

# Women in the Criminal Justice System

NPCC Portfolio Overview

June 2025

V1.1



# Introduction to Women in the CJS Portfolio

Women in the Criminal Justice System is a National Police Chiefs' Council Portfolio recognising the importance of understanding women's lived experience to deliver an effective and preventative policing response. Women who enter the Criminal Justice System as suspects or offenders often have complex needs and their engagement with the police throughout the criminal justice process must take account of lived experience including routes to crime and female-specific considerations (be they physical, psychological, criminological and societal).

Established within the Prevention Co-ordination Committee, the focus is on early intervention when women come into contact with police as suspects / offenders, making best use of available outcomes and disposals to reduce reoffending. Effective responses to women can also have much wider implications for extended family units, and potentially circuit-break intergenerational adverse childhood experiences that can contribute to subsequent criminal behaviours.

In addition, an improved understanding through gender-disaggregation of data and outcomes will enable the development of a clear evidence base for effective and successful approaches for women that will support the continuance of sustainable and cost-effective methods.



# The Case for a Different Approach

Factors that can lead women to commit crime or reoffend can vary significantly from those of male offenders. Key considerations are :

- Women in contact with the Criminal Justice System are amongst the most vulnerable in society
- Many experience trauma, domestic abuse, mental health problems or have a history of alcohol / drug misuse / self-harm
- Women are more likely to be offending as a result of victimisation, including exploitation and coercive control
- They often commit non-violent, low-level offences, for which many receive short custodial sentences
- Women often lack the access to resources, support or financial independence to break the cycle of offending
- Outcomes for women in custody are significantly worse than for men (e.g. rates of self-harm)
- Many women offenders could be more successfully supported in the community where reoffending outcomes are better
- Failure to intervene early and to divert where appropriate can result in convictions, which in turn can lead to a loss of accommodation and employment, disruption to families / children and beginning a cycle of intergenerational offending
- Imprisonment of mothers has a greater impact on the living arrangements of dependent children than the imprisonment of fathers, with only 5% of women prisoners' children remaining in their home after their mother has been sentenced
- Women with multiple and complex need will likely access various public services but are often not considered holistically across these services. Using existing resources differently to target support to avoid gaps or duplication will better support women in successfully accessing provision
- Their personal history or experiences may make women less likely to engage with or to lash out towards figures of authority, including police officers. This can create anxiety and a lack of honesty, e.g. failure to disclose information about dependents due to a lack of trust
- Trauma-responsive services have staff trained to understand the impact of trauma and ensure those accessing the service are not re-traumatised by any aspect of their experience

It is often cited that CJ outcomes for women result in the loss of job, home, and family but not the necessary support to make a positive difference and prevent future offending.



# Selected Statistics on Women in the CJS

- Between 2020/21 and 2021/22 the number of women arrested increased by 2.9%.
- In 2020/21, Black women remained twice as likely to be arrested compared to their White counterparts.
- In 2022, 27% of convicted women were first-time offenders, 19% had either 1 or 2 previous convictions or cautions and 17% had between 3 to 6 previous convictions or cautions.
- Between 2018 and 2022, the number of women proceeded against fell by 34%.
- In 2022, 85% of sentenced women received a fine, 5% received a community sentence, 2% received immediate custody, 3% a suspended sentence, while 4% were either otherwise dealt with or conditionally discharged.
- Proportionately, more women than men are remanded in custody, and women remanded in custody at Crown Court are much less likely to go on to receive a custodial sentence than men (52% vs 71%).
- In 2022, 71% of women sentenced to immediate custody received a sentence of 12 months or less, and 62% received 6 months or less.
- The number of women issued community sentences fell between 2018 and 2022, by 23% and continues a long-term downward trend.
- In 2022, women sentenced for theft, summary non-motoring offences and miscellaneous crimes against society accounted for over half (61%) of all women given custodial sentences of less than 12 months (compared to 48% of men).
- The rate of women receiving a custodial sentence on first offence was double that of men routinely in the ten years up to the Corston Report being written.
- In an average year, 18,000 children have their mother in prison.
- 34% of women in prison are lone parents, and 12% of their children go into the care system when their mother receives a remand / custodial sentence.
- The low number of women's prisons means that women are likely to be sentenced significant distances from their family and / or support network, further fracturing bonds, limiting visits and inhibiting rehabilitation into their local community.
- 30% of women in prison lose their home while in prison.
- Women are more likely than men to commit suicide while in prison.

# Vision:

Prevent harm and offending by improving policing's response to women in or at risk of contact with the criminal justice system.

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# Mission:

Working in partnership, develop, implement and evaluate initiatives tailored to women's offending behaviours, needs and vulnerabilities.



Maintain the Tactical Toolkit to support signposting to good practice.

## Tactical Toolkit sub-categories:

- Diversion from the Criminal Justice System
- Targeted Care & Support
- In Police Custody
- Focused Deterrence
- Whole System Strategies



# Objective: WCJS2

Develop national evidence-based guidance to develop policing's response to women in or at risk of contact with the Criminal Justice System.

## Actions to include:

- Evaluation of existing initiatives to develop Smarter Practice / What Works.
- Clearly define metrics to support improved understanding of outcomes / impacts, capturing women's offending behaviours, patterns and routes to crime.
- Understand and articulate the relationship between vulnerability, victimisation and offending for women.
- Review policing's response to women in or at risk of contact with the CJS from Black, Asian, minoritised and migrant communities to address any identified intersectional disproportionality.

## Objective: WCJS3

Identify, develop and standardise the availability of gender-responsive early intervention and diversion services, supporting an increase in the use of Out of Court Resolutions for women.



# Objective: WCJS4

Support the development of the (financial) business case in partnership with agencies leading on women-centred initiatives.



## Tactical Toolkit

- Diversion from the Criminal Justice System
- Targeted Care & Support
- In Police Custody
- Focused Deterrence
- Whole System Strategies

# Diversions from the CJS:

Disposal Type	Summary	Force
Penalty Notice Disorder	Education Scheme for Women: Lancashire Women deliver an educational course for adult women as an alternative to paying a £90 PND fine. This course will be offered in writing by the CJ Team once the PND has been issued. The woman will have 21 days from the date of issue to attend a one-time mandatory group with Lancashire Women, the course addresses offending behaviour, looks at and addresses the impact on victims and explains Restorative Justice.	Lancashire
Out of Court Resolution	Project ADDER (Addiction, Diversion, Disruption, Enforcement and Recovery) is a joint Home Office, Dept for Health & Social Care and Public Health England programme which has an element specific to women that refers to “Person Shaped Support” and “Tomorrows Women Wirral”.	Merseyside
Out of Court Resolution	Women’s Pathways – this approach seeks to engage women at the earliest opportunity as they enter the criminal justice system. The aim is to deliver the conditional caution disposals to divert individuals away from the criminal justice system and reduce reoffending.	Northumbria
Out of Court Resolution	Support Help and Engagement (SHE) is available through the liaison and diversion service in custody. It is designed for women who have out of court resolutions and for outcome 22. It is run by Nelson’s Trust, who have recently secured a post to develop a whole systems approach.	Avon & Somerset

# Diversions from the CJS:

Disposal Type	Summary	Force
Out of Court Resolution	<p>The Female Offender Scheme, run by The Good Loaf, covers finances, employability, wellbeing, and domestic abuse, as well as addressing other areas of offending behaviour. There are opportunities for the offender to volunteer in the cafe at Northampton's Good Loaf site and offenders are given support accessing housing and benefits and are also signposted to other support agencies. This condition can be used for any offender involving a woman offender. The programme consists of a course of 10 sessions, held one day a week (during a weekday) at one of The Good Loaf sites in either Northampton or Kettering. There is an expectation that the offender attends a minimum of 5 sessions in order to complete the programme. There is no fee to the offender, and it is only available as part of a Conditional Caution.</p>	Northamptonshire
Out of Court Resolution	<p>Provided by “New Dawn New Day”, this is a rehabilitative referral option for all women offenders (including women alcohol and drug referrals) who receive a conditional caution. The condition will be for the offender to attend an initial assessment with New Dawn New Day, followed by the further required sessions. New Dawn New Day is a trauma informed project that will assess the needs of the offender and signpost or support where necessary. They can offer support with a number of issues both practical and emotional, advocacy, access to groups (including a DA &amp; a general support group) and in house-counselling.</p>	Leicestershire

# Diversion from the CJS:

Disposal Type	Summary	Force
Out of Court Resolution	A women diversion service co-commissioned by the Ministry of Justice and the Mayor's office for Policing and Crime (MOPAC) currently operates across four central London boroughs. The scheme refers low-harm women offenders using out of court resolutions (conditional cautions) into a gender specific, trauma informed service providers - Advance and Women in Prison. Expansion using community resolutions across the four existing boroughs is being explored.	Metropolitan
Out of Court Resolution	Using Conditional cautions, women are referred to women's centres – the condition does not stipulate a number of days, the wording used is “To engage in assessment and intervention with the Women's Centre and undertake any ongoing support as identified”. The women's centres all offer a bespoke package of interventions for women. Each centre has a number of partner agencies working with them and includes but is not limited to; drug and alcohol providers, healthcare professionals, housing and debt advice, education training and employment opportunities, food banks, clothing banks, art therapy and much more. The women's centres work with women holistically and each woman has an assessment to determine their needs. Women are also signposted to the women's centres as part of a Community Resolution.	GMP
Out of Court Resolution	JUNO is an intervention that provides support for female offenders aged 18 years and over within Hampshire & IOW who are eligible for a Conditional Caution. This was following a successful pilot (which was called WaDE), JUNO provides an alternative to court and aims to tackle the source of women offending in a workshop setting.	Hampshire & IOW

# Diversion from the CJS:

Disposal Type	Summary	Force
Out of Court Resolution	<p>Surrey Checkpoint is a deferred prosecutions scheme. Alongside this is Checkpoint Plus which includes offenders with multiple disadvantages. All women offenders fall into Checkpoint Plus scheme, including women intimate DA offenders. When accepted onto the scheme, a caseworker (Navigator) will go through an in-depth assessment covering all aspects of the woman's life. They then look at the causes of offending and provide interventions tackling those issues, as well as any needs from the victim. The schemes interventions will be a mixture of those delivered by a Navigator and local providers and in the case of women offender this usually falls to the local Women's Support Centre. The WSC provide a safe woman only space and provide bespoke interventions designed for women. The Checkpoint agreement can run from 3 weeks to 4 months depending on need. If successfully completed it is closed as an outcome 22, if not it is returned for prosecution.</p>	Surrey
Integrated Offender Management	<p>Leicestershire Probation have recently launched a Female Offender Team. The Leicestershire Probation Female Offender Team is based at New Dawn, New Day and offers tailored support to address the criminogenic needs of women offenders. Police IOM are nominating a SPOC to link in with the Probation Woman Offender Team from the perspective of women offenders, with a view to ensuring that information / learning and best practice are shared effectively and consistently</p>	Leicestershire
Integrated Offender Management	<p>Leeds District has a dedicated woman Integrated Offender Management cohort, which includes a dedicated prison IOM team covering HMP Newhall.</p>	West Yorkshire

# Diversion from the CJS:

Disposal Type	Summary	Force
Integrated Offender Management	Project CATE, funded by the PCCs Office, is a specific pathway / referral option that IOM managers can offer to women offenders. It is aimed at supporting vulnerable women in the criminal justice system, providing access to support via an outreach service. It is aimed at women 18yrs+ who have a history of drug / alcohol misuse; have a history of offending or who are at risk of offending; are at risk more widely from exploitation, violence, control and coercion	Bedfordshire
Integrated Offender Management	The IOM cohort includes a women offender strand, alongside women offender specialist practitioners working in Probation Service. Of particular focus are women whose offending is linked to domestic abuse and controlling behaviour from a partner, as well as where offending stems from past abuse and trauma. Often, the partner will be on the scheme as well to take a holistic approach and help both.	Suffolk & Norfolk
Intensive Supervision Court	<p>The Intensive Supervision Court previously known as Problem-Solving Court for women offenders is a pilot scheme designed to reduce reoffending. This pilot is aimed at women, and those who identify as women who are over 18 at point of first court appearance, live in Birmingham or have no fixed abode and are not eligible for an out of court disposal.</p> <p>The Intrusive Supervision Court for women offenders, based at Birmingham Magistrates, will be a place where support for a range of social challenges will be integrated and co-ordinated.</p> <p>A single judge will work with professionals across the diversion and criminal justice space to address the root causes of offending. These professionals will form a team – led by Probation and women’s centres (Anawim and Black Country Women’s Aid) – which will co-deliver a programme of support under the authority of the court.</p>	West Midlands

# Diversions from the CJS:

Disposal Type	Summary	Force
<p>Out of Court Resolution (Community Resolution and Conditional Caution)</p>	<p>Care not Custody is an Out of Court Diversion scheme run by Brighton Women’s Centre, in partnership with Sussex Police. It is funded by the MoJ until April 2025. Women (18yrs+) across Sussex who are eligible for a Community Resolution or Conditional Caution are referred to Care not Custody for gender-specific, trauma-informed and holistic one-to-one casework. The women referred identifies her own support needs and with her caseworker creates a plan to address the underlying causes of her recent contact with the police. She can stay engaged with Care not Custody and Brighton Women’s Centre as long as she needs beyond the first compulsory session.</p>	<p>Sussex</p>
<p>Out of Court Resolution</p>	<p>Nelson Trust Female Pathway is a condition available for female children and adults aged 13 years + and can be applied to Community Resolutions, Conditional Cautions and through the Youth Restorative Intervention programme. The pathway supports women who may be facing life’s difficult challenges. They support, guide and empower women to make positive sustainable changes in their life. They provide holistic one-to-one support through their trauma informed gender-responsive service. They help females to create a meaningful piece of work that reduces the likelihood of reoffending. They help with finances, trauma and abuse, families and relationships, attitudes thinking and beliefs including low self esteem and confidence building, support towards female safety, drug and alcohol awareness, physical, emotional and mental health, education, training and housing. In addition to the one-to-one support, they offer group work and creche, washing and showering facilities, in a place that is safe, where options can be explored and support planned. The condition of the OoCR is to attend at one-to-one triage session with a case worker. If no additional NT services are accepted, the case worker will facilitate the completion of an Online Hub Course ‘Impact of Crime’ with the female. If support services are accepted there is no requirement for this course completion.</p>	<p>Wiltshire</p>

# Diversions from the CJS:

Disposal Type	Summary	Force
Out of Court Resolution	Recognising women in the Criminal Justice System are among the most vulnerable. Humberside Police have commissioned two third sector partners to offer bespoke trauma informed conditional cautions for female offenders. The aim being to tackle the root causes of offending and to prevent and divert them from re-entering the Criminal Justice System. The TOGETHER WOMEN PARTNERSHIP (TWP) focus their support in Hull and East Riding while LINCOLNSHIRE ACTION TRUST (LAT) cover North and Northeast Lincolnshire. Referrals linked to conditional cautions are all managed by the force's 'DIVERT' team, who are the single point of contact. Outside of the framework, officers and staff can refer women where vulnerabilities are identified, while self-referrals are also encouraged. TWP and LAT meet with the women individually to complete a bespoke needs assessment and offer one-to one practical and emotional support which includes; accommodation, relationships, personal wellbeing, self-esteem, health, finances and lifestyle.	Humberside
Out of Court Resolution	The Women's Pathfinder project will provide interventions to women who have been diverted via the custody-based Checkpoint service as an alternative to being charged for low level offence. The service also accepts women who are at risk of entering the Criminal Justice System and women can be referred through agencies or self-refer in these circumstances. In addition, the North Wales women's centre can work with women who are charged for their offence but would benefit from wraparound advice and support to address the issues leading to their offending behaviour.	North Wales
Out of Court Resolution	Nottinghamshire OPCC have funded a women-specific Conditional Caution Project, providing trauma informed support and diversion for vulnerable women from the point of arrest. Diversion workers responsible for identifying individual support needs linked to their offending are in place, and they work as a conduit enabling each woman to access the relevant local services for support. The service is open to adult women (18yrs+) with fewer than five arrests, and who are eligible for a police caution / lower-level offence. It is now a core pathway established within the force's Out of Court Disposal Framework.	Nottinghamshire

# Targeted Care & Support:

Disposal Type	Summary	Force
Trauma-informed	“Strength Inside” project - Lancashire Violence Reduction Network have a Senior Probation Officer working within the team to deliver trauma-informed awareness within Styal prison for women offenders.	Lancashire
Mentoring	“Champions Programme” - Lancashire Violence Reduction Network run this mentoring programme in partnership with local football trusts, which includes a cohort of women within the group.	Lancashire
Complex Needs	The restorative justice provider Remedi works with women offenders to address the root causes of their crime, including poverty, domestic abuse, sexual abuse or drug and/or alcohol abuse, in order to reduce their risk of reoffending, and to protect the community. Set within its out-of-town Women’s Centres, the initiative brings support services together to address the diverse, and often complex, needs of women. It is being trialled as an alternative to the traditional criminal justice process and will see a case worker work closely with the offenders to develop appropriate, practical solutions to address offending whilst also working with victims to help them recover from their ordeal.	Cheshire
Complex Needs	Brighter Tomorrows is a pilot programme for women 18yrs+ that aims to tackle the complex needs of women offenders to understand their behaviours and reduce the likelihood of them reoffending. The pilot, funded by OPCC, is being run by ‘Outside Links’ – a Peterborough-based rehabilitative service that provides continued support within the community. Health, education, drug / alcohol issues, employment, anger management, domestic abuse and victimisation / exploitation are all assessed. Tailored, practical support is then provided.	Cambridgeshire

# Targeted Care & Support:

Disposal Type	Summary	Force
Recovery Programme	<p>“FREE” Women’s Group – Female Recovery through Experience and Empowerment. This is a twelve-step recovery programme that accommodates all women at any and every stage of the criminal justice route, including IOM, O OCD, EM and women who may have placed a demand on services due to mental health and isolation, as well women who have had no contact with police but feel support from other women would improve their life. This group is driven by the women, encouraging empowerment; they will inform the police organisers what they feel the group would benefit from. Some examples are - domestic abuse recognition, support strategies, safety such as Clare and Sara's law disclosures, drug and substance misuse input and support, sexual health, legal advice re injunction, legal advice re access to children, housing, finances, going on a trip outside the county (some women have never left the area they reside in).</p>	Durham
Relationship and Abuse Intervention	<p>The Jenkins Centre (Freeva) - working to reduce domestic abuse, rape, and sexual assault, including for women perpetrators. The centre utilises invitational practice that describes forms of intervention that seeks to engage perpetrators and support them to change and take responsibility for their behaviours. The Women's Programme is designed to give women the ability to make choices about changing their behaviour and work on developing better relationships with loved ones and increasing self-respect. It provides interventions that are designed to help people stop using abusive behaviour towards an intimate partner and others, through individual sessions for women perpetrators. It is tailored around the needs of women and the dynamics that may drive their use of abuse. All partners of clients suitable for the Jenkins Centre are offered the Partner Support Service to support all through the change process. They also provide training for professionals and organisations on Working with Perpetrators of DA.</p>	Leicestershire

# Targeted Care & Support:

Disposal Type	Summary	Force
Sex Worker Support	<p>Working as part of a multi-agency team in the Changing Futures Project (local government, police, a lived experience representative, adult social care, and housing), the Sex Worker Officer based in Leicester City, funded by the City Council, undertakes outreach work and build relationship with sex workers, signposting to partner agencies. The support offered includes access to housing, mental health support, medical care and drug treatment. Assesses and manages the threats and risks to sex workers and refers for interventions and rehabilitation. The team are currently working to improve accommodation options with a housing provider to offer supported living to women victims of abuse which in turn will promote their breaking the cycle of offending. The role also develops intelligence around sex workers, their partners/pimps/drug dealing and other associated criminality within the area.</p>	Leicestershire
Prolific Shoplifters	<p>A small pilot project is being led by Nottinghamshire Police and Change Grow Live (a local treatment provider). The focus is tailored rehabilitative support to prolific shoplifting offenders with complex needs. A similar scheme in West Midlands; showed significant reductions in reoffending and improvements in personal wellbeing. The scheme in Notts is being piloted in both City and County, with the County project seeking to deliver community-based interventions specifically to women as part of a trauma-informed approach.</p>	Nottinghamshire
Prolific Shoplifters	<p>As part of the 'Free' IOM cohort, Devon BCU introduced a women shoplifter's cohort to address the imbalance of access to the services that IOM can provide, as women are less likely to commit the offences that lead to inclusion in the Fixed / Flex cohorts.</p>	Devon & Cornwall

# Targeted Care & Support:

Disposal Type	Summary	Force
Confidential signposting service	<p>“Direction for Bedfordshire” is a dedicated, confidential signposting service that gives free advice, guidance and help to offenders, ex-offenders, vulnerable people and the friends / family of those who have been or are managed under the CJS. Along with “Stepping Stones”, they are resources for those wanting to move away from crime and a preventative tool for those whose socio-economic situation may make them more susceptible to routes into crime. The services link organisations across Bedfordshire so individual issues can be addressed to improve people’s situations.</p>	Bedfordshire
Residential alternative to custody	<p>Willowdene Farm in Chorley, Shropshire run specialist women-only residential rehabilitation for 7 – 12 weeks as an alternative to custody. It provides access to training, counselling, therapy and work opportunities that lead to a supported transition back into the community. Willowdene also encourage referrals for every woman released from prison in the West Mercia area. This is in addition to the structured day care for men and women, which includes wrap-around support, social enterprise and community-based interventions.</p>	West Mercia
Residential alternative to custody	<p>Hope Street offers Magistrates across Hampshire a community-based alternative to short custodial sentences for women. Women with a community sentence, can meet the requirements in a nurturing environment where their children can be safely with them. It will also offer an alternative for women from Hampshire who face imprisonment on remand, or who are eligible for release from prison but do not have safe accommodation. It can also support women who are living in the community on Licence/Community Orders who are at risk of imprisonment from not meeting requirements.</p>	Hampshire

# Targeted Care & Support:

Disposal Type	Summary	Force
Complex Needs / Trauma-Informed	<p>Kairos is a women's charity for women facing multiple disadvantages. Kairos's Women's Justice Service provides holistic, women-centred, trauma-informed support, that is tailored to the individual needs of the women. Kairos offers prison in-reach support at HMP Peterborough, HMP Drake Hall, HMP Foston Hall, and HMP Down View. Kairos offers support with release day planning, and support on the day of release. In addition, Kairos offers practical and emotional support and advocacy to women in the community who have left custody or are at risk of offending to reduce re-offending/offending. Kairos also offers drop-ins, peer support groups and courses for women at our Women's Hub.</p> <p>Based in Coventry</p>	West Midlands
Complex Needs	<p>Eve's Space is a project of Urban Outreach in Bolton. The women's centre is held in a women's only safe space on a Monday and Tuesday. Our aim is to reduce the incidence of offending and to support those at risk – helping them to rebuild their lives and fulfil their true potential. We offer a holistic support package which is tailored to the needs of the individual. We can support with issues such as finding accommodation, budgeting and debt support, help accessing mental health support, referrals into drug and alcohol team, emotional support, help and advice with many issues such as sex work, domestic abuse and more.</p>	Greater Manchester
Risk of breach (Casework)	<p>Care not Custody (Brighton Women's Centre) has a project that offers support to women (18yrs+) in Sussex at risk of breaching their community order or licence agreement. In partnership with The Probation Service, Care not Custody Caseworkers identify women in this category and come alongside to encourage them to re-engage and divert them away from breach and potential custody.</p>	The Probation Service - Sussex

# Targeted Care & Support:

Disposal Type	Summary	Force
Trauma-informed support for women involved in the sex industry	<p>Beyond Support is a free and confidential national remote telephone support service offering long-term support for women in the sex industry. Women can access 1:1 specialist, trauma-informed, person-centred, holistic support, with compassionate, trained, and experienced Women Support Workers.</p> <p>Calls provide a safe, non-judgmental space for women to be heard, to reflect, process feelings and to explore change with those who understand and actively listen. The team provide safety planning, self-care techniques and where needed help women to build their confidence and personal agency so they can identify their own needs, devise their own journeys, and set their own goals.</p> <p>The team can act as navigators, supporting women to access their local services including within housing, benefits and grants (e.g. energy costs) and mental, physical and sexual health, and are able to convene meetings with multiple agencies to advocate for women's needs to be met. Access to free counselling is also available for women where this has been identified as a specific support need.</p> <p>Beyond Support is a project of Beyond the Streets, registered charity no. 1178421</p>	UK-wide
Support for vulnerable females	<p>One to One support for vulnerable females to address their vulnerabilities. The scheme seeks support for the women via specialist services/agencies. The Footprints support worker engages with the female for up to 16 weeks to ensure that she is accessing the support she needs. This is a specialist service for women and therefore all the support workers are female and are trained in female specific issues. This intervention was initially funded by the OPCC, and continuation funding has been provided by Dorset Police. Partnership funding will be sought going forward.</p>	Dorset
Signposting and Support	<p>WONDER + - Female-specific signposting and support service with St Giles Trust. Offered to women in police custody either as a self-referral or (extremely rare) as a condition attached to a conditional caution</p>	Norfolk

# In Police Custody:

Disposal Type	Summary	Force
Dedicated Point of Contact	A commitment that all women detainees will be seen by Liaison & Diversion for screening, where they will be allocated a dedicated woman point of contact to discuss any personal hygiene or other needs that they have (this is a KPI for the contract provider) including offering support around sanitary products for females where required. Women-specific outreach opportunities are being developed.	Leicestershire
Allocated Female Detention Officer	Women brought into custody are offered a private space to speak to a member of staff and are allocated a woman Detention Officer.	Northumbria
Vulnerability Protocol	In Hertfordshire and Bedfordshire custody suites, the Vulnerability protocol details the additional actions to be taken when caring for women detainees. Additionally, all women detainees in Herts are seen by Liaison and Diversion staff.	Hertfordshire & Bedfordshire
Hygiene products	A pilot is currently running in Falkirk police custody with Soroptomist International who are an all-woman group who supports women in the community with a variety of initiatives. They supply hygiene products including shampoos, conditioners, shower gels, soap, toothbrushes, toothpaste, tampons etc. that custody staff offer to women to take away with them after they leave custody.	Scotland

# In Police Custody:

Disposal Type	Summary	Force
Informed decision-making	A 360-degree research capacity is being introduced within police custody to examine systems and co-ordinate information/intelligence. The information gathered will be compiled into a report, enabling custody sergeants and custody health practitioners to make better-informed outcome decisions based on a fuller understanding of previous offending and vulnerability, considering opportunities to divert women out of the criminal justice system and make onward referrals for support. It will also inform risk assessments on release.	Thames Valley
Menopause awareness	Norfolk & Suffolk are in the early stages of implementing menopause awareness in custody. The awareness is aimed at all officers and staff who will be undertaking duties in the custody suite , with Health Care Professionals to support the learning. Where a woman is identified as being in the menopausal transition, an instant referral to the on-site health care professional will be made to agree a care plan including showers, exercise, food, drinks. Menopause specific leaflet and hygiene pack to be offered whilst in custody and issued on leaving the custody centre and signposting to relevant health care services.	Norfolk & Suffolk

# In Police Custody:

Disposal Type	Summary	Force
Dignity and Care – Hormonal Transition	<p>Sussex have introduced a screening tool at the booking in process for all females aged 40-55. The detainee is asked a screening question and if they fit the criteria, they are offered a consultation with a healthcare professional to talk about any possible symptoms relating to perimenopause, menopause or post menopause. It is the detainee’s choice if they take this up. The healthcare professionals have developed their own menopause screening tool. Once this is completed, they develop a care plan specific to that female’s specific needs. If in the consultation she is identified as vulnerable by virtue of mental health she will go into L&amp;D for support services and appropriate adult allocation. In the Cell, the individual care plan put together by the healthcare professional will be put in place which may include providing a Police Menopause pack. Detainee interview – consider planning and preparation, memory boosting aids, Start &amp; finish times and rest periods. Awareness training is given to any officers in contact with custody.</p> <p>Release from custody – a pre-release risk assessment is completed (low risk by Sgt, high risk by healthcare professional) to ensure she has sufficient support to go to the first point of her onward journey.</p>	Sussex
Trauma Informed	Trauma informed practice video to train custody staff of the vulnerabilities when managing female offenders in custody.	Staffordshire

# Focused Deterrence:

Disposal Type	Summary	Force
Conditional Caution	<p><b>** On Hold due to funding issues**</b></p> <p>Practical and emotional 1-to-1 support in a safe environment provided to women who have committed an offence, comprising an initial assessment and three further sessions for women over 18 years old. The scheme includes Key Worker mentoring support, Health &amp; Wellbeing Housing Support &amp; Advice, Debt/Budgeting Advice, Substance Misuse Referrals, Training &amp; Skills courses, Employment advice, Counselling Domestic Abuse Referrals. Compliance with the Conditional Caution avoids prosecution, and women can continue to engage with Lancashire Women once their outcome is completed.</p>	Lancashire
Conditional Caution	<p>Nottinghamshire OPCC have funded a women-specific Conditional Caution Project, providing trauma-informed support and diversion for vulnerable women from the point of arrest. Diversion Workers responsible for identifying individual support needs linked to their offending are in place, and they work as a conduit enabling each woman to access the relevant local services for support. The service is open to adult women (18yrs+) with fewer than five arrests, and who are eligible for a police caution / lower-level offence. It is now a core pathway established within the Force's Out-of-Court disposal framework.</p>	Nottinghamshire
Management of Sex Offenders and Violent Offenders (MOSOVO)	<p>Specific to the management of women sex offenders living in the community, Leicestershire MOSOVO team have created a bespoke Female Active Risk Management Score (FARMS) and associated training.</p>	Leicestershire

# Focused Deterrence:

Disposal Type	Summary	Force
Deferred cautions / charge	The deferred caution form creates the opportunity to select women specialist services, and the deferred charge has specialist keyworkers whose approach is client-centred and resulting contracts are bespoke / individualised. This will be replicated in the move to community and diversionary cautions.	Devon & Cornwall
Women's pathway	Dedicated women's pathway in Kirklees District that seeks to provide training and support for women offenders., preventing them from entering the Criminal Justice System. This has now been used on 22 occasions, and the frequency of referrals is growing. At the end of the pilot, they will look to roll versions of this out across the force.	West Yorkshire
Conditional Caution/Community Resolution	New Chance programme offers a holistic approach for female offenders, offering support and guidance to their specific areas of need. The service provider completes a need-based assessment and signposts to the relevant area of support. It is provided to all female offenders over 18 who have received a conditional caution/community resolution. It is also offered voluntarily to all females who are No Further Action in custody. If the offender is charged the court will make the necessary referral.	West-Midlands

# Whole System Strategies:

Disposal Type	Summary	Force
Multi-Agency Programme	Women and Girls in or at risk of entering the Criminal Justice System – blueprint has been agreed. Police are working with Probation and partners to support and reduce women offenders in the criminal justice system involving those with lived experience	South Yorkshire
Multi-Agency Programme	Leicestershire’s Adult Vulnerability and Offending Board have identified women offenders as a priority cohort. The Board is chaired by the Head of the Probation Delivery Unit for Leicester, Leicestershire and Rutland and attended by senior representatives from partner agencies. A steering group for Women & Girls in or at risk of CJS has been created, which feeds into the Adult Vulnerability & Offending Board.	Leicestershire
Multi-Agency Programme	Recognising that women tended to be excluded from conventional Integrated Offender Management schemes that leaned towards neighbourhood acquisitive crime, a free category was introduced to enable women to more routinely access the benefit and support that comes from IOM. A multi-agency Women & Girls in the CJS group has been created with an accompanying blueprint and action plan. The group reports into the multi-agency Reducing Offending & Offender Health as women are a priority to this strategy. NB – Bid to MOJ for a whole system approach lead was unsuccessful; now looking to secure local partnership funding and extending the scheme to include girls as well as women.	Derbyshire

# Whole System Strategies:

Disposal Type	Summary	Force
Multi-Agency Programme	Through the Safer Lincolnshire Partnership, and using funding from the MoJ core grant, a strategic delivery group has been set up by the OPCC to drive the Lincolnshire Women and Girl's Strategy: Supporting Women and Girls at Risk of Entering the Criminal Justice System ( <a href="#">Lincolnshire Women's Strategy</a> ). Lincolnshire police are represented on the steering group, with the lead for areas including Out-of-Court Disposals, VAWG and IOM.	Lincolnshire
Multi-Agency Programme	Nottinghamshire Reducing Reoffending Board, chaired by the OPCC has set women & girls in the CJS as a strategic priority area. A partnership sub-group has been established, developing a local blueprint and action plan to deliver outcomes aligned to the national Female Offender Strategy.	Nottinghamshire
Problem solving Design	Using MoJ funding, Thames Valley are recruiting a Whole System Approach Transformation Lead for Women's Services to examine the current system, identify barriers that contribute to women re-offending, promote collaboration and opportunities to make better use of existing resources.	Thames Valley

# Whole System Strategies:

Disposal Type	Summary	Force
Local Criminal Justice Board sub-group	<p>Kent are developing a Women's Justice Strategy, focussing on strategic aims of reducing reoffending, early intervention to prevent women entering the CJS and capturing linked children for early support. This will be aligned to the Female Offender Strategy and the Concordat on women in or at risk of contact with the CJS. The multi-agency Women's Justice panel is being designed to develop an evidence-base of intervention options. The baseline demand data and creation of a performance framework specific to women's offending routes and justice outcomes is also being developed.</p>	Kent
Cross-Departmental Working Group	<p>"Supporting Change – A Strategy for Women and Girls in or at risk of contact with the Justice System". In March 2022, the Department of Justice (Northern Ireland) launched a bespoke strategy recognising that the criminal justice system should be gender responsive, trauma informed and reflect a modern and shared understanding of the offending of women and girls and their complex needs. The strategy has recently led to the formulation of a cross-departmental working group - "Women and Girls Strategy Delivery Group" which met for the first time in March 2023, and includes PSNI representation. The main role and function of the delivery group is to provide direction and oversight of the delivery of the strategic aims and priorities</p>	Police Service of Northern Ireland

# Whole System Strategies:

Disposal Type	Summary	Force
Prevention & Diversion	<p>Women Offending Strategy with the following objectives:</p> <ol style="list-style-type: none"> <li>1. Diversion away from offending - exploring funding opportunities for future operations like Op Beech, increasing the number of women through DIVERT, understanding performance data as to the key crime types disproportionately affecting women and driving problem solving initiatives to turn the curve, working with partners in L&amp;D to ensure that the needs of women are being met and if not, raising this with commissioners.</li> <li>2. Strong focus on women being managed through PSC, early identification being the key for Police.</li> <li>3. Adult woman sex workers now being managed by the Force Complex Exploitation as potential victims of Modern Slavery through a multi-agency approach.</li> <li>4. Woman Offender Cohort within IOM to support women with resettlement, training etc.</li> </ol>	Cleveland
Multi-agency commissioning group	<p>The Women's Pathfinder Whole System Approach has been commissioned, supported by Gwent Police, South Wales Police, Gwent OPCC, SWP OPCC, HMPPS and Welsh Government. It is delivered by the Future 4 Consortium and consists of G4S, Safer Wales, Llamau and Include. The service supports women involved at any stage of the criminal justice system, including as part of OOCB or post charge support. The services provides tailored support to women based on a holistic assessment and intervention plan.</p>	Gwent & South Wales
Project RECALL	<p>Lancashire have launched a joint Lancashire Women and HMP Styal initiative called 'RECALL'. This is a pilot to work with females who have been recalled on more than two occasions. On the third occasion they get a specialist recall officer who will be tasked to work intensively with the female in custody and then upon release. It is partnered with Lancashire Women's centre. The project will identify patterns around recall and will be evaluated by the University of Central Lancashire.</p>	Lancashire

# Further Information

Ministry of Justice Female Offender Strategy: [MoJ Female Offender Strategy](#)

Ministry of Justice Female Offender Strategy Delivery Plan 2022 – 25: [MoJ Female Offender Strategy Delivery Plan 22-25](#)

The Concordat on Women in or at risk of contact with the Criminal Justice System – Progress Report January 2023: [Progress Report January 2023](#)

The Importance of Strengthening Female Offenders' Family and other Relationships to Prevent Reoffending and Reduce Intergenerational Crime: [The Farmer Review 2019](#)

All Party Parliamentary Group on Women in the Penal System: [APPG Women in the Penal System](#)

Ministry of Justice – A Whole System Approach for Female Offenders 2018: [MoJ WSA for Female Offenders](#)

Whole System Approach focusing on Women in the Criminal Justice System (Sussex) [WSA for Women in the CJS](#)

The Corston Report March 2007: [Corston Report PDF](#)

Resettlement and the Case for Women: J Dominey & L. Gelsthorpe: [Probation Journal](#)



# Further Support:

Together Women – a specialist pioneer of solutions for women in contact with the Criminal Justice System, in custody and in the community - [Together Women website](#) and [MoJ Analysis](#)

Cynllun braenau merched / Women's Pathway website and blueprint: [IOMCymru](#)

New Women's Service Map - <https://www.womensservicesmap.com/about/>



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