

Greater Manchester Combined Authority

Police, Fire and Crime Panel

Date: 11th June 2024

Subject: Greater Manchester Gender Based Violence Delivery Plan, 2024-26

Report of: Vicky Sugars, Assistant Director, Police, Crime, Criminal Justice and Fire

Purpose of Report

The report sets out the process undertaken to develop the Greater Manchester Gender Based Violence (GBV) Delivery Plan for 2024 – 26 and sets out the Delivery Plan's priorities for the next two years.

The Police, Fire and Crime Panel are asked comment on and endorse the final GBV 2024-26 Delivery Plan and note that the plan was approved by the Gender Based Violence Board at its meeting in April.

Recommendations:

The GMCA is requested to:

- 1. Note the process undertaken to develop the Gender Based Violence Delivery Plan 2024 – 26 including approval of the Delivery Plan at the Gender Based Violence Board on 23rd April.**
- 2. Comment on and endorse the final GBV 2024-26 Delivery Plan**

Contact Officers

Carol Judge Campbell – Principal – Victims & Vulnerability – GMCA

Kate Smith – Senior Policy and Partnership Officer - GMCA

Equalities Impact, Carbon and Sustainability Assessment:

Through the planning and execution of the GBV Delivery plan we are committed to equality and giving voice to those who are too often excluded from debate. We are

cognisant of the requirement to operate in a manner that is mindful of its environmental impact.

Risk Management

N/a

Legal Considerations

N/a

Financial Consequences – Revenue

N/a

Financial Consequences – Capital

N/a

Number of attachments to the report:

None

Comments/recommendations from Overview & Scrutiny Committee

N/a

Background Papers

Greater Manchester Gender Based Violence Strategy

Tracking/ Process

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

No

Exemption from call in

No exemptions required

Bee Network Committee

N/a

Overview and Scrutiny Committee

N/a

1. Introduction

The Gender Based Violence Strategy was published in September 2021 aimed at improving the safety of women and girls while preventing violence occurring in the first place and tackling the attitudes and inequalities that enable this. We are now into our second year of delivery, and we are starting to see progress with people coming together to tackle gender-based violence in all its forms.

Work took place in Quarter 4 to develop the Gender Based Violence (GBV) Delivery Plan for 2024-26. This included:

- Refreshing and renewing the existing priorities and key deliverables within the GBV Delivery Plan.
- Engagement with Senior Responsible Officer (SROs) for each GBV priority area to agree roles and resourcing.
- Reviewing progress and capturing the outputs and outcomes to date of each priority area
- Undertaking scoping and engagement with key stakeholders to develop new priority areas of employers, sex workers, perpetrators; children; travel and transport and men and boys
- Engaged with the GBV Board and GBV Executive on the overall approach and highlighted key priorities for discussion and development.
- Engagement with the GBV Lived Experience Panel on the Delivery Plan and key priorities.

Each priority area has a focus on the aims and outcomes expected over the next two years for their priority area ensuring that these link back to the overall aims of the GBV Strategy. Specific measurables to understand progress made for each deliverable are also in development.

Progress will be reported back quarterly to the GBV Board with the intention that each priority has a substantive update over the next year. The intention is that this will support an understanding of the progress and impact of our work by ensuring we have SMART¹

¹ Specific; Measurable; Attainable, Relevant; Time Bound

deliverables for each area. This will support and challenge barriers to implementation and change as well as championing areas of success.

2. Delivery Plan for 2024-26

Below is a summary of key aims and themes for each Delivery Plan priority area over the next two years. It should be noted that a small number of priorities are still in development.

The intention is to share the Final Delivery Plan in a public facing document using the branding and identity from the existing Strategy and that reflects the profile of this plan.

Priority One	Key aims and themes	Commentary (if required)
<p style="text-align: center;">Lived Experience</p>	<p>Key aims:</p> <ul style="list-style-type: none"> • The GBV Lived Experience Panel is an influential voice regarding Gender Based Violence policy design and delivery. • The GBV Lived Experience Panel is connected to relevant groups across GM and has strong relationships with the GBV Executive and GBV Board to create an authentic and influential culture of lived experience in decision making. <p>Themes:</p> <p>Agree a priority/work plan for Panel. This will both be informed by the GBV Strategy but also enable new ideas and points of emphasis.</p>	<p>The Panel are in the process of agreeing their areas of focus of the year.</p>

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 GBV Executive and Board

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

Agree interaction with wider GM GBV 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 Coordinator

Coordinator in post to support the coordination and development of the group.

Priority Two	Key aims and themes	Commentary (if required)
<p>Public Engagement</p>	<p>Key aims:</p> <ul style="list-style-type: none"> • A flagship GBV campaign that changes men and boys' behaviour. • Public engagement as an enabler to support GBV priority areas including employers, children, etc. • Public engagement work is representative of diverse communities in Greater Manchester. <p>Themes:</p> <ul style="list-style-type: none"> • Continue to deliver a flagship GBV 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 as it delivers its programme into primary and secondary schools. • Ensure public engagement work is representative of and engages with diverse communities in Greater Manchester. • Ensure public engagement support for future work to tackle GBV in workplaces (Employer Priority) and for children. • Continue to support events and look for opportunities that work to tackle GBV in Greater Manchester, 	

	<p>including campaigning opportunities.</p> <ul style="list-style-type: none"> • Develop a baseline to better understand how to measure public engagement's effect on gender equality. 	
Priority Three	Key aims and themes	Commentary (if required)
Education	<p>Key aims</p> <ul style="list-style-type: none"> • Identify and respond to the main GBV 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. <p>Themes:</p> <p>Identify and respond to Honour Based Abuse/ Violence in Schools and colleges.</p> <p>To include the delivery of the 'Education 2024 GBVHA project' commissioned with Salford Foundation. Includes a focus on vulnerable</p>	<p>This is a joint delivery plan with the GM Violence Reduction Unit to ensure coordinated engagement with schools, colleges and universities on violence in all its forms.</p>

	<p>groups and an audit to identify and respond to training needs across the sector.</p> <p>Working with further and higher education including on key transitions</p> <p>Build on existing partnerships with further and higher education to ensure a unified approach to understanding need and identifying a coordinated response. Ensure support is in place during critical transition stages in young people’s education.</p> <p>Positive Masculinities</p> <p>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.</p>	
Priority Four	Key aims and themes	Commentary (if required)
Health	<p>This priority is under development and will be presented at the June meeting of GBV Board for approval.</p>	<p>There are significant challenges regarding health centred criminal justice programmes of work from 2024 onwards due to funding constraints which have caused delays to developing key GBV deliverables for 2024-26, however, progress is now being made.</p>

Priority Five	Key aims and themes	Commentary (if required)
Housing	<p>Key aims</p> <ul style="list-style-type: none"> • Gender based violence is woven into homelessness policy, strategy and practice. • Embedding a Whole Housing Approach to domestic abuse and GBV • Consolidating our work on gender-based violence into emerging work on a GM-wide response to Multiple Disadvantage. <p>Themes:</p> <p>Campaigning and influencing</p> <p>Targeted approach to lobbying and influencing on systems change priorities which cut across gender-based violence and homelessness and Greater Manchester's response.</p> <p>Domestic Abuse Housing Accreditation (DAHA)</p> <p>Support six GM Housing Providers to become accredited and therefore domestic abuse exemplars.</p> <p>GM Housing Providers' Policy</p> <p>GM Housing Providers' partnership to develop a policy commitment to ensuring that no</p>	

victims of gender-based violence in social housing are put at risk of homelessness as a result.

GM domestic abuse out of borough protocol

Publicise and increase uptake of the GM Cross-Border Housing Reciprocal

Housing regulation and quality

Ensuring the Good Landlord Charter and GM 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.

GBV and homelessness prevention

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

GBV, 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.

	<p>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.</p> <p>Working with perpetrators</p> <p>Work with the Probation Service’s Homeless Prevention Taskforce on housing options and behaviour change for perpetrators of domestic abuse, learning from GMCA/Probation collaboration on CAS-3 and other prison leaver programmes.</p>	
Priority Six	Key aims and themes	Commentary (if required)
Equality Diversity and Inclusion including LGBTQ	<p>Key aims:</p> <ul style="list-style-type: none"> • Ensure that the communities highlighted within the GBV 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 <p>Themes:</p>	<p>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 maintain a focus across all the priority areas ensuring the needs and voices of</p>

	<p>No Recourse to Public Funds Deliver a radical transformation of support services targeted at those with No Recourse to Public Funds (NRPF)</p> <p>Older People Develop a comprehensive approach to GBV and older people ensuring this is aligned to Ageing Well/Ageing Hub aims.</p> <p>LGBTQ+ community Understand specific needs, services required and opportunities to support the LGBTQ+ community.</p> <p>People with a Disability Build on existing work to further understand and support the specific needs of people with disabilities who experience GBV.</p> <p>Neurodivergent people Work with partner agencies to develop specialist interventions for Neurodiverse individuals.</p> <p>Honour Based Abuse Review and address the findings from the Honour Based Abuse report in GM.</p>	<p>our most marginalised individuals are heard.</p>
<p>Priority Seven</p>	<p>Key aims and themes</p>	<p>Commentary (if required)</p>
	<p>Key aims:</p>	

<p>Policing and Criminal Justice</p>	<ul style="list-style-type: none"> • Improved outcomes for victims of GBV • Better experience of criminal justice system for GBV victims • Improved public confidence and trust. <p>Themes:</p> <p>Operation Soteria Implementation Joint governance of Operation Soteria as a GMP change programme.</p> <p>Domestic Abuse Performance Improve quantitative and qualitative performance to meet victim’s needs.</p> <p>Domestic Abuse Protection Order (DAPO) implementation and monitoring Provide information and updates during the trial, then quality assure the processes.</p> <p>Deliver and evaluate a 2-year MASIP. Create stalking clinics to assess risk, refer to interventions and victim support services. Improve quantitative and qualitative performance to meet victim’s needs.</p> <p>Offender Management and the Relentless pursuit of perpetrators Ensure consistency in the approach to effectively select cohorts and manage associated risk.</p>	<p>This priority has been refocused to ensure there is a stronger focus on the distinct role of policing in GBV.</p>
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	<p>Ensure alignment between GM work and the National Violence Against Women and Girls (VAWG) requirements.</p> <p>Clear plan delivering against national objectives aligned to GBV delivery plan.</p> <p>Criminal Justice</p> <p>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.</p>	
<p>Priority Eight</p>	<p>Key aims and themes</p>	<p>Commentary (if required)</p>
<p>Perpetrators</p>	<p>Key aims:</p> <ul style="list-style-type: none"> • Deliver effective perpetrator provision working closely with Local Authorities including investing in earlier interventions. • Coordinate consistent GM wide approaches to perpetrator provision. • Understand the impact on victims and perpetrators and learn from perpetrator delivery. <p>Themes:</p> <p>Delivery focus</p> <p>Work with GM Districts/LAs to deliver the best perpetrator provision in the context of constrained funding.</p> <p>Intervening earlier</p>	

	<p>Work with GMP and the Hampton Trust to deliver the early intervention, Cautioning and Relationship Abuse (CARA) perpetrator programme.</p> <p>Implement Multi Agency Tasking and Coordination (MATAC) Roll-out of MATAC approach across GM working with the districts/LAs to understand what works.</p> <p>Implement the Domestic Abuse Protection Order (DAPO) Pilot Work with SROs from the GBV Policing Priority to implement the Pilot ensuring ongoing monitoring and links to perpetrator programmes.</p> <p>Impact: monitoring and evaluation Understand the impact of perpetrator approaches and commissioned services supported by the GM Domestic Abuse Perpetrator Quality, Learning and Assurance Board</p> <p>Develop a consistent GM approach. Develop a consistent approach to perpetrator provision across GM aligned to national models and to inform funding models from March 2025</p>	
Priority Nine	Key aims and themes	Commentary (if required)

<p>Employers</p>	<p>Key aims:</p> <ul style="list-style-type: none"> • More GM employers to take meaningful action to prevent and eradicate Gender Based Violence. • More GM 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. <p>Themes:</p> <p>GMCA as an Employer</p> <p>Making a statement</p> <p>Making the case</p> <p>Stakeholder Engagement Plan including engagement with employer organisations.</p> <p>Work with leading employers in all 10 of the GM boroughs who can help lead the way in tackling GBV (one statutory, one private sector)</p> <p>Establish an employer-led initiative.</p> <p>Deliver a programme of coordinated employer engagement.</p> <p>Strategic Engagement and Communications</p> <p>Align GBV approach with GM priorities including GM Good Employment Charter and GM Real Living Wage</p>	<p>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 Gender Based Violence.</p>
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	Recognition of what good looks like to include in social value frameworks across GM.	
Priority Ten	Key aims and themes	Commentary (if required)
Sex Workers	<p>Key aims:</p> <ul style="list-style-type: none"> • 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 GM. <p>Themes:</p> <p>Strengthening support and information sharing</p> <p>Build on strong partnerships and identify opportunities to build capacity in thematic/place-based support.</p> <p>Increasing reach</p> <p>Support pilots in key boroughs across Greater Manchester and identify any specialist support</p>	

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 focussed 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 affects (increasing safety and control) and negative in term of increasing opportunities for exploitation.

Priority Eleven	Key aims and themes	Commentary (if required)
<p>Children</p>	<p>Key Aims:</p> <ul style="list-style-type: none"> • Ensure the voice of children and young people who have experienced GBV is at the heart of our approach; listening to and learning from their experiences and insights. • Recognise and work with existing GM wide Children and Young People workstreams to develop co-ordinated 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. <p>This priority is under development with key partners including the ten Directors and Assistant Directors of Children’s Services across GM aligned to existing workstreams. Links will be made to education and other interdependent GBV workstreams.</p>	<p>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”.</p> <p>Themes are under development with key partners.</p>
Priority Twelve	Key aims and themes	Commentary (if required)
<p>Transport and Travel</p>	<p>Key aims:</p> <ul style="list-style-type: none"> • Help people to feel safe on the transport network; whilst travelling through GM, respond to GBV concerns and build on what works. <p>Themes are still under development. However, it is likely that this will initially focus on</p>	<p>This priority is under development working with TfGM and other key partners and will be broad in scope including tackling GBV concerns regarding:</p> <ul style="list-style-type: none"> • Walking/running • Bicycle

	reporting on public transport and scaling up existing by-stander work.	<ul style="list-style-type: none"> • Bus, tram and trains • Cars • Taxis • Airport/border related concerns • Road Safety • Vision Zero
Priority Thirteen	Key aims and themes	Commentary
GM Wide Governance Mechanisms	<p>Key aims:</p> <ul style="list-style-type: none"> • Work with partners across GM to determine priorities for governance review and refresh. • Finalise governance review of MARAC. • Develop consistent approaches to key pieces of work e.g. perpetrator approach. • Evaluate Operation Encompass and implement the learning. <p>Themes:</p> <p>Review of multi-agency risk assessment conference (MARAC) process and agreed approach across GM.</p> <p>Development of GM Perpetrator Framework & delivery mechanisms</p> <p>Consultation and active involvement of those working on perpetrator approaches ensuring consistent evidence base aligned to national policy.</p>	

	<p>Review and evaluation of Operation Encompass</p> <p>Development of a rolling programme of refresh/review establishment of governance framework for GM GBV</p> <p>Multiagency approach to continuous improvement including:</p> <ul style="list-style-type: none"> • Sharing learning and insights from GM 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 ensuring a consistent GM view of need and impact 	
<p>Priority Fourteen</p>	<p>Key aims and themes</p>	<p>Commentary</p>
<p>Men and Boys</p>	<p>This priority is under development.</p>	<p>The GBV Board agreed the SRO, with University of Manchester and in partnership with We Are Survivors would develop a men & boys plan within the umbrella of the GBV Strategy. This plan is currently in development.</p>

3. Conclusion

As set out in the report, progress has been made with all priority areas regarding reviewing learning, activity and impact to date and key aims, themes and deliverables have been developed for GBV Delivery Plan 2024-26. Those priorities still being developed will come back to a future meeting of the GBV Board which has strategic oversight of the plan.