



# Supporting Women in Policing through the Sexual Misconduct Advocate (SMA) Service


Sexual Misconduct Liaison Officer- Vicki Moore

# Angiolini Part One 2024



- ‘every Police Force should commit publicly to being an anti-sexist, anti-misogynistic, anti-racist organisation...this includes properly addressing – and taking steps to root out – so-called ‘banter’ that often veils or excuses malign or toxic behaviour in police ranks’ (Recommendation 14)
- ‘all Police Forces should take action to understand and confront the barriers that Police officers and staff face when reporting sexual offences committed by a person that they work with or in the workplace...to encourage victims, who are also police officers or police staff, to come forward...To do this, forces should a) ensure when a complaint is made, that **sufficient and appropriate resources are dedicated to supporting the complainant, including maintaining anonymity where needed or requested**, and ensuring an investigation is carried out as appropriate; b) address cultural barriers to reporting, such as re-victimising complainants by labelling or treating them as ‘troublemakers’; and c) provide dedicated reporting processes for women...’ (Recommendation 15).

# Culture (identified from Focus Groups)



The diagram consists of a vertical grey line with a slight curve. Five colored squares (dark green, light green, pink, light blue, and dark blue) are positioned to the left of the line. Each square is connected to a horizontal line that ends in a small circle of the same color, which then points to a text block.

There is general awareness of behaviour expectations and definitions of sexual misconduct, gained through training and ongoing communications/briefings.

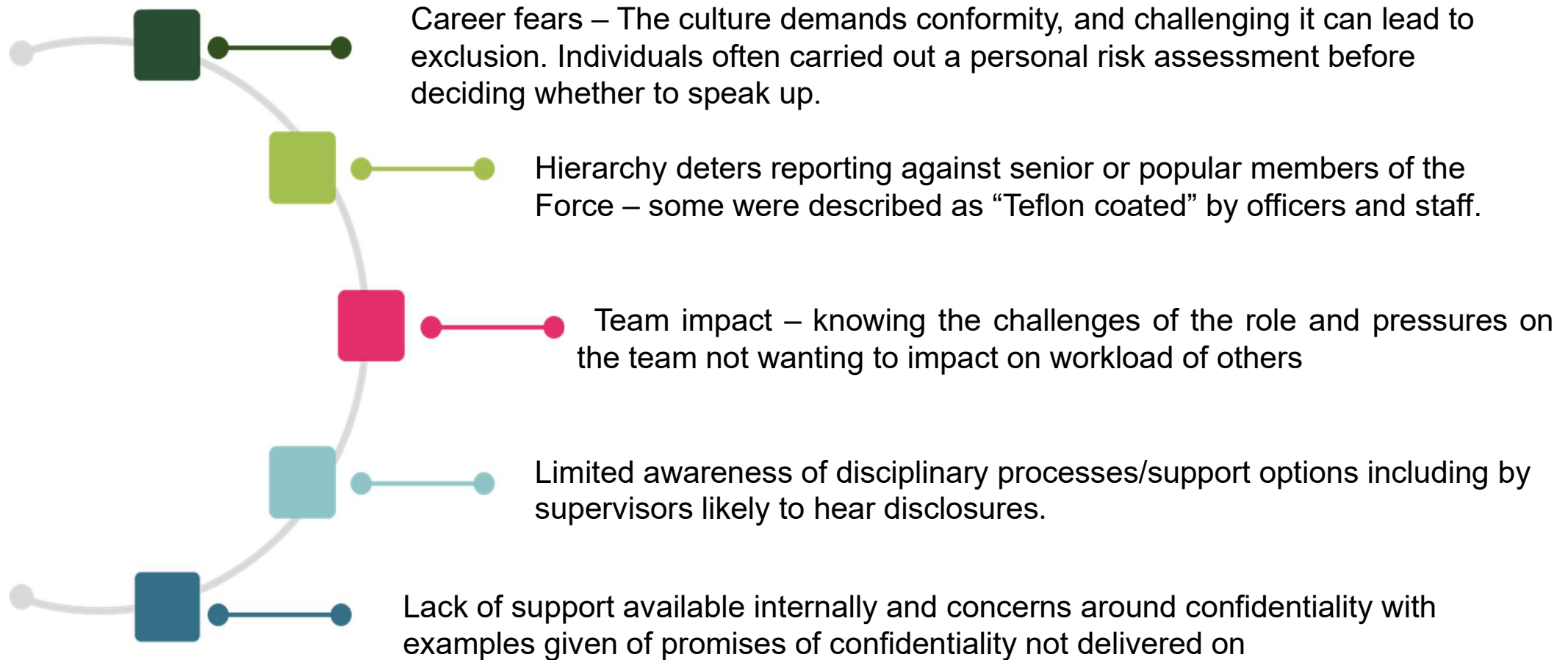
Positive leadership in some areas; some supervisors actively challenge inappropriate behaviour.

Culture still divided along gender lines though again some strong male allies spoke up. Examples of female staff excusing behaviour often the case they had put up with it and thought others should – this can be a survival response.

Banter remains a cover for inappropriate sexual language - socially normalised inappropriate behaviour - but the full range of sexual misconduct was described by participants.

Inconsistent enforcement and responses to misconduct by supervisors despite messages from Senior Leaders around zero tolerance for all forms of sexual misconduct

# Barriers (identified from focus groups)



# How the SMA's Act as a Trusted Support Mechanism

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*“ The service user had nothing but praise for the SMA, they were approachable, very knowledgeable, and always willing to speak”*



**CARING**

*“The placement of the SMA has allowed their confidence to build as they now know they will be supported and heard”*



**COURAGEOUS**

*“ I can not put into words the support the SMA had shown and given myself ”*

*“ The SMA was amazing at giving me a safe space to tell her what had been happening and validating how I had been feeling”*



**INCLUSIVE**

*“ I feel that the SMA scheme is a huge step forward in very rightly giving support to persons affected by misconduct by those around them, I think its hard for them to speak out and the SMA service gives the relevant support to allow them to be an upstander and not a bystander”*



**LEARNING**

## How the SMA's Support the Organisation

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- Trust and transparency in reporting to the force Professional Standards Department (PSD)
- Increase in line managers seeking support and guidance from the SMA Service
- Reducing victim blaming, and building confidence in our response to sexual misconduct.
- Influence over internal process to ensure they are Trauma informed and victim focussed
- Improving professionalism by clearly stating our expectations



**CARING**



**COURAGEOUS**



**INCLUSIVE**



**LEARNING**

# Anecdotal Evidence on Impacts of Sexual Misconduct

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**CARING**



**COURAGEOUS**



**INCLUSIVE**



**LEARNING**

# Embedding SMAs

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PSD, Bluestone and HR  
Investigations/Processes



Welfare systems such as  
Occupational Health and  
TRiM



Staff Associations and  
Networks

# Contact Us

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