

Angiolini Inquiry Part 2 draft Terms of Reference

Public Consultation Survey

Chair's Foreword

I was asked by the then Home Secretary to Chair the Angiolini Inquiry in late 2021. The Inquiry was established to operate in two parts, the first was to examine how an off-duty police officer was able to abduct, rape and murder a member of the public. Aspects of Part 1 are still subject to ongoing criminal proceedings which prevent me from finalising my findings. The second part of the Inquiry is to look at the broader issues arising from that case and the safety of women in public. The Home Secretary announced the draft terms of reference for Part 2 of the Inquiry on 18 January this year.

I have been asked by the Home Secretary to carry out a consultation on the draft terms of reference for Part 2 of the Inquiry. This consultation is an important part of how we carry out the Inquiry. We need to hear from those with an interest in the subject matters we will be exploring.

It is vital that we do what we can to ensure that all lessons are learned; to help prevent those in power abusing their position, to make women and girls safer in public, as well as society as a whole.

I look forward to hearing from you.



Rt Hon Lady Elish Angiolini LT DBE PC KC

Consultation responses and your data

Why is the survey being carried out and who is collecting the data?

The Angiolini Inquiry has opened a consultation on the draft Terms of Reference for Part 2 to gain the views on the focus of the Inquiry's work from those with an interest in the work of the Inquiry.

Under the Data Protection Act 2018 and the UK GDPR (General Data Protection Regulations) the Angiolini Inquiry is classed as the data controller for this work.

What data is being collected?

Along with opinion of the draft Terms of Reference for Part 2 of the Inquiry, the survey will also ask individuals for information about personal characteristics so we can analyse responses and see the different types of people who have chosen to participate.

What is the legal basis for processing the data?

The legal basis for processing this data under UK GDPR Articles 6 and 9 is 'public task': to perform a task that is in the public interest and/or 'legitimate interests': pursued by the Chair of the Inquiry.

How will the data be stored and how long will it be stored for?

The data will be stored on encrypted and password-protected devices in order to protect against loss or damage. Any personal data will be kept for a period of six months after the consultation closes this will be on or before 24 August 2023.

What rights do I have (as the data subject)?

Your participation in the survey is entirely voluntary. Please refer to the [Inquiry's Privacy Notice](#) for further information on how we process data and individuals' rights.

How will the information be used?

We will identify key themes from everyone's responses taking into account demographic information and survey answers and may use anonymised quotes in publications and your responses treated in confidence. Your responses will be used to inform the Chair's response to the Secretary of State for the Home Department on the draft Terms of Reference for Part 2 of the Angiolini Inquiry. This response will be published on our website.

Will the data be shared with any third parties?

Survey responses will be analysed by the Home Office analysts seconded to the Angiolini Inquiry team.

How can I ask questions or raise a complaint?

If you have any concerns about the way in which this consultation is being carried out, or any questions about what we will do with the findings, please contact Laura Gibb, Secretary to the Angiolini Inquiry in the first instance.

Email: info@angiolini.independent-inquiry.uk

If you have a complaint about the way your data is being processed or handled, you can address this to the ICO (Information Commissioner's Office) by emailing casework@ico.org.uk, calling 08456 30 60 60 or 01625 54 57 45, or by writing to the ICO, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Completing the survey

The survey should take between 10-15 minutes to complete.

Where this form provides a link to another part of the document or separate webpage, press Ctrl on your keyboard and click on the underlined word.

There are no right or wrong answers, please give as honest an opinion as you feel able. Please do not provide any identifying information or confidential information in free text boxes.

We will ask about some of your characteristics, but you do not have to provide information about these if you do not want to.

Confirmation of participation

C1. Please confirm you are happy to participate in the survey:

- Yes
- No

(If you have selected '**No**' please **do not** continue with the survey)

C2. The survey is open to those aged 16 and above. Please can you confirm that you are aged 16 or above?

- Yes
- No

(If you have selected '**No**' please **do not** continue with the survey)

Main questionnaire

Q1. Are you responding as an individual or on behalf of an organisation/charity?

- As an individual
- On behalf of an organisation/charity
- Prefer not to say

If you have answered 'On behalf of an organisation/charity' please answer the following questions (if you did not answer 'On behalf of an organisation/charity' please go to [Q2b.](#)):

Q2a. Which of the following best describes the sector of the organisation you are responding on behalf of?

- Third sector
- Public sector
- Private sector
- Prefer not to say

(please go to [Q2c.](#))

Q2b. Which of the following best describes your background for responding to the consultation?

- Academic
- Activist
- Member of a police force
- Member of the media
- Member of the public with interest
- Politician
- Professional e.g. lawyer, planning officer
- Other
- Prefer not to say

(please go to [Pillar Questions](#))

Q2c. Which of the following best describes the type of organisation you are responding on behalf of?

NGO/Charity

If selected Other please specify – note a maximum of 300 characters / c.60 words

We are a charity largely comprised of lawyers with the express aim of holding the State to account for failures arising from violence against women and girls. We act in public and private law claims for a number of victims of police perpetrated violence.

Q2d. Which organisation/charity are you responding on behalf of?
Please note a maximum of 50 characters.

Centre For Women's Justice

Prefer not to say

Q3. What is the size of the organisation that you are responding on behalf of? If you're unsure, please give your best estimate.

10-49 employees

(please go to [Pillar Questions](#))

Pillar Questions

The draft terms of reference for Part 2 proposes to examine the three following pillars:

Pillar 1

The extent to which systems, policies and processes for the recruitment, vetting and transfer of police officers are fit for purpose and help to identify those who display misogynistic and/or predatory attitudes and behaviours

Pillar 2

The extent to which aspects of police culture observed across police forces enable misogynistic and/or predatory attitudes and behaviours, and what the role of standards is

Pillar 3

The extent to which existing measures prevent sexually motivated crimes against women in public spaces

Q4a. How important, if at all, do you think it is that the Inquiry examines the following pillar:

1. The extent to which systems, policies and processes for the recruitment, vetting and transfer of police officers are fit for purpose and help to identify those who display misogynistic and/or predatory attitudes and behaviours

Very important

2. The extent to which aspects of police culture observed across police forces enable misogynistic and/or predatory attitudes and behaviours, and what the role of standards is

Very important

3. The extent to which existing measures prevent sexually motivated crimes against women in public spaces

Quite important

Q4b. Are there any other pillars or themes which you think the Inquiry should examine?

Please note that we will be asking about the details under each pillar later in the survey.

- No/don't know
- Yes

If selected Yes please specify – note a maximum of 1200 characters / c.250 words

We believe at least 3 further pillars are required to make this inquiry effective:

- 1) An initial pillar which looks at other cases of police perpetrators of VAWG, including where the victims knew the officers, such as highlighted in the case of David Carrick and more generally of police perpetrated domestic abuse as raised in our supercomplaint. To consider these issues through the lens of only one case is to miss important issues of concern which must be addressed.
- 2) A pillar considering whether previous recommendations e.g. from HMICFRS have been followed and if not, why not.
- 3) Issues around misconduct procedures ought to be its own pillar and expand to look at the failures of supervisors and colleagues. Accountability is key.

Finally, we again outline that this inquiry must be placed on a statutory footing. Without the ability to compel the provision of evidence and providing protections to whistleblowers, this inquiry will likely be as sadly ignored and ineffective as previous investigations. We consider the continued failure to do this flies in the face of seeking to conduct a full inquiry and improve confidence in policing, especially for women and girls.

Q5. As part of this consultation, which pillars are you interested in answering further questions about?

- The extent to which systems, policies and processes for the recruitment, vetting and transfer of police officers are fit for purpose and help to identify those who display misogynistic and/or predatory attitudes and behaviours
- The extent to which aspects of police culture observed across police forces enable misogynistic and/or predatory attitudes and behaviours, and what the role of standards is
- The extent to which existing measures prevent sexually motivated crimes against women in public spaces

Q6. Which pillar do you think the Inquiry should look at first in Part 2?

- The extent to which systems, policies and processes for the recruitment, vetting and transfer of police officers are fit for purpose and help to identify those who display misogynistic and/or predatory attitudes and behaviours

- The extent to which aspects of police culture observed across police forces enable misogynistic and/or predatory attitudes and behaviours, and what the role of standards is
- The extent to which existing measures prevent sexually motivated crimes against women in public spaces
- No opinion
- Don't know

(if interested in Pillar 1 please go to [Pillar 1](#), if not interested in Pillar 1 please go to [Pillar 2](#))

Pillar 1

Pillar 1 proposes to examine the extent to which systems, policies and processes for the recruitment, vetting and transfer of police officers are fit for purpose and help to identify those who display misogynistic and/or predatory attitudes and behaviours.

Q7. How important, if at all, do you think it is that this pillar of the Inquiry explores each of the following areas:

1. Ability of forces to attract candidates who intend to uphold fundamental policing values.
Not so important
2. Attractiveness of policing careers for women and other candidates from diverse backgrounds.
Not so important
3. Application and assessment processes, including for specialist firearms roles and force transfers.
Very important
4. Adequacy of recruitment, selection and vetting processes to identify misogynistic, predatory and abusive attitudes and behaviours, as well as the adequacy of further supervision related to risk management.
Very important
5. Interplay between force and National Security Vetting.
Very important
6. Information-sharing and record keeping.

Very important

7. The development of perpetrator profiles for recent cases of femicide in public spaces (where the perpetrator was unknown to the victim) in order to inform vetting and recruitment practice.

Quite important

Q8. Is there any other area which is not currently in this pillar which you think the Inquiry should cover?

No/don't know

Yes

If selected Yes please specify – note a maximum of 1200 characters / c.250 words

There needs to be a thorough examination of whether the processes for recruitment and vetting, even if deemed fit for purpose, are being correctly followed. This should look at how allegations against officers, including those before they apply to join the police, are examined. There also needs to be consideration of whether a form of more rigorous continuous vetting needs to be implemented, including systems in place for colleagues to raise concerns about fellow officers. The present system of self-reporting needs to be examined and recommendations made for a complete overhaul.

Again, this inquiry must be placed on a statutory footing.

Pillar 2

(if interested in Pillar 2 please continue, if not interested in Pillar 2 please go to [Pillar 3](#))

Pillar 2 proposes to examine the extent to which aspects of police culture observed across police forces enable misogynistic and/or predatory attitudes and behaviours, and what the role of standards is.

Q9. How important, if at all, do you think it is that this pillar of the Inquiry explores each of the following areas:

1. How the culture and behaviours affect the police response to reports of crime - the Inquiry will consider this through the lens of the police response to a sample of sexually motivated crimes committed against women in public spaces where the perpetrator was unknown to the victim, including indecent exposure.

Very important

2. The role/effectiveness of police initiatives to make women and girls feel safer when interacting with the police.

Quite important

3. The extent to which police culture creates barriers to reporting crimes of indecent exposure (including call handling response, perceived and real failures to investigate reports, and recording).

Very important

4. Role of group dynamics and microcultures.

Very important

5. Adequacy of processes for dealing with misconduct and performance issues.

Very important

6. Adequacy of counter-corruption measures to identify and manage the risk of Violence Against Women and Girls-related misconduct, including an exploration of perpetrator profiles to identify any common trends or similarities that might help with prevention.

Very important

7. Adequacy of induction and continuous training related to ethics, standards of behaviour, and vulnerability.

Very important

8. Effectiveness of whistleblowing and complaints processes.

Very important

9. Role of supervision and leadership.

Very important

Q10. Is there any other area which is not currently in this pillar which you think the Inquiry should cover?

No/don't know

Yes

If selected Yes please specify – note a maximum of 1200 characters / c.250 words

Accountability is likely to be the key to creating and embedding change. It requires a separate pillar with detailed evidence gathered from victims and whistleblowers, and a consideration of whether those in a supervisory role are failing to tackle misogyny within their staff. Detailed investigation is required into why officers are not reporting or acting when they are aware of misconduct by their colleagues and whether the parts of the code of conduct meant to tackle this issue is being effectively utilised.

Pillar 3

(If interested in Pillar 3 please continue, if not interested in Pillar 3 please go to [Q13](#).)

Pillar 3 proposes to examine the extent to which existing measures prevent sexually motivated crimes against women in public spaces.

Q11. How important, if at all, do you think it is that this pillar of the Inquiry explores the following area:

1. Producing a summary of existing measures to prevent sexually motivated violence against women in public spaces, for example, police and wider public safety/justice activity to protect women in public and measures to encourage individual and collective citizen action to improve women's safety in public spaces.

Not so important

Q12. Is there any other area which is not currently in this pillar which you think the Inquiry should cover?

- No/don't know
- Yes

If selected Yes please specify – note a maximum of 1200 characters / c.250 words

This does not appear to be a key element of the inquiry, as the core issue is police perpetrated abuse and how to effectively tackle it. Most police perpetrated abuse is against victims the officers know. We re-iterate that the inquiry must be placed on a statutory footing for reasons set out elsewhere and in correspondence.

A robust, full inquiry with evidenced recommendations is vital for both victims of police perpetrated abuse but also victims of other forms of VAWG who rely on the police to investigate and lack confidence to do so, in part due to the conduct and attitudes of some police officers.

Q13. How do you think those that are, or have been, affected by the broader issues arising from Part 1 of the Inquiry should be engaged to have their voices heard?

- Focus groups
- Interviews
- Town halls
- Surveys
- Social media
- Other (please specify)
- Don't know

If selected Other please specify – note a maximum of 300 characters / c.60 words

This inquiry must be statutory, to gather evidence from whistleblowers. It will also enable survivors of police abuse and organisations supporting them to have core participant status to assist the inquiry.

Demographics

The following questions ask about your personal characteristics. This information will help us to see whether different people have different views and experiences. All of these questions are optional and you do not have to provide any of the information if you do not want to.

(If you selected 'As an Individual' in Q1 where you were asked about in what capacity you were responding please go to [D1](#). If you selected 'On behalf of an organisation/ charity' in Q1 please go to [D9](#). If you selected 'Prefer not to say' in Q1 please go to [Next Steps](#))

D1. Which of the following age groups are you in?

Choose an item.

D2. Which of the following describes how you think of yourself?

- Male
- Female
- Non-binary
- Prefer not to say
- Other

D3. Is your gender the same as the sex you were registered at birth?

- Yes
- No
- Prefer not to say

D4. What is your ethnicity?

White

- English/Welsh/Scottish/Northern Irish/British
- Irish
- Gypsy or Irish Traveller
- Other White Background

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background

Mixed/multiple ethnic groups

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed background

Black or Black British

- Caribbean
- African
- Any other black background

Other Ethnic Group

- Arab
- Any other Ethnic Group
- Prefer not to say

D5. What is your religion?

Choose an item.

D6. Which of the following best describes your sexual orientation?

Choose an item.

D7. Do you have any long-term illness or disability?

- Yes
- No
- Prefer not to say

D8. Where do you live?

Choose an item.

(Please go to [Next Steps](#))

D9. Thinking about the organisation/charity you are responding on behalf of, where are their headquarters?

If the organisation/charity has more one than headquarters, please think about the headquarters currently nearest to you.

Greater London

Next steps

What happens next?

Lady Elish will consider people's views on the draft Terms of Reference for Part 2 before recommending any changes to the Home Secretary in an open letter; this will be done as quickly as possible. It is for the Home Secretary to set a final Terms of Reference for Part 2 of the Angiolini Inquiry to allow the Inquiry to begin its work on this Part.

Support

If you have been affected by any of the issues in this consultation, advice and support can be found with the following organisations:

The Survivors Trust

The Survivors Trust provides confidential information, advice and support for people who have experienced rape and sexual violence.

Telephone: 0808 801 0818 (Monday-Friday: 10am-8:30pm, Saturday from 10am-12:30pm, 1:30pm-4:30pm and 6pm-8:30pm and Sunday from 1:30pm-4:30pm and 6pm-8:30pm)

Email: info@thesurvivorstrust.org www.thesurvivorstrust.org

Women's Aid

Women's Aid provides support for women who are experiencing or have experienced physical, mental, sexual or domestic violence or abuse.

Live Web Chat: <https://chat.womensaid.org.uk/> (Monday to Friday 10am-4pm, Saturday and Sunday 10am-12pm)

Email: helpline@womensaid.org.uk

Victim Support

Victim Support is an independent charity dedicated to supporting victims of crime and traumatic incidents in England and Wales.

Telephone: 0808 1689 111 (24/7 every day of the year)

Live Web Chat: <https://www.victimsupport.org.uk/help-and-support/get-help/support-near-you/live-chat/> (24/7 every day of the year)

Thank you for taking the time to respond to this consultation questionnaire.