

Sexualised Behaviour, Internal Culture and Conduct Regulations

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Purpose of the Paper

- We discussed our sexualised behaviour cases at the last PCC and believe it would be useful to continue this discussion.
- This paper contains an update regarding what is happening across policing and internally as a result of the Sarah Everard murder case as an input for further discussion

Outcome Sought

- For discussion

- We are supporting ‘**Equally Safe**’, the Scottish Government campaign to end VAWG [Equally Safe: Scotland's strategy for preventing and eradicating violence against women and girls](#)
- We have actively promoted the ‘**Don’t be that Guy**’ Police Scotland social media campaign against male sexualised behaviour on our social media channels <https://www.scotland.police.uk/what-s-happening/news/2021/october/police-scotland-launches-new-campaign-urging-men-to-call-time-on-sexual-crime/>
- 17.09.21: **HMICFRS report into how policing treats violence towards women and girls** published, which questioned the culture in forces: [Police response to violence against women and girls – Final inspection report - HMICFRS \(justiceinspectorates.gov.uk\)](#)
- 5.10.21: **Inquiry into issues raised by Sarah Everard murder** announced by the Home Secretary, including vetting practices, professional standards and discipline, and workplace behaviour. [Inquiry launched into issues raised by Couzens conviction - GOV.UK \(www.gov.uk\)](#)
- 5.10.21: Home Secretary commissions **HMICFRS to conduct a thematic inspection of vetting and counter-corruption procedures in policing**, including forces’ ability to detect and deal with misogynistic and predatory behaviour. Initial findings by the end of 2021.
- 11.10.21: Announced the fast track **dismissal of a D Division Officer** for sexualised behaviour, which picked up traction in the Scottish press. <https://www.thescottishsun.co.uk/news/scottish-news/7825413/cop-sacked-sexual-messages-schoolgirl/> and <https://www.dailyrecord.co.uk/news/scottish-news/scots-transport-police-officer-sacked-25178268>
- 30.10.21: **Valerie’s Law Petition closed with 106,520 signatures**. The campaign seeks to make specialist training in how to support Black women and girls affected by domestic abuse compulsory for the police and other government agencies. 85% of those surveyed by campaign leaders charity [Sistah Space](#), didn’t feel supported by domestic violence advisors who weren’t Black, due to a lack of cultural and situational understanding.
- 31.10.21: **Chair of the Police Federation England & Wales published a call for police culture to change**: *“We need to consign to the history books some of our “canteen culture”, where sexist nicknames and derogatory remarks are made. When banter crosses the line to become sexist, derogatory or homophobic, that’s when it ceases to be banter, and this is where we need a recalibration.”*
<https://www.polfed.org/news/latest-news/2021/britain-s-police-forces-have-many-heroes-but-we-need-to-change-our-culture/?s=03>

- Violence Against Women and Girls Action Plan developed, coordinated by Mike Furness and overseen by COG. This covers both external and internal actions.

What we have done to date:

- The morning after Couzens' sentencing we held an extraordinary FEB which Lucy and Charlie chaired. This was a very open session with colleagues sharing a range of emotions. It was agreed on this call that the leaders wanted to own this messaging, rather than a call for managers or all people note led by Lucy.
- This messaging including reflections on the impact of the legitimacy and trust of Policing was reinforced on the Line Managers' Briefing the following week.
- 14 Oct – we did comms, including briefing to all teams, on changes in Control Rooms procedure for women/girls asking for verification of an officer
- An intranet story with a rationale from Lucy on the fast track dismissal of PC Iain Bagley (D Division), to explain and reinforce our zero tolerance approach to this type of behaviour
- Decision taken to Judicially Review the final written warning outcome for one sexual misconduct case (Aftab). This has been picked up in national media with strong support for our stance. <https://inews.co.uk/news/british-transport-police-legal-fight-officer-used-warrant-card-before-sexually-harassing-woman-kept-job-1258946>
- Currently c19 cases in PSD that have a misogyny/sexual element to them. Following a review of all such cases, 6 more officers moved from restricted duties to suspensions
- 22 Oct - Chief's Blog on the intranet was entirely focussed on VAWG for all to see and comment on.
- Commissioned advice from Matthew Butt QC on how we are positioned within Police Conduct Regulations and options for consideration.
- Took the decision to put an additional 6 posts into Vetting to strengthen performance and capability.

Priorities for this agenda and communications going forward:

- Launch of our White Ribbon partnership <https://www.whiteribbon.org.uk/organisations> to coincide with White Ribbon Day (25.11) and actively demonstrate our commitment to support the end of violence towards women.
- A rebrand of CARS (confidential reporting line) to 'Speak Up' which will coincide with the launch of the refreshed internal comms campaign on inappropriate sexual behaviour (end of Nov launch date)
- VAWG App launch for the public - March 2022