

control, financial abuse), work to influence and educate young people, and perpetrator programmes that reduce reoffending

Priority 2: Keeping people safe and building resilience

- The COVID-19 pandemic has impacted on the volume of crime that disproportionality affects women and girls. We will work to uncover this hidden harm, getting the support and justice to those who need it.
- Work with all partners to embed a violence against women and girls' delivery framework.
- Reduce vulnerability and isolation by engaging women and girls in education, employment, and training opportunities.
- Challenge the male community to stand up and be counted, as role models to their peers, calling out unacceptable behaviour

Priority 3: Safer Places and Thriving Communities

- This Plan will make West Yorkshire a hostile place to exploiters, through developing strong deterrents, designing-out crime, supporting community challenge, making reporting crime simpler, and increasing confidence in the police.
- Support grass-roots community organisations that provide important services for women and girls.
- Use developing technology and tools to understand where and why women and girls feel unsafe in public spaces.
- Work to ensure women and girls are safe on public transport and taxis

Priority 4: Responding to Multiple and complex needs

- Bring a trauma-informed focus to those supporting women and girls who have experienced exploitation.
- Bring a whole systems approach to the safety of women and girls' agenda, for both victims and perpetrators.
- Embed the violence against women and girls' priority in the new Serious Violence Duty.
- Evaluate the impact of commissioned perpetrator programmes to understand what works to reduce violent behaviour

The Police and Crime Plan includes a series of indicators that will be used to measure performance which, while not solely related to women and girls, reflect the fact that women and girls are disproportionately represented in the associated crime cohort. These include:

- Increasing positive outcomes for victims of domestic and sexual abuse and violence
- Reducing the number of repeat victims of domestic abuse
- Increase the use of Domestic Violence Protection Orders and Domestic Violence Protection Notices
- Increase the use of Stalking Prevention Orders
- Increase the % of female officers

Performance against the indicators in the Police and Crime Plan is reported via the Mayor's Governance meetings and the Police and Crime Panel.

KEY INFORMATION

6. Mayoral/DMPC and VRU activity to date includes:

- Funded and supported the leading research for safety of women and girls in West Yorkshire's parks. The [research led by Dr Anna Barker and Professor George Holmes](#) at the University of Leeds. Applying a multi-dimensional approach, maximising the learning from this research, and working with partners, means we will achieve a greater understanding of how we can innovate, share great ideas, and aid the safety of women and girls in public, including how we can take this learning into the private and digital spaces to ensure we accelerate societal change.
- A 'Train the Trainer programme' rolled out to youth workers to implement and upskill for behaviour change across West Yorkshire. 150 youth workers to be trained on behavioural change, and once completed, these youth workers will have the skills required to upskill other frontline workers, including those on the transport network.
- Ongoing development of a male behaviour change campaign by the Policy Manager, Eran Sandhu, and project lead colleagues in Policing and Crime team. The video proposal is developed with the ambition to generate low-level male behaviour change within the Safety of Women and Girls agenda through engaging with men and boys in West Yorkshire.
- The Policy Manager, leading the workstream for the safety of women and girls has conducted knowledge share sessions with Infrastructure, engineering and mass transit colleagues and consultants.
- Set up a county wide [Stalking Advocacy Service](#) for victims of domestic stalking with Victim Support. This is the first West Yorkshire wide service for victims of stalking.
- Safe space hubs in town centres including Leeds, Halifax, Bradford, Wakefield, and Huddersfield.
- The VRP Response Strategy and West Yorkshire Needs Assessment VRP literature review which: Provided an insight into the causes and impacts of Violence Against Women and Girls (VAWG) as understood in current literature and service provision; Identified the needs of women and girls in West Yorkshire to support the development and introduction of intelligence led, evidence based sustainable intervention and provision; Offered an overview of current knowledge whilst identifying gaps in knowledge and recommendations to prompt engagement and localised research. Findings from the review suggested the implementation a long-term public health approach, which tackles the deep rooted and ingrained social, health and economic problems facing women and girls as the best chance of addressing this issue.

- The VRP have also completed a VAWG literature review in partnership with Integrated Care Systems and Together Women and a response strategy to the literature review will be published shortly.
- Safer Streets Primary bid – Supporting women’s safety in parks. Each Local Authority received £46K to support women and girls’ safety focusing on two parks per district. The funding is split as follows:
 - £10K per park to improve the look and feel, lighting, replacing damaged equipment / features, introducing new features / equipment / seating etc. This included “reclaim the park” / “taking a stand” launch events for parks to promote women’s safety / male behaviour change.
 - £10K per park to develop those two parks as community assets for women and girls’ groups, working with local groups and secondary schools to understand what they want from the park, and facilitate activities for those groups. These have included sports activities, dog walking, picnics, self-defence, dance classes.
 - £6k per authority to fund a role (either internally or to a Third Sector group) to drive activity in relation to the community asset work and build sustainability.
 - University of Leeds led research project, together with women’s groups, residents, community safety professionals and the Combined Authority, looking to understand how and why women and girls feel unsafe in parks and develop guidelines for Parks design that has regional and national impact.
- Safer Streets Secondary bid – Challenging sexist and predatory behaviour in FE / HE institutions

This was an offer to 10 institutions in West Yorkshire developing consent workshops and active upstander training during Freshers week for the first-year students;

- Consent training workshop includes train the trainer approach for institution staff to build sustainability post funding. Delivered by Basis Yorkshire.
- Active upstander/bystander training for peers to be able to challenge unacceptable behaviour in a safe way on and around campus.
- Personal safety & conflict management techniques training.
- Campus based Behaviour Change Campaign – coproduced by staff and students.
- Safety of Women at Night Fund – Focusing on Transport and the Night-Time Economy - West Yorkshire wide projects as follows:
 - An anonymous bus safety feedback tool on the Yorcard mobile application, allowing users to feedback on their feelings of safety at any point along their journey. Also featuring travel safety information. Data collected from the App reporting tool along with other intelligence will allow for targeted interventions

to take place on routes that have high levels of violence against women and girls as reported by passengers and staff. Transport staff and police in plain clothes will ride the routes identified to address any issues at high-risk times.

- West Yorkshire Police-led enhanced active upstander training to licensed venue staff in the night-time economy for them to challenge unacceptable behaviour. This included a train the trainer approach for managers so they can train new staff in the hospitality industry. An upstander approach identifies those individuals have a role to play in the prevention of abuse being committed against/ or by others. This approach for violence prevention focuses on boys and men not as perpetrators or potential perpetrators, but as empowered upstanders who can confront abusive peers and support abused ones. Likewise, the model focuses on girls and women not as victims or potential targets of harassment, rape, and abuse, but as empowered upstanders who can support abused peers and confront abusive ones.
- West Yorkshire wide “Ask for Angela” campaigns relaunch and reinvigorated, which allows patrons of venues to use this covert phrase to ask for support and assistance and included training for licensed premises staff to support customers who approach them.
- Other District night-time economy-orientated projects which largely ran on Friday and Saturday nights
- Ministry of Justice (MoJ) Funding for Victims and Witnesses

The MoJ funding is for the provision of local commissioning of victims’ support services across West Yorkshire to support all victims of crime. Information of all allocations of this funding are available on the Policing and Crime website.

For this report the following funded provision is for women and girls only.

- Rape Crisis Centres - For all women and girls affected by rape and sexual violence.
- Independent Domestic Violence Advisers (IDVAs) for the following groups of women and girls - BME: Black, Minority Ethnic women and girls
- Sex workers and women being or have been sexually exploited for females victims in prison
- Independent Sexual Violence Advisers (ISVAs) for the following groups of women and girls, Specialist Rape crisis, Specialist Rape crisis Children and Young people.
- Specialist Rape crisis BME: Black, Minority Ethnic people women and girls
- Jyoti Service - Specialist service for BME: Black, Minority Ethnic women and girls, which is run by Black, Asian and Minority Ethnic women offering a culturally sensitive approach to dealing with issues around rape and sexual violence.
- Mayoral Engagement - The Deputy Mayor for Policing and Crime (DMPC) and the office supported the Mayor’s attendance at joint events and

engagements throughout International Women's Week which began Monday 7 March 2021 and concluded with the Women's Day Symposium on 12 March 2022. A summary of events/engagements are detailed as follows:

- CARA Launch Event, Wednesday 9 March - The DMPC opened the launch of a virtual launch event for the CARA perpetrator programme (Cautions and Relationship Abuse). In 2020 the West Yorkshire Police and Crime Commissioner commissioned Restorative Solutions CIC, partnered with the Hampton Trust, to introduce and deliver CARA over a period of 2 years. This partnership brings substantial relevant expertise and local knowledge to this service. Eligibility is for standard risk first time offenders, issued with a Conditional Caution by West Yorkshire Police. The launch followed a decision to extend the contract for a further year until June 2023.
- Rosalie Ryrie Foundation – (DMPC & The Mayor) - The Rosalie Ryrie Foundation support people who are victims and perpetrators of domestic abuse and people whose behaviours are abusive. They work with adults, children, and young people from all backgrounds to raise awareness and provide support. As part of the launch of the Police and Crime plan the Mayor and DMPC met with a group of women who have been victims of Domestic Abuse. Rosalie Ryrie have been previously funded by SCF and the VRU and are currently funded by the Mayor's Safer Communities Fund.

Mayor's Safer Communities Fund – The Mayor's Safer Communities Fund continues to deliver projects to support women and girls. You can find out more about the successful projects here ([Mayor's Safer Communities Fund - West Yorkshire Combined Authority \(westyorks-ca.gov.uk\)](https://www.westyorks-ca.gov.uk/mayors-safer-communities-fund))

The Policing and Crime Team appointed Eran Sandhu as the Women and Girls Policy Officer on 20 June 2022.

The mayor hosted two co-design events in May and September 2022 to form the West Yorkshire Safety of Women and Girls Strategy.

In July the announcement that victims' support services across West Yorkshire are set to receive nearly £14m in a cash boost aimed at supporting the region's most vulnerable. The funding will secure services for the next three years and will pay for over 70 different services and support roles for victims and witnesses across West Yorkshire including 52 Independent Sexual Violence/Domestic Violence Advisers (ISVA/IDVA). A new West Yorkshire wide service will also be established to specifically support victims of Domestic Abuse related Stalking.

Also in July, The Mayor and Community Safety Partners are successful in a bid to the Safer Streets Fund. £717,953.61 will be directed into a number of projects to support the safety of women and girls across the night-time economy in West Yorkshire. A portion of the money will also enable the development of a male targeted behaviour change campaign designed to address attitudes and approaches towards women.

In August, Over £500,000 was secured to support the victims and survivors of domestic abuse and to reduce reoffending across West Yorkshire

In November, Mayor's Safety of Women and Girls Strategy officially launched. The strategy reveals the shocking experiences and challenges facing women and girls, including a recent survey that found 97% believe 'being a woman' affects their personal safety, and outlines a plan to tackle this. The launch of the Mayoral Safety of Women and Girls strategy comes with £992k of Women and Girls funding over the next three years from UK Shared Prosperity Fund. The criteria for the Women and Girls strand of the UK SPF has been shared with Local Authorities, with an encouragement to work closely with the Voluntary, Community and Social Enterprise sector in developing the proposals.

The Mayor/DMPC continue to do all they can to raise the profile of support required around the safety of women and girls both locally and nationally ensuring:

- They attend partnership events to advocate for the Safety of Women and Girls
- Attend community-based meetings and initiatives to better understand the lived experiences and challenges faced by Women and Girls
- Address WYP performance in respect of accountability, scrutiny and oversight both directly, through the Policy Manager and the work of the wider team.

New Mayor's Women Safety Unit

Timeline

In December 2021 West Yorkshire Police (WYP) launched the strategy for the new national project to tackle VAWG. As one of the Forces who collaborated nationally on the strategy, WYP was identified as an exemplar Force and started a healthy programme of activities under the three pillars to improve trust and confidence, improve outcomes and create safer spaces.

In November 2022, the Mayor launched The Mayor of West Yorkshire's Safety of Women and Girls Strategy. The Strategy was co-produced with partners and stakeholders across West Yorkshire. The Mayor will continue to work with the police, partner agencies, voluntary, community and social enterprise organisations and victims and survivors to ensure we deliver for those who are most vulnerable, putting them at the heart of our response. Mayoral priorities include education and prevention, behaviour change, safe spaces and supporting the sector.

In April 2023, WYP joined the national programme of Operation Soteria Bluestone (Op Soteria), to embed the national operation model (NOM) to improve the investigation and prosecution of rape cases.

In May 2023, VAWG was added to the national Strategic Risk Assessment (STRA), highlighting VAWG as one of the six other national threats along with counter terrorism and child sexual exploitation and abuse.

Establishment of the Unit

We recognised the duty to collaborate, noting that VAWG remains a prominent strategic issue nationally. To combat VAWG, we wanted to combine our resources and ensure strategic delivery could make a difference to all in West Yorkshire and beyond. The purpose of this Unit is to establish a dedicated team to support the Mayoral pledge support women and girls, and all communities of West Yorkshire.

The group will also build on the collaboration of Police and staff from West Yorkshire Combined Authority (WYCA).

The unit will be formed by a collaboration between the Mayor's Policing and Crime Team and Violence Reduction Partnership (VRP) and WYP to deliver the Mayor's pledge for the safety of women and girls (and strategic actions in the [Mayor's Safety of Women and Girls Strategy](#)), including improving performance against the metrics in the [Police and Crime Plan](#), and to support the delivery of the [Strategic Policing Requirement](#) relating to VAWG.

The additional resource will provide the structure to support, embed and report on the performance of West Yorkshire Police against the [Operation Soteria](#) national operating model (to improve the investigation and prosecution of rape cases).

The Mayor's responsibilities to hold the Chief Constable to account, to reduce serious violence, to convene partners and engage with and inform communities will be supported through the collaboration.

We will deliver actions lead by the Strategic Lead of West Yorkshire Police, and the Policy Manager in Policing and Crime, leading the workstream for the safety of women and girls to improve outcomes for victims and confidence in policing.

It is proposed that this new unit will be a pilot for 12 months starting as soon as possible with evaluation at 6 months and 12 months. These evaluation phases will allow us to determine the progress against the strategic actions set out in the [Mayor's Safety of Women and Girls Strategy](#). We will seek to review the delivery, in conjunction with metrics determined in the [Police and Crime Plan](#).

The Policy Manager and Assistant will continue to elevate the work of the Mayor's Unit nationally as good practice, through national networks, Community Safety Partnerships (CSPs), and providers and via the APCC, Deputy Mayor for Policing and Crime (DMPC), and locally for community reassurance.

The sustainability of governance and management of the Unit will be reviewed through a nominated unit meeting. Feedback from this meeting will be shared with various steering groups, partnership boards and thematic district VAWG Groups to ensure a 'joined up' approach. The delivery of these projects will also be reviewed through quarterly monitoring returns.

The projects ongoing in districts and departments across West Yorkshire will represent the wider Safety of Women and Girls Policy outcomes.

In addition to current internal and external engagement through communities of West Yorkshire, partners, CSPs and the force Independent Advisory Group (IAG), the methodology will deliver actions lead by the Strategic Lead of West Yorkshire Police, and the Policy Manager in Policing and Crime, leading the workstream for the safety of women and girls to improving outcomes for victims and confidence in policing.

#Justdont Campaign

In an increasingly challenging world for younger people, where online presence is just as relevant as the real world, we understand that gaps have been identified around specific targeting of male behaviours, and we want to be teaching, challenging, and encouraging individuals to speak out and recognise when certain behaviours are not acceptable.

To empower and encourage progressive views and healthy attitudes towards women and girls, we wanted to provoke peer to peer conversations amongst men of all ages, which will begin to create shifts in societal behaviour.

The value that behavioural change programmes and initiatives have is powerful. The Mayor wanted to make a difference working across West Yorkshire to ensure women and girls are no longer harassed and abused online, in person, at home or in their work environment.

We commissioned [Storycatchers](#), to create a video campaign to generate male behaviour change within the Safety of Women and Girls agenda through engaging with men and boys in West Yorkshire. This was to support delivery under the theme of behaviour change, and delivery of the [Mayor of West Yorkshire's Safety of Women and Girls Strategy](#).

The focus of the content was to influence young men and boys aged between 14 and 21, with the ambition of reaching a wider audience. The video would bring attention to, and positively impact on, inappropriate male behaviour towards women and girls in public and in digital spaces. We wanted to use this video on multiple platforms and channels, highlighting behavioural change themes.

Following this, creative proposals were submitted for consideration, and research was conducted with the target audience. This testing was used to support the decision on which proposal to select and to drive the campaign to ensure it was evidence led.

We tested key words, comments, tones, and the messaging of the campaign to encourage interactive engagement following the launch of the video.

The research identified several key points, including:

- We need men to be talking to men, and that is why the focus of the video is on men.
- Men didn't appreciate or weren't aware of the scale of the problem, so awareness raising of that point specifically became an important aim.
- Men can disassociate themselves from depictions of more serious behaviours and can have a "that isn't me" type reaction.
- The cast of the video is late teens to early 20s as younger males view older males as role models. However, as we have noted, the content resonates with all audiences from all backgrounds.

To support the development of the campaign, we reported the 86% of women aged 18-24 have been sexually harassed. This data was from [Prevalence and reporting of sexual harassment in UK public spaces - A Report by the APPG for UN Women](#). 'Public space' was defined in UN Women UK's 2021 YouGov survey as any of the following: Public transport (buses, trains, etc.), hospitality venues (pubs, clubs, bars,

etc.), public events (concerts, sports games, festivals, etc.), streets, parks, commons and other public recreational spaces and online spaces (e.g. social media).

To align to the strategy, the Mayor ensured that the campaign had a West Yorkshire angle and represented different communities in the county through the reflection of different demographics and colloquial language.

Filming for this campaign took place in various locations across West Yorkshire, on the 2nd August 2023. The concept was then edited and launched in person at Leeds City College on 20th September 2023, with the support of all partners across West Yorkshire. Local organisations have supported the #Justdont campaign, including sporting clubs Leeds United, Huddersfield FC, and Leeds Rhinos.

Campaign Video:

<https://youtu.be/EN6fHDQ6IZQ>

Behind the Scenes Video:

[The Making of the #JustDont Campaign \(youtube.com\)](#)

Campaign Launch:

[#JustDont Campaign Launch Event in Leeds \(youtube.com\)](#)

Allyship from Men and Boys sports teams:

- [Leeds United support campaign against sexual harassment - Leeds United](#)
- [CLUB SUPPORT #JUSTDONT CAMPAIGN FIGHTING VIOLENCE AGAINST WOMEN AND GIRLS - News - Huddersfield Town \(htafc.com\)](#)
- [#JustDont Launch Event - Leeds Rhinos reaction to the campaign \(youtube.com\)](#)

National Day of Memory

The Mayor attended the Day of Memory conference on 14th July 2023 at the Royal Armouries in Leeds. The conference marked the 30th anniversary of Karma Nirvana, and was a powerful and inspiring event that brought together survivors, activists, and advocates from around the UK to reflect on the past and look to the future.

It was an opportunity to honour the legacy of those affected by Honour Based Abuse and to renew our drive to continue the hard work to challenge Honour Based Abuse in our own lives. The event was attended by the Mayor, the Domestic Abuse Commissioner and other national figures to support the Safety of Women and Girls.

The national honour-based abuse helpline receives an average of around 2,500 cases every year, and to support this helpline, the Mayor has provided

£71,453.16 (2022-2025) to the service.

Active Bystander Training – ‘Stand Up to Harassment’

It was recommended in consultation for the Mayor’s Safety of Women and Girls Strategy that ‘more emphasis needs to be put on private/public organisations to champion the VAWG Strategy in the workplace’. The Mayor committed to delivering focused training to support the sector.

Using the Mayor’s voice with businesses, we want to influence employers to understand what they can do to support women’s safety and support industries to be more gender inclusive. For this reason, the Mayor hosted ‘Stand Up to Harassment’ training, delivered by the Suzy Lampard Trust and L’Oréal. This training was delivered for WYCA employees during national Sexual Abuse and Sexual Violence Awareness Week.

The training helped to drive awareness of harassment, as well as upskilling and empowering bystanders in settings such as public transport, educational institutions, festivals, public spaces, and workplaces, to help defuse situations, discourage harassers, and support victims. It enables those who witness street harassment to feel confident to intervene and provide support to those being harassed.

PARTNERSHIP CONTRIBUTION

The Policing and Crime Team have several Partnership Boards including:

- Women’s Focus Group
- Criminal Justice Board Victim and Witness Group
- Domestic and Sexual Abuse Board
- West Yorkshire Anti-Slavery Partnership
- Children’s Risk and Vulnerability Group

EQUALITY, DIVERSITY, AND INCLUSION

The Safety of Women and girls is everyone’s responsibility and is most effective in partnership. It is known that minorities groups and marginalised individuals can be at increased risk and vulnerable.

ATTACHMENT

[Chief Constables report – VAWG](#)