



# Violence against women and girls

## Outcomes and performance framework

April 2022

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# Contents

<b>Foreword</b>	<b>4</b>
<b>Executive summary</b>	<b>5</b>
<b>Data principles</b>	<b>7</b>
<b>Approach to determining outcomes and performance measures</b>	<b>8</b>
<b>Outcomes and performance timeline 2022/23</b>	<b>8</b>
<b>What to expect from our performance analysis and reporting</b>	<b>9</b>
Pillar: Build trust and confidence	10
Pillar: Relentless perpetrator pursuit	12
Pillar: Safer spaces	15
<b>Partner agency data</b>	<b>16</b>
<b>Protective and preventative tools and orders</b>	<b>16</b>

# Foreword

I have often referred to 2021 as a ‘watershed moment’ for both society and policing.

Events of the past year, combined with women’s longstanding concern that the criminal justice system does not protect them or bring them justice for violent and sexual crimes, has led to a serious loss of trust in the police. The pandemic has also shone a light on the terrible reality for many women and girls behind closed doors.

We have seized this moment to radically improve our response to violence against women and girls (VAWG), and to build trust and confidence.

The VAWG delivery framework, which launched in December 2021, is a strong plan for delivering this change. Experts in the VAWG sector have helped to shape it and all forces are implementing it.

This document sets out how we will determine the change we expect to see as a result of our action. This includes the outcomes that we will seek to achieve over the coming months and years, as well as how we will measure the impact of our action and the progress that we are making towards our intended outcomes.

I am absolutely committed to reporting on performance openly and publicly, enabling scrutiny of our progress. This includes making our threat and risk assessments publicly available. I am also committed to a collaborative approach to draw insight from performance data, which will help tell us what is – and isn’t – working, so that we can refine our approach accordingly.

**Maggie Blyth**

# Executive summary

The **VAWG framework for delivery year 1** outlined three overarching objectives as priorities for policing:

- build trust and confidence
- relentless perpetrator pursuit
- safer spaces

Collectively, the actions within this framework will see a fundamental shift and improvement in the way that police tackle violence against women and girls – wherever it happens and whoever is the perpetrator.

It is critical that we set ambitious outcomes for improved policing and that we measure our progress against them. We are committed to doing this in a way that empowers all those with a stake in our work to access this information, scrutinise our progress and hold us to account. By sharing performance data openly, we will be able to work collaboratively to solve any problems in implementation or progress. We will also use performance data to refine our framework if we see that a particular action is not having the intended effect.

This is the first time that policing has collected data nationally on VAWG in order to assess and report on performance. This process is complex and requires significant consideration and stakeholder engagement, to ensure that we set the right goals and key performance indicators (KPIs), and to ensure that policing can collect consistent data. We must also work closely with other partners – such as the Home Office, Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), and police and crime commissioners – to make sure that our performance analysis complements other forms of performance scrutiny and oversight.

This framework explains our approach to outcome setting and performance management. Our first performance report will be published in November 2022 and then subsequently every six months. Performance reports will provide a national overview and force breakdowns of data will be available.

Our outcomes will be defined once we have established our baseline (the starting point of our assessment, which we'll compare future measurements against). To do this, we will need to consult further with government, policing, the VAWG sector and other experts to ensure that our intended outcomes are the right ones. Outcomes will be included in the second performance report published in May 2023.

Our analysis of performance against the VAWG framework will be supplemented by the first national strategic threat and risk assessment for VAWG. This assessment will further our understanding of the threat and risk from VAWG, and will help us to ensure that we are taking the right action in response. It will also be a public-facing assessment that will inform the government, as well as other sectors and organisations that have a role to play in tackling VAWG. This will be published by March 2023.

In developing this outcomes and performance framework, we have heard the views of practitioners within policing and government, as well as other statutory, voluntary and third-sector organisations.

As each performance report is published, we will share findings with the VAWG sector and other key stakeholders to discuss what they mean and how we respond to them. Each performance report will be published by the College of Policing and the National Police Chiefs' Council (NPCC) on our websites.

## Data principles

Our performance assessment and reporting will follow the principles below, which will support us in driving sustainable change and ensuring that the experiences of all women and girls are visible in our data.

Principle		Summary
1	Data in relation to women and girls should be visible.	Recorded data on sex and gender should be accurate, to make the experiences of women and girls visible.
2	Data in relation to Black and minoritised women and girls should be visible.	Ethnicity data should be recorded and should be accurate, to make the experiences of Black and minoritised women and girls visible.
3	Data in relation to women and girls should be used.	Where data is collected, it should be analysed and visualised to show the experiences of women and girls. Wherever possible, the ambition should be to show splits by gender, by ethnicity and by VAWG offences, in order to make experiences visible and to empower scrutiny and insight.

These principles apply across all spaces where policing data is recorded, used and scrutinised. Police forces, the Ministry of Justice, the Crown Prosecution Service, the Home Office, HMICFRS and others should consider and apply these principles.

## Approach to determining outcomes and performance measures

Until data is collected from forces and a benchmark is established, it is not possible to provide explicit desired outcomes against the framework. This work will be completed with stakeholders following initial data analysis, and will be included in performance reporting from May 2023.

Defining outcomes and ‘what good looks like’ requires a holistic approach. The responses to all of the pillars outlined in the framework combine to contribute to improved outcomes and good service to victims. For example, in order to achieve a timelier investigation response from crime recorded to formal outcome, this also requires an improvement in victim care and other measures in relation to VAWG. Additionally, we need to ensure that our outcomes don’t lead to any unintended consequences.

We will not assess any one measure or metric in isolation. Instead, we seek to draw insight about performance from the range of data using various methods to holistically understand the police response and its impact over time.

## Outcomes and performance timeline 2022/23

- April 2022: Outcomes and performance framework published, setting out the approach.
- November 2022: First performance report published using data from police forces in England and Wales.
- March 2023: Strategic threat and risk assessment for VAWG published.
- May 2023: Second performance report published using data from police forces in England and Wales.

# What to expect from our performance analysis and reporting

In our performance analysis and reporting in 2022/23, we will seek to answer the following key performance questions (KPQs) using the KPIs and sources of data below.

By March 2023, we will have used this performance analysis to set our current baseline and to set out our intended outcomes over time. Subsequent performance reporting, from May 2023 onwards, will show our progress in achieving these outcomes. Initial performance reporting will provide the current picture and give indications of current performance.

Pillar 1: Build trust and confidence		
KPQ	KPI	Indicative data
1. How effectively is policing responding to allegations of police-perpetrated violence and abuse?	1.1 What is the extent and nature of complaints and misconduct allegations?	Complaints and misconduct allegations data.
	1.2 What are the formal outcomes (decisions and sanctions) of complaints and misconduct allegations?	Outcomes (decisions and sanctions) of complaints and misconduct allegations.
	1.3 How timely are investigations following complaint and misconduct allegations?	Median number of days from complaint and misconduct allegation to formal outcome.
2. How effectively is policing challenging and addressing sexism and misogyny within its own workforce and within forces?	2.1 To what extent is the policing workforce challenging sexist and misogynistic behaviours and attitudes within forces?	Analysis of available sources for insight into workforce behaviours and attitudes (and the response to them within forces), such as surveys of the policing workforce.

Pillar 1: Build trust and confidence		
KPQ	KPI	Indicative data
3. How effectively is policing building trust and confidence in relation to the policing response to VAWG?	3.1 How confident do the women and girls feel about the policing response to VAWG?	Analysis of available sources for insight into public confidence, such as Ipsos and the Crime Survey for England and Wales.
4. How effectively is policing listening to, and acting on, the voices of women and girls?*	4.1 How have police involved women and girls - and particularly Black and minoritised women and girls - in scrutiny of VAWG, and how is this involvement changing and improving practice?	Analysis of force action plans and their examples of how engagement and involvement has improved practice.

\* Additional work will take place with the VAWG sector to further develop methods for hearing the experiences of women and girls, and for using it as part of the assessment of police performance.

Pillar 2: Relentless perpetrator pursuit		
KPQ	KPI	Indicative data
5. How effectively is policing pursuing the most harmful and prolific perpetrators of VAWG offences?	5.1 What is the extent and nature of reported crime within the scope of VAWG?	VAWG crime data.
	5.2 How many crimes reported within the scope of the VAWG framework result in a criminal justice outcome (formal or informal)?	Outcomes of VAWG crimes.
	5.3 What is the median number of days from crime reported to police decision?	Median number of days from crime reported to police decision for VAWG crimes.
	5.4 How many outstanding suspects are there for VAWG offences?	Number of outstanding suspects for VAWG crimes.

## Pillar 2: Relentless perpetrator pursuit

KPQ	KPI	Indicative data
6. How effectively is policing using powers to protect women and girls?	6.1 How many orders have been applied for, or authorised, in relation to VAWG offences?	Number of orders applied for, or authorised, in relation to VAWG offences.
	6.2 How many orders that have been authorised in relation to VAWG offences have been breached?	Number of orders breached.
	6.3 How many applications and disclosures have been made under the Domestic Violence Disclosure Scheme (DVDS)?	Number of DVDS applications and disclosures.
	6.4 How timely are decisions made following applications under the DVDS?	Median number of days from DVDS application to decision.

Pillar 2: Relentless perpetrator pursuit		
KPQ	KPI	Indicative data
7. How effectively is policing tackling the high rates of victim attrition (withdrawal of witness or victim support)?	7.1 How many crimes that are reported within the scope of VAWG result in an outcome recorded where the victim does not support police action (suspect identified)?	Cases closed where victim does not support further action or where evidential difficulties prevent further action.
	7.2 How many crimes that are reported within the scope of VAWG result in an outcome recorded where the victim does not support further police action (no suspect identified)?	
8. How comprehensively is policing supervising VAWG investigations?	8.1 How many crimes that are reported within the scope of VAWG result in an outcome recorded where the victim does support further action but evidential difficulties prevent further action?	Cases closed where evidential difficulties prevent further action.

Pillar 3: Safer spaces		
KPQ	KPI	Indicative data
9. How comprehensively does policing prioritise VAWG in forces?	9.1 How is VAWG reflected in policing control strategies, police and crime commissioner plans, and Community Safety Partnership plans?	The prioritisation of VAWG (force control strategy, police and crime plans, Community Safety Partnership plans).
10. How effectively is policing identifying the riskiest online, private and public spaces?	10.1 Identification of riskiest online, private and public spaces by policing.	The identification of the riskiest spaces (problem profiles, use of StreetSafe app).
	10.2 How effectively does policing deliver a preventative problem-solving response to the riskiest spaces?	Preventative problem-solving response around the riskiest spaces (police and crime commissioner plans, Community Safety Partnership plans).

## Partner agency data

This framework is for policing scrutiny explicitly. Therefore, this performance framework will relate to indicative data for policing performance and not partners at this stage. It is recognised that data from partners and other spaces has value in relation to VAWG insight. However, the framework for year 1 relates to policing. This outcomes and performance framework will therefore reflect how the policing response should be scrutinised.

## Protective and preventative tools and orders

Orders relevant to VAWG are referred to in the **Violence against women and girls toolkit**.