

Metropolitan Police Service
Violence against women and girls
Action plan

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The Commissioner's Introduction

Tackling violence remains our top operational priority, including crimes that disproportionately affect women and girls, such as domestic abuse and sexual violence. Male violence against women and girls has a profound and long-lasting impact on those directly affected, shattering the lives of victims, their families and those closest to them. Such violence also affects local communities and impacts on how safe people feel where they live, and how confident they are in their local police service.

We will not stop in our mission to tackle violence perpetrated by men against women and girls, and to give our public the confidence they need to trust that we'll always uphold the highest professional standards in policing.

The Met I know and love wants to improve. Our officers are ready to serve, day in and day out, and choose to risk their own lives to save and protect others. We will do all we can with our partners and stakeholders across London and the UK to prevent male violence towards women and girls. Where violence does occur, we will be relentless in our mission to bring offenders to justice, and to give victims the care and support they need and deserve.

A handwritten signature in black ink that reads "Cressida Dick". The signature is written in a cursive, flowing style.

Cressida Dick

Commissioner

Foreword

One in five women in the UK will experience sexual assault during her lifetime, while one in four will experience domestic abuse. In London, recorded domestic abuse cases have increased by 26 per cent in five years, and in 2020-21 alone, the Met recorded more than 19,000 allegations of sexual offences.

These figures, together with recent appalling events, have shown us how much more we as a police force must do, with our partners, to tackle perpetrators, protect women and prevent future tragedies.

In policing, our job is to safeguard victims and secure justice for them. While we have substantially improved the police response to violence against women and girls, far too few victims see justice. We must address this as a priority. We are horrified by the accounts we've heard of officers abusing their position and we are committed to shining a light on such abhorrent behaviours, to root it out and rebuild trust.

Since we published our draft *Violence against Women and Girls (VAWG) Plan*, the National Police Chiefs' Council has published a *VAWG Strategy* and a *Framework for Delivery*. We have incorporated this framework and its objectives within our plan. The Home Office has announced that violence against women and girls will feature in the Strategic Policing Requirement and we will use this as an opportunity to deepen our understanding of the threat of violence against women and girls in London, in order to strengthen our response.

Throughout 2021, we saw increases in reporting of rape, domestic abuse, stalking and harassment. We also saw notable peaks in the reporting of rape and domestic abuse when Covid-19 lockdown restrictions were lifted. The gap between prevalence, as estimated in the Crime Survey England and Wales (CSEW), and crimes reported to police, is shrinking. This suggests a greater proportion of victims are coming forward, which is incredibly important in helping us bring offenders to justice. We must - and will - continue to encourage more women and girls to report violence and abuse, and to provide a safe way for them to do so. We are concerned, for example, that the Covid-19 pandemic may have inhibited reporting of some offences including harmful practices and honour based abuse.

We asked people across London to provide feedback on our draft plan. We received over 1500 responses to our online survey as well as many helpful contributions from interest groups and specialist providers. We also held a series of consultation events with organisations who support victims, and with victims themselves. I am grateful to everyone who gave their time to assist us and particularly victims who courageously shared their stories and challenged us to improve.

Feedback was clear: women and girls have asked us to set out clearly, first and foremost, the work we are doing to build trust; to build stronger relationships with the specialist VAWG sector; to involve victims and specialists more in shaping priorities and in oversight and scrutiny of our work. You have also asked us to improve victims' experience of the justice system and to ensure that initiatives and operations to tackle violence against women and girls are evidence based.

We have listened carefully and we will continue this conversation as we deliver the objectives set out in this plan.

Our work to rebuild trust, now at the start of the plan, sets out what we're doing now, and what we are planning to deliver in the future. We set out the importance of raising our own professional standards, rooting out all predatory behaviour towards women. Our plan includes more regular consultation with women and girls, community-led scrutiny of our work and building stronger relationships with organisations working in this area across London.

We have included objectives to develop strong relationships with every VAWG organisation in London. These relationships will be essential as we seek to expose and tackle appalling behaviour and work through inevitably more high profile misconduct cases. We are horrified by these cases and the vast majority of hard working officers deserve our support to challenge and to call it out when they are let down by a colleague.

All initiatives and operations, including the Walk and Talk scheme, Innovation Hub schemes, Metz Girls to engage sixth formers, operations to improve safety across London's vibrant nightlife and operations to target the most dangerous perpetrators, will be subject to robust evaluation.

We will increase officers' skills and maximise the impact of key units such as our Predatory Offender Units, Town Centre Teams, and other specialist units, and further improve digital investigation, intelligence and the quality of case files.

Victims deserve justice, and through our work with the Crown Prosecution Service we have seen a steady increase in charges for rape and domestic abuse. We have increased the use of protective orders and set out our commitment to the Stalking Threat Assessment Centre and our Predatory Offender Units. This is vital work that we will continue to build on.

Unfortunately we know from research that arrest and prosecution alone have a limited impact in preventing perpetrators from offending again. While we are clear we must improve the police response to violence against women and girls, we cannot provide the whole solution. This must start with tackling society's tolerance of these awful crimes and associated behaviour. Every statutory agency and Government department has a role to play. Women and girls, now and in the future, deserve our best collective efforts.

This plan details how we will do more and better, to keep women and girls safe. It brings together all of our work to prevent male violence against women and girls, in public spaces as well as domestic settings and online; to target perpetrators, and with the wider criminal justice service, to improve outcomes for victims.

We are ambitious for change, and want the best results that will improve people's lives – that means listening and acting on recommendations and findings from independent reviews, as well as learning from other police forces' achievements, the achievements of other organisations and academia.

Recent events have reinforced the importance of openness and humility. We know we don't have all the answers which is why we want to hear from women and girls about what they think needs to change, and to keep talking to us about what more we can do to create safe environments.

This plan is for the women and girls of London and is our commitment to creating a safer environment for them now and in the future. We are grateful for their courage, contribution, challenge and scrutiny.

A handwritten signature in black ink, appearing to read 'Louisa Rolfe', is centered within a light gray rectangular box.

Louisa Rolfe

Assistant Commissioner

The context

The term 'violence against women and girls' refers to acts of violence or abuse that disproportionately affect women and girls. Crimes and behaviour covered by this term include rape and other sexual offences, domestic abuse, stalking, 'honour' based abuse (including female genital mutilation, forced marriage and 'honour' killings), as well as many others, including offences committed online.

National statistics outline the scale of the issue:

- 7.3% of women in England and Wales have experienced domestic abuse in the past 12 months.
- 15.2% of all recorded crime in England and Wales and 35.5% of all recorded violence against the person crimes are domestic abuse-related.
- 25% of women are affected by domestic violence in their lifetime, with estimates suggesting well over a million women suffer from domestic abuse each year.
- Two women are killed every week in England and Wales by a current or former partner. These figures have remained constant over the past decade.
- Police in England and Wales recorded 55,696 rapes in 2020-21. Only 3,539 were referred to the Crown Prosecution Service (CPS), leading to just 1,109 convictions.
- A study funded by the Home Office and Trust for London showed that there are over 137,000 women and girls in England and Wales living with the consequences of female genital mutilation.
- The Government's Violence against Women and Girls Strategy highlights an increased prevalence of violence against women and girls among some ethnic minority groups. For example, those identifying as being of mixed ethnicity were more likely to be victims of domestic abuse than other ethnic groups. Those identifying as Black/Black British were more likely to be a victim of sexual assault and those identifying as being of an 'other ethnic group' were more likely to be victims of stalking.
- A recent report by UN Women UK found that 97 per cent of women aged 18-24 have been sexually harassed, with 96 per cent not reporting those situations because of their belief that it would not change anything. Women should feel confident about reporting, and that their report will be taken seriously by the police. It is clear we have more to do.

The London trend over the past few years mirrors national increases in recorded crimes of violence against women and girls, and decreases in charging, prosecuting and in successful outcomes at court. We welcome any increase in confidence of women and girls to report crimes, and know there is more to do.

- Recorded domestic abuse offences have increased by 26 per cent in five years – to more than 94,000 in 2020 - and the trend is very consistent over time – including through the pandemic period when many other offences decreased. Domestic abuse accounts for a tenth of all crime reports to the Met.
- In 2020/21, the Met recorded more than 19,000 allegations of sexual offences (including 7,700 rapes and 8,000 serious sexual offences).
- Criminal justice outcomes for rape and serious sexual offences have fallen across all stages of the criminal justice process (charging, prosecuting and convictions at court), eroding the confidence of victims in the criminal justice system and the police.

This plan in context

Tackling violence against women and girls should not be seen in isolation from the wider work of the Met to keep all of London safe. A substantial proportion of the Met's considerable resource is focussed on addressing violence against women and girls and on our work to rebuild trust in the Met. We know we must do more and improve. We also know that increasing trust will take time and that our actions will speak louder than our words. This plan describes recent changes we have made and what else we are introducing to improve our response and raise confidence. Our approach reinforces the importance of victim care, and places victims at the heart of all activity we undertake.

Our key objectives

We want to:

- increase women's trust in the Met;
- in particular, to increase women's confidence in the police so as to improve the reporting and investigation of crimes which disproportionately affect women and girls within London;
- increase the number of perpetrators brought to justice for violence against women and girls;
- improve processes and victim care across the criminal justice system to reduce the number of cases failing;
- reduce repeat victimisation of women and girls;
- see an increase in reporting to police, but a decrease in women being abused, i.e. the proportion of women experiencing these crimes in each year (measured through reporting in the Crime Survey in England and Wales); and
- intensify work to tackle sexual misconduct and domestic violence by officers and staff; improve the confidence of people to tell us about sexual misconduct and domestic abuse committed by officers and staff; improve our support to victims and our investigations; and reach outcomes that are understood and build confidence.

Key themes

There are four themes within this plan:

1. Rebuilding trust
2. Protecting women and girls in public spaces, at home and online
3. Working with our partners and with women to improve prevention and victim care
4. Bringing perpetrators to justice and improving criminal justice outcomes for victims

Feedback

Following the publication of our draft action plan in November, we consulted widely with the public, stakeholders and other partners.

We received almost 1500 responses from members of the public via our online feedback form on their views on the draft plan and what else should be considered. We also hosted

roundtables with charities and partners in the VAWG world ranging from locally-based charities which support specific communities to national organisations.

In addition, Assistant Commissioner Louisa Rolfe met with London's Victims' Commissioner and a group of women about their experiences of dealing with the Met and the response the force provided to their individual cases of violence against women and girls.

Crucially, each Basic Command Unit (BCU) used opportunities to speak to their communities about their concerns and experiences, including in public meetings, local groups, schools and colleges.

We want to continue to hear feedback from communities and partners on our work and this plan. We will use our community and partner reference groups to keep hearing and understanding public concerns about violence against women and girls.

Teams across the Met will continue to engage with their local contacts on our work.

This continued feedback will play an intrinsic role in how we shape our work to respond to violence against women and girls.

1. Rebuilding Trust

Our ambition

Our vision for the Met is to be the most trusted police service in the world, we are fully committed to earning the trust of all our communities and in particular to build the confidence of women and girls.

We know and recognise that the precious bond of trust between the Met and London has been damaged and we are determined to do everything we can to rebuild trust.

In October 2021 we launched our [first Rebuilding Trust plan](#) which set out 12 immediate priorities including a root and branch review of the Parliamentary and Diplomatic Protection Command, an immediate increase of the number of investigators within our Directorate of Professional Standards investigating police misconduct and a review of all current investigations into allegations of sexual misconduct and domestic abuse against our officers and staff.

At the same time, the Commissioner announced an independent review into our culture and professional standards. This review is being led by Baroness Casey of Blackstock and will consider to what extent our leadership, recruitment, vetting, training, communications and disciplinary/misconduct processes support consistent appropriate behaviours. The review began earlier this year and is expected to take 9 – 12months.

We are entirely committed to ensuring Baroness Casey's work is bold and extensive, bringing challenge, insight and recommendations as to how we can deliver a Met better able to deliver for all our communities.

We know that rebuilding trust will take time and that our actions will speak louder than our words. Since October our work to rebuild trust has evolved. In December, we provided [an update on the first twelve priorities and launched a further eight](#). Eleven of the twenty priorities are due for completion by the end of March 2022 and we will provide an update on these priorities during spring 2022. These priorities were built on yet further with a number of additional commitments [set out in a letter from the Commissioner to the Mayor of London](#).

We are also working to support [Rt Hon Dame Elish Angiolini's non-statutory inquiry](#). Dame Elish is leading a two-phase inquiry to address the issues raised by the abduction, rape and murder of Sarah Everard by a Metropolitan police officer.

Our work to improve trust and confidence goes beyond the priorities and commitments set out as part of our rebuilding trust work. Our [Strategy for Inclusion, Diversity and Engagement \(STRIDE\)](#), sets out four programmes for Protection, Engagement, Equality and Learning and the sixteen commitments within them. This includes ambitious aspirations to increase gender representation further, particularly in leadership roles, building on having the first ever female Commissioner and the current Management Board being made up of 50% women.

As an organisation we are committed to fostering a truly inclusive culture, where everyone within the organisation feels supported to thrive and excel within the workplace, and to call out inappropriate behaviour or harassment. We are committed to fostering a culture that builds further trust and confidence amongst victims.

Our work to rebuild trust is informed by continual engagement with our communities. We are grateful for those that have shared their feedback, reflections and ideas with us across the range of platforms and events. We will continue to listen and act on the concerns of our communities.

Recently implemented changes

Earlier this year, Baroness Casey commenced her independent review of culture and standards in the Met, on behalf of the Commissioner. During the initial stages of her review, Baroness Casey will focus on developing a detailed understanding of the high standards of behaviour we expect, and a detailed examination of whether we are sufficiently robust in dealing with misconduct within the Regulatory framework.

We have invested in growing the numbers of investigators with our Directorate of Professional Standards, which includes the creation of a new team focused on the investigation of allegations of sexual misconduct and domestic abuse. The uplift and new team will strengthen our proactive capability and prevent instances of our people abusing their positions.

To strengthen the Met's leadership team, an additional Deputy Assistant Commissioner (DAC) focused on operational standards has been appointed, increasing capacity to enable the existing DAC for Professional Standards to focus exclusively on that work.

We are delivering an inclusive leadership development scheme to our 10,000 leaders. This is the next phase of our leadership programme - Leading for London (LfL). LfL is focused on building leadership confidence, capability and commitment to create a more inclusive Met.

The Commissioner has made it explicit to everyone in the Met that 'Enough is Enough'. This message has been delivered through two organisation wide standards messages ensuring that all our officers and staff are left in no doubt [about our expectations](#). We have also launched an internal communications campaign – 'Not in my Met' to reinforce the role that everyone in the Met has to challenge and act on inappropriate behaviour and concerns.

Last year, we created a new Chief Inspector role in each of our Basic Command Units focused on driving improvements in standards and professionalism.

We are developing a new Command Assessment of Standards that will need to be completed by every leader of a command within the Met. The assessment will drive improvements to our culture, professionalism and capability. From this, we will identify strengths and developments areas for each command.

We are finalising three reviews: an urgent review of all current investigations into allegations of sexual misconduct and domestic abuse against our officers and staff; the dip sample of cases from the last 10 years involving sexual misconduct and domestic abuse against our officers and staff; and the review of 40 per cent of cases where officers have been dismissed in the last year for poor behaviour to identify learning to enable us to prevent poor behaviour. We have ensured that the learning from these reviews has been embedded as we have gone along and we are committed to sharing the findings of these reviews.

We launched our revised internal Raising Concerns policy that provides encouragement, advice and instructions for all staff on raising concerns. This supports whistleblowing and the reporting of wrongdoing, including on violence against women and girls. Raising Concerns also sets out clearly how we will support and look after the welfare of those who raise concerns – such as the provision of welfare officers and contacting staff support associations. Additional support for officers and staff is available from the Met employee Independent Domestic Violence Advisor (IDVA) service and from April 2022 the Met will be funding, on a pilot basis, an employee Independent Sexual Violence Advocate (ISVA) service.

We are improving progression and retention of women and Black, Asian and multiple ethnic heritage officers through the appointment of 14 new dedicated Talent and Career Development officers (chief inspectors) who will help BCU and other commands create more effective talent and career development processes.

We are investing in development for women and Black, Asian and multiple ethnic heritage officers seeking promotion and/or lateral development - including workshop and coaching/mentoring structures. Increasing visible role models within the Met will create a virtuous circle, supporting progression and external recruitment - better reflecting London's demographics.

We have launched Operation Signa, an internal programme built on the feedback of women in the Met to increase confidence of reporting sexual harassment and unacceptable conduct, which ensures our people can actively intervene and challenge inappropriate behaviours.

We are increasing promotion and support of our internal support networks – with a strong communication strategy to ensure staff are aware of the internal support available such as our Network of Women (NOW); the expansion of the HeforShe network; Met Babies and Met families policies; the Women Returners Programme and the Parental Support Programme.

Commitments

Upholding the highest professional standards

Across our work to rebuilding trust we have committed to:

Complete an urgent review of all current investigations into allegations of sexual misconduct and domestic abuse against our officers and staff to make certain that those who made the allegations are being properly supported and the investigations are comprehensive. This will encompass a thorough review of the vetting history of those under investigation to reassure the public and ourselves that our internal processes are the best they can be.

Assistant
Commissioner (AC)
Professionalism
Q4 2021/22*

We are dip sampling from the last 10 years where sexual misconduct and domestic abuse allegations have been made and those accused remain in the Met, to ensure that appropriate management measures (including vetting reviews) have been taken.	AC Professionalism Q4 2021/22*
We will review 40 per cent of cases where officers have been dismissed in the last two years for poor behaviour. We will assess whether there is any learning that would have enabled us to prevent their behaviour in the first place.	AC Professionalism Q4 2021/22*
We have increased the number of investigators within our Directorate of Professional Standards investigating police misconduct to strengthen our proactive capability and prevent instances of our people abusing their positions of trust. We created a new dedicated team focused on the investigation of allegations of sexual misconduct and domestic abuse (replicating our existing team which investigates all serious discrimination cases). This will improve our ability to identify patterns of concerning online and 'real world' behaviours in the workplace.	AC Professionalism Q4 2021/22*
We will expedite the rollout of new warrant cards to improve security and urgently explore the capability to provide the public the ability to scan new passes to confirm authenticity.	AC Met Operations Q4 2021/22*
We will respond quickly to the findings or recommendations from the inspection undertaken by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service on our vetting processes.	AC Professionalism Q1 2022/23
The Deputy Commissioner will personally brief all 733 recently promoted Sergeants, reiterating the Commissioner's expectations of them in their key leadership role to promote and maintain the highest of standards.	Deputy Commissioner Q1 2022/23
We will introduce a new Command Assessment of Standards that will be completed by every leader of a command unit (OCU or police staff Directorate) to enhance accountability, oversight and scrutiny of standards; and the professional health of units across the Met. This substantial step will form a critical new component of our governance and assurance process, with assessments scrutinised at Management Board level and will also be open to scrutiny by MOPAC and the Audit Panel.	Chief of Corporate Services Q2 2022/23
A root and branch review of the Parliamentary and Diplomatic Protection command has begun. With a strong focus on external challenge, this review will have particular focus on recruitment, vetting, culture, professional standards and supervision. An oversight	AC Specialist Operations Q2 2022/23

group has also been established for this review, co-chaired by Dee Collins, the former Chief Constable of West Yorkshire Police, alongside Assistant Commissioner Matt Jukes. This oversight group will bring external perspective and challenge to this important review.	
We have asked the College of Policing to undertake an urgent review of our policy on officers subject to misconduct processes or outcomes being able to seek promotion. We will examine any proposals for change and invite input from Deputy Mayor on how MOPAC can also provide input to this work.	AC Professionalism/ Chief of Corporate Services Q2 2022/23
Improving Met culture	
Across our work to rebuilding trust we have committed to:	
We are delivering Operation Signa – an internal programme to ensure our people actively intervene and challenge inappropriate behaviours built on the feedback of women in the Met, to increase confidence of reporting sexual harassment and unacceptable conduct.	Chief of Corporate Services Q4 2021/22*
We are refreshing our flexible working policy to actively support our workforce – especially women at all levels and in all commands of the Met, including expanding even further our commitment to flexible working models that promote a positive work-life balance. An inclusion taskforce will utilise exit interview analysis to ensure we tackle any systemic issues.	Chief of Corporate Services Q4 2021/22*
We will continue seek good practice from inside and outside policing on how to build trust and confidence, having reached agreement with the Chief Executive of the College of Policing to identify outstanding examples of relevant work, which could translate quickly into the Met.	Deputy Commissioner Q1 2022/23
We will actively address any differential outcomes we see in Staff Survey returns (looking at all protected characteristics – in particular gender and race), with staff survey outcomes as one important measure of our progress on organisational culture.	AC Professionalism Q1 2022/23
We will shortly complete delivery of the next phase of our leadership programme (Leading for London), with the current campaign focused on the skills needed to excel in inclusive leadership. This will be followed by a second campaign focused on creating high performing (and inclusive) teams.	Chief of Corporate Services Q3 2022/23
We will continue to invest in leadership development for women and underrepresented groups seeking promotion and/or lateral development - including workshop and coaching/mentoring structures. Increasing visible role models within the Met will create a	Chief of Corporate Services Q3 2022/23

virtuous circle, supporting progression and external recruitment - better reflecting London's demographics.	
Furthering gender representation across commands and at all levels In our STRIDE strategy, we have made a commitment to improve the diversity of the Met's workforce.	
Recruiting more police officers who are women and / or are from visible ethnic minority backgrounds, and supporting their progression, are key elements of the wider work of building a Met that is more representative of London. We will work with communities and partners to achieve our recruitment, retention and progression aspirations for those from under-represented groups. From 2021/22, we have been aiming for 40% of our new recruits to be women, to rise to 50% in 2022/23.	HR Director Q1 2022-23
We will continue to build policies that support the recruitment and retention of women at all levels and in all commands of the Met, including: <ul style="list-style-type: none"> • Flexible working and work-life balance • Reviewing our policies and practices to increase awareness of flexible working and ensuring it is easy to access; • Pilot new ways of flexible working such as self-rostering and job share through Project Balance; and • Exit interviews – implement a new exit interview process, ensuring that feedback is collated, reviewed and data is used to promote retention of women in the Met. 	HR Director Q1 2022-23

*Eleven of the twenty [rebuilding trust priorities](#) are due for completion by the end of March 2022. We remain on track and we will provide an update on these priorities during spring 2022 as part of an update on our work to rebuild trust.

2. Protecting women and girls in public spaces, at home and online

Our ambition

Working with partners, we aim to reassure women and girls across London and protect them from victimisation. We want to bear down on perpetrators and address behaviours and actions which target and harm women.

We will work to improve substantially the level of confidence Londoners have in our response to all forms of violence against women and girls. We will continue to work to better understand the different impact violence against women and girls has on London's communities, in particular the black community. We will work to educate officers of the risks of adultification in their interactions/contact with young black women. We will take all reports of crime seriously and treat victims with respect.

We will increase our understanding of key locations where women feel unsafe and work with partners to design in safety, as well as increase police visibility and enforcement in these hotspots. We will actively manage known perpetrators and work in partnership to reduce the prevalence of violence against women and girls, aiming to deploy proven initiatives but also adopting new tactics, committing to learning and evaluation.

A large percentage of violence against women and girls is committed in private places, behind closed doors. This has a wide ranging and long lasting impact on the survivors and their families. In line with our Public Protection Plan, we will improve our response to rape and sexual offences; domestic abuse, stalking and harassment (including online); child abuse (including online and indecent images); and harmful practices (such as female genital mutilation and 'honour' based abuse).

Recently implemented changes

Targeted patrols - using our crime and incident data, each local policing area, known as a Basic Command Unit or BCU, has introduced new patrol plans to provide greater reassurance in areas of highest risk, including more police officers being visible and patrolling open space across London. In addition, areas profiled as at increased risk of violence against women and girls now inform our frontline patrol plans, targeting areas of greater risk.

Safer public transport - we are helping to reassure women and girls and make them feel safer on public transport, including through targeted police activity against known perpetrators and in locations of concern, a strong visible police presence on the bus network and by supporting Transport for London's school sessions.

Safer private hire – we are helping to reassure and safeguard women and girls by supporting operations such as Op STaN (Safer Travel at Night) which aims to raise awareness of taxi

touts and how to mitigate the risks of unlicensed minicabs working in partnership with Transport for London compliance teams.

Increased confidence - with Transport for London and British Transport Police, we are delivering an awareness campaign, to increase reporting and emphasise a zero tolerance approach to all forms of sexual harassment on London's public transport network.

Local focus - all Safer Neighbourhood Teams (SNT) have a minimum of three priorities, providing a great opportunity to address the violence related issues creating the most risk and harm to local communities such as: domestic abuse, violence against women and vulnerable people, public space safety, and anti-social behaviour linked to violence.

All victims of indecent exposure are now offered a face-to-face visit from a police officer.

Comprehensive training - new recruits complete mandatory training covering offences linked to social media and cybercrime, and how to better support victims of these crimes.

Improved skills - officers joining specialist teams whose work focuses on online offences receive bespoke courses to guide them through all aspects of investigations and victim support. This includes a hate crime toolkit that specifically references online offending/victimisation.

Risk awareness – we continue to support the [Clare's Law](#) scheme which gives any member of the public the right to ask the police if their partner may pose a risk to them.

We have reinforced to our officers that all forms of violence against women and girls are taken seriously and that online harassment and abuse must be taken as seriously as other forms of harassment and with the same levels of empathy and support as offered to victims of other violence against women and girls offences.

New commitments

Increasing policing presence in the public space

Each BCU will:

- have a violence against women and girls problem profile to drive problem solving;
- include violence against women and girls sector organisations in their key partnerships, known as a key individual network;
- work in partnership to tackle identified violence against women and girls concerns including through local roundtables;
- work in partnership, and with the wider Met, in the management of serial and dangerous perpetrators through Operation Bassano; and
- continue to work with local partners to ensure our new neighbourhood policing 'Town Centre' teams of 650

Deputy Assistant
Commissioner (DAC)
Local Policing
Q2 2022/23

officers, have embedded policing plans that address violence against women and girls as one of the priorities.	
We will maximise the use of our local resources to increase officer visibility and coverage in key hotspot locations identified through intelligence, co-ordinating local BCU teams, pan-London Central Specialist Crime teams and volunteers (police cadets, community volunteers and special constables).	Commander Violence Reduction Q4 2021/22
Preventing night time violence	
We are expanding the Ask for Angela campaign, working with Safer Sounds and bars, clubs and other night time-economy venues. This will build on the comprehensive Welfare And Vulnerability Engagement (WAVE) training to frontline officers that took place in venues across London in the summer.	DAC Local Policing Q4 2021/22
Following the pilot of Project Vigilant to prevent sexual offences linked to the night-time economy and to tackle predatory offending, we are working closely with community partners to extend the scheme. We aim to make busy, night-time economy areas places perpetrators are afraid to operate.	DAC Local Policing Q4 2021/22
We will further engage with partners to help promote the Mayor's Women's Night Safety Charter - part of City Hall's own Violence Against Women and Girls Strategy - by encouraging businesses to sign-up and do more to further prevent and protect women from violence.	Commander Violence Reduction Q4 2021/22
We are working with licensees and event organisers to enable them to respond better to female victims of violence, including through the 'Good Night Out Campaign'.	Commander Violence Reduction Q4 2021/22
Increasing officer training and capability to respond to violence against women	
Following the successful training of 6,800 frontline officers and staff on DA Matters to improve our initial response to domestic abuse - including better recognising and responding to coercive and controlling behaviour - we will scope how to embed further and continue the rollout. Trauma awareness will be at the heart of this training.	Commander Public Protection Q4 2021/22
We are working with the College of Policing on new approaches to how frontline officers record reports of domestic abuse, with the aim to providing better support and identification of victims in particular those who are vulnerable or who have experienced coercive and controlling behaviour.	Commander Public Protection Q4 2022/23

We will consistently collect and share information on specialist VAWG investigators with partners to ensure we have the right people in place with the right skills to support victims and the public.	Commander Public Protection Q1 2022/23
With MOPAC and other partners, we will seek to expand the use of independent domestic violence advisors and independent sexual violence advisors to respond to victims with compassion and sympathy, and then share that knowledge more widely across the Met.	Commander Public Protection Q4 2022/23
Following controlled trials in other forces, we are exploring the use of video streaming and location service technology for video consultations following domestic abuse situations.	Commanders Criminal Justice/Investigations /Public Protection Q2 2022/23
We will introduce an NPCC-led Crimestoppers pilot on female genital cutting perpetrators. We will also develop and deliver bespoke training to key officers and staff on all types of harmful practices to improve our investigative and safeguarding response.	Commander Public Protection Q4 2021/22
We will expand Operation Limelight at international airports and stations in London - which focuses on raising awareness of forced marriage and female genital cutting offences, and safeguarding potential victims. We will work closely with international criminal justice agencies to identify and share best practice and intelligence on risk and vulnerability.	Commander Public Protection Q4 2021/22
We note the Law Commission's recommendation that misogyny (and other gender-based offences) should not be recorded as a hate crime. We remain committed to working with forces where the recording of misogyny has been piloted and we will seek to adopt relevant learning and best practice.	Commander Public Protection Q4 2021/22
We are introducing a Digital Media Investigator course to improve expertise and support to all officers to help them investigate with consideration and empathy violence against women and girls, including helping them to more quickly and sympathetically manage digital and cyber evidence.	Commander Investigations Q4 2021/22

3. Working with our partners and with women to improve prevention and victim care

Our ambition

We do not want women and girls to suffer from violence and abuse so we will do more to prevent these crimes occurring. On the occasions where it has not been possible to prevent a crime occurring, we will protect victims from further abuse.

We will improve how we support victims, in line with the Code of Practice for Victims of Crime, and drive up prevention activity. We will seek to influence MOPAC and the Home Office to ensure commissioned victim services meet the needs of London's victims of violence against women and girls.

We will take reports of violence and harassment seriously whatever the type of crime and treat victims with courtesy and without bias. We will look to embed long-term change including how we can encourage victims to come forward, how we will support them through their report process, and how that will help us identify and address perpetrators before their behaviour escalates.

We will ensure those reporting crimes are treated with respect and empathy from the first contact, and are then well supported throughout the criminal justice process.

We want to be at the forefront of innovation and spearheading improvements in these areas. This includes maximising the use of forensic opportunities, and how we use data to help us identify trends and risks so that we can intervene. We are committed to understanding how violence affects all women and girls in our communities. In particular we will consider how protected characteristics and intersectionality affects their confidence in, and experience of, policing and the justice system. Key to our listening and learning focus will be the voices of victims and survivors.

Recently implemented changes

Working closely with the Crown Prosecution Service (CPS), we have begun to reduce the time that passes between a rape allegation and an outcome being achieved. This has included the use of Early Investigative Advice surgeries, joint-workshops and monthly oversight meetings.

We are working hard with stakeholders through the 'Rape Pan-London Partnership' to improve our collective response to victims and survivors of rape.

Working with Lighthouse (a structure funded by the Home Office, NHS England, Mayor's Office for Policing and Crime, and the Department for Education that supports young victims of sexual abuse and their families) and the CPS, we are reviewing and prioritising referred cases of child rape so they are progressed more quickly.

Through Operation Aegis, we are better identifying and managing risk for missing people, child exploitation, child abuse, online child sexual abuse & exploitation, domestic abuse, and rape & serious sexual offences; and improving outcomes.

We launched online reporting for domestic abuse that enables victims, including those who may be unable to contact us via the telephone, attend a police station or have officers attend their home, to report matters in a supported and safe way.

All schools are offered a named schools officer contact in their local BCU. These officers deliver advice on issues related to violence against women and girls. They work in partnership with the school to develop strategies to keep young people safe.

We delivered training to Safer Schools officers with Tender, a charity working with young people to prevent and offer advice on domestic abuse.

Youth engagement officers work closely with local communities to help keep young people safe, build relationships and promote positive engagement through local activities such as sport.

We will continue to support initiatives in the Mayor's current and future Violence Against Women and Girls Strategy such as improving processes for evidence-led prosecutions and identification of common points of attrition within rape cases.

We have established Project Evergreen to improve our policing response to sex work in all its forms, supported by the Met Sex Worker Advisory Group.

We are supporting an education initiative run by Streetlight UK called "You Choose". In collaboration with London local authorities and the Legal Services Commission, the course educates arrested sex buyers about what it is like to be involved in prostitution for women and aims to deter first time perpetrators from re-offending in buying sex work services.

New commitments

Engaging with women and girls and responding to their feedback

<p>All BCUs will increase their engagement with women and girls in their local communities to better understand their concerns and to build confidence. We will better involve violence against women and girls organisations including charities supporting Black and minority ethnic women and girls to help establish independent scrutiny of our work.</p>	<p>DAC Local Policing Q4 2021/22</p>
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<p>Every VAWG specialist organisation in London will have a dedicated single point of contact (SPOC) in the Met whose job it will be to build strong, trusting relationships.</p>	<p>DAC Local Policing Q2 2022/23</p>
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<p>We will further roll out our Walk and Talk sessions across all BCUs, focused on preventing violence against women and girls across London. These involve female officers buddying up with women</p>	<p>DAC Local Policing Q4 2021/22 and onwards</p>
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from within the community to walk the streets of London and hear of their experiences, concerns and reflections. We will reach out and actively encourage VAWG specialist organisations, charities and victims/survivors of violence against women and girls to participate in our Walk and Talk sessions.	
All BCUS are now engaged with the promotion of the #StreetSafe tool which allows members of the public to anonymously flag specific areas where they don't feel safe so that we can better respond to concerns.	DAC Local Policing Q4 2021/21
Increasing prevention	
We will work with partners to improve our intelligence gathering in relation to harmful practices, including female genital mutilation and 'honour' based crime, and its prevalence across London.	Commander Public Protection Q4 2021/22
Our officers will continue to be a key part of the Stalking Threat Assessment Centre (STAC), following clear evidence that demonstrates a reduction in offending for those supported through the STAC programme.	Commander Public Protection Q4 2021/22
Building on the success of a series of local police and community 'Innovation Hubs' pilots, we will roll out dedicated hubs across BCUs to generate new ideas and practical solutions to prevent and tackle violence against women and girls. This will bring police, public and academia together.	Commander Local Policing Q1 2022/23
We commit that any new innovation will be subject to evaluation and community consultation with those with an interest in violence against women and girls.	AC Met Operations Q1 2022/23 and onwards
With MOPAC, we will carry out a dip sample of domestic abuse incidents to ascertain how many resulted in multiple arrests, and to determine how widespread the issue of counter-allegation might be.	Commander Public Protection Q2 2022/23
Improving victim care and support with partners	
We will ensure vulnerable and intimidated victims are identified at the earliest opportunity and an assessment made so measures can be put in place to support them through the justice process. This will include consideration of intersectionality, disproportionately affected communities, those with disabilities, and victims with concerns/fears in relation to their immigration status.	Commander Investigations Q4 2021/22
We will trial a Victim's Need Assessment to help correctly identify those who might need or be entitled to enhanced rights under the	Commander Investigations Q4 2021/22

Victims' Code of Practice, and those entitled to Section 28 Special Measures at the point of reporting an offence.	
We will work to increase the confidence of victims who are concerned their immigration status may be used against them. We will adhere to the Met/NPCC policy that individuals with uncertain immigration status will be dealt with, first and foremost, as victims. We are actively monitoring Home Office work to develop a migrant victim protocol and will adopt this at the earliest opportunity.	Commander Criminal Justice Q4 2021/22
We will continue to work with MOPAC on improving the support of victims through the justice system, including exploration of options to develop an integrated 'Victim Care Hub'.	Commander Criminal Justice Q1 2022/23
A Victim Care Improvement forum has been established, and will meet quarterly to hear a broad spectrum of views. It is made up of volunteers representing the diverse communities of London.	Commander Investigations Q4 2021/22
We will improve victim care by encouraging more people to access Victim Support services. Each BCU will monitor performance and uptake of services to ensure those who need support are given it, as appropriate to their circumstances. We will seek support from MOPAC to ensure commissioned victim services meet the needs of all violence against women and girls victims in London.	DAC Met Operations Q4 2021/22
Supported by MOPAC, we will survey victims of the most serious crimes through the new High Harm Survey and use their feedback to improve our service.	Commander Criminal Justice Q4 2021/22
We will work with partners to consider how to increase the number of Multi Agency Risk Assessment Conferences (MARACs), and how we can improve information sharing and effective care for victims.	Commander Public Protection Q1 2022/23
We will ensure we capture data fully with regards to ethnicity and protected characteristics to ensure we are effectively able to understand the impact of violence against women and girls on different communities and improve our response.	Director of Data Q1 2022/23
When it is brought forward, we will look to embed the Serious Violence Duty across our work with partners	Commander Violence Reduction Q4 2022/23

4. Bringing perpetrators to justice and improving criminal justice outcomes for victims

Our ambition

We want to bring more perpetrators of violence against women and girls to justice. Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services stresses that a "whole system" response is required to tackle violence against women and girls offences and we will strengthen our links with partners to ensure the process is as effective as possible.

We will treat victims and witnesses with empathy and compassion, and without bias. We will work to address the concerns of victims, improving their experience, our service, investigations and outcomes.

We will work to reduce case attrition. The length of investigations, the impact of an investigation, particularly the intrusion of the examination of phones and other digital devices and media, as well as attending court can all affect victim and witness participation.

We will work with others in criminal justice on proposals for dedicated RASSO courts to help speed up prosecutions and make court proceedings less arduous for victims.

Recently implemented changes

We have a Public Protection Plan which focuses on five key areas; capacity, capability, leadership, governance and partnership activity. We will use the plan to deliver an improved service for victims and to improve our contribution to the criminal justice system.

We have a Rape Action Plan, working collaboratively with the CPS and criminal justice partners to increase justice for victims through improved case file quality, more effective case reviews (particularly of older cases), better training and better use of digital solutions to improve disclosure of evidence.

We have established Predatory Offender Units to carry out proactive operations against high harm offenders. Since launching in November 2020, these units have arrested more than 3,200 suspects, including 1,893 arrests for domestic abuse, 670 for sex offences, and 164 for child abuse. Justice outcomes for these units are substantial and improving.

We will continue to promote the use of body worn video to capture evidence quickly and to secure more convictions.

New commitments

Targeting and managing perpetrators

We will increase operational activity, including multi-agency operations targeting domestic abuse perpetrators. This will include intensified weeks and days of action, mobilising local officers, and prioritising arrest enquiries.	Commander Public Protection
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	Q4 2021/22
We will implement the NPCC National Domestic Abuse Best Practice Framework to improve joint working with criminal justice partners to secure better justice outcomes for victims, with a particular focus on dangerous and serial perpetrators.	Commander Public Protection Q4 2021/22
We will use all legal means available to manage perpetrators effectively and reduce the risk they pose, including: <ul style="list-style-type: none"> • increase the use of bail and protective orders, including Domestic Violence Protection Orders, and Forced Marriage Orders, ensuring robust follow up and action in response to any breach; • increase the use of Stalking Protection Orders (SPO), building upon the success already achieved (we are the highest user of SPOs nationally); • work with others to effectively manage serial and dangerous perpetrators, identifying the highest harm repeat perpetrators and ensuring targeting of these individuals, using all resources at our disposal to hunt down those posing the greatest threat; • help delivery of the Mayor's Office for Policing and Crime location tagging system for high risk domestic abusers so we can monitor them more effectively on their release from prison and improve the safety of victims; and • support the expansion of the DRIVE domestic abuse offender programme (challenging serial and high harm domestic abuse perpetrators to change their behaviour). 	Commander Public Protection Q4 2021/22
We will extend the Multi-Agency Tasking and Coordination (MATAC) approach seen elsewhere in the UK and consider viability for the Met.	Commander Public Protection Q4 2021/22
Improving response and investigation	
As a pathfinder force on Operation Bluestone , we have been working with the Mayor's Office for Policing and Crime, the National Police Chiefs' Council, academia and the Home Office to better understand how we should be approaching our response to rape cases. Having accepted all of the recommendations from the Bluestone work, we will consider in what way Operation Soteria , the Government response to rape, might be used in the Met, to transform further our response, including strengthening investigations with improved victim engagement and treatment through the courts, with suspect-focused investigation, and with particular attention to repeat offending suspects.	Commander Public Protection Q4 2021/22
We are investing over £13m to improve and speed up the gathering and analysis of digital evidence which includes the recruitment of over 100 technical staff.	Director of Forensics Q1 2022/23

<p>We are extending teams of Digital Media Investigators and Digital Forensic staff on each BCU to improve the skills of officers to better capture and use digital evidence, and improve timeliness so that a victim is not left without a phone for more than 24 hours. This will also ensure compliance with forensic regulatory standards and data protection requirements to provide reassurance that a victim's privacy is a priority.</p>	<p>Commander Investigations Q4 2021/22</p>
<p>We will conduct an end-to-end process review of domestic abuse investigations (in conjunction with London Criminal Justice Board) to identify how we can increase successful prosecutions.</p>	<p>Commander Public Protection Q1 2022/23</p>
<p>Measuring performance</p>	
<p>We will use the recently published national Criminal Justice System scorecards to help us look at our performance data. The scorecards will help to increase transparency, and help us to improve timeliness, increase victim engagement and improve the quality of justice earned.</p>	<p>Commander Criminal Justice Q1 2022/23</p>
<p>We will adopt all recommendations of the NPCC VAWG framework and improve the supervision of VAWG investigations.</p>	<p>Commander Criminal Justice Q1 2022/23</p>
<p>Working in line with new NPCC guidance, we will establish greater scrutiny to better understand cases which can prove difficult to take to trial, such as those with evidential difficulties or where the victim feels unable to support further action.</p>	<p>Commander Criminal Justice Q1 2022/23</p>

5. Delivering the plan

This section sets out how we will deliver the plan and describes how it fits with the national work to tackle violence against women and girls which involves partners in many sectors.

The Met has an ambitious strategy, Met Direction, which defines our priorities and performance objectives. Our top operational priority remains bearing down on violence, of which violence against women and girls is an important part. The Commissioner is accountable for the delivery of our strategy and is overseen by the Mayor of London and the Mayor's Office for Policing and Crime. The Home Secretary chairs a National Policing Board, which monitors policing performance across the country, and there is an established inspection and audit regime. In addition, the Independent Office for Police Conduct oversees the police complaints system in England and Wales, and sets the standards by which the police should handle complaints.

How we will deliver this action plan

The Met Management Board, chaired by the Commissioner, will drive progress against the objectives set out in this plan.

The Met's Rebuilding Trust work is overseen via a specific Rebuilding Trust Management Board. The governance of our work on violence against women and girls, STRIDE and Rebuilding Trust is closely aligned, and the Management Board leads provide joint updates to Performance Board to ensure coordination and join up.

The Assistant Commissioner leading delivery of this plan has established an oversight group to ensure coordination and effective prioritisation of objectives across the Met.

Achievement against objectives and key metrics will be scrutinised by the Performance Board, chaired by the Deputy Commissioner.

Beneath these meetings, every Met area of business will actively monitor performance and report upon key metrics and objectives from Chief Officer level through to local units and teams. Significant milestones will be tracked through our Business Plan; updates against this plan are published quarterly. Key activity to tackle violence against women and girls will be embedded within tasking meetings from force level to local tasking and weekly violence meetings.

Relevant objectives and metrics will be reported to other strategic boards including the Met Management Board for Inclusion, Diversity and Engagement, which oversees the delivery of our work on race, inclusion and diversity, the Public Protection Improvement Board, the BCU weekly violence meetings, and the Deputy Commissioner's HeforShe forum and other relevant meetings.

We understand the strong synergy between these different pieces of work across the Met, in particular Rebuilding Trust, STRIDE and our work on violence against women and girls. The

projects' strategic leaders work together to ensure we maximise the Met's collective aims and improvements.

The Commander responsible for Public Protection attends the Mayor's Office for Policing and Crime-led VAWG Board, supported by a cross section of partners and charities supporting victims and survivors, where progress will be shared with partners.

We will regularly review our action plan to ensure it takes forward new recommendations as they are published. We will commit to publishing an update in six months' time.

Performance Framework

Our performance framework charts the key aspirations for delivery of our strategy, the Met Direction. It is updated annually and driven by Performance Board, which is chaired by the Deputy Commissioner.

We welcome the NPCC's Delivery Framework and central Government's criminal justice system scorecards. We will ensure these are incorporated alongside the Met's own performance framework.

The 2022/23 Performance Framework contains a number of key aspirations relevant to this plan, including ambitions to increase our detection rates for domestic abuse, rape and serious sexual assaults, as well as reducing the number of cases in these crime types in which the victim no longer wishes to proceed with a prosecution.

We will closely monitor our work on Violence Against Women and Girls against these aspirations.

Indicator	Aspiration
Reducing crime and improving investigations	
Number of homicide victims	Reduction from the 2021/22 baseline
Percentage of detections for domestic abuse	30 per cent detection rate
Percentage of detections for rape offences	10 per cent detection rate
Total number of wanted high-harm offenders on the database used to record information about wanted offenders, EWMS	Reduce by 10 per cent from the 2021/22 baseline
Use of body worn video to deployed domestic abuse calls	90 per cent usage
Number of cases closed with outcome code 14 (evidential difficulties - suspect not identified;	Reduction to 32 per cent of outcomes by crime type

victim does not support further action) for priority crime types (domestic abuse; rape and serious sexual assault offences; violence against the person)	
Number of cases closed with outcome code 15 (victim supports police action but evidential difficulties prevent further action)	Establishing baseline
Number of cases closed with outcome code 16 (evidential difficulties - suspect identified; victim does not support further action) for the same priority crime types.	Reduction to 32 per cent of outcomes by crime type
Increasing trust and confidence, and victim satisfaction	
Response to public attitude survey: "The Met treat everyone fairly regardless of who they are."	Increase from 2021/22 baseline
Response to public attitude survey: "The police can be relied on to be there when you need them."	Increase from 2021/22 baseline
Response to public attitude survey: "The Metropolitan Police Service is an organisation that I can trust"	Increase from 2021/22 baseline
Overall victim satisfaction (user satisfaction survey)	Increase from 2021/22 baseline
Increasing representation within the Met	
Representative recruitment (gender)	Increase proportion of female police officers in all intakes to 40 per cent from April 2022
Retention	Female attrition rates for voluntary leavers are equal to or better than the rates for male leavers (baseline 1.9 per cent)
Increasing female officers and staff engagement	
Response to the staff survey: "There are good career opportunities for me at the Met"	Increase from 2021/22 baseline
Response to the staff survey: "I would recommend the Met as an attractive place to work"	Increase from 2021/22 baseline

Response to the staff survey: "I feel confident to challenge inappropriate behaviour if necessary"	Increase from 2021/22 baseline
Dealing with unacceptable behaviour	
Increase reporting of inappropriate behaviour: Number of Right Line reports received from MPS officers and staff Number of grievances raised from MPS officers and staff	Increase from 2021/22 baseline
Improve timeliness of investigations: Time to deal with misconduct cases	Reduction from the baseline
Completion of Op Signa training for all officers and staff	95% completion by March 2023

Where the performance indicators are not gender specific, we will – where possible - monitor achievement and differential in terms of gender. For example, we will carefully consider any differences between men and women for victim satisfaction.

We will monitor, by gender, Public Attitude survey responses on areas such as *"how safe do you feel walking alone in your local area at dark"* or *"to what extent do you feel domestic abuse / sexual assault or sexual violence is a problem in your local area"*. We will also continue to pay close attention to our staff survey results including questions such as *"I feel confident to challenge inappropriate behaviour"* and *"If necessary, inappropriate behaviour is dealt with"*.

We will also take account of the violence against women and girls-related outcomes and performance measures set out in the Mayor's Police and Crime Plan 2022-2025, such as measuring reduction in repeat victimisation for domestic abuse, sexual violence and violence against women and girls, and reducing reoffending for the most violent perpetrators including for domestic abuse and sexual violence.

Appendix A: the strategic framework

Much improvement is needed in policing and across the criminal justice system to address effectively the challenges highlighted above. There is a concerted effort across the whole sector to drive change and have a positive impact. This action plan, alongside our strategy 'Met Direction', our STRIDE Strategy and our 'Rebuilding Trust Plan' set out our key plans and priorities. More widely, we are actively supporting the delivery of other developments: we will regularly review our action plan to ensure it takes forward new recommendations as they are published. The following summarises more of the wider context the Met plan is part of:

- The Government's national "[Tackling violence against women and girls strategy](#)" published in July 2021, which set out action to focus on preventing crimes from happening in the first place, pursuing perpetrators and better support for victims.
- The Government's "[Tackling Domestic Abuse Plan](#)", published on 30 March 2022.
- The National Police Chiefs' Council's [National Delivery Framework](#) published in December 2021 provides the framework under which all forces in England and Wales should tailor their response to violence against women and girls, and deliver local plans.
- The [Domestic Abuse Act](#), which came into force on 30 April 2021, bolsters the police and partnership response and strengthens protection for victims. The forthcoming Online Safety Bill and Policing and Crime Bill, and the recent Government's [Beating Crime Plan](#) have also clear links to violence against women and girls.
- The Mayor's [Police and Crime Plan](#) sets the strategic direction and aims to make "London a city in which women and girls are safer and feel safer".
- The Mayor's "[Violence against Women and Girls Strategy 2018-2021](#)" is also being refreshed with an anticipated publication in the spring 2022.
- The Met is working with the Mayor's team and communities to deliver the commitments in the [Mayor's Action Plan for Transparency, Accountability and Trust in Policing](#). Whilst focused on Black communities, there is strong intersectionality in some areas with initiatives that will benefit all groups with protected characteristics.
- Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) report from its [Inspection into how effectively the police engage with women and girls](#) sets out actions for police forces – as well as highlighting the need for a whole-system response to tackle offences related to violence against women and girls.
- HMICFRS, Independent Office for Police Conduct (IOPC) and College of Policing super-complaint report "[A duty to protect: Police use of protective measures in cases involving violence against women and girls](#)" findings will be considered as we move forward.
- HMICFRS report "[Shining a light on betrayal: Abuse of position for a sexual purpose](#)" which inspected the abuse of position for a sexual purpose of people who have come into contact with the police for help.
- We will also engage positively in forthcoming inquiries as well as with Home Office consultation linked to the development of guidance and policy, and [future National Police Chiefs' Council \(NPCC\) work](#) on tackling violence against women and girls.