

SALISBURY CITY COUNCIL

Subject : Safety at Night - Police and Crime Commissioner Campaign
Committee : Full Council
Date : 26 June 2023
Author : Annie Child, City Clerk

1. Report Summary:

1.1. This report introduces Wiltshire and Swindon Police and Crime Commissioner's (PCC) Safety at Night Charter and invites the Council to consider signing the Charter.

2. Background:

- 2.1. The PCC's say that *"The Safety at Night Charter is about taking practical steps together to make Wiltshire and Swindon safer at night. Everyone should feel empowered to play their part in creating positive changes and pledge your commitment. By signing up to the Safety Night Charter, you are voluntarily pledging to show you take the safety everyone in the night-time economy seriously. By signing the Charter, you show your acknowledgement of the issue and that you're ready to be proactive in improving the night-time economy safety."*¹
- 2.2. Full details of the Charter are should on the PCC Website <https://www.wiltshire-pcc.gov.uk/your-pcc/campaigns/safer-nights-sign-up/> and it is useful to review the information provided there.
- 2.3. The Charter has 5 Pledges; Responsibility, Champion, Report and Respond, Support and Environment.

3. The Charter and Salisbury City Council's Activity:

- 3.1. Salisbury City Council (SCC) play a role in the night-time economy in Salisbury as the operator of an evening venue (The Guildhall) and as a provider of public services which contribution to the management of public spaces, for example CCTV and other environmental services.
- 3.2. By signing up to the charter the Council will show its intention to ensure better safety at night in Salisbury where its actions and activities are relevant.
- 3.3. The table below gives details of the pledges within the Charter against SCC's current and planned activity.

¹ Taken from PCC Website <https://www.wiltshire-pcc.gov.uk/your-pcc/campaigns/safer-nights-sign-up/>

Charter Action/Statement	SCC current or planned actions/response
The safety of people in the night-time economy is everyone's responsibility. Together, we must change our culture to call out behaviours which are disrespectful and cause harm.	By signing the Charter, SCC agrees with this introductory statement.
Start the conversation about the role of safety for everyone in your space. Empower people to speak up and share their experiences if they are willing to and talk about the role that everyone has in changing culture within your organisation and outside.	This can be done via our ongoing staff meetings, line manager workshops and staff voice meetings when held.
Acknowledge and understand how sexism, male dominance and privilege lay the foundation for all forms of violence against women. Remember that when you choose not to speak out against men's violence and inappropriate behaviours, you are not supporting it.	Staff - This can be done via our ongoing staff meetings, line manager workshops and staff voice meetings Cllr training session could be provided.
Conscious raising – encourage men to learn more by providing time and access to awareness raising events and resources. Bystander intervention training is widely available.	City Clerk is investigating bystander intervention training, and this could be provided for staff and councillors.
Pay attention. Learn the signs of abuse, how to act and what to say if you are concerned. Provide support to men to speak up if they suspect abuse or assault is taking place. Equally, if men identify that they need help with their own behaviours, sign post them to help	To be achieved via staff training and through the HR Manager.
Mentoring – identify individuals to be a mentor. Encourage them to take ownership of issues and drive change, both at work and privately, through their family and friends.	If the need is identified, mentoring arrangements can be set up.
Be a role model, this can be as simple as not talking over women. Educate boys and young men. Challenge traditional, harmful male stereotypes of manhood that degrade or mock women and girls.	All staff and councillors to be role models. The Member's Code of Conduct and the Member and Employee Protocol offer some guidance.
Champion	
Appoint a 'Champion' for night safety within your organisation. Make all team members aware of who your Champion is so that they can go to them for advice and resources. Ensure there is succession planning so that if the 'Champion' leaves your organisation a new one is appointed. Communicate with your local Neighbourhood Policing Team to network and share best practice.	The Council may wish to nominate a councillor Champion . Sound links are already established with local police via the routine monthly Managing the City Pillar meeting and other routes. The Leaders of the Council meet regularly with the PCC.
Be passionate about helping people understand that keeping people safe is a shared responsibility.	A role for the champion – TBC.

Ensure that time and resources are given to undertake meaningful activities and advocate for practical and cultural changes.	Budgets available – staff and councillor training budgets, H&S budget.
Continue to spread the word about the commitments you have been able to meet.	A role for the champion, all councillors and staff.
Empower colleagues to challenge unsafe language, behaviours and practice and support the training agenda.	Staff and councillor training as described above.
Engage with local Neighbourhood Policing Teams to network and share best practice.	This is already taking place.
Communicate your zero-tolerance policy on unacceptable behaviours and be clear on how to report incidents and how people will be supported.	Restate this policy and promote its implementation fully .
Provide signposting to local services.	This is already taking place .
Develop clear policies and procedures within your organisation on how to report and respond to incidents and reports.	The council has existing Dignity at Work Policy.
Your organisation will need to decide which member of staff best fits the role of the Champion. Organisations should choose a member of staff with the passion, time, energy and ability to inspire others to have honest conversations.	The Council may wish to nominate a Councillor Champion.
The Champion will be the point of contact for any work done in-line with the Charter, ensuring that the commitments you prioritise are met by your organisation. They will oversee the promotion of a culture of belief at your organisation and share best practice with other organisations.	
Report and Respond	
Policy – develop policies for your organisation on how to report and respond to incidents.	The council has existing Dignity at Work Policy.
Believe - ensure your staff believe and support anyone who comes forward to report something that makes them feel uncomfortable.	This can be achieved through staff training and management.
Training - provide specialised training for your staff on sexual harassment and assaults, with a focus on how to respond and intervene if incidents take place.	
Confidence - ensure that every team member is confident and has been trained in how to take reports of sexual harassment and assaults.	
Initiatives – actively use initiatives such as Ask for Angela and other tools provided by Licensing SAVI. Ensure staff are trained on how to implement and respond to these initiatives.	Some officers will be aware of these initiatives, but further staff training can be provided.
Active - be an active bystander and respond effectively to harmful behaviour. Focus attention and support on the person being targeted.	Bystander training is being considered.
Listen – actively listen to the person being targeted.	This can be achieved through staff training.
Reports – Ensure all reports and incidents are recorded.	

Be aware of data and confidentiality guidelines.	
Evidence – remember your CCTV. Keep a record of all incidents and reports.	Salisbury’s CCTV is managed by SCC within best practise.
Police - call 101 or 999 in an emergency. Establish relationships with your local Neighbourhood Policing Team and report any intelligence and incidents.	This is already in place via the Managing the City Pillar regular meetings .
Consider developing a joined-up approach with other similar organisations i.e. shared policies and procedural implementation with other Pub Watch members.	
Engage with your local BID.	Strong links exist with the BID and they attend the Managing the City meetings.
Environment	
Conduct a review of your spaces and ensure that they are designed to promote a safer environment and reduce crime. Make adaptations were necessary.	The Accessibility and Inclusion Task Group could examine this as part of its work.
Check that all CCTV and lighting is functioning correctly. Ensure that CCTV is in the right places and that exits and pathways are sufficiently lit.	CCTV is well maintained and working. A broader review of CCTV could be undertaken and budget agreed for this task if required. SCC can report lighting defects to Wiltshire Council.
Assess your provision of accessible and gender neutral bathrooms.	The Accessibility and Inclusion Task Group could examine this in detail in due course.
Complete an access audit of your buildings and spaces to.	Ongoing through the Accessibility and Inclusion Task Group.
Design and ‘safe space’ where the public and staff can be taken following an incident. Provide somewhere safe for the reporting person to recover and where staff can interact and provide support to enable them to report and respond effectively.	This could be considered for Guildhall during working hours.
Ensure staff and security are positioned equally throughout your spaces.	<i>Not applicable to SCC</i>
Engage with local Neighbourhood Policing Teams and build key relationships.	This is already in place via the Managing the City Pillar regular meetings and other channels.
Support	
Create an environment where both your staff and the public feel comfortable and confident to report incidents.	Achievable through training and awareness raising.
Create routes for reporting unacceptable behaviour while at work and support cultural change.	SCC has Dignity at Work policy.
Create routes for reporting unacceptable behaviour for the public.	SCC has Complaint Procedure in place.
Familiarise your organisation about local services and signposting.	This has been done by relevant teams and managers.
Complete an anonymous staff survey to get a full view of how safety is experienced across the organisation, not	This could be included in the next staff survey.

just at work but also how they feel when they are in the night-time economy themselves. Use this to help inform your approach to safety.	
Prioritise creating policies and procedures to address safety and involve staff. Ensure there are clear policies on how staff will respond to incidents and reports from other staff members and the public.	This could be developed once training completed.
Make sure that anyone who experiences sexual harassment, assault or incident in your space is able to report it in a simple, straightforward way	SCC has Dignity at Work policy.
Invest in staff training to understand harmful behaviours.	Training could be provided as described.
Develop trust and public confidence in your organisation	A role for the councillor champion.
Provide signposting to local services.	This is already taking place .
Be an active member of Pub Watch if appropriate to your organisation.	Not applicable although SCC officers do attend Pub Watch Meetings.
Support other organisations and work together to keep everyone safe.	This being achieved via Managing the City Pillar and other routes.
Engage with your local BID.	Strong links with the BID are in place.

4. Recommendation:

It is recommended that:

- 4.1. The Council agree to sign up to the PCC's Safety at Night Charter.
- 4.2. The Council consider nominating a Safety at Night Councillor Champion.
- 4.3. The Council note the actions and activity being undertaken by SCC in relation to safety at night.

5. Wards Affected: All

6. Background papers: Nil

7. Implications:

- 7.1. **Financial:** Nil
- 7.2. **Legal:** Nil
- 7.3. **Personnel:** None identified as yet
- 7.4. **Environmental Impact:** Nil in relation to this report
- 7.5. **Equalities Impact Statement:** None identified as yet.