



Civil Nuclear
Constabulary



Violence Against Women and
Girls (VAWG): Strategy 2025-2028

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Chief Constable's Foreword



Simon Chesterman OBE, QPM
Chief Constable

This plan outlines our vision for how we will contribute to the ongoing efforts of UK policing to tackle VAWG. We must be wholeheartedly committed to combating this ongoing issue and acknowledge the role we must play in addressing Police Perpetrated Domestic Abuse. The CNC exists in part to keep people safe: we cannot claim to be achieving this if we are not taking appropriate action to address those dangers faced overwhelmingly by women and girls, many of whom may count among our ranks. It is not enough for police forces to simply make supportive declarations – it is time for action, and this includes the CNC. This plan explicitly outlines those steps we will take to help make our society a safer place for women and girls.

The CNC must be a place where we all feel safe – and that employees, site workers, host forces and members of the public know they can turn to us for support. This applies to existing employees, but also to those who work at the sites we patrol, our host force partners, and those we encounter in the course of our duties. We want people to believe that the CNC is committed to tackling violence against women and girls, a safe workplace, and a positive employer. We cannot provide this confidence if we do not continue to adapt to our changing society, or if we decide that this problem has ‘nothing to do with us’.

I wholeheartedly believe that every CNC officer and staff member will welcome this course of action and will be proud to be part of an organisation taking such positive steps towards making this country a safer place to live in for all.

VAWG context

VAWG¹ is endemic in the UK and can have devastating impacts. Across the UK, approximately 25% of women will experience domestic violence in their lifetime². In Scotland, 1,400 rapes were reported to Police Scotland from April-September 2024; an increase of 19.5% on the previous year³. 81% of reported domestic abuse cases had a male offender and female victim⁴. There are similar figures in England and Wales: approximately 70% of reported victims in the year ending March 2024 were women, yet of over 800,000 reported cases there were fewer than 50,000 convictions⁵. Similarly, fewer than 3% of rape cases reported from October 2023 to September 2024 in England and Wales resulted in a perpetrator being charged⁶.

Ofsted's discovery that sexual harassment occurs so frequently in schools that it has 'become commonplace' gives us an idea

of the pervasive nature of VAWG⁷.

Violence of this type has great impacts on physical safety, economic independence, and has been linked to increased adverse mental health outcomes among women⁸.

While we do not have the same role as other forces, it would be remiss to believe we cannot contribute to the nationwide efforts to tackle this endemic violence. Police Perpetrated Domestic Abuse (PPDA) is becoming an increasing concern, and it is essential we focus some of our efforts on this issue. Sexual harassment and everyday sexism can also continue to be tackled within our workplace. It is essential for us to understand and address the changing nature of misogyny, including the role of social media, with the NPCC highlighting the impact of online misogyny including the growth of incel risk⁹.



¹ The United Nations 1993 declaration defines VAWG as: "Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life".

² [How common is domestic abuse? - Women's Aid](#)

³ [New THAT GUY sexual crime prevention campaign launches - Police Scotland](#)

⁴ [Domestic abuse: statistics recorded by the police in Scotland, 2023 to 2024 - gov.scot](#)

⁵ [Domestic abuse in England and Wales overview - Office for National Statistics](#)

⁶ [Rape, sexual assault and child sexual abuse statistics | Rape Crisis England & Wales](#)

⁷ [Tackling violence against women and girls in the UK - House of Lords Library](#)

⁸ [Statistics | Zero Tolerance](#)

⁹ National Police Chief's Council, VAWG Strategic Threat Risk Assessment (2023) pp.5,12, 18, 20.

VAWG context



As our role expands, we will be supporting host forces and encountering vulnerable people more frequently, and our officers need to be adequately trained for these situations. In 2016, then Home Secretary Theresa May said: “The right skills, training and commitment to protect the vulnerable are still not held by every single police officer.”¹⁰ This emphasised why it is essential we do our best to ensure our officers do have these skills.

We should also be equipped to best support our own employees and those who work alongside us who may be experiencing domestic abuse or violence.

The importance of getting it right is highlighted in this survivor’s testimony: “when police came, and they were so supportive I finally felt very strong... that made a massive difference.”¹¹

¹⁰ [Home Secretary’s Police Federation Conference 2016 speech](#)

¹¹ Survivor testimony, quoted in Hill, J. (2020) See What You Made Me Do, p.252

Strategic objectives

Pursue

We are responsible for pursuing VAWG perpetrators as they cause significant harm and often offend repeatedly.



Prepare

A fundamental requirement to effectively pursuing VAWG perpetrators is to ensure we have the right capabilities, capacity and culture.



Protect

We have a statutory duty to protect and safeguard victims of VAWG.



Prevent

We are clear on our role within a whole-system approach to prevent VAWG.



Our plan: Pursue

Strategic Objective 1:

We are responsible for pursuing VAWG perpetrators as they cause significant harm and often offend repeatedly.

Improvements to the Professional Standards Department (PSD):

Expanding the department including bringing in outside experts on a case-by-case basis or where need is identified, increasing training, team diversity, and analytical and investigative capacity. This will help us to gather, retain and consider all relevant information, allowing for an improved capacity to spot patterns or trends. We will ensure we attain and maintain National Intelligence Model (NIM) compliance.

Specialised training for PSD investigators & Vetting officers:

This will include the Domestic Abuse Champions training to allow them to identify signs of abuse and/or abusive behaviour when investigating.

Our plan: Prepare

Strategic Objective 2:

A fundamental requirement to effectively pursuing VAWG perpetrators is to ensure we have the right capabilities, capacity and culture.

Expanding our role: supporting site employees experiencing domestic abuse. Site employees will likely see a CNC officer more routinely than a host force officer, and this may help them to report as they may feel more able to approach our officers. CNC officers could then support them in contacting the host force or gaining support from other agencies.

Mandating and ensuring ownership and compliance: The VAWG Action Plan owner will be the Strategic Lead for VAWG. The EDI Gold group will be responsible for ensuring its progress.

RASSO First Responders: We will assess the relevant College of Policing mandated learning delivered to our host force colleagues and ensure we develop and deliver a tailored training package that meets our needs and ensures we adequately prepare our officers to discharge their responsibilities in this area.

Evidence collection and presentation training: We will source and run training for first responders in an appropriate evidentially and forensically intact response to physical and sexual violence.

Organisational Learning Framework: We will develop an organisational learning framework for domestic abuse, VAWG, and rape and SSO. We have already made positive steps to address issues of culture in our training packages such as the roll out of Active Bystander training, however we will continue to build on these offerings to ensure VAWG is explicitly tackled and will look to work developed by host force colleagues to further complement our efforts.

Induction: All our officers and staff will receive an input highlighting VAWG and domestic abuse considerations during their induction training. We will also create and signpost a resource library to make further information and learning available to all staff.

Knowledge sharing: We will create an organisational learning cycle, contributing to both in-force and national learning. We will improve ways to feedforward from knowledge sharing events, such as the NPCC Practice Sharing Events to ensure ongoing learning, consideration of available support mechanisms, facilitate networking, and improvement in our training offering.

Our plan: Protect

Strategic Objective 3:

We have a statutory duty to protect and safeguard victims of VAWG.

Support mechanisms: We will continue to learn from national policing functions, our colleagues in host forces and other interested parties to identify, consider and where appropriate introduce further mechanisms and technologies to improve victim support.

Domestic Abuse Champions: In spring 2024, we delivered our initial courses of Domestic Abuse Champions training, facilitated by SafeLives, establishing a network of point of contacts for our own employees experiencing domestic abuse. We will continue to develop and deliver our own training to ensure that we maintain a resilient support function in this respect.

www.safelives.org.uk



Our plan: Prevent

Strategic Objective 4:

We are clear on our role within a whole-system approach to prevent VAWG.



**For women and children.
Against domestic violence.**

Partnerships: We will establish a partnership with Refuge to support victims of offenders discovered in the force whose cases are limited to misconduct proceedings and not referred to criminal proceedings. Refuge will partner with the CNC to provide briefings on how to make

victim referrals to the National Domestic Abuse helpline. Any changes in circumstance which require a more tailored partnership will be addressed by ongoing work. The CNC will also partner with any site Domestic Abuse networks to ensure joined up working for each individual site.

Host Forces: Expanding partnership working with host forces on Violence Against Women and Girls – establishing a Violence Against Women and Girls representative at each site to act as liaison in such cases to ensure appropriate and sufficient handover and support.

Tackling sexism and misogyny: We will tackle the issues which arise from it due to overexposure and improving our employees' understanding of

'knowing the line'. We will do this through partnerships with Communications such as a reintroduction of weekly dilemmas. We will use positive action to reinforce acceptable standards of behaviour, and outline actions and consequences arising from breach of these, applying the COM-B model¹² as appropriate.

Culture: In the context of the standards of professional behaviour, PSD and vetting will lead on communication and training. This will strengthen organisational culture leading to a stronger stance against offenders force wide. We will continue to explore innovative methods of understanding our culture, especially regarding domestic abuse, VAWG, and rape and serious sexual offences (RASSO), and using these to adapt our efforts in continuing to strive for improvement.

¹² This model considers the need to target capability, opportunity and motivation to enable real behavioural change. This means ensuring people are *capable* of demonstrating desired behaviour such as due to increased training; that there is significant *opportunity* for the desired behaviour to be displayed such as through organisational enablement of the behaviour; and individuals are sufficiently *motivated* to enact the desired behaviour such as through the result of persuasion or incentivisation. Further information on this model can be found here: [The behaviour change wheel: A new method for characterising and designing behaviour change interventions | Implementation Science | Full Text](#)

Next steps

The relevant actions from this strategy have been included in the EDI Delivery Plan, which is owned by the EDI team and being overseen by ACC Professionalism. These will be further supported through the work of the Affinity Networks. Related actions following on from the Angiolini Inquiry are also being monitored in the Cultural Action Plan. Quarterly updates on EDI and culture are reported to the People Committee, chaired by a member of the CNPA. This strategy will be reviewed annually to ensure progress and determine any further action required. This will go through the EDI Silver Group which reports to the EDI Gold meeting chaired by the DCC. Violence against women and girls has

long been a reality. While the CNC has made significant progress, we acknowledge that without focus and drive we risk stalling ongoing efforts. The monitoring of this strategy will allow us to ensure it is guided by national direction, and to integrate future learning and best practice. We hope that this strategy allows us to make ongoing internal cultural change, allowing us to better support the safety of our officers and staff and to contribute to national efforts to tackle this endemic issue.

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