therapeutic, advice, and advocacy services for male victims of domestic abuse by launching a new Male Victims Service Co-ordinator. This Male

Victims Service Co-ordinator will identify key agencies in the city-region with lead responsibility for:

- Safety planning with men who disclose domestic abuse. This will include working with the police, as well as social service providers, for men who are dependent on carers who present a risk of abuse to them<sup>6</sup>.
- Providing bespoke support to men and boys who are physically or learning disabled, suffering poor mental health, or who identify as neurodiverse.
- Providing a clear pathway of self-referral for young men who consider themselves to be living with a risk of domestic abuse at home.
- Providing enhanced parenting guidance and support services to young men who have lived with domestic abuse.
- Providing trauma-informed care to boys and young men who are brought into custody in cases where there is evidence of gender-based violence perpetrated by adult carers, and ensuring the best interests of the child are paramount in charging decisions.
- Proactively promoting support and therapeutic services to minority ethnic men and monitoring to check equivalence of outcomes with men from the ethnic majority population.

GMCA will:

- Develop and publish a directory of reputable organisations able to offer legal advice to men who are victims of domestic abuse, including those that can offer specialist advice on child contact arrangements and immigration status.
- Scope how far its service provision is also meeting the needs of men who are disabled, suffering from long term physical poor health, and/or have mental health problems.

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<sup>6</sup> Such as Silverline and Hourglass.

- Build on its reputation as a city-region that welcomes LGBTQ+ people, by extending support provision for LGBTQ+ victims and work with the LGBTQ+ sector to develop third party reporting mechanisms and interventions to challenge perpetrators who abuse LGBTQ+ men.
- Extend provision for female perpetrators of domestic abuse to all areas of the city-region.
- Review whether its service provision is adequately meeting the needs of men from minoritized communities, new migrants, and those with insecure immigration status.

# Male Victims of So-Called ‘Honour’ Based Abuse and Forced Marriage

## Why is ‘Honour’ Based Abuse So-Called?

Often referred to as so-called ‘honour’ based abuse and violence, or with scare quotes around ‘honour’, ‘honour’ based violence and abuse ‘refers to a broad range of violent and/or abusive behaviours that are carried out to protect, defend, or restore socially constructed notions of community, family or individual honour’ (Miles and Fox, 2023: 501). The use of the word ‘so-called’ is used to flag that, while perpetrators often justify the harms they have perpetrated as directed by cultural or religious principles that require compel them to defend familial honour, the substance of such claims-making has little basis in religious scripture (Gill and Mitra-Kahn, 2010).

The problem of ‘honour’ based abuse and violence is poorly understood by many service providers in the UK, not least because of the lack of a statutory definition and the failure of government to deliver on promises to collate data on its scale. In 2008, the UK government committed to collating ‘data to identify what service needs male victims may have, as early indications suggest they are different from women’s’ (Secretary of State, 2008. 4-5). Nevertheless, research and officially collected data on this subject remains limited, and much of what we know about the risks to men and boys follows on the back of studies and interventions to safeguard women and girls.

In the continued absence of coordinated national strategy to redress ‘honour’ based violence and abuse, GMCA will deliver a strategy to tackle ‘honour’ based violence for everyone in Greater Manchester. GMCA’s position is that it is crucial that strategies to tackle the risks and impacts of so-called ‘honour’ based abuse and forced marriages on boys and men are developed in tandem with strategies to safeguard women and girls, the perpetration and organisation of these harms often emanating within family networks and across generations.

## Who are the Victims and Perpetrators?

Crown Prosecution Service data suggests that around 30% of prosecutions for offences involving 'honour' based violence pertain to male victims (Bates, 2019). Likewise, the Forced Marriage Unit has consistently noted that around 20% of forced marriage victims are men (Idris, 2022). GMCA's own scoping exercise on *So-called 'honour' based abuse, forced marriage, and female genital mutilation* in Greater Manchester, conducted in 2024, revealed that our current service providers regard themselves as providing inadequate support to male victims, children and young people, and victims with no recourse to public funds (NRPF) (Khan et al, 2024). We are committed to redressing this.

While there is much evidence to suggest that the problem of 'honour' based abuse across the UK and within Greater Manchester specifically is concentrated among South Asian populations, it is certainly not exclusive to them. Recent cases investigated by the police in the UK have also included white populations, including those who identify as Christian, the children of parents with far-right affiliations, as well as European citizens and gypsy and traveller populations. In Greater Manchester, around half of the 168 male victims of so-called 'honour' based abuse identified by the police between 2019 and 2024, were Asian. 15% were white and 5% were black. Ethnicity was not recorded in 23% of cases and recorded as 'other' in 5% of cases, suggesting additional vulnerabilities among those populations who are not part of established minority ethnic groups. Because there is not a discrete crime of 'honour' based violence defined in legislation in the UK, most instances will be classified as victims of 'violence without injury' or victims of 'stalking and harassment' upon report to the police, though some male victims will also be recorded as victims of multiple crimes, including theft, criminal damage burglary, rape, and other sexual offences.

Research shows that most 'honour' based violence is perpetrated by men who consider themselves to hold authority in their communities (Idris, 2019). When men commit crimes of 'honour' base abuse they often act in collaboration with other family members, sometimes including mothers and mothers-in-laws of the victim, as well as aunts, brothers, uncles, and grandparents (Bates, 2018). Typically, this abuse takes the form of controlling behaviour and blackmail, but can yield to stalking,

physical assaults and beatings, false imprisonment and kidnappings, and sometimes lethal violence. Among young men who have contravened 'honour' based expectations - by having relationships with white women or women deemed of inappropriate class or caste, having intimate relationships with men, participating in crime, or engaging in alcohol consumption or illicit drug use - some risk being physically punished or being sent to their parents or grandparents' countries of origin to 'straighten them out' (Idriss, 2022). In Greater Manchester over a quarter of male victims of so called 'honour' based abuse known to the police are children, and a further quarter are young adults, aged 18-25.

There have been cases where young men have been duped into making such journeys, unwittingly under the influence of drugs or under false pretences, only to find themselves coerced into marriages on arrival (Dutt, 2019). Among white British nationals, there have also been cases of young men being coerced into 'doing the decent thing' (i.e., marrying women they have gotten pregnant to maintain family honour), as well as of men being forced to sexually consummate marriages they did not freely consent to (Chantler, 2019; Clawson, 2019). In these cases, it is often women who are first identified by the police or social services as the primary victims, with men who are co-victims erroneously suspected of being their abusers.

## **Case Study: Peros**

Peros is a 36-year-old Kurdish Iraqi migrant who was forced into an arranged marriage with a close family member. After being involved in an 'extra marital affair', his wife's father and two brothers perpetrated a horrific campaign of torture and humiliation against him: setting his legs on fire, causing first degree burns to his thighs, and using instruments to manually remove his genitals causing him incontinence, difficulties walking and enduring pain. Whilst he has done his best to cut all ties and connection with his family back at home, Peros now lives in fear of further repercussions, struggles to sleep and lives with recurrent nightmares and flashbacks.

Once in the UK, and placed in a local hotel housing migrants, Peros was referred into Lingua GM who undertook an assessment in his first language with a trained and qualified practitioner. A plan of support was developed. Through therapy, Peros

was helped to build a relationship with his support worker and then disclose the acute medical issues his torture inflicted on him. The Lingua GM worker was able to get Peros' immediate medical needs attended to, also securing him access to ongoing specialist support to address his trauma.

## **Forced Marriage as a form of 'Honour' Based Violence**

Forced marriage was outlawed in the UK over a decade ago under the Anti-Social Behaviour, Crime and Policing Act 2014. It is a form of 'honour' based violence in which one or both parties are coerced – sometimes with the threat of assault, estrangement, or public shaming. Victims can be forced into marriage to prevent them from marrying partners deemed unsuitable, or to cement family ties abroad. Perpetrators who are parents sometimes force their adult children into marriages in the expectation that it will prevent sons or daughters identifying as LGBTQ+, or to secure carers for adult children who are physically or learning disabled, or to provide care to the older family members who are the perpetrators of 'honour' based violence themselves (Idris, 2022). Some men are subjected to 'honour' based violence for refusing to enter marriages that have been 'arranged' for them. Refugee and asylum seeker couples who have fled places where their marriages were disapproved of can find themselves subject to 'honour' based violence in the UK, as well as when they return their countries of origin, whether for social events, or because they are required by the British government to do so (Mosawi,2019).

## **The Harms of 'Honour' Based Violence**

In turn, victims of 'honour' violence and forced marriage can feel trapped and socially isolated – male victims often renouncing their faith (Karma Nirvana 2023). Many suffer severe harms akin to post-traumatic stress disorders and become at increased risk of suicide and self-harm. Typically, victims of 'honour' based violence are at higher risks of repeat victimisation, high harm, and homicide than other victims of gender-based violence, not least because they endure abuse from multiple perpetrators and have fewer people to turn to for support within their own families (SafeLives, 2018).



Male victims of 'honour' based violence often struggle to see themselves as victims, even though there is some evidence to suggest that they are at greater risk of physical assault than female victims. Among heterosexual male victims this can be because assaults are targeted to send a message to female intimate partners who are regarded as bringing the family's honour into disrepute.

'Honour' based violence is also used to punish gay, bisexual, and trans men whose sexualities and gender identities are regarded by perpetrators as dishonouring the family. In turn, some abusive family members may offer to 'forgive' gay, bisexual, or trans men for transgressing their heterosexist expectations if they agree to 'arranged' marriages. Such abuse, which is often presented as care, has parallels with the pressures to marry some men with learning disabilities are subjected to. In these cases, parents might coerce or cajole their son into marriage to ensure he is cared for after their death, or to secure carers for themselves. People from overseas who are forced into marriages with UK citizens can find themselves living in domestic servitude, with very limited recourse to law given the risks of deportation they face if they report to the police (Idris, 2019).

## **Key Actions**

To improve the criminal justice response to 'honour' based violence and abuse, GMCA will:

- Establish a working definition of so-called 'honour' based violence for use across all Greater Manchester service providers and join the calls for the government to establish a statutory definition that includes male victims.
- Require statutory service providers to systematically collect data on occurrences of forced marriage and 'honour' based violence consistent with our new definition, and analyse referrals and outcomes data according to gender, age, sexual orientation, disability, ethnicity, and faith.
- Establish a 'by and for' 'honour' based violence advisory group that can help upskill existing service providers in the statutory and VCSE sector. This will include making sure all Independent Domestic Abuse Advisers understand the specific safety needs of male victims of 'honour' based' violence and forced marriage.

- Commission the development of a detailed 'journey map' that documents male victims' experiences of so-called 'honour' based violence and forced marriage, from pre-police contact through the justice system to post release of the offenders.

GMCA will also work conjointly with Greater Manchester Police and Social Services to:

- Develop a programme of training and learning from best practice that helps frontline officers, teachers and social workers identify 'honour' based abuse, understand how it can be compounded by racial trauma and discrimination, and develop confidence and competence in responding effectively to its various forms. This will include in-person and refresher elements, with mentoring made available for professionals dealing with cases of so-called 'honour' based abuse.
- Raise awareness of how civil remedies and provisions in domestic abuse, forced marriage and modern slavery legislation can be used in tandem to combat 'honour' based violence.<sup>7</sup>
- Ensure risk assessment tools relating to Gender-Based Violence, anticipate the risks of harm faced by male victims of 'honour' based violence.
- Promote a firewall between immigration services and law enforcement, so that those with insecure immigration status are not deterred from seeking protection.
- Review the protocols used by all statutory and VCSE service providers, including those in educational and health settings, for reporting concerns to the police when persons considered at risk of 'honour' based violence fail to attend or go missing.
- Establish common risk assessment protocols for victims at risk of 'honour' based abuse. It is critical that these extend investigations triggered by

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<sup>7</sup> See, for example, <https://www.nottingham.ac.uk/research/groups/mymarriagechoice/>)

revelations of risks of harm to female victims to partners, cousins, and siblings, including similarly vulnerable male relatives.

To improve the quality of responses to victims of forced marriage and so called 'honour' based violence across the city-region, GMCA will:

- Publicise the support services of specialist national service providers, Karma Nirvana and the Elm, and actively promote them in campaign materials addressed to minoritized communities and asylum seeking and refugee populations. This will include the provision of targeted awareness raising in schools and healthcare settings.
- Develop online resources to help boys and young men to identify the risks of 'honour' based violence, abuse and forced marriage to themselves and to their siblings with clear instructions as to how and where safe disclosures can be made to professionals with safeguarding skills.
- Support the Proud Trust to develop awareness among parents of the needs of teenagers and young adults coming out as LGBTQ+.
- Engage providers of services for physically and learning-disabled people to ensure they are aware of the risks of 'honour based' abuse and forced marriage among men and boys from minoritized communities.
- Raise awareness among doctors and those providing sexual and mental health services specifically for men and boys that they are often the only professional point of contact for victims of 'honour' based abuse.
- Ensure all suppliers of translation services in criminal justice and safeguarding contexts understand what so-called 'honour' based abuse is and are alert to barriers to disclosure.
- Support the provision of awareness raising materials within schools, colleges, and universities to signpost services for young people at risk of 'honour' based abuse.
- Ensure our schools, colleges and universities are aware of the need to protect the confidences of boys and young men at risk of honour based violence and

forced marriage and offer to support them in securing accommodation when returning to their families involves a risk of harm.

- Re-assess its safe accommodation provision to ensure there are sufficient places of sanctuary for male victims of 'honour' based abuse. We will ensure this housing provision is fit for purpose to deliver the emotional, legal, and practical support can male victims of 'honour' based violence and abuse require.
- Provide translators with linguistic and cultural competency to work alongside professionals supporting victims of 'honour' based violence, together with training and guidance on managing disclosures among those at risk of 'honour' based abuse and/or unfamiliar with UK criminal justice and safeguarding processes.
- Ensure our provision for victims of so-called 'honour' based violence and other forms of gender-based violence are properly signposted online and by service providers working with minority ethnic groups, new arrivals to Greater Manchester, those with insecure immigration status and people with no recourse to public funds.
- Work with the clergy, border force and the police stationed at Manchester Airport to support safe disclosure processes for passengers at imminent risk of being forced into marriage.

# Male Victims of Rape and Sexual Assault

## Scale of Sexual Abuse Against Men

The sexual abuse of men is one of the most under reported crimes worldwide, attributed to the overwhelming challenges victims face in coming forward to report. This under reporting translates into a lack of societal awareness and knowledge of the physical and psychological impact of sexual assaults on male victims, otherwise known as the 'legacy of abuse' (Lew, 2004). The lack of research in this field further compounds the silence that renders many male victims hesitant to seek support following experiences of sexual trauma (Sorsoli et al, 2008).

Statistics show that in the year ending June 2024, Greater Manchester Police (GMP) recorded 9,904 offences of rape and sexual assault, of which 1,836 (one in five) related to male victims.

In Greater Manchester, the average time taken by male victims to report sexual assault to police is four years and less than 4% of reports result in a charge.

According to the Crime Survey of England and Wales, in the year ending 2022, 275,000 men aged 16 years and over had suffered an actual or attempted sexual assault in the previous twelve months (ONS, 2023c). Over one in a hundred adult men experience a sexual assault each year in England and Wales. One in four adults sexually assaulted in the UK each year identify as men. Over the adult life course, currently around 5.7% of men in England and Wales become victims of sexual assault, most of whom are aged 16-24 at the time (ONS, 2021). 86% of perpetrators are male. Over 40% of sexual assaults suffered by adult men are perpetrated by strangers. Around a third of sexual assaults on adult men are perpetrated by friends and acquaintances. Around a quarter of sexual assaults on adult men are perpetrated by partners and ex-partners. Around one in ten rapes reported to the police and one in seven sexual assaults are against male victims (ONS, 2023c).

Some men are also sexually abused as children. 3.5% of boys become victims of child sexual abuse before they turn 16 (ONS, 2020), though a larger proportion of

teenage boys – 5% - report having been sexually violated (Popham and Teager, 2023). One in four victims of child sexual abuse are men. Male victims of child sexual abuse routinely experience other forms of physical and emotional abuse at home, including exposure to domestic abuse between their parents or other adult family members. Over 70% of child sex abusers are people known to their victims, and over 80% are men. Boys are generally more likely to be abused by people in occupational positions of trust or authority, compounding the challenges of getting men to seek professional help and support at all stages of the life course.

## Barriers to Reporting

For the 12 months ending June 2023, Greater Manchester Police recorded 11,805 offences of rape and sexual assault, of which 1965 – 1 in 6 – related to male victims. St Mary's Sexual Assault Referral Centre (SARC) receives over 1000 referrals each year. Between April 2019 and March 2021 8.4% of adult referrals were male whilst 15.4% of child clients were male (Majeed-Ariss et al, 2023). This suggests that the male victims of sexual assault that attend SARC are disproportionately boys and that adult men are much more reluctant than adult women to engage with a SARC following sexual assault.

Before they disclose sexual abuse, boys and men must overcome many barriers. Research has long revealed the role of shame, stigma, institutional and societal homophobia, and a sense of emasculation in keeping men silent about sexual abuse (Etherington, 1995, King et al, 1992; West et al, 1992), though it is important to recognise that what masculinity means to individual men varies considerably. For male victims who are being abused by a partner or ex-partner there can be a reluctance to name abuse *as abuse*, together with concomitant dangers entailed in making disclosures. For straight men, hesitancy to disclose can also be compounded by the belief that they should be physically stronger than women and hence should have been able to stop the assault (Bates and Weare, 2020). Victims of sexual abuse who have been forced to penetrate by a partner often struggle to name and label their experiences as abuse, especially if it has caused them to be aroused, and can encounter confusing responses from professionals unfamiliar with the vagaries of law in this area (Weare et al, 2024).

For gay men, there can be a fear of being outed as well as the anticipation of being blamed by those to whom they have come out for having invited the abuse on themselves. For straight and LGBTQ+ populations engaged in ChemSex, there can be distinct challenges in evidencing that they were made to have sex without their consent, difficulties with coming to terms with partial memory loss or not knowing what happened when consciousness was lost, and the risk of HIV and other sexual transmitted diseases to contend with (Atkins, 2023)

Research on minority ethnic men's access to therapy suggests that across the UK men from 'Bangladeshi', 'Pakistani' 'Mixed White' and 'Black Caribbean' ethnic groups, and 'Other' 'catch-all' minority ethnic groups, have worse outcomes than 'White British' populations and tend also to have to wait longer for access to services, despite presenting with greater symptom severity (NCCMH, 2023). Men from racially minoritized populations will often discover that mainstream health services, specialist sexual health services and LGBTQ+ services have not been conceived with them in mind (Meyer, 2022). Men who have suffered racist forms of discrimination that cast them as sexually predatory are often particularly reluctant to disclose to law enforcement through fear of becoming criminalised (Gill and Begum, 2023; Gil and Khan, 2023). Black, South Asian, and Muslim men in the UK have long been subject to this form of stereotyping, as increasingly, are the trans population (Flores et al, 2021; Javaid, 2018). Where victims remain in continuing contact with perpetrators, either because they are dependent on them, or they are former or current intimate partners, or colleagues and acquaintances, sexual abuse can form part of a pattern of coercive control that is accompanied by the threat of re-victimization, physical violence, harassment, and malicious accusation.

ONS (2021) data suggests that less than a third of male victims of sexual assault have ever told anyone about what happened to them. Only one in five male victims report to the police. In Greater Manchester we know that the average time taken by male victims to report to the police following a sexual assault is 9.5 years - and that only 5.9% of reports result in a suspect being charged. International research suggests that men who are abused as children by professionals in positions of trust can take considerably longer to disclose (Easton et al, 2014). In the UK, male sexual assault survivors are generally three times more likely to tell a family member, friend, or colleague than they are to report to the police (ONS, 2021).

Reporting rates to doctors are also very low among boys and men who have been sexually assaulted in England and Wales. Only 21% of male victims of sexual assault have ever disclosed to a health professional. More commonly, male victims of unwanted sexual experiences seek support for trauma, depression, anxiety and drug misuse without disclosing their victimisation (Male Survivors Partnership, 2023; O'Leary et al, 2017). Younger groups of men who are victims will sometimes be known to service providers as children who have had undefined 'adverse childhood experiences.'

## **Impacts of Abuse and Non-Disclosure**

One consequence of these low levels of reporting is that the trauma of sexual assault is compounded by secrecy. Most male victims will contend alone with the long term impacts of sexual assault. These impacts include fear, anger, terror and self-blame, self-loathing, physical injury, sexual dysfunction, sexually transmitted infections and diseases, and difficulties with building close relationships. Survivors of sexual violence are vulnerable to a range of mental health problems, including common but nonetheless distressing mental health difficulties like anxiety and depression, as well as more acute conditions typically diagnosed as disordered eating, psychosis, and personality disorders (Hartill and Green, 2023; Varese et al, 2012). When sexual abuse is shrouded in secrecy, some men struggle to sustain positive relationships with their families, drop out of their studies, or struggle to deliver on work commitments. Some survivors become overly reliant on substance use to cope with emotional problems. The very high proportion of men in the prison population with experiences of sexual abuse is a partially derivative of this tendency to self-medicate. The rage survivors who have had limited support sometimes exhibit also contributes to their high levels of criminalisation. Rates of sexual abuse victimisation are also known to be very high among the convicted sex offender population, though it is important to note that most boys and men who are sexually abused never commit sexual offences and many male victims are acutely concerned about the dangers of perpetuating a cycle of abuse (Drury et al, 2019).



## Case Study: Christian

I4YPC was contacted by the Assistant Headteacher of a school, seeking advice and engagement of extra support for Christian, a Year 10 pupil who had displayed inappropriate behaviour in Year 7. Concern in the school was growing for Christian's wellbeing and those of other pupils he was in regular contact with.

The school had put Christian into isolation and informed his mother of potential further removal from the classroom and all responses were punitive. No formal assessment of his psychological or emotional needs appeared to take place whilst his behaviour continued to escalate to an incident of physical and inappropriate touching with a peer; then later displays of harmful sexual behaviour.

I4YPC met with Christian in the school and later in the organisation's creative hub at MediaCityUK. The work undertaken to support Christian to express himself in a safe way identified the incidences of harmful sexual behaviour were not isolated and so I4YPC carried out safeguarding process which also included safeguarding Christian from further harms.

It was discovered Christian spent a lot of time gaming online. He disclosed having had 'virtual sex' with girls in online forums. This was of concern to the I4YPC team.

Through engaging Christian in creative activities, I4YPC were able to get Christian to think more about his behaviour and to consider undertaking a mechanics course one day a week to supplement his education. Christian then began to 'safely' share his own experiences of trauma with I4YPC workers. Their informal and targeted mentoring service gave Christian a solid foundation to build trust with adults and to reduce the dangers he presented to other pupils.

## A Pioneering Response

In Greater Manchester we are fortunate to be home to We Are Survivors (formally Survivors Manchester) which is one of only five male specific sexual violence organisations in the UK. This pioneering charity founded in 2009 to support male victims of sexual abuse, rape and sexual exploitation has grown to supporting over 2,500 men every year, both in the community and across the region's prison estate.

The services We Are Survivors currently provide are based on a trauma informed and responsive framework (Herman, 1992). These include:

- Online, digital and telephone support.
- In-person drop-In support.
- Community Building support
- 1:1 Trauma Informed Therapy that is NHS IAPT/Talking Therapies compliant.
- Group and Facilitated Peer-Support activities.
- Access to Independent Sexual Violence Advisors.
- Prison based therapy and groupwork.

We Are Survivors also provides training - including to Greater Manchester Police and three Greater Manchester Universities - and consultancy to the GMCA, the Ministry of Justice, the Home Office, and NHS England, as well as evidence to the government's End-to-End Rape Review. In collaboration with the NHS and HMPPS, We Are Survivors has developed the first ever service for prisoner-survivors in UK prisons, providing trauma responsive talking therapy to those serving custodial sentences in the North-West of England.

GMCA are committed to supporting the work of We Are Survivors, ensuring the continuation of bespoke services for male victims of sexual abuse and enabling the VSCE sector in Greater Manchester to play a leading role in reshaping the national agenda. Over the next ten years, GMCA will seek to further develop the provision for male victims of sexual abuse in five key areas: supporting survivors, raising public awareness; reducing barriers to disclosure; improving the criminal justice response and early intervention.

## **Supporting Survivors**

While Greater Manchester has a distinctive history of advocating for the rights of LGBTQ+ people, few of its VCSE organisations are focussed on addressing the needs of male victims of sexual assault. Likewise, children and young people can find it particularly difficult to reach out to services that deal with the kinds of complex problems often only disclosed by adults (Durham, 2003). And we know that there are

many hard-to-reach contexts in which young men become vulnerable to sexual abuse and grooming behaviours. Young men are particularly vulnerable to sexual abuse and exploitation within criminal enterprises and paramilitary groups that service illicit drug markets (Bringedal Houge, 2014; Montgomery-Devlin, 2020); within institutional care and among children who have a parent in prison (Fox, 2016) and within young offenders' institutes (YOI) prisons and remand centres (Howard League of Penal Reform. 2014; McKie et al, 2021).

In Greater Manchester we are committed to providing trauma informed services to support all men and boys who have suffered rape, sexual assault and sexual exploitation. This includes some of the most socially excluded groups of men and boys living in the region. Given the risks of sexual assault within prison, it is a source of concern to us in Greater Manchester that young male asylum seekers in the UK have been detained in British prisons whose primary function is to house incarcerated sex offenders. Refugee and asylum seeker populations will often include men and boys who have been subject to sexual abuse in the context of war and torture, or who have been forced to witness rapes perpetrated against their mothers, sisters, and partners (Sadler et al, 2021). Men from faith based communities will face barriers to disclosure, particularly where abuse has been perpetrated in clandestine contexts, as will men who have sex with men who are not publicly out as 'gay'.

In Greater Manchester we are committed to delivering a trauma-informed response to male victims of sexual assault, as well as those who are subject to the widening range of image based forms of sexual abuse (McClynn et al, 2021). Over the next two years, we will:

- Review the extent to which our current support services are meeting the needs of the various populations of men and boys in Greater Manchester, ensuring the services we provide accessible to as wide a range of demographic groups as possible. We will examine the respective profiles of the male victim populations reporting to the police, St Mary's SARC and We Are Survivors to identify gaps in our service provision.

- Consult with communities that are not accessing our current services and work with men and boys from those communities to ensure our current provision adjusts to meet their needs.
- Explore with Greater Manchester Probation Service and Youth Offending Teams how best to extend the reach of the OUT Spoken programme for prisoners who are also sexual assault survivors to men who are serving community sentences or released on license.
- Guarantee men and boys who report a sexual assault to the police be offered an assessment for trauma informed support within 10 working days of making that report.
- Work with the VCSE sector to establish a portfolio of services for the different groups of men who face barriers to seeking support. These include: men who have sex with men; victims of child sexual abuse; men in coercive relationships with women; men who identify as gay, bisexual, gender queer and/or trans; men who are victims of drink-spiking; men who have been abused in institutional settings, such as care homes, schools, sports clubs and places of worship; and men with criminal histories, including those in custody or implicated in drug-dealing; men who use illicit substances and/or who live with partners who are substance dependent; and men and boys who are under investigation for or convicted of committing sexual offences.

## **Raising Public Awareness**

Supporting survivors will not in and of itself reduce the incidence of sexual assaults suffered by men and boys in Greater Manchester. Academic research suggests that myths about male rape and misunderstandings about how it is defined in law proliferate in the general population, particularly among students (Javaid, 2017a). Given how important the initial reactions of those to whom survivors disclose are, it is imperative that we raise awareness in Greater Manchester about the nature of sexual abuse experienced by men and boys, the importance of believing survivors when they disclose, and the different forms of support victims and survivors can access.

To increase understanding of the needs of men and boys who have been sexually assaulted we will:

- Launch a new public awareness campaign, signposting the support services available to men and boys, and raising awareness among friends and family members about how they too can support male victims and survivors.
- Develop materials to draw attention to the risks of online harms facing boys and young men, including through gaming, dating applications, and pornography websites.
- Undertake a programme of engagement in our secondary schools, further education colleges and five higher education institutions utilising the *Ripped* drama and film and associated learning programme to bolster understanding of the needs of male survivors and the challenges they face in breaking their silence.
- Work in partnership with the business sector, especially the night-time economy, to draw attention to how best to safeguard male survivors and report concerns about those who present a risk of harm to others.

## **Reducing Barriers to Disclosure**

In all our materials we will seek to educate men and boys about reporting to Sexual Assault Referrals Centres, where emergency medical care can be offered alongside the forensic medical examinations needed to capture evidence that can be used to prosecute perpetrators. We will also promote the range of confidential and specialist support services available to men and boys offered by We Are Survivors. We will do all we can to reduce the barriers to disclosing sexual assaults and abuse suffered by men and boys. This will entail:

- Making sure the implementation of the 'Right Care, Right Person' strategy embodies a gendered lens that is sensitive to the needs of men who have experienced gender-based violence and/or who are living with the trauma of its aftermath.
- Ensuring the services available to all victims at SARC are specifically promoted to men and boys in all healthcare settings including GP surgeries,

community pharmacies, accident and emergency wards, and sexual health clinics.

- Raising awareness among professionals of the high prevalence of sexual assault and abuse among men who present with substance use, mental health issues, adverse childhood experiences, or problems with attention, anger, or violence
- Promoting a culture of professional curiosity that encourages all city-region professionals to ask men and boys if they have experienced ‘unwanted sexual experiences’ that amount to sexual assaults and abuse.
- Providing training and support materials to NHS and VSCE organisations regarding the needs of male survivors and support services for them.
- Ensuring those providing services for substance users, men and boys with mental and/or sexual health problems, and men and boys at risk of suicide and self-harm are upskilled in anticipating disclosures from male victims.
- Targeting awareness raising activities towards populations at high risk of sexual exploitation, i.e. male care leavers, young men entering or leaving the prison estate, men with learning difficulties and mental health problems, boys and men with physical and/or learning disabilities, those at risk of ‘cuckooing’, being harassed by criminal gangs, or implicated in county lines drug dealing.
- Developing screening tools in sexual health clinics across Greater Manchester to identify and clarify the support needs of male victims of sexual abuse.
- Clarifying service pathways within health contexts that are non-judgemental with respect to so-called ‘risky’ behaviours, such as ChemSex, and conducive to providing a culture of care and education to men and boys.

## **Improving the Criminal Justice Response**

Research with both police and prison officers in the UK reveals limited understandings of the law on sexual assaults against men in the UK, as well a reluctance to offer support to victims (Brown et al, 2022; Javid, 2017b). There is an urgent need to enhance professional understandings of the needs of male victims of

sexual abuse in criminal justice contexts. This includes the need to develop trauma informed responses that recognise the challenges survivors face in making disclosures and which redress the long term support needs that can follow from breaking their silence.

To improve the criminal justice response to male survivors of sexual assault, GMCA will:

- Source trauma informed training that is informed by the voices of male survivors in responding to male victims of sexual assaults for Greater Manchester Police.
- Open this training to other criminal justice and social care professionals in the city-region.
- Ensure all IDVAs and ISVAs are routinely appraised of the diversity of needs of male victims in the city-region.
- Ask the Crown Prosecution Service to report annually on how it is delivering on the public statement it made in 2017 on male victims with respect to cases brought in Greater Manchester.
- Work with Greater Manchester Probation and Youth Offending Services to develop effective interventions to manage men and women who have been convicted of sexual offences.
- Ensure our domestic abuse interventions address sexually abusive behaviours when focussed on perpetrators who have abused men.
- Develop an early warning system that will alert stakeholders in the Rape and Serious Sexual Offence sector to emerging issues and threats to create a quicker response to them.
- Provide support to victims of 'non-current' forms of sexual abuse who are having to meet or deal with those who previously abused them. This will include supporting survivors having to contend with former abusers who have returned to the locality, or who have been released from custody, or who have embarked on restorative justice interventions.

- Develop a new pathway of support for victims of sexual abuse considered to be at risk of committing sexual crimes, including the downloading and share of online child sexual abuse materials.

## Early Intervention

We know that rape and sexual assault are rarely 'one-off' crimes: that victims will often be assaulted on multiple occasions, that young people are often groomed to tolerate sexual abuse in silence, and that when left unchallenged, perpetrators will violate multiple people. It is therefore critical that interventions to safeguard victims do not wait for criminal investigations to conclude or for convictions to be secured. It is critical that when men and boys disclose sexual abuse that measures are put in place to protect them, and others known to the suspect. It is also important to provide interventions that redress signs of inappropriately sexualised behaviour and aggression, especially among boys and young men, much of which can be a response to trauma. To best prevent the sexual abuse of men and boys, GMCA will:

- Provide pathways of support through the Violence Reduction Unit in all our community safety partnerships for young people at risk of causing harm following childhood experiences of domestic and sexual abuse.
- Work with social services to identify young people at risk of victimisation.
- Work with GMP to clarify and strengthen the conditions that can be placed on suspects released under investigation.
- Support safeguarding leads in all schools, colleges, and pupil referral units to provide safe spaces for boys and young men who have been sexually abused or exploited to make disclosures as soon as possible and to support them over the long term, following such disclosures and in ways consistent with our Serious Violence Duty.
- Support schools to educate young people about the risks involved in downloading and sharing sexually explicit material, including the production and consumption of AI generated pornography.
- Actively monitor outcomes to check we are delivering comparably high-quality services to all young men in the city-region, including those from minority



ethnic backgrounds, boys and men with disabilities, those that identify as gay, bisexual and/or trans, and those who are neurodivergent.

- Ensuring schools provide high quality education to boys and young men about sexual consent, how it can be complicated by power differentials, age differences, and professional obligations where there is a duty of care.
- Deploying our press and communications team to ensure responsible reporting of cases involving the sexual abuse of boys and men in the media.

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## FOR INFORMATION GREATER MANCHESTER POLICE, FIRE AND CRIME PANEL

Date: 19<sup>th</sup> March 2025

Subject: Deputy Mayor Decision Notices in the period January - February 2025

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

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### PURPOSE OF REPORT

The purpose of this report is to highlight decisions made by the Deputy Mayor in the period from January – February 2025.

### RECOMMENDATIONS:

The Panel is requested to note the decisions made and whether any further information is requested in relation to decisions made.

### CONTACT OFFICER:

**Neil Evans**

Director – Safer and Stronger Communities

[neil.evans@greatermanchester-ca.gov.uk](mailto:neil.evans@greatermanchester-ca.gov.uk)

## 1. INTRODUCTION AND BACKGROUND

- 1.1 Under Section 28(6) of the Police Reform and Social Responsibility Act 2011 the Panel is obliged to review or scrutinise decisions made, or other action taken, by the Deputy Mayor in connection with the discharge of the police and crime functions and, where necessary make reports or recommendations to the Deputy Mayor with respect to the discharge of those functions.
- 1.2 The Deputy Mayor is under a statutory obligation under the terms of the Specified Information Order to publish details of decisions of significant public interest. In more general terms under Section 13 of the 2011 Act, the Deputy Mayor is obliged to ensure that she provides the Panel with any information that it might reasonably require to allow it to carry out its functions. This would include the provision of information regarding decisions and actions, irrespective of whether they were to be of “significant public interest”.
- 1.3 In this respect, the GMCA publishes decisions made.

## 2.0 DECISIONS MADE IN THE PERIOD JANUARY TO FEBRUARY 2025.

- 2.1 Drawing on the information published on the GMCA website, a number of decisions have been made in the period January to February 2025.
- 2.2 Decisions made are set out below:

<p>16<sup>th</sup> January 2025</p>	<p>Greater Manchester Integrated Recovery Services - Dependency &amp; Recovery funding 2024/25 Greater Manchester Integrated Recovery Services Dependency and Recovery (GM IRS D&amp;R) funding grants are made to the GM drug and alcohol treatment providers listed in the table below to enable enhanced drug and alcohol services for clients of HM Probation Service.</p> <p>The values for 2024/25 are indicated in the table.</p> <table border="1" data-bbox="368 1529 1310 1832"> <thead> <tr> <th data-bbox="368 1529 770 1608">Treatment Provider</th> <th data-bbox="770 1529 1310 1608">Allocation April 24 to March 25 (£)</th> </tr> </thead> <tbody> <tr> <td data-bbox="368 1608 770 1641">CGL</td> <td data-bbox="770 1608 1310 1641">392,506</td> </tr> <tr> <td data-bbox="368 1641 770 1675">GMMH NHS Trust</td> <td data-bbox="770 1641 1310 1675">440,769</td> </tr> <tr> <td data-bbox="368 1675 770 1709">Pennine Care NHS Trust</td> <td data-bbox="770 1675 1310 1709">80,043</td> </tr> <tr> <td data-bbox="368 1709 770 1742">Turning Point</td> <td data-bbox="770 1709 1310 1742">195,270</td> </tr> <tr> <td data-bbox="368 1742 770 1776">We Are With You</td> <td data-bbox="770 1742 1310 1776">148,412</td> </tr> <tr> <td data-bbox="368 1776 770 1832"><b>Total</b></td> <td data-bbox="770 1776 1310 1832"><b>1,257,000</b></td> </tr> </tbody> </table>	Treatment Provider	Allocation April 24 to March 25 (£)	CGL	392,506	GMMH NHS Trust	440,769	Pennine Care NHS Trust	80,043	Turning Point	195,270	We Are With You	148,412	<b>Total</b>	<b>1,257,000</b>	<p>PCC</p>
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<p>15<sup>th</sup> January 2025</p>	<p>VRU Health &amp; Wellbeing Network 29th Jan 2025.</p>	<p>PCC</p>														

	<p>A payment to be made of £1100.00 to book space at Manchester University NHS Foundation Trust Oxford Road Site to host the Jan 2025 quarterly meeting of the VRU Health &amp; Wellbeing Network (100 attendees).</p> <p>Afruca: A payment to be made of maximum £500.00 to Afruca for facilitation and delivery of afternoon workshop during the action network.</p>	
15 <sup>th</sup> January 2025	<p>A1138 I2 Licences. The Deputy Mayor approves the award of a 3-year contract for I2 Licences to I2 Group, via a BlueLight Memorandum of Understanding (MOU). The likely value of 3 years spend would be circa £1 million.</p>	GMP
15 <sup>th</sup> January 2025	<p>Youth Justice Plan development January 2025 Room booking and refreshments at Manchester Art Gallery for a session with Youth Justice stakeholders to develop the next Youth Justice Plan. Value £805</p>	PCC
15 <sup>th</sup> January 2025	<p>Deputy Mayor's Community Safety Event Autumn 2024. Funding to the amount of £2,377.70 for the Mechanics Institute which includes equipment hire, refreshments and lunch for the Deputy Mayor's Community Safety Partnership event held on Wednesday 20th March 2024.</p>	PCC
15 <sup>th</sup> January 2025	<p>HMPPS and HMP Forest Bank - Hope Hack. The Greater Manchester Violence Reduction Unit to pay £2000.00 to HMPPS (His Majesty's Prisons and Probation Service) covering costs to facilitate a 'Hope Hack' event at HMP Forest Bank in February 2025.</p>	PCC
22 <sup>nd</sup> January 2025	<p>A1081 Workforce Solutions &amp; A1139 Agency Resources (Investigators and Ad Hoc)</p> <ul style="list-style-type: none"> <li>- a 2-year contract for A1139 Agency Resources (Investigators and Ad Hoc), to Reed Specialist Recruitment Limited, with the option to extend for a further 2 years.</li> <li>- a 7 year and 4-month contract for A1081 Workforce Solutions, to Alexander Mann Solutions.</li> </ul> <p>The current annual value across all contingent labour contracts is circa £13m.</p>	GMP
22 <sup>nd</sup> January 2025	<p>A1141 Insurance – Liability and Motor The Deputy Mayor approves the direct award of a 2-year contract for liability and motor insurance, to Risk management Partners. The likely value of 2 years spend would be circa £13.8m.</p>	GMP

<p>23<sup>rd</sup> January 2025</p>	<p>Personalised Budget fund allowing equal access to young adults on probation and the victims of Serious Youth Violence across Greater Manchester. The GMCA (VRU) award £13,000 to Big Life Company to manage a Personalised Budget fund allowing equal access to young adults on probation and the victims of Serious Youth Violence across Greater Manchester.</p>	<p>PCC</p>						
<p>28<sup>th</sup> January 2025</p>	<p>Gender Based Violence - Rhodes Foundation Scholar Research Trip to Melbourne Australia. Tuesday 18<sup>th</sup> February 2025 to Friday 21<sup>st</sup> February 2025 - VRU Contribution The VRU will contribute to the overall costs of travel and accommodation of a Probation Practitioner and Rhodes Scholar, to Melbourne Australia. This funding would be awarded to the Rhodes Foundation Trust.</p> <p>Alongside two colleagues from the GMCA and Professor David Gadd from the University of Manchester, the individuals will go to Melbourne Australia to explore approaches and the work around Gender Based Violence that will be shared back to the VRU &amp; wider Safer Stronger Communities team.</p> <table border="0" data-bbox="368 1093 1117 1205"> <tr> <td>Greater Manchester Probation Service</td> <td style="text-align: right;">£1,500</td> </tr> <tr> <td>GMCA VRU</td> <td style="text-align: right;">£1,000</td> </tr> <tr> <td>Rhodes Foundation Trust</td> <td style="text-align: right;">£ 500</td> </tr> </table> <p>Total from across the 3 organisations: £3,000</p>	Greater Manchester Probation Service	£1,500	GMCA VRU	£1,000	Rhodes Foundation Trust	£ 500	<p>PCC</p>
Greater Manchester Probation Service	£1,500							
GMCA VRU	£1,000							
Rhodes Foundation Trust	£ 500							
<p>30<sup>th</sup> January 2025</p>	<p>2024-25 Support Services costs to St Mary's SARC for Victims of Rape and Sexual Assault in Greater Manchester. To allocate £2,983,276.00, to Manchester University NHS Foundation Trust for the provision of support services by the St Marys Centre to victims of rape and serious sexual offences to cover the period of 1st April 2024 - March 31st, 2025. This encompasses the full and complete costs for the service including quarterly contract payments, baseline of ISVA provision, therapeutic support, and costs of the Forensic Medical Examinations. The fixed annual price has been pre agreed by the GMCA, NHS Integrated Care and the Manchester University NHS Foundation Trust.</p> <p>The SARC service is jointly funded by Greater Manchester NHS Integrated Care on a 50/50 basis and as such, the amount indicated above is the total SARC budget. The GMCA/PCC contribution is half of this. (£1,491,638).</p>	<p>PCC</p>						

30 <sup>th</sup> January 2025	Police Complaint Review Team Resilience and Support provision Agreed funding of £20k (for 2 years) to maintain service provision, resilience cover and ongoing support for the continuation of the Police Complaint Reviews function. The contract will operate on a “call on, call off” basis.	PCC
30 <sup>th</sup> January 2025	Education Community Partnership. The Greater Manchester Violence Reduction Unit will make a payment of £4950.00 to the Education Community Partnership to facilitate a symposium on engaging Alternative Provision (AP) & Pupil Referral Units to as part of the VRU’s Education Strategy group.	PCC
30 <sup>th</sup> January 2025	Youth Justice Stocktake session 14 <sup>th</sup> November £435.46 is used for a room booking at Mechanics Institute for the Youth Justice Stocktake session. This includes the room and refreshments.	PCC
5 <sup>th</sup> February 2025	Research support to assist VRU engagement with young people in alternative educational provision The GM VRU awards £1,000 to Innit 4 YP to help Dr Laura Parker (VRU Public Health) engage with 8 – 10 young people in alternative provision as part of research into the impact of exclusion on young people,	PCC
13 <sup>th</sup> February 2025	<p>Renumeration for Police Appeal Tribunal (PAT) Chairs appointed to handle PATs and Independent Panel Members (IPMs) appointed to sit on the PAT Panel. The Deputy Mayor approves a funding envelope of £25,000.00 to remunerate PAT Chairs appointed to handle PATs and Independent Panel Members (IPMs) appointed to sit on the PAT Panel. £25,000.00 is an estimated cost based on the costings from previous years.</p> <p>The £25,000.00 will cover the cost of:</p> <ul style="list-style-type: none"> <li>• Daily fee (£511.56 for PAT Chairs &amp; £357.00 for IPMs)</li> <li>• Preparation and writing fee (£85.00 per hour for PAT Chairs &amp; £25.00 per hour for IPMs)</li> <li>• Travel expenses/mileage</li> <li>• Overnight accommodation</li> <li>• Subsistence</li> <li>• Any other expenses</li> </ul>	PCC

13 <sup>th</sup> February 2025	Expenses for running the GM Independent Police Arrest and Custody Detention Scrutiny Panel Funding of £5,000.00 to cover expenses relating to the running of the GM Independent Police Arrest and Custody Detention Scrutiny Panel in the calendar year 2025, covering up to eight meetings/events/engagements.		PCC
19 <sup>th</sup> February 2025	GM Victims Capability and Capacity Fund – Increased allocation to small grants by £124,898.18 – previously £125,000 To use the funding available from the Police Property Act under the permitted use of the fund: “to make payments of such amounts as the relevant authority may determine for such charitable purposes as they may select.” A total of £900,000 to be allocated for 3-years to the Greater Manchester Victims’ Capability and Capacity Fund.  £300k per year for 3 Elements: <ul style="list-style-type: none"> <li>• Small Grants</li> <li>• Enhanced scheme to support GM strategy development</li> <li>• VCSE Leadership development</li> </ul>		PCC
19 <sup>th</sup> February 2025	GM Victims Capability and Capacity Fund – Successful Applicants. The following applicants are funded via the Police Property Act under the permitted use of the fund: to make payments of such amounts as the relevant authority may determine for such charitable purposes as they may select.  A total of £124,898.18 to be allocated to the Greater Manchester Victims’ Capability and Capacity Fund element 1 – Small Grants for 2024/25. The Small Grants funding is a one-off payment to be spent within 6-12 months.		PCC
	Afghanistan & Central Asian association	Support victims of crime from ethnic minority backgrounds by delivering volunteer training workshops, mentorship and working alongside support staff to build self-esteem and foster social and economic independence contributing to their recovery and future employment prospects.	£5000.00
	Autisk	Support families who experience domestic abuse from their children with SEND/disabilities by raising awareness and providing support groups and wellbeing sessions.	£5000.00

Be the Change	Enhance capacity to expand their volunteer-led services, increase community engagement and to provide support to young people to cope with the impact of crime and trauma.	£5000.00
Binoh of Manchester	Support victims of antisemitic hate crime by providing personal skills development, self-esteem workshops, financial literacy and debt support and community based basic skills activities to integrate clients back into learning and employment.	£4974.00
Greater Manchester Youth Network	Support unaccompanied asylum-seeking child victims of hate crime by providing workshops to learn about storytelling techniques and mediums to tell their story, build new friendships, access advice and guidance.	£4930.00
Greater Manchester Doulas	Support women who are victims of abuse and/or exploitation by delivering a holistic recovery course to reduce isolation and build confidence, addressing health and wellbeing needs and building resilience amongst survivors.	£4920.00
Happy Me Community	Develop roles of lived experience coordinators to facilitate focus groups amongst victims of crime from the Thai speaking community to provide knowledge and recommendations, to provide a Thai English interpreter for victim support organisations and to provide an online seminar to understand domestic abuse and support available in GM.	£5000.00
Heaton Norris Community Centre	Support victims of hate crime	£4950.00
I4YPC	Support children who have ACE's and victims of criminal exploitation	£5000.00

		by giving volunteering opportunities to help in the Innit Creative Hub gallery, gift shop and market stall, selling their made products.	
	MASH	Support service user volunteering roles to open the drop-in centres which offer holistic support to women who have been victims of crime and to create welcome packs for service users.	£4950.00
	Maverick Lab	Develop volunteering opportunities for residents who have been victims of crime at the community café by offering coffee barrister, customer service, food hygiene and health and safety training.	£5000.00
	OWLS Group	Develop volunteering opportunities for lived experience to deliver support courses to parents who are victims of child to parent violence.	£3132.00
	Red Rose Recovery	Support victims of crime from minority backgrounds and vulnerable groups by delivering tailored support services designed to help cope and recover such as 1-1 mentoring, peer support groups, life skill workshops and volunteering opportunities.	£4999.80
	Reign	Expand the team of CSE/A survivors, empowering to use lived experience to deliver workshops for professionals and wider community.	£4974.00
	Rochdale Connection Trust	Deliver peer support groups for women who are victims of domestic abuse to provide emotional support, mental wellbeing and healthy relationship awareness.	£4895.37
	Rochdale Women's Welfare Association	Support service for women from the BAME community who are repeat victims of trauma and abuse to access appropriate crisis intervention, multilingual and	£5000.00



		ethno-culturally initiative wrap around advocacy support to prevent further harm, improve safety and aide recovery.	
	Stand Up Sisters	Support vulnerable women who are victims of crime via community florist activities to build confidence, celebrate strengths and build employability and deliver workshops themselves.	£4964.00
	The Pankhurst Centre	Support groupwork and drop-in services for survivors of domestic abuse joint facilitated by a professional and lived experience volunteer.	£5000.00
	The Riverside Manchester	Support victims of domestic abuse	£4988.33
	Talk, Listen, Change	Provide a personal budget to victims of domestic abuse to enable the purchase of safety and security items	£5000.00
	Trafford Rape Crisis	Support to continue the delivery of trauma informed therapeutic art group sessions to survivors of sexual violence and/or rape.	£4951.00
	Wai Yin Society	Provide and distribute essential items to victims of crime from the BAME community addressing immediate need, facilitate budgeting and financial skills development workshops and offer pathways for victims to engage in volunteering roles.	£4988.00
	Warmhut UK	Provide weekly advice workshops and learning circles offering practical support and awareness raising to victims of gender-based violence within the African Francophone and Lusophone communities. Support women victims of gender-based violence	£5000.00
	Watering your Soul	Deliver positive relationship workshops to women who have been victims of domestic abuse	£2313.00

		and who have had their children removed from their care.		
	We Are Survivors	Host a bi-monthly 'open house' to engage and recruit ongoing Expert Reference Group volunteers who are male victims/survivors of sexual abuse and their loved ones, knowledge transfer and promotion of services.	£4968.68	
	Yaran Northwest	Expand support services for victims and witnesses of crime with a focus on BAME communities including 1-1 emotional support, group sessions and community outreach ran by bilingual therapists, mental health professionals and trained volunteers.	£5000.00	
20 <sup>th</sup> February 2025	Provision of Complex Safeguarding Trusted Relationships Psychologists by Pennine Care NHS Foundation Trust GMCA Safer & Stronger Communities (Complex Safeguarding) directly award Pennine Care NHS Foundation Trust a contract to cover provision of a Psychologist for the GM Resilience Hub Trusted Relationships programme covering the delivery period 1 <sup>st</sup> April 2025- 31 <sup>st</sup> March 2028. The total value of the contract will be £523,334, however GMCA will only be funding part of this contract. The value of GMCA's contribution to the contract over the 3-year life of the contract is £123,334.			PCC
20 <sup>th</sup> February 2025	Authorisation for the payment of ICVA membership fees for 2025/2026 at a cost of £1750 plus VAT To pay Independent Custody Visiting Association (ICVA) membership fees for 2025/2026 at a cost of £1750 plus VAT –GM PCC have been members for over twelve years, since its conception and the Deputy Mayor, Kate Green has recently been appointed as a member of the ICVA Board.			PCC
20 <sup>th</sup> February 2025	Excellence in Police Finance Programme - GMP The Deputy Mayor agrees to part fund the programme with GMP - £20K in total- GMP £10k & GMCA 10k. This has been a continuing arrangement since 2021/22 and will include appropriate inflationary increases.			PCC
20 <sup>th</sup> February 2025	Training for Legally Qualified Persons (LQPs) and Independent Panel Members (IPMs).			PCC

	£4303.00 be paid to the Office of the Police and Crime Commissioner (OPCC) for Merseyside to cover the costs occurred in relation to two training sessions held for LQPs and IPMs appointed to sit on panels for Police Misconduct Hearings for police forces across the Northwest Region, including Greater Manchester Police.	
20 <sup>th</sup> February 2025	<b>Devolving of Positive Activities Funding to the 10 GM Local Authority Youth Justice Services</b> The GMVRU GMCA are seeking to award £1,000 to each of the 10 Greater Manchester Local Authority Youth Justice Services (total £10,000) to manage a Personalised Budget fund for children known to each YJS who are at risk of violent offences, further offending, or have been victims of serious violence. The funding is intended to uplift and enhance a child's life chances and support them to achieve their employment, education and training goals, as well as reducing any barriers to their life goals.	PCC
20 <sup>th</sup> February 2025	Carbon Creative Support with VRU Content The GM VRU awards Carbon Creative £2,160.00 to provide infographics and design for the VRU's 2024/25 annual report and website refresh.	PCC
20 <sup>th</sup> February 2025	Venue Booking and Catering for Roundtable - Arts and Culture / VRU Landscape Chaired by Deputy Mayor Contact Theatre: A payment to be made of maximum £300.00 to book a room at Manchester Young People's Theatre (trading as Contact Theatre) for a roundtable chaired by the Deputy Mayor inclusive of refreshments (tea, coffee and water). No space within GMCA is available on this date to accommodate meeting attendees.	PCC
20 <sup>th</sup> February 2025	Support to Women's Conference – March 2025 The Safer Stronger Communities Directorate support the delivery of a GM Women's conference in March 2025 considering issues related to the GM Gender-Based Violence Strategy and the recommendations of the Baird Review. The support offered is £750 towards the costs of hosting the event.	PCC
20 <sup>th</sup> February 2025	Support for the Anti-Spiking Campaign being delivered by GMP to improve the safety of women and girls. The Deputy Mayor for Policing and Crime approves funding for Op North Star which will be supporting the night-time economy during the December month in the response to increased risk of crime and disorder particularly VAWG related offences throughout Greater Manchester.	PCC

	The cost of this contribution is £3,000.	
20 <sup>th</sup> February 2025	<p>Support for the delivery of a second phase of the Mother Mountain virtual reality package 'Flourish' to support Victims'/survivors of Domestic abuse.</p> <p>The Deputy Mayor for Policing and Crime approves funding for a second stage of financial support to underpin the delivery of the Mother Mountain production, 'FLOURSH'.</p> <p>Mother Mountain are granted £30,000 to support final rollout of the program, this phase will learn the lessons from the obstacles encountered in phase one of the project – these funds are available within the GBV budget and subject to approval of this decision notice these funds will be allocated to support this project.</p>	PCC
24 <sup>th</sup> February 2025	<p>Intercompany Transfer - 50% contribution to the Chief Officer for Counter Terrorism Policing in the Northwest (CTPNW).</p> <p>The Deputy Mayor agrees to fund the continuation of 50% contribution to the post of Chief Officer, Counter Terrorism Policing in the Northwest (CTPNW).</p> <p>In 2024/25 the 50% amounts to £90,969.</p>	PCC
26 <sup>th</sup> February 2025	<p>Magistrates Association: Year 6 mock trials</p> <p>To award the Magistrates Association £1,500 in funding to support the running of their year 6 mock trial competition. In 2024, the event attracted 16 teams from 15 schools from 8 boroughs. Some teams took the part of the CPS and others the Defence.' 150 young people took part in total with speaking and non-speaking roles – court reporter, court artist etc. GMP, BTP and GMFRS were also present to speak to the young people.</p>	PCC
26 <sup>th</sup> February 2025	<p>LGA Annual Fire Conference and Exhibition 2025</p> <p>To fund 1 x delegate to attend the LGA Annual Fire Conference on Tuesday 11 - Wednesday 12 March 2025, Newcastle Gateshead.</p> <p>The cost of the conference is £495.00 + VAT for a non LGA Member.</p>	PCC
26 <sup>th</sup> February 2025	Delivery of StreetDoctors Young Leaders training programme	PCC

	The GM VRU awards £4,999 to fund a bespoke programme to train young people within the CJ system to learn about the impact of trauma injuries and deliver trauma first aid to their peers.	
26 <sup>th</sup> February 2025	“Healing after Grooming” Workshop with The Reign Collective GMCA Complex Safeguarding wishes to pay £700 from the Complex Safeguarding Budget to pay for The Reign Collective to deliver a workshop on the topic of “Healing after Grooming” on March 21st, 2025, as part of the GM Week of Action professional development offer.	PCC
26 <sup>th</sup> February 2025	“Supporting Roma Children and Families Facing Exploitation” Workshop with Roma Support Group GMCA Complex Safeguarding wishes to pay £300 from the Complex Safeguarding Budget to pay for The Roma Support Group to deliver a workshop on “Supporting Roma Children and Families Facing Exploitation” on March 18th, 2025, as part of GM’s Week of Action professional development offer.	PCC

### **3.0 RECOMMENDATIONS.**

3.1 Appear at the front of the report.

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