

NOTICE OF MEETING

COMMUNITY SAFETY PARTNERSHIP

Wednesday, 12th December, 2018, 2.00 pm - Civic Centre, High Road, Wood Green, N22 8LE

Members: See membership list as per agenda item 6.

1. FILMING AT MEETINGS

Please note that this meeting may be filmed or recorded by the Council for live or subsequent broadcast via the Council's internet site or by anyone attending the meeting using any communication method. Although we ask members of the public recording, filming or reporting on the meeting not to include the public seating areas, members of the public attending the meeting should be aware that we cannot guarantee that they will not be filmed or recorded by others attending the meeting. Members of the public participating in the meeting (e.g. making depositions, asking questions, making oral protests) should be aware that they are likely to be filmed, recorded or reported on.

By entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings.

The chair of the meeting has the discretion to terminate or suspend filming or recording, if in his or her opinion continuation of the filming, recording or reporting would disrupt or prejudice the proceedings, infringe the rights of any individual or may lead to the breach of a legal obligation by the Council.

2. APOLOGIES

To receive any apologies for absence.

3. URGENT BUSINESS

The Chair will consider the admission of any items of Urgent Business. (Late items of Urgent Business will be considered where they appear. New items of Urgent Business will be considered under Item 12 below).

4. DECLARATIONS OF INTEREST

Members of the Board must declare any personal and/or prejudicial interests with respect to agenda items and must not take part in any discussion with respect to those items.

5. MINUTES (PAGES 1 - 4)

To confirm the minutes of the meeting held on 15th October as a correct record.

6. MEMBERSHIP AND TERMS OF REFERENCE (PAGES 5 - 12)

MAIN ITEMS

7. HARINGEY COMMUNITY GOLD – YOUNG LONDONERS FUND (PAGES 13 - 16)

8. TRUST BETWEEN PARTNERS AND THE COMMUNITY (PAGES 17 - 18)

9. HACKNEY YOUNG BLACK MEN PROGRAMME (PAGES 19 - 30)

UPDATES

10. DRAFT COMMUNITY SAFETY STRATEGY (PAGES 31 - 32)

11. HARINGEY STAT OUTCOMES (PAGES 33 - 34)

12. NEW ITEMS OF URGENT BUSINESS

To consider any new items of Urgent Business admitted under Item 2 above.

13. ANY OTHER BUSINESS

To raise any items of AOB.

14. DATES OF FUTURE MEETINGS

To note the dates of future meetings set out below:

13th March 2019.

Philip Slawther, Principal Committee Co-ordinator

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Bernie Ryan

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Thursday, 06 December 2018

**MINUTES OF THE MEETING OF THE COMMUNITY SAFETY
PARTNERSHIP HELD ON MONDAY, 15TH OCTOBER, 2018, 2.00
- 4.10 pm**

PRESENT:

Cllr Mark Blake – Cabinet Member for Communities, Safety and Engagement (Co-Chair)
Helen Millichap – Borough Commander (Co-Chair)
Cllr Elin Weston – Cabinet Member for Children, Education and Families
Cllr Julia Ogiehor
David Murray – Interim Assistant Director for Environment and Neighbourhoods
Ann Graham - Director for Children’s Services
Beverley Tarka – Director for Adults and Health
Stephen McDonnell – Director for Environment and Neighbourhoods
Chris Liffen – Executive Director of Property, Homes for Haringey
Eubert Malcolm – Head of Community Safety and Enforcement
Jennifer Sergeant - Head of Targeted Response & Youth Justice
Joe Benmore – Community Safety and Enforcement
Chantelle Fatania - Public Health
Geoffrey Ocen - Bridge Renewal Trust
Andrew Blight - London Probation
Sandeep Broca – Haringey Council
Nigel Brooks – Police representative
Hugh Smith – Policy Team
Roger Hadwen – MOPAC
Sarah Tullet - Client & Contract Manager - Community Safety & Enforcement

18. FILMING AT MEETINGS

The Chair referred Members present to agenda Item 1 as shown on the agenda in respect of filming at this meeting, and Members noted the information contained therein.

19. APOLOGIES

Apologies for lateness were received from Councillor Mark Blake.

20. URGENT BUSINESS

None.

21. DECLARATIONS OF INTEREST

None.

22. MINUTES

RESOLVED that the minutes of the meeting held on 27 July 2018 be approved as a correct record.

23. MEMBERSHIP & TERMS OF REFERENCE.

RESOLVED that the membership and Terms of Reference be agreed.

24. COMMUNITY SAFETY PARTNERSHIP FOCUSED PILOTS

The meeting paused for some group brainstorming sessions. Feedback was collated and would form the basis for working up three potential pilots.

Noted:

- School – the starting point would be to focus on pupil having a voice on how the environment made them feel, the role that parents and carers could take, and how the wider community can contribute.
- Delivery of any pilot needed to be credible and consistent.
- The 'lead' for any pilot would be left open depending on the theme of the pilot.

David Murray informed the Partnership that the suggestions would be taken away, and feedback would be provided via email.

25. SERIOUS YOUTH VIOLENCE & KNIFE CRIME REDUCTION PLAN

Nigel Brookes provided an update on the Serious Youth Violence & Knife Crime Reduction Plan. Every Community Safety Partnership across London would be submitting a plan, which would enable a shared code across London. The approach so far was to set out current work of all partners and their plans for the future, so that overlaps could be identified and resources pooled to benefit from economies of scale and a greater level of co-ordination. A Terms of Reference had been drafted and would be circulated once they had been signed off. An update would be provided at CSP meetings.

26. BASIC COMMAND UNIT UPDATE

Nigel Brookes provided an update on the Basic Command Unit. Haringey and Enfield would be joining to form a single policing entity in January 2019. The Command Team was already operating across both areas. The HR process to align staff within new roles was coming to an end, with each officer to receive a new shoulder number, and a recruitment campaign launched to ensure that staffing levels were of the levels required. There would be 12 Basic Command Units across London which would be broadly consistent in structure.

27. BOROUGH PLAN

Hugh Smith updated the Partnership on the status of the Borough Plan. Cabinet had approved the draft to be taken out for consultation, and the final Plan would be submitted to Cabinet for approval in February 2019.

RESOLVED to note that:

- i. The Borough Plan would be out for consultation shortly;**
- ii. Board members were welcomed to feedback;**
- iii. Board members could expect to be approached by officers in the coming weeks to be invited to participate in the consultation process; and**
- iv. Board members are asked to consider what could be done better to reflect the partnership approach to community safety in the Borough Plan.**

28. COMMUNITY SAFETY STRATEGY

It was anticipated that a draft would be presented at the next meeting of the Partnership.

RESOLVED that Board members note that a refreshed Community Safety Strategy will be aligned with the new Borough Plan, and officers' developing approach to tackling serious violence.

29. YOUTH JUSTICE SERVICE AREA PERFORMANCE

Jennifer Sergeant introduced the report as set out. The Youth Justice Service was subject to three Key Performance Indicators by the Youth Justice Board: to reduce the number of first time entrants; to reduce the use of Custody (as a sentence) and to reduce the rate of Reoffending. There was an increase of 10% first time entrants in the last year, and a 3% increase since 2015/16 – this pattern was similar across London, and nationwide. There had been a reduction of 55% in custodial sentences in the last year company to last year. The latest rate of young people re-offending after 1 year was 52.1%, an increase of 21% from the previous year. Work was being carried out within the service to identify who these young people were in order to track and identify issues at an earlier stage.

RESOLVED that

- i. The contents of the report and Haringey's Annual Youth Justice Plan 2018/19 be noted; and**
- ii. HMIP's new inspection arrangements of Youth Offending Teams, and the need for Members of the Board to consider planning readiness for their organisations involvement in a future inspection of Haringey Youth Justice Service be noted.**

30. CRIME PERFORMANCE UPDATE

Sandeep Broca introduced the report as set out. There had been a small increase in reported crime across the borough (6%), which was in line with the London average (4%). The main hotspots were located around Wood Green High Road, and the A10 corridor from Bruce Grove to Seven Sisters. There were several areas of positive

performance, but challenges included responding to robbery and weapon enabled crime, and continuing to tackle vulnerability, including domestic abuse and youth violence. It was difficult to identify the impact of the work being carried out in Noel Park, and this should be explored in more detail at a future partnership meeting. In response to questions from members in relation to Key Performance Indicators and receiving information not just based on police performance, it seemed sensible to provide a sweep of data from across the partnership rather than identifying additional indicators.

RESOLVED that the content of the Crime Performance Statistics pack, which highlights the areas of challenge: personal robbery, firearm discharges, sexual offences, domestic and non-domestic abuse violence with injury, be noted.

31. MOPAC VIOLENCE REDUCTION UNIT

Roger Hadwen provided an update on the MOPAC Violence Reduction Unit. The aim was to reduce violence and protect vulnerable people, and the unit builds on a wide range of strategies already available. A reference group would take place in October, and representatives had been invited to attend. A similar model had been used in Glasgow, and this had been successful in reducing serious violence over the last decade.

It was agreed that a further update would be provided to the next meeting in December.

Action: Clerk

32. NEW ITEMS OF URGENT BUSINESS

None.

33. ANY OTHER BUSINESS

None.

34. DATES OF FUTURE MEETINGS

12 December 2018

CHAIR:

Signed by Chair

Date

Appendix E
Community Safety Partnership - Membership List 2018/19

	NAME OF REPRESENTATIVE
Statutory partners/CSP members	<p>Cllr Mark Blake, Cabinet Member for Communities, Safety and Engagement (Co-chair)</p> <p>Helen Millichap, Borough Commander (Co-chair), Haringey Metropolitan Police</p> <p>Cllr Julia Ogiehor</p> <p>Cllr Elin Weston, Cabinet Member for Children Education and Families</p> <p>Zina Etheridge, Chief Executive, Haringey Council</p> <p>Andrew Blight, Assistant Chief Officer, National Probation Service - London for Haringey, Redbridge and Waltham Forest</p> <p>Douglas Charlton Assistant Chief Officer, London Community Rehabilitation Company, Enfield and Haringey</p> <p>Simon Amos, Borough Fire Commander, Haringey Fire Service</p> <p>Jill Shattock, Director of Commissioning, Haringey Clinical Commissioning Group</p> <p>Mark Landy, Community Forensic Services Manager, BEH Mental Health Trust</p> <p>Geoffrey Ocen, Chief Executive, Bridge Renewal Trust</p> <p>Joanne McCartney, MPA, London Assembly</p> <p>Stephen McDonnell, Interim Director for Environment and Neighbourhoods</p> <p>Dr. Will Maimaris, Interim Director Public Health, Haringey Council</p> <p>Ann Graham, Director of Children Services, Haringey Council</p> <p>Beverley Tarka, Director Adult & Health , Haringey Council</p> <p>Sean McLaughlin , Managing Director, Homes for Haringey</p> <p>Helen Twigg, Victim Support</p> <p>Tony Hartney, Safer Neighbourhood Board Chair</p>

Supporting advisors	Nigel Brookes , Superintendent, Haringey Metropolitan Police Eubert Malcolm , Head of Community Safety & Regulatory Services Sarah Hart , Commissioning Manager, Public Health Committee Secretariat
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**The Community Safety Partnership (CSP) –
Previously amended Terms of Reference
July 2015**

1. Purpose

The CSP is a statutory partnership which is responsible for delivering the outcomes in the Community Safety Strategy 2013 - 2017 that relate to the prevention and reduction of crime, fear of crime, anti-social behaviour, harm caused by drug and alcohol misuse and re-offending. The prevention of violent extremism will become a further statutory duty from 1st July 2015. The CSP has strong links to the work of the Early Help Partnership and the Health & Wellbeing Board especially in respect of mental disorder and violence prevention.

The Partnership will work towards its vision by:

- Having strategic oversight of issues relating to all aspects of community safety
- Overseeing production of rolling crime/needs assessments
- Using evidence from crime audits, needs assessment and other data sources to plan value for money services and interventions
- Closely monitoring changes and trends in performance
- Making decisions in an inclusive and transparent way

2. Principles

The following principles will guide the CSP's work. It will seek to:

- Solve problems with long-term positive outcomes
- Balance risk and harm
- Seek long-term solutions to areas of multiple deprivation
- Maximise resources (co-locating, reducing duplication and pooling budgets where possible)
- Share information effectively as a default principle
- Build on proven interventions
- Facilitate effective community input and capacity
- Integrate approaches to enforcement/front-line services
- Monitor robustly, evaluating progress and applying good practice

3. Responsibilities and core business of the CSP

3.1 Strategic planning:

- To oversee the delivery of the strategic priorities for community safety, holding those responsible to account.
- To integrate, wherever appropriate, the plans and services of partner organisations.

- To ensure that the partnership is kept up to date so that it is able to respond effectively to changes in legislation, information and developments in relation to community safety.
- To identify, gain and manage funding as required to implement the Community Safety Strategy
- To review and update relevant information sharing protocols.

3.2 Monitoring outcomes:

- To agree a performance framework with regular monitoring and evaluation of outcomes against agreed milestones and targets.
- To monitor and review key performance indicators.
- To ensure equalities underpins the work of the partnership and all improvements deliver equality of access, outcome, participation and service experience.

3.3 Community engagement:

- To ensure the views of service users and residents are taken into consideration in planning and prioritising objectives.
- To remain flexible in order to respond to and help support individuals and communities that are affected by crime.

4. Priorities and Outcomes

4.1 The CSP is currently working on the following strategic outcomes in partnership with the Mayor’s Office for Policing and Crime and the Home Office:

Outcome One	Rebuild and improve public confidence in policing and maintaining community safety
Outcome Two	Prevent and minimise gang-related activity and victimisation
Outcome Three	Respond to Violence against Women and Girls*
Outcome Four	Reduce re-offending (through an integrated multi-agency model)
Outcome Five	Prevent and reduce acquisitive crime and anti-social behaviour (to include residential burglary, personal robbery, vehicle crime, fraud and theft)
Outcome Six	Prevent violent extremism, delivering the national PREVENT strategy in Haringey

*This has been renamed from the original ‘Domestic and Gender-based violence’

5. Operational protocols

5.1 Membership

The membership of the CSP will:

- reflect statutory duties
- be related to the agreed purpose of the partnership
- be responsible for disseminating decisions and actions back to their own organisations and ensuring compliance
- be reviewed annually

The list of current members and advisors is attached on page 5

5.2 Chairing arrangements

The CSP is currently being co-Chaired by the Cabinet Member for Communities and the police Borough Commander.

5.3 Deputies and representation

Partner bodies are responsible for ensuring that they are represented at an appropriate level. It is not desirable to delegate attendance unless this is absolutely necessary. Where the nominated representative is hampered from attending, a deputy may attend in their place.

5.4 Co-opting

The Board may co-opt additional members by agreement who will be full voting members of the Board.

5.5 Ex-officio

The partnership may invite additional officers and other stakeholders to attend on an ex-officio basis, who will not be voting members of the CSPB, to advise and guide on specific issues.

5.6 Confidentiality

The CSP has a strategic remit and will not therefore discuss individual cases. However, the disclosure of information outside the meeting, beyond that agreed, will be considered as a breach of confidentiality.

5.7 Meetings

- Quarterly meetings will be held
- A meeting of the CSP will be considered quorate when at least one Chair and a representative of each of the local authority, health and police are in attendance.
- Attendance by non-members is at the invitation of the Chairs.
- The agendas, papers and notes will be made available to members of the public when requested, but meetings will not be considered as public meetings.

5.8 Agendas

Agendas and reports will be circulated at least five working days before the meeting, after the agenda has been agreed by the Chairs. Additional late items will be at the discretion of the Chairs.

5.9 Partner action

Representatives will be responsible for ensuring that all key issues are disseminated back to their organisations, ensuring compliance with any actions required and reporting back progress to the CSP.

5.10 Interest

Members must declare any personal and/or pecuniary interests with respect to agenda items and must not take part in any decision required with respect to these items.

5.11 Absence

If a representative of a statutory agency is unable to attend, a substitute must be sent to the meeting. If there is no representation for three meetings the organisation/sector will be asked to re-appoint/confirm its commitment to the partnership.

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Meeting: Community Safety Partnership
Date: 12 December 2018
Report Title: Haringey Community Gold – Young Londoners Fund
Report of: Eubert Malcolm Head of Community Safety & Enforcement

1. Purpose of the report

- 1.1 This report provides a briefing on the successful award to Haringey Community Gold from the Young Londoners Fund.

2. Recommendations

- 2.1 That Board members note the successful bid and outcomes to support young people at risk of exclusion and involved in or on the periphery of criminality.
- 2.2 The Board is invited, to explore how partners can provide additionally to support Haringey Community Gold's projects.

3. Background

- 3.1 The purpose of the Mayor's new £45m Young Londoners Fund is to help children and young people to fulfil their potential, particularly those at risk of getting caught up in crime. It will support a range of education, sport, cultural and other activities for children and young people. The 3-year fund will see £30m made available for projects in local communities. The funding in Haringey, is one of four major grants made available in this round and offers the opportunity for us to learn from the approaches of other projects successful in this bidding round.
- 3.2 Haringey's Community Gold £1.5m fund over three years, is a network of connected community programmes that will catch and respond to young people at various stages in the cycle of serious harm/exclusion/criminality. It is anticipated that 2,166 young people will benefit from the project, supporting young people aged between 10 -21.
- 3.3 Through the tailor-made dedicated outreach service and a range of community-based agencies, we will reach disenfranchised youth on the streets, in the home, at education establishments or in prison. The strengths-based approach creates practical, tangible pathways and maximises opportunities for young to achieve their potential and turn their lives around
- 3.4 Haringey's Community Gold consists of the following community programmes:
Youth work– detached and outreach youth workers, four specialists and four paid trainee ex-offenders from Haringey.

NLPC – community leader succession programme will create and cultivate young offenders/disaffected youth into future community leaders, trained and employed to advocate for their communities.

ACCESS UK - bespoke BAME careers service for 16-21 years olds, working with 200 young people across Haringey supporting 50% into employment.

Work works – targeted provision for the 300 most prolific re/offenders (aged 12-21) on court orders and in prison to support them into employment/training.

Haringey Play and Woodgreen Sandbunker – service working with 10 -15 year olds offering one-to-one supervision and positive activities to enable social and emotional wellbeing, delivering 179 sessions per year, 537 over 3 years, in Tottenham and Wood Green.

Exodus – tailor-made 12 week rolling programme using CBT and therapeutic techniques for 12- 21 year olds including high risk young offenders, those excluded and at risk of exclusions.

Taking the Heat out of the Street – universal sport provision weekly for 90 young people aged 13 – 21 on Broadwater Farm estate.

UK Health Ministries – seven fitness sessions a week with disaffected young people, providing training plans, diet plans and mentoring in youth clubs, schools and alternative provision.

Thinking Space – service supported by the Tavistock and Portman NHS Trust will train outreach workers to facilitate a clinically safe space where individual stories, feelings and thoughts can be shared and insight developed.

4. Outcomes

4.1 The main outcomes of the Haringey Community Gold are:

- Increased youth engagement - more children and young people will be designing, leading and participating in local community activities
- Improved mental health & well-being - improved mental health
- Improved relationships - stronger family connections
- Improved behaviour - programme staff see evidence of improved behaviour among participants
- Improved attainment - reduction in school exclusions
- Increased employment - more disenfranchised young people gaining employment
- Reduced violence - fewer young people displaying risk behaviours

5. Timing and next steps

5.1 Next steps to operationalise Haringey Community Gold

- Projects working towards commencement date 1 January 2019 including all elements of project preparedness, development of pathways and tracking of young people's outcomes
- Recruitment process for the detached youth workers commenced
- Broadly agreed governance:
 - A multi-agency Strategic Steering Group reporting to the CSP, LSCB, YJ Partnership Board and HWB
 - Clear reporting line on impact and outcomes to the Children's Improvement Board with a focus on effective safeguarding and coherence across all areas of activity for vulnerable young people
 - An Operational Project Group comprising all providers
 - A Young People's Advisory Group with young people represented throughout the governance
- Working in a joined up way with the CAMHS Trailblazer which will strengthen mental health support in schools and for the cohort most vulnerable and at risk
- Connecting with the successful Innovation Fund bid to support alcohol dependent parents, whose children are at greater risk of vulnerabilities
- Links to COHNEL around their successful bid to YLF for mentoring
- A partnership event in January to fully launch Community Gold, and to build any additional networks needed is being planned.

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Meeting: Community Safety Partnership
Date: 12 December 2018
Report Title: Trust between the community and partners
Report of: Eubert Malcolm Head of Community Safety & Enforcement

1. Purpose of the report

- 1.1 This report provides a briefing on the issue of trust between the community and partners, as identified by research undertaken by the Godwin Lawson Foundation (GLF).

2. Recommendations

- 2.1 That Board Members note the issues identified by the Godwin Lawson Foundation in relation to trust between the community and partners.
- 2.2 The Board is invited, to makes recommendations on how partners can improve trust between the community and partners.

3. Background

- 3.1 In May 2018, the Godwin Lawson Foundation (GLF) was commissioned to undertake a research programme, exploring the attitudes, beliefs and key expectations of young people in Haringey towards knife crime and the carrying of knives.
- 3.2 The final GLF report will be used to inform the Council's serious youth violence strategy. In producing the final report the GLF identified a number of concerns raised by young people in relation to trust between the community and partners.

3.3 Key findings regarding trust between the community and partners

- Cynicism and anger towards politicians, authority
- The police are universally not trusted – of the more than 70 young people included in the research, only one said that they trusted the police
- If a young person is directly involved in an incident, the police are not trusted to deal with the incident
- When a young person is directly involved in an incident, the police will not be informed in many cases because of fear of being targeted by perpetrators
- Some young people might not call an ambulance through fear of being made a target

4. Conclusion

4.1 Summary conclusions from the GLF report:

The GLF research reflected that although many young people fail to trust the police, it is clear that for young people in Haringey this distrust goes wider. Although the police have been criticized in the discussions, there was recognition that they need to be involved in tackling the problems.

A more proactive approach to take out the main knife carriers. Consideration to targeted stop and search, with clear criteria for choice of subjects and no unfair targeting.

5. Questions and suggestions for next steps

5.1 How do we join with others who want to create change on this issue?

- Include all voices in the community, especially those who have been marginalised or excluded.
- Involve local officials and members of the police community.
- Involve young people.
- Work with bridge-building organisations and leaders in your community

How do we create opportunities for genuine community engagement?

It is essential to address the history of mistrust and disconnection between the community and authorities, but how?

Authorities must link dialogue to action and community change, how do we inform the community?

Improving outcomes for young black men

Sharing lessons learnt

Sonia Khan

Head of Policy and Partnerships

London Borough of Hackney



Improving outcomes for young black men

Sharing lessons learnt

Overview of programme

Sharing wider lessons learnt:

Leadership

Practical approaches

Co-production



Improving outcomes for young black men

- Since 2015, the Council has worked with voluntary sector umbrella HCVS and a multi agency partnership (e.g. police, NHS) on a 10 year programme
- Led by the Deputy Mayor, this responds to the fact that young black men tend to fare worse than their peers in many ways.
- Piecemeal responses have not had the impact needed- e.g. looking at educational achievement, youth justice and mental health. Our approach brings the voluntary and community sector together with the statutory sector, young black men, parents and the wider community to develop solutions
- The project is overseen by an officer group and steered by a multi-agency partnership
- A group of young men have been trained as inspirational leaders to engage other young people in positive activities and to support co-production of the programme

<https://hackney.gov.uk/young-black-men>



Black children have a higher chance of being in care

45% of looked after children are black despite only accounting for 29% of the population

Black boys are more likely to be excluded from school

Between 2012-2017, 7-8% of pupils were excluded from Secondary School. For Black-Caribbean and Black-African boys this ranged from 13%-19%

YBM are more likely to be unemployed

The unemployment rate for men of Black and Black Mixed Heritage aged 18-24 years old is significantly higher than the male average – 42% compared to 28%. This is the highest unemployment rate for all male ethnic groups.

Black Children are more likely to be obese than other ethnicities

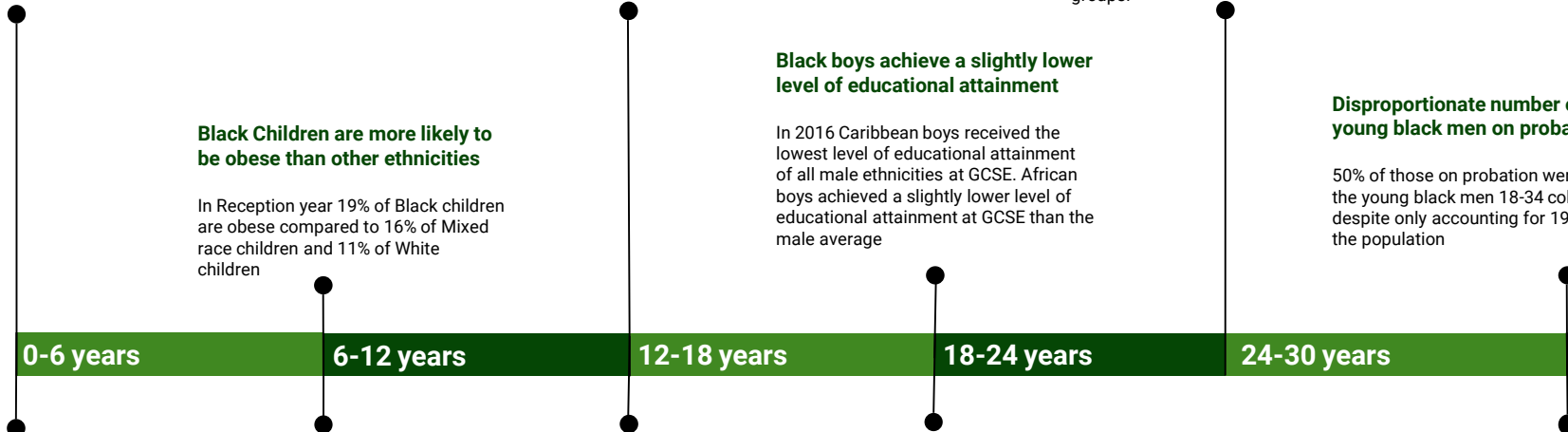
In Reception year 19% of Black children are obese compared to 16% of Mixed race children and 11% of White children

Black boys achieve a slightly lower level of educational attainment

In 2016 Caribbean boys received the lowest level of educational attainment of all male ethnicities at GCSE. African boys achieved a slightly lower level of educational attainment at GCSE than the male average

Disproportionate number of young black men on probation

50% of those on probation were in the young black men 18-34 cohort despite only accounting for 19% of the population



0-6 years

6-12 years

12-18 years

18-24 years

24-30 years

Rate of infant mortality in Hackney is the highest in London

There is a high rate of infant mortality among babies of Black Caribbean and Black African women compared to other ethnicities

BAME groups in Hackney identified as at risk of poverty

This is especially the case for children from African/Caribbean backgrounds

Black or black mixed race households are significantly overrepresented amongst lone parent households

49% of all lone parent households are of YBM ethnicity compared to 26% of all households

Pay gap between graduates

17% pay gap between white and black graduates when pay penalties are taken into account. This is equivalent to £3.90 an hour, or over £7,000 a year for a full-time employee

Black residents are overrepresented in mental health settings

Patients of Black ethnicity are overrepresented amongst patients detained in mental health settings. The Black population of Hackney represent 42% of all detentions and 23% of the total population

Is there disproportionality? Is there a racial dimension to inequality?

2014

Initial research & scoping

Key issues identified at scoping stage

Trust & resilience

Access

Critical points

Leadership steer

To be bold & radical

What are the inequalities? What is driving disproportionality?

2015

Open exploration of what it means to be young, black and male in Hackney, talking to young people, parents and stakeholders

Qualitative responses synthesised with local data and national evidence

UEL Evaluation of partnership and theory of change development

What responses are needed?

2016

High level narrative theory of change:

Aims and objectives

Background and context

Assumptions

Actions to consider

Enablers

Initial actions

2016 -2018

Delivery

Delivering cross cutting workstreams

Developing enablers e.g. inclusive leadership culture

Process evaluation set up

KPIs agreed

Improving outcomes for Young Black Men- Theory of Change

Improving life chances for black boys

Focus on education: achievement and exclusions

Improving family health and wellbeing

Focus on early years help

Empowering young black men and the wider community

Empowering the community:

Youth led programmes

Community led programmes

Parent led programmes

Culture and identity

Celebrating success

Valuing heritage

Challenging negative behaviour, culture and lifestyles

Improving outcomes for young black men

Keeping young people safer & support for ex offenders

Mental health – earlier help

Engagement about regeneration and creating employment opportunities

Cross cutting enablers

Building trust between the community & the statutory sector

Addressing institutional culture & cultural competency

Honesty about how racial identity & culture drives inequality

Involving the whole community – not just the black diaspora

Some examples of achievements so far...

- A group of headteachers have been leading work to address inequalities in exclusions, behaviour and achievement. They will be sharing their findings with other schools at a conference in February 2019 and will make the case that change is needed in all schools. Work has also been shared with other authorities.
- A new way of supporting mental wellbeing has been developed- based on a strengths based approach- this is demonstrating how young black men can be engaged in early help and support.
- We have developed a new approach to engaging young people on issues around employability. The programme worked with 123 young people, 58% of whom had positive job outcomes. The programme learning is now influencing the work of the Racial Disparity Unit and DWP plans (Hackney has now been identified as a challenge area)
- East London Business Alliance are delivering the corporately funded Parity Programme offering bespoke employment support to young black men; the Greater London Authority have launched a programme about inclusive employment, again citing Hackney's work as an influence.



A new strategic approach: 2018-2022

Priority workstreams:

- Early years and education
- Mental health
- Reducing risk of harm

Fundamental strands

- Employment
- Children and family wellbeing

Institutional enablers

- Inclusive leadership
- Culture and identity

Community engagement

- Inspirational leaders - young black men who are peer facilitators
- Parental engagement
- Community empowerment



YBM Graduate Trainee Role

- A Graduate Trainee role has been established to support programme management, policy support and project development
- Restricted as a General Occupational Requirement to a Black Man
- Designed to recruit on potential - an exacting set of questions replaced the usual supporting statement, followed by a group assessment to identify leadership potential and a final interview stage
- 118 applications received, mostly from applicants who had grown up in inner London and had been through the state school system. About 40 were strong. One third of those who made it to the last 15 were from Hackney
- By the end of the first day this had been circulated extensively by word of mouth and through social networks such as Whats App group. Just under half found out about the role through word of mouth or networks, including careers focused Whats App groups, with only 11 coming through the Guardian advert



Lessons learnt - culture and leadership

- Creating a safe and open space for partnership working (and a “no blame culture” where partners can talk about uncomfortable issues), where different perspectives are listened to and valued
- Encouraging a culture that develops solutions in a multi-dimensional way, looking at what can be changed at an individual, community, institutional and societal level, along with a recognition that the current ways of working, whether in the community or public sector are not fully tackling the issues
- Adopting an open approach that has brought different stakeholders around the table from the outset, and put young people and the community at the heart of the work, so that there is a transparent round table approach to developing solutions
- Being steered by rich insight and intelligence, rather than being led by strong voices
- Developing our confidence as a partnership to talk confidently about race and consider how it might be driving inequalities alongside other factors. Research has shown that the public sector is very unconfident and fearful about having conversations about race and racism, including institutional racism



Lessons learnt - practical approaches

Getting over the challenge of long term thinking and the inertia it can bring

- Take an open ended non linear approach to proposals, by focusing on the change you want to see and working backwards to consider the best way to get there, based on evidence and on different perspectives (e.g [theory of change approach](#)); identify enablers as well as actions
- Develop an iterative, phased approach setting medium term measures of success and actions

Take the focus away from resources

- Budget of £150k has lasted three years and has been spent on engagement and evaluation; not having a larger operating budget has avoided £££ being the distraction
- Instead we have identified the systems leaders that need to work under one approach and the levers and resources they have

Recognise we do not have all the answers to intractable problems

- Discovery and exploration: gather insight and engagement to understand issues better
- Design: Engage all stakeholders in co-producing solutions
- Workforce diversity and acquired diversity (inclusive leadership culture) is very important



Lessons learnt - impact of co-production

Overall

- Brought home the powerful impact that racial stereotyping and racism has on young people's outlook and world view

Education

- Sharpened focus on parental engagement and on the curriculum

Mental health

- Provided insight into how to engage young people and into the urgent need to do so
- Contributed to solutions about how to make services more accessible

Culture and identity

- Young people identified this as a key cross cutting issue

Employment

- Stressed the importance of engaging with businesses to address stereotypes



Meeting: Community Safety Partnership
 Date: 12 December 2018
 Report Title: Community Safety Strategy update
 Report of: Ian Kershaw, Client and Commissioning Manger (Community Safety, Enforcement and Waste)

1. Purpose of the report

- 1.1 This report provides an update on the status of our Community Safety Strategy and how it links with the development of the Borough Plan and other key plans and strategies.

2. State link(s) with Other Plan Priorities and actions and /or other Strategies:

- 2.1 Haringey's previous Corporate Plan included priorities around addressing the prevention and reduction of crime, the fear of crime, the harm caused by drugs and alcohol; anti-social behaviour and reducing re-offending. These remain top priorities for residents as evidenced by customer feedback from recent surveys. A new Borough Plan was agreed for consultation in October. Consultation close on 11 December It proposes five priorities which include:

Place – Stronger, connected communities where together we improve our environment by making it safer, cleaner and greener.

The Community Safety Strategy will align with the Borough Plan and responses to the consultation will be considered in finalising the Strategy.

3. Recommendations

- 3.1 That Board members note that officers will align a refreshed Community Safety Strategy with the new Borough Plan and consultation responses.

4. Introduction / Background

- 4.1 This paper sets out the high level aims of the emerging Community Safety Strategy. It explains arrangements to the Community Safety Strategy with the Borough Plan and responses to consultation.

5. Background

- 5.1 Community Safety Partnerships are required under the Crime and Disorder Act to put in place an annual strategic assessment and strategy.
- 5.2 The current Community Safety Strategy was extended to 2018 to allow alignment with the new Borough Plan. We have worked with partners to refresh the strategy to cover 2018-2022. This work has been updated to take account of the new Borough plan and our latest annual strategic assessment.

- 5.3 There has always been an issue between the fit of single agency plans and partnership ones. The new Borough Plan will be a Partnership Plan and so presents an opportunity for stronger alignment with the Community Safety Strategy.
- 5.4 The existing and new strategies are under-pinned by action plans. These will also be partnership documents.

6. Strategy

- 6.1 The emerging Community Safety Strategy aims to improve the quality of life in the borough by addressing the following outcomes arising out of local and national and regional drivers:

Outcome One	Violence - Reduce high harm crimes
Outcome Two	Vulnerability - All forms of Violence Against Women and Girls
Outcome Three	Exploitation – Child Sexual Exploitation, County Lines, Prevent (Tackling Radicalisation and Extremism)
Outcome Four	Increased Public Confidence
Outcome Five	Victims - Reduce the number of repeat victims
Outcome Six	Reduce reoffending

- 6.2 These refer back to and build on outcomes from the previous strategy to:

- Rebuild and improve public confidence in policing and maintaining community safety;
- Prevent and minimise gang-related activity and victimisation;
- Break the cycle of domestic and gender-based abuse by working in partnership to promote healthy and safe relationships;
- Reduce re-offending with a focus on 16 – 24 year olds;
- Prevent and reduce acquisitive crime and anti-social behaviour (to include residential burglary, personal robbery, vehicle crime, fraud and theft); and
- Deliver the PREVENT strategy in Haringey.

8. Timing and next steps

- 8.1 The final Borough Plan will be confirmed in February 2019, taking into account comments made during consultation. The Community Safety Strategy would be reviewed to take account of any amendments to the Borough Plan.

Meeting: Community Safety Partnership
Date: 12 December 2018
Report Title: Haringey Stat Outcomes
Report of: Hugh Smith, Policy & Equalities Officer

1. Purpose of the report

- 1.1 This report provides a briefing on the impact of the Haringey Stat on Serious Youth Violence.

2. Recommendations

- 2.1 That Board members note the outcomes of the Haringey Stat.

3. Background

- 3.1 A Haringey Stat is an exercise where partners from across the borough come together to focus on a single topic and use data and evidence to develop solutions to specific issues. On Tuesday 30th October 2018 Haringey Council hosted a Haringey Stat on Serious Youth Violence
- 3.2 The Stat was attended by approximately 60 individuals from partner organisations, ranging across health, education, criminal justice, housing, and the VCS.
- 3.3 Discussion among attendees drew out key points including:
- Statistics can bury the granularity of what's happening within communities
 - We need to make sure we're addressing SEN in YOS correctly
 - Early years are vital in making a difference
 - There is a big issue around housing, in terms of quality and stability for families and the effects on young people
 - We need to raise young black men's self-esteem and aspirations, mindful that these are different and separate things requiring different tactics
 - We need to focus on young black boys
 - Individual organisations can't solve this alone, meaning that we need to collaborate and use our collective resources efficiently

4. Outcomes

- 4.1 The outcomes of the Stat have included:
- A more consistent understanding of the scale and nature of serious youth violence in Haringey across the partnership
 - Improvements to the Council's emerging strategy to address serious youth violence, based on feedback from attendees

- Opening of lines of communication between partners working on similar initiatives to tackle serious youth violence, facilitating a more joined-up approach across the borough
- Wide dissemination of an evidence base on serious youth violence within partner organisations including schools, the magistracy, and community groups, to be used as a resource for future initiatives including funding bids and engagement exercises

5. Next steps

- 5.1 Initial steps are currently being taken to arrange a participatory partnership event in early 2019 as a follow-up to the Haringey Stat. This event will focus on developing partnership solutions to serious youth violence.