



Police Service
of Northern Ireland

Our plan to stop violence towards women and girls



we care
we listen
we act



Easy read booklet

Who we are and what this booklet tells you about



Police Service
of Northern Ireland

We are the **Police Service of Northern Ireland**, called **PSNI** for short.



We want to stop **violence** towards women and girls in Northern Ireland. **Violence** means to hurt someone.



We have written a plan about how we will do this.



This booklet tells you about our plan.

About violence towards women and girls



We know

- most **perpetrators** of violence towards women and girls are men.
- women and girls from **marginalised communities** and **LGBTQIA+** communities are not always safe and might find it hard to tell people when men are violent towards them.
- bad things have happened to make women and girls trust the police less.

A **perpetrator** is a person who does a bad thing to another person.

Marginalised communities are groups of people who are treated in a less fair way in life.

LGBTQIA+ means lesbian, gay, transgender, queer, intersex and asexual.

We want to do more to keep all women and girls safe and to help them trust the police.

About our outcomes



We have 2 **outcomes** for our plan for the next 2 years. Our **outcomes** are what we want our plan to do.



Outcome 1

We want a **society** where violence towards women and girls is not allowed.



Outcome 2

We want women and girls to trust us and feel **confident** we will help them.



Society means the place and the communities we live in.

Confident means women and girls know we will help them.

About our themes



To make our outcomes happen we have 3 **themes** to follow. Our **themes** are important ideas we used to make our plan.



Theme 1
Trust and confidence



Theme 2
Find perpetrators and support victims



Theme 3
Safer spaces

Theme 1

Trust and confidence



Trust and confidence means we want women and girls to believe in what we do and know we will help them.



It can be hard for women and girls to trust us because

- women and girls have been hurt and killed by police.
- young women and girls don't think we will listen to them.
- women and girls with an **insecure immigration status** are worried we won't help them.



An **insecure immigration status** means you might not legally be allowed to live in the country you are in.



Goal 1

We will expect our police officers and staff to treat each other and the public in a good way. Bad behaviour will not be allowed.



We will

- 1 make sure our staff are **vett**ed. **Vett**ed means we will do checks about people before they work for us.
- 2 make sure our staff haven't behaved in a sexual way towards other people when at work.
- 3 look at how our staff can tell someone if they know a bad thing has happened at work.
- 4 tell our staff how we expect them to behave.



Goal 2

We will make new training for our police officers and staff so they have good knowledge about violence towards women and girls.



This will help us find and punish more perpetrators.

We will



- 1 give our police officers and staff training about **domestic abuse** crimes.

Domestic abuse is when someone in your family or your partner hurts you or makes you do things you don't want to do.



- 2 give our police officers and staff training about **sexual offences**. **Sexual offences** are crimes about sex, like if you are made to do sexual things you don't want to or made to have sex.



- 3 give our police officers and staff training about **stalking**. **Stalking** is when someone won't leave you alone. They might follow you or keep sending you messages online.



- 4 make sure student police officers know how to deal with domestic abuse crimes, sexual offences, stalking and all violence towards women and girls.



We will

- 5 make a new training plan so police officers and staff understand when violence is happening towards women and girls from all backgrounds.

Goal 3

We will update our set of **policies** called **Dignity at Work** and make sure they include how to deal with violence towards women and girls.

Policies are sets of rules organisations have about different things that happen in the work place.

We will include a new set of rules about domestic abuse at work.



We will

- 1 look at our rules and think about why people bully or are violent towards police officers or staff at work.
- 2 have a new policy about how police officers and staff can tell someone if domestic abuse happens to them at work.

Theme 2

Find perpetrators and support victims



Victims are people who have bad things happen to them.



Repeat victims are people who keep having bad things happen to them.



We will work with the **criminal justice system** so there are less repeat victims and less repeat crimes of violence towards women and girls.



The **criminal justice system** means the police, prisons, and the courts.



Goal 1

We will make sure crimes towards women and girls are **investigated** properly.

Investigated means look at what happened and find the facts.



We hope this will mean more perpetrators are **prosecuted**.

Prosecuted means you go to court and a decision is made about your punishment.

We will



- 1 make a 7 year plan with the **Public Prosecution Service** about how to deal with **serious** sexual offences. **Serious** means very bad.

The **Public Prosecution Service** decide how a perpetrator is punished.

- 2 make the way we investigate violence towards women and girls better.

We will check what we are doing 4 times a year to make sure it is working well.





Goal 2

We will do more work to find people who are wanted for **arrest** or interview because of violence towards women and girls.



Arrest is when a person is taken to a place, like a police station, and officially blamed for a crime.

We will

- 1 change our **Wanted Persons Risk Assessment Matrix** so finding people wanted for violence towards women and girls is a **priority**.



A **risk assessment matrix** is a tool that helps organisations work out problems about **risk**.

Risk means how likely it is something bad will happen.

Priority means very important and done first.



Goal 3

We will find better ways to record crimes about **misogyny** or a person's **gender**.

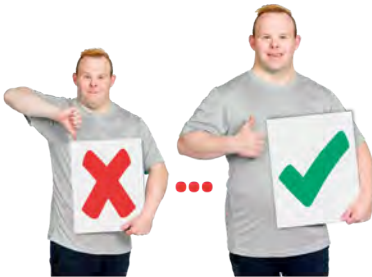


Misogyny means you don't like women or you do things to hurt or scare them.

Gender means if you are male, female or something different.

We will

- 1 look at how we record crimes about misogyny and find better ways to do this. This includes stronger punishment for these crimes.



Goal 4

We will make sure we record all crimes in a good and fair way.

We will

- 1 ask the **Service Crime Registrar** to check how we record crimes every year.

The **Service Crime Registrar** is an organisation who check we record crimes in the right way.





We will

- 2 ask the **Service Crime Registrar** to give us good training and advice about how to record crimes in a good and fair way.



Goal 5

We will find repeat victims of crimes about violence towards women and girls



We will

- 1 make sure the way we find repeat victims works well for repeat victims of violence towards women and girls.

- 2 make a **problem solving toolkit** for police officers and staff to use when they support repeat victims of violence towards women and girls.

A **problem solving toolkit** is a set of ideas people can follow to help them do a good job.





baseline

We will

3 find out how many women and girls are repeat victims of violence in year 1 of our plan and call this our **baseline**.

We will aim to not go higher than our baseline in the later years of our plan.

4 make a baseline for **all** crimes about violence towards women and girls in year 1 of our plan.

Goal 6



We will have **Protective Orders** to help protect victims of violence towards women and girls.



A **Protective Order** is an order given by a judge to someone who might hurt someone else. It might say they aren't allowed to go near the person they might hurt.



Protective Orders help stop bad things happening to victims.



We will

- 1 have **Stalking Protection Orders** for victims of stalking.
- 2 have **Domestic Abuse Protection Orders** for victims of domestic abuse.



Goal 7

We will use our **Domestic Homicide Review** process to help us do everything we can to stop women and girls being murdered because of domestic abuse.



Our **Domestic Homicide Review** process is a set of rules we follow to make sure we support victims of domestic abuse in the best way we can.



We will

- 1 Use our **Domestic Homicide Review** process to help us stop domestic abuse happening or getting worse for a victim.

Theme 3

Safer spaces



We want women and girls to be able to enjoy **public spaces** and to be safe online.



Public spaces are places open to everyone, like roads, pavements and parks.



We know women and girls can feel unsafe and afraid in their daily lives.



We will work with our **partners** to make safer spaces for women and girls in Northern Ireland.

Our **partners** are other organisations we will work with to make our plan happen.



Goal 1

We will find where the most violence towards women and girls happens and make these public spaces safer.

We will

- 1 make sure our police officers go to the public spaces where violence towards women and girls happens at the right times.
- 2 make a baseline for **all** crimes about violence towards women and girls in year 1 of our plan.



Goal 2

We will make sure people understand about **spiking** so less people get spiked.



Spiking is when drugs or alcohol are put into someone's drink without them knowing. This mostly happens at bars and clubs.



baseline



We will

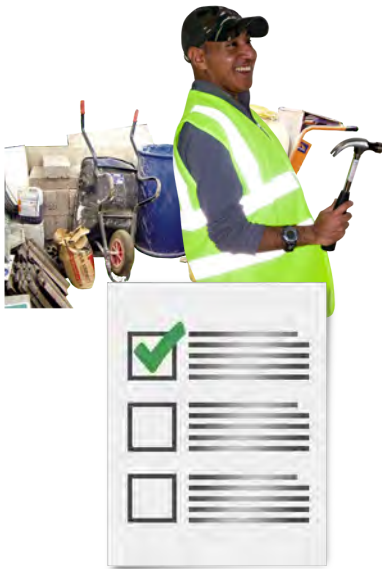
- 1 make new rules about how to investigate spiking.
- 2 make sure spiking is a priority for police at night when bars and clubs are open.
- 3 make a **media campaign** about spiking so people know about it and understand it better.
A **media campaign** is when information is put online or in a newspaper so more people know about it.
- 4 make a baseline for spiking crimes in year 1 of our plan.

Goal 3

We will work with our partners to make safer public spaces for the **future**.

The **future** means the years ahead that haven't happened yet.

We will



- 1 use the **Secured by Design Gold Standard** and always think about how to stop violence towards women and girls when we build public spaces.

The **Secured by Design Gold Standard** is the official set of police rules about making safe spaces.



- 2 make sure people know about and have **ONUS safe places** in Northern Ireland and check they are working well.

ONUS Safe places are places set up by organisations where victims of domestic abuse can go to feel safe.



- 3 make sure the safety of women and girls is thought about when events are being planned that the police are part of.



- 4 make sure police **Public Order** and **Public Safety Training** talks about violence towards women and girls.



Goal 4

We will work with our **stakeholders** to make media campaigns about how to stop violence towards women and girls in all spaces.



Stakeholders are people who are interested or affected by what we do, like police unions, public services, charities, lawyers or judges.



We will

- 1 make media campaigns that change how people think about violence towards women and girls

Goal 5



We will make an **engagement programme** about violence towards women and girls for each police area.



An **engagement programme** is a plan with ideas and activities to help people be part of what is happening in an organisation.



We will

- 1 write down where our stakeholders are in each police area so can make them part of our engagement programme
- 2 choose who will be the police contact for our engagement programme in each local area.
- 3 make a plan of activities for each local area to help us make this plan happen.

Goal 6



We will set up an **Independent Advisory Group** who make sure women and girls are listened to and have a part in making this plan happen.



An **Independent Advisory Group** is a group of people from the public who meet to give ideas and advice to the police.

We will



- 1 Set up a Northern Ireland **Independent Advisory Group** who will meet about 4 times a year.

Goal 7



We will make a partnership with stakeholders and work with them to help change the way people think about violence towards women and girls.



We want violence towards women and girls to stop and not be thought of as ok. We want people to speak up about it.

We will



- 1 work with stakeholders to help our staff have better knowledge and skills about violence towards women and girls.

Goal 8



We will make sure our police officers meet with and listen to victims of violence towards women and girls.

We will



- 1 set up visits for our senior police officers to meet with victims of violence towards women and girls.

How we will support our partners



We will listen to our partners and stakeholders and use what they tell us about violence towards women and girls to help us to be better at what we do.



We will work with our partners to change the way violence towards women and girls is dealt with in Northern Ireland.

How to find out more



Go to this website to find out more
www.psni.police.uk

The full version of this document is called
**Police Service of Northern Ireland
Tackling Violence Against Women and Girls
Action Plan**