

NOTICE OF MEETING

Community Safety Partnership

**Monday, 19th October, 2020, 1.00 pm - Microsoft Teams:
Watch it [Here](#)**

Members: Please see membership list set out below.

1. FILMING AT MEETINGS

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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 14 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 - 16)

To confirm the minutes of the meeting held on 3rd June– as a correct record.

To note the minutes of joint meeting of the CSP and Health & Wellbeing Board on 21st September 2020.

6. MEMBERSHIP AND TERMS OF REFERENCE (PAGES 17 - 24)

7. HARINGEY CRIME PERFORMANCE OVERVIEW (PAGES 25 - 38)

8. YOUTH AT RISK STRATEGY REVIEW (PAGES 39 - 100)

9. HARINGEY COMMUNITY GOLD UPDATE (PAGES 101 - 116)

10. RECOVERY & RENEWAL - FEEDBACK FROM PREVIOUS CSP SESSION ON 23RD SEPTEMBER

Verbal update

11. COMMUNITY RESILIENCE AND ENABLEMENT - WORKING ALONGSIDE PARTNERS AND COMMUNITIES

Verbal update

12. FRAMEWORK FOR RESPONDING TO SPEAKERS PROMOTING MESSAGES OF HATE AND INTOLERANCE IN VENUES IN HARINGEY. (PAGES 117 - 138)

13. CRIME STOPPERS

Verbal update

14. NEW ITEMS OF URGENT BUSINESS

To consider any new items of Urgent Business admitted under Item 3 above.

15. ANY OTHER BUSINESS

To raise any items of AOB.

16. DATES OF FUTURE MEETINGS

To note the dates of future meetings set out below:

- 16 December 2020
- 24 February 2021

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Friday, 09 October 2020

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MINUTES OF MEETING COMMUNITY SAFETY PARTNERSHIP HELD ON WEDNESDAY, 3RD JUNE, 2020, 14:00

PRESENT:

Cllr Mark Blake – Cabinet Member for Communities and Equalities (Chair).
Treena Fleming – Borough Commander, Haringey Metropolitan Police
Cllr Julia Ogiehor- CSP Member
Cllr Zena Brabazon – Cabinet Member for Children and Families
Stephen McDonnell- Director for Environment and Neighbourhoods
Beverley Tarka – Director Adult & Health, Haringey Council
Ann Graham – Director of Children’s Services
Dr Will Maimaris – Interim Director Public Health
Geoffrey Ocen – Chief Executive, Bridge Renewal Trust
Eubert Malcolm – Interim Assistant Director Stronger Communities
Joe Benmore – Community Safety & Enforcement Team
Sandeep Broca – Community Safety & Enforcement Team
Hugh Smith – Policy & Equalities Officer
Sanjay Macintosh – Community Engagement Consultant
Rachel Lissauer – Director – Haringey & Islington CCG
Jean Taylor – Head of Policy
Patsy Wollaston- Senior Probation Officer
Tony Hoolaghan – COO, Haringey & Islington CCG
Tracey Downie – Executive Director of Housing Management, Homes for Haringey
Philip Slawther – Democratic Services

130. 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.

131. APOLOGIES

Apologies for absence were received from Sean McLaughlin.

Apologies for lateness were received from Beverley Tarka.

132. URGENT BUSINESS

None.

133. DECLARATIONS OF INTEREST

None.

134. MINUTES

The following updates were noted in relation to the minutes of the meeting on 26th February 2020:

- In relation to the Young People at Risk Strategy, it was noted that the AD for Stronger Communities and the Director of Public Health had met and that VAWG or youth violence had been identified as the likely topic for a joint meeting of the CSP & HWB, but that this may be further informed by the agenda item on Haringey Together at this meeting.
- The AD Stronger Communities confirmed that the Bridge Renewal Trust had a programme on the challenges faced by Covid-19. It was anticipated that the programme would be reviewed during autumn 2020 and this would be brought back to the CSP going forward. In relation to a request for a case study, it was noted that there were a number of videos that officers were in the process of editing and this would form part of the feedback on Haringey Community Gold to the CSP.
- A film was presented to the last meeting, which was well received and was also shown on BBC news. It was noted that the film had not been taken up by any production companies.
- In relation to the 'Green Book', it was confirmed that the Bridge Renewal Trust has undertaken a community briefing and workshop for voluntary organisations. There was also a request for a follow up meeting to take place and it was being explored whether this could be undertaken virtually, in light of Covid-19.
- It was noted that a discussion on youth offending and the Youth Justice Board would be brought back to a subsequent meeting of the CSP. **(Action: Clerk)**.
- An agenda item on re-housing of families and young people in the community under the threat of violent reprisals including colleagues from Homes for Haringey would also be brought back to subsequent meeting. **(Action: Clerk)**.

RESOLVED

That the minutes of the meeting on 26th February were agreed as a correct record.

135. MEMBERSHIP AND TERMS OF REFERENCE

RESOLVED

That the Membership and Terms of Reference were noted.

136. CRIME PERFORMANCE OVERVIEW

The Panel received a presentation which provided a crime performance overview for the period of March and April 2020, as compared to the same period in 2019, in order to gain an understanding of the changes during lockdown. The presentation was introduced by Sandeep Broca, Intelligence Analysis Manager as set out at pages 27-34 of the agenda pack. The following arose during the discussion of the presentation:

- a. The Partnership enquired about what the impact of coming out of lockdown on crime levels in the borough was anticipated to be. In response, the partnership was advised that that officers had undertaken some modelling on the Partnership's priority crime types and it was expected that there would be a

- small increase in some of those crimes. It was anticipated that levels could spike to slightly above what would be normally expected, as people began using transport hubs etcetera, but that any spike would level off.
- b. The Borough Commander advised that she was keen to prevent spikes in crime when the lockdown was lifted from increased footfall and that Police colleagues had reinforced patrols at a micro-beat level at known hotspot locations to prevent this. Analysis of the data from these patrols was being undertaken and would be used to further inform development of this strategy. The Borough Commander advised that it was encouraging that crime numbers were still down following the recent ease of lockdown restrictions. The police had also sent letters out to the youth offending cohort, signposting them to services within the borough and support them to move away from criminality.
 - c. The Borough Commander commented that the Met Commissioner had established a violence suppression unit in each borough and the Haringey and Enfield unit was called the north area tasking team, which comprised of 40 officers who all had very good local knowledge and would be used a localised problem solving team.
 - d. The Partnership sought assurances around increases in domestic violence during lockdown and the fact that this was not reflected in the data. In response, the Borough Commander acknowledged that the numbers had not risen as much as would have perhaps been anticipated and that this may be because victims of domestic violence were still at home with their abuser and were waiting for lockdown to be lifted. The Police have sent out clear messaging to the public around domestic violence and the support/reporting mechanisms in place even during lockdown. There was anecdotal evidence of some increases in reports to third-party support agencies but that these had not translated into crime reports. In order to anticipate that expected increased demand post-lockdown, the Borough Commander advised that she had put some additional resources into to the safeguarding team.
 - e. In relation to reports around gangs involved in county lines activity using the lockdown to recruit young people, the Police advised that they didn't have any specific intelligence on this but were aware of these reports. It was suggested that many young people were grateful of the lockdown as it reduced the pressure on them and fears of exploitation. The importance of outreach youth workers as part of Haringey Community Gold was emphasised as a vital resource in dealing with this.
 - f. In response to a request for data around social distancing and the extent to which fines were issued by the Police, the Partnership was advised that Police colleagues had tried to take a balanced approach to social distancing and that enforcement and issuing of fines was very much a last resort. The number of FPNs and arrests was very low in Haringey as it was felt that it was crucial to work with the community and bring the public along with the Police. The Chair set out that the joint working undertaken in parks had been really positive during the lockdown and thanked colleagues for their support in this.
 - g. The IOM Strategic Lead advised the Partnership that he estimated that 98% of the circa 6000 engagements with the public in parks and open spaces had been positive and was well received by the public.

RESOLVED

That the Board noted the content of the Crime Performance Overview presentation.

137. HARINGEY TOGETHER - RECOVERY AND RENEWAL

Section 1: Reflections on Covid-19

Sanjay Mackintosh opened the session by describing the aims, objectives, and methodology of Haringey Council's Recovery and Renewal programme. In the process of resetting our strategic priorities for a post-Covid-19 world, the Council is having conversations with partners about how they perceive the change that has taken place and what their priorities will be going forward. This specific conversation is happening to reflect the clear ways in which Covid-19 has impacted aspects of community safety.

Members of the CSP were asked to reflect on **what has changed for people in Haringey over the last three months.**

In terms of community safety metrics, recorded volumes of most crime types in Haringey have reduced. A notable exception to this is domestic abuse, and it is likely that the drugs trade has changed rather than necessarily scaled down.

Several members of the CSP noted changes in community relations. There has been increased solidarity and cohesiveness within Haringey's communities, with more support being offered to more vulnerable people on a voluntary basis. This has enabled partners to collaborate with communities more effectively, build trust, and have a dialogue that has led to a better understanding of vulnerability in the community. In this way food poverty and digital poverty have become more visible and CSP partners have been able to better understand feelings within communities about what has happened. Several members of the CSP noted that the Covid-19 pandemic has had a disproportionate impact on more vulnerable communities, and BAME communities in particular, both in terms of safety and in terms of the economic impact.

Members of the CSP highlighted that the partnership has worked more effectively together since the beginning of the Covid-19 pandemic. It has been apparent that partners have invested more time and energy in working together to face the challenges that the Covid-19 pandemic has presented, resulting in stronger relationships between partners.

Members of the CSP were asked to reflect on what they **anticipate happening over the next three months in terms of community safety.**

In terms of criminal activity and community safety, several CSP members noted that they expected to see increased levels of crime and anti-social behaviour, potentially to levels above those recorded before the beginning of lockdown. This may lead to increased numbers of people entering the criminal justice system. However, CSP members were asked to note reductions in non-domestic violence with injury and robbery in the period before the beginning of lockdown and the potential for those reductions to be sustained.

A clear concern among CSP members was the potential impact of the Covid-19 pandemic on household finances. This is likely to increase in the coming months, potentially leading to increases in acquisitive crime and engagement in other forms of criminal activity. There may also be increased pressure on young people to engage in criminal activity to financially support families, particularly as exploitation may become more common as schools and other public spaces re-open.

CSP members also noted the potential for community relations to deteriorate as social distancing measures remain in force.

CSP members were asked to reflect on the **challenges and opportunities of the next few months**.

A wide range of both challenges and opportunities were noted. Challenges included:

- Maintaining the sense of safety that some young people have felt during the lockdown that has come about from reduced exposure to criminality and exploitation in the community
- Organising and mobilising mental health services to deal with the impact that the pandemic has had on mental health, and particularly young people's mental health
- Addressing the educational deficits and inequalities that are likely to have arisen due to school closures
- Managing the impact of events in the USA on local community relations
- Reaching and communicating with all communities in Haringey
- Mitigating the likely economic impact of Covid-19 and ensuring that community safety activity is informed by the economic context and alive to the concurrent social issues

Opportunities included:

- Sustaining and harnessing the surge in collective action within communities
- Creatively redesigning how we work, particularly regarding multi-agency collaboration and communication, in order to strengthen our partnership and expand it to include health partners, faith groups, and the criminal justice sector
- Engaging with young people and focusing energies on their future prospects
- Creating safer communities through urban design that encourages walking and cycling
- Developing new approaches to the drug trade and mental health

It is notable that across both challenges and opportunities, CSP members focused on young people, the economy, and mental health as well as criminal activity and policing.

Lastly, CSP members were asked to describe what their **priorities for community safety** would be going forward.

In community safety terms, it was noted that the borough's priorities still stand, notably robbery, anti-social behaviour, and violence with injury, as well as a reduction in overall crime. In addition to these, it was suggested that the partnership should prioritise drugs and domestic abuse.

Most CSP members who contributed highlighted the need to reach out and engage with communities, and particularly young people and BAME communities in order to begin to address the disproportionate impact of Covid-19. For these groups, the economic impact of Covid-19 will be more severe and so education, job creation, and economic regeneration should be prioritised. It will be necessary for the partnership to engage in good faith, to be open about what we hear, to reflect what we hear in our plans and activity, and to demonstrate the results of what we have heard. This will help to build trust with communities and demonstrate that we are on the public's side.

As a system, it was agreed that partners will need to be agile, creative, and inclusive.

Session 2: Community Safety Scenarios

Sanjay Mackintosh introduced CSP members to the second session, where they were asked to review a set of scenarios, ranging from best case to worst case, that described the community safety aspects of potential futures. The exercise is intended to enhance our understanding of how partners perceive the future, draw out their expectations, and enable better understanding of the factors that could influence the next phases of the ways that the Covid-19 pandemic could impact Haringey.

While there was general consensus that the scenarios appeared to be broadly right, CSP members suggested that the best-case scenario could be more optimistic, while the worst-case scenario could be more pessimistic. For instance, the best-case scenario could describe Haringey as being “best in class for engaged communities, confidence in policing and crime levels, with close working, engagement, and trust with the faith community.” It would also be preferable to state that a best-case scenario would entail no enforcement of social distancing as every member of the community takes responsibility for complying with social distancing measures, and this would see the Police working collaboratively with the community.

Similarly, the worst-case scenario could account more for a more severe economic downturn, potential more violent crime, and potential effects of recent events in the USA. It is notable that unforeseeable events may well influence what comes next. It will also be important to consider pre-lockdown declines in violent crime and robbery in terms of potential sustainability.

There may need to be a more nuanced approach to hate crime and violence against women and girls. These crime types have complex relationships with the pandemic and occur in ways such that offending is not always visible, and so an increase in referrals is not necessarily a bad thing. For example, while a best-case scenario might see low prevalence of VAWG, it would not be appropriate to say that a best-case

scenario would see low levels of referrals to VAWG services. It may be more appropriate to articulate these aspects of the scenarios from a victim's perspective.

Section 3: What we need to know

CSP members were asked to feedback thoughts on the kinds of data, intelligence, and insight that we will need to test the scenarios and the kinds of questions we may want to ask residents.

Analysis: Emerging Themes

Several themes emerged from the CSP's discussion that may indicate strategic priorities going forward:

- Engaging and working with communities to build trust and confidence and enable community action
- Strengthening the partnership
- Addressing inequalities, particularly those affecting BAME communities and young people
- Addressing risk factors for criminal activity and building conditions for safe communities (e.g. mental health, education, and economic opportunity)
- Reducing high harm crime, such as violence with injury, robbery, domestic abuse, and hate crime

138. PERFORMANCE REWARD GRANT 2018-2020 - PROGRAMME DELIVERY REPORT

The partnership received a programme delivery update on the Performance Reward Grant 2018-20. The report was introduced by Joe Benmore, Interim Head of Community Safety & Enforcement and was included in the agenda pack at pages 55-60. The following was noted in relation to the discussion of this item:

- a. It was noted that the total grant awarded to Haringey for 2018-20 was £471k, split across the five different priority areas. The funding was divided into £260k revenue funding and £211k in capital funding. To date, committed spend was around £400k, with an underspend of £49k in capital and £22k in revenue spend. One example of underspend in the capital funding was a project to purchase phones for victims of DV, being replaced with an app, which cost less.
- b. In response to a question, officers advised that plans were in place to re-profile the unused capital spend into a number of different broad intervention areas. Officers have submitted these proposals to MHCLG and requested a steer on whether there were any restrictions on how the money could be spent.

RESOLVED

- I. That the Partnership note the project delivery and spend outcomes achieved at the end of the two year funding period 2018-2020.
- II. The Partnership further notes that we are awaiting a decision as to whether we will be able to slip capital and revenue spend into the 2019-2020 financial year.

139. CRIME-STOPPERS

This item was deferred to the next meeting. **(Action: Clerk).**

140. NEW ITEMS OF URGENT BUSINESS

N/A

141. DATES OF FUTURE MEETINGS

6th October

CHAIR:

Signed by Chair

Date

**MINUTES OF MEETING HEALTH AND WELLBEING BOARD
IN COMMON WITH THE COMMUNITY SAFETY
PARTNERSHIP HELD ON MONDAY, 21ST SEPTEMBER
2020, 4.05PM – 5.35PM.**

Present (Health and Wellbeing Board):

Cllr Mark Blake – Cabinet Member for Communities and Equalities*
Cllr Kaushika Amin – Cabinet Member for Children, Education, and Families*
Cllr Sarah James – Cabinet Member for Adults and Health
Dr Peter Christian – Haringey Clinical Commissioning Group (CCG) Chair
Sharon Grant – Healthwatch Haringey Chair
Geoffrey Ocen – Bridge Renewal Trust Chief Executive*
David Archibald – Interim Independent Chair Local Safeguarding Board
*Member of both groups

Present (Community Safety Partnership):

Treena Fleming – Borough Commander
Ian Thompson – Borough Fire Commander
Cllr Julia Ogiehor
Rachel Lissauer – Director of Commissioning, CCG

Officers:

Tracey Downie – Executive Director of Housing Management
Ann Graham – Director of Children’s Services
Sarah Hart – Senior Commissioner, Public Health
Dr Will Maimaris – Interim Director of Public Health
Eubert Malcolm – Assistant Director, Stronger Communities
Stephen McDonnell – Director of Environment and Neighbourhoods
Charlotte Pomery – Assistant Director for Commissioning
Beverley Tarka – Director of Adults and Health
Frankie White – Executive Assistant to Assistant Director of Commissioning
Felicity Foley – Committees Manager
Emma Perry – Principal Committee Co-ordinator
Fiona Rae – Principal Committee Co-ordinator
Ayshe Simsek – Democratic Services and Scrutiny Manager

Also present:

Cllr Joseph Ejiofor – Haringey Council Leader

The Chair of the Health and Wellbeing Board, Cllr Sarah James, noted that this was a meeting of the Health and Wellbeing Board and the Community Safety Partnership and that she would be passing the role of Chair to Cllr Mark Blake who was a voting member of the Health and Wellbeing Board and the Chair of the Community Safety Partnership. This was moved by Cllr Sarah James, seconded by Cllr Kaushika Amin, and agreed by those present.

1. FILMING AT MEETINGS

Cllr Mark Blake referred those present to agenda item 1 in respect of filming at this meeting, and the information contained therein was noted.

2. WELCOME AND INTRODUCTIONS

Cllr Mark Blake welcomed the Health and Wellbeing Board and Community Safety Partnership. He explained that this meeting brought two key partnership bodies together to address issues of racial discrimination and inequalities that had been highlighted by the Black Lives Matter (BLM) movement and brought into sharp focus following the killing of George Floyd in the USA and by the effects of the Covid-19 pandemic on black, Asian, and minority ethnic communities.

3. APOLOGIES

Apologies for absence were received from Siobhan Harrington, Whittington Trust Chief Executive, Maria Kane, North Middlesex University Hospital Trust Chief Executive, and Zina Etheridge, Haringey Council Chief Executive.

4. URGENT BUSINESS

There were no items of urgent business.

5. DECLARATIONS OF INTEREST

No declarations of interest were received.

6. QUESTIONS, DEPUTATIONS, PETITIONS

It was noted that a question had been submitted by Cllr Eldridge Culverwell in relation to item 7 of the agenda, Working in Partnership to Address Racial Discrimination and Injustice. It was agreed that, as Cllr Eldridge Culverwell was not present, a written response from Dr Will Maimaris would be provided in the minutes.

Question: *Covid-19, by all accounts has affected the black communities the largest. If this is the case, WHY? Is it dietary, life styles, accommodation, alcohol/drug consumption, weather patterns, and or work environments? There must be a common denominator that the medical experts have found, or analysed, and if there is, what precautions or implementations are being garnered as a means of a cure or a precautionary guide, to address and or, reduce this stigma, dilemma or whatever phraseology is required understand this endemic?*

Response: Public Health England have published the report 'Beyond the data: Understanding the impact of Covid-19 on Black, Asian, and Minority Ethnic (BAME) groups', which covers the issues set out in this question

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/892376/COVID_stakeholder_engagement_synthesis_beyond_the_data.pdf

This is a follow up report to the report published earlier in June which found a statistical association between increased risk of death from Covid-19 and some ethnic groups. The risk of death from Covid-19 was found to be 2x higher in people from Bangladeshi and Pakistani ethnic groups compared to the white ethnic group, and 10-50% higher in other ethnic groups including Black Caribbean and Black African.

The 'Beyond the Data' report explored some of the possible reasons for worse impacts of Covid-19 in BAME groups. Their reasons included:

People of Black, Asian and other minority ethnic groups may be more exposed to Covid-19, and therefore are more likely to be diagnosed. This could be the result of factors associated with ethnicity such as occupation, population density, use of public transport, household composition and housing conditions, which the currently available data did not allow us to explore in this analysis.

The review also reports that 'once infected, many of the pre-existing health conditions that increase the risk of having severe infection (such as underlying conditions like diabetes and obesity) are more common in BAME groups and many of these conditions are socio-economically patterned. For many BAME groups, especially in poor areas, there is a higher incidence of chronic diseases and multiple long-term conditions (MLTCs), with these conditions occurring at younger ages'.

Qualitative findings in the report included that pre-existing economic and health inequalities experienced by people from BAME groups were exposed and exacerbated by Covid-19.

The report also found that racism and discrimination experienced by BAME communities was a factor influencing background health and also may be a barrier for people accessing testing and prompt treatment for Covid-19, leading to worse outcomes.

The report also made a number of national recommendations to address the issues highlighted. Recommendations include:

1. Mandate comprehensive and quality **ethnicity data collection and recording** as part of routine NHS and social care data collection systems, including the mandatory collection of ethnicity data at death certification.
2. Support **community participatory research**, in which researchers and community stakeholders engage as equal partners in all steps of the research process, to understand the social, cultural, structural, economic, religious, and commercial determinants of Covid-19 in BAME communities, and to develop readily implementable and scalable programmes to reduce risk and improve health outcomes.
3. Improve **access, experiences and outcomes of NHS, local government and integrated care systems commissioned services** by BAME communities

including: regular equity audits; use of health impact assessments; integration of equality into quality systems; good representation of black and minority ethnic communities among staff at all levels; sustained workforce development and employment practices; trust-building dialogue with service users.

4. Accelerate the development of **culturally competent occupational risk assessment tools** that can be employed in a variety of occupational settings and used to reduce the risk of employee's exposure to and acquisition of Covid-19, especially for key workers working with a large cross section of the general public or in contact with those infected with Covid-19.
5. Fund, develop and implement **culturally competent Covid-19 education and prevention campaigns**, working in partnership with local BAME and faith communities to reinforce individual and household risk reduction strategies; rebuild trust with and uptake of routine clinical services; reinforce messages on early identification, testing and diagnosis; and prepare communities to take full advantage of interventions including contact tracing, antibody testing and ultimately vaccine availability.
6. Accelerate efforts to **target culturally competent health promotion and disease prevention programmes** for non-communicable diseases promoting healthy weight, physical activity, smoking cessation, mental wellbeing and effective management of chronic conditions including diabetes, hypertension and asthma.
7. Ensure that **Covid-19 recovery strategies** actively **reduce inequalities caused by the wider determinants of health** to create long term sustainable change. Fully funded, sustained and meaningful approaches to tackling ethnic inequalities must be prioritised.

A number of these actions are being taken forward at local level.

7. WORKING IN PARTNERSHIP TO ADDRESS RACIAL DISCRIMINATION AND INJUSTICE

Cllr Mark Blake noted that the context of this piece of work was very politicised, that there were some who did not want to see progress made on racial inequalities, and that it was important to be aware of this. He added that racial prejudice existed on both an individual and institutional level.

Charlotte Pomery, Assistant Director for Commissioning, introduced the item and explained that the reason for this joint meeting was to recognise that no single agency could tackle the issues alone and that the Council wanted to work with key statutory bodies, the Voluntary and Community Sector (VCS), and local communities. The paper aimed to set up a process and structure to tackle the issues and, as this was the first joint meeting, a discursive approach was envisioned which would allow some reflection and direction.

It was explained that a Partnership Co-ordinating Group, co-chaired by the Bridge Renewal Trust and the Council, had begun to meet and it was anticipated that this Group would report to the joint meeting. The Group had explored some of the issues of racial discrimination and injustice facing residents and communities in Haringey and had proposed eight key priority strands:

- (i) Policy and strategy;
- (ii) Community safety, social justice, and policing;
- (iii) Health and Wellbeing;
- (iv) Education, attainment, out of school activity;
- (v) Faith and identity;
- (vi) Arts, culture, heritage, and place;
- (vii) Economy and employment; and
- (viii) Workforce.

It was noted that there were a number of key, emerging principles surrounding this work programme. This included acknowledgement of the fact that there was an issue and that there was a desire to change it, a recognition of the role of leaders in effecting change, understanding racial bias, committing to setting targets and to action and investment, viewing staff as sum of many parts rather than a single entity, recruiting for potential, and valuing lived experience.

It was also noted that proposed ways of working would include working with communities to co-produce solutions, investing in prevention and early intervention, not shying away from difficult conversations, targeting and re-directing resources, and improving equity of treatment.

It was explained that the joint meeting was asked to consider how often they wanted to meet, whether all members would attend meetings, whether it would be appropriate to invite other parties, how the joint meeting would oversee and add to existing areas of work, how to prioritise key actions, and how to enable organisations' policies and resources to support key strategic aims.

Geoffrey Ocen, Bridge Renewal Trust Chief Executive, noted that having this joint meeting was a good first step which acknowledged the importance of these issues. Having spoken with local residents, he understood that there were significant, long term issues and a low level of expectation about progress; he stated that it was therefore important to have practical implementation. He suggested that it would be appropriate to have a general discussion on the questions raised in the presentation.

Cllr Julia Ogiehor noted that there were a number of existing strategies, such as the Young People At Risk Strategy, which were ongoing; she enquired how the current proposal would be different and how it would link with existing strategies. Charlotte Pomery, Assistant Director for Commissioning, noted that there was a balance between what was already in place and the need to bring everything together into a framework which could be shared by partners to align approaches and create some consistency. It was acknowledged that there were systemic inequalities and that the joint meeting would provide opportunities to access and tackle the systemic element.

Sharon Grant, Healthwatch Haringey Chair, noted that the paper lacked contextual information; she explained that Haringey had a proud history of tackling some of these issues and that it was important to reflect on and build on previous actions and experiences from the local authority, health service, and VCS. She stated that policing and inequalities had been a serious issue in the borough where a lot of previous work had been undertaken and, as a new generation was feeling

marginalised, it was particularly important to review why and how this had recurred in order to address the issues.

Cllr Sarah James echoed the importance of the context of Haringey. She added that it was important to have evidence-based policy but that it was difficult to obtain reliable, qualitative, and locally researched data. It was noted that a recently held VCS forum shared some information about the Turkish-Kurdish experience during the Covid-19 pandemic which was very useful. Geoffrey Ocen, Bridge Renewal Trust Chief Executive, noted that the North Central London boroughs had recently agreed for officers to gather ethnicity data which would make a difference and added that any support for community research models would be helpful. Cllr Sarah James also noted the importance of equality of access, namely looking at where and how people were employed, how they progressed, and the equality of representation. She added that resources were stretched and that there would need to be careful consideration of how to resource key priorities for meaningful change. She noted that, as poverty and class contributed to differentials of outcomes, it may be necessary to target resourcing in areas that would result in practical improvements.

Ann Graham, Director of Children's Services, noted that some changes were needed to challenge systemic issues, such as the ability to help families to support children through the education system or criminal justice system and the ability to gain meaningful employment. She explained that some practical actions had been discussed at Executive Youth At Risk Strategy Meetings; this included a parenting officer in the Youth Justice Service and funding for this was being investigated. It was noted that it was possible to help young people gain aspiration but that they would still face housing, employment, and wellbeing challenges; work was underway to tackle these challenges.

Beverley Tarka, Director of Adults and Health, welcomed the presentation, the eight key priority strands, and the joint meeting of the Health and Wellbeing Board and Community Safety Partnership. She highlighted that this proposal was significant as it would create a structure which would enable the groups to build on existing work and would create a framework for accountability.

Rachel Lissauer, Director of Commissioning – CCG, noted that there was agreement in the health service that there was a need to progress this agenda. Challenging conversations had begun and different approaches to governance, recruitment, commissioning, and partnership working were being considered within individual organisations. She explained that the next stage would be considering resourcing and delivery given that all organisations had stretched resources. She added that it would be important to establish key outcomes and progress indicators, recognising that it was not possible to tackle everything.

Geoffrey Ocen, Bridge Renewal Trust Chief Executive, noted that all organisations were struggling to find resources but that resourcing was linked to the confidence of the community in a project. He stated that it was important to give some resourcing to communities.

Sharon Grant, Healthwatch Haringey Chair, commented that the BLM movement had been established as a result of the negative relationship between the police and

the black community, both here and in the USA. She noted that there had been a number of very difficult incidents in the last few months, including the tasing of black men. She explained that the difficulty was the lack of an effective interface between the police and the community; she stated that the Independent Police Group was ineffective, had recently received a number of resignations, and was no longer functioning. She highlighted that issues would continue without an effective interface, particularly when there were police operations from other areas.

Cllr Mark Blake noted that the police representative had needed to leave the meeting early but that it would be appropriate to discuss these issues with them. It was acknowledged that the Mayor of London was working on the relationship between the police and black communities specifically and that the police were engaging with the council. It was added that there were upcoming meetings between the Council, Mayor of London, and Borough Commander; Cllr Mark Blake stated that he would note these issues and would feed back.

Charlotte Pomery, Assistant Director for Commissioning, thanked the joint meeting for feeding back and noted the points made. She stated that an outline paper would be produced to set this proposal in context. It was noted that some ideas had been shared but it was enquired whether there were any further opinions about what the priorities for this piece of work might look like, how priorities would be decided, whether the joint meeting was the appropriate vehicle, how often the joint meeting would convene, whether it was appropriate to include the full memberships, and whether other groups or voices should be invited.

Dr Will Maimaris, Interim Director of Public Health, suggested that the joint meetings should include the full membership of both groups. He stated that it would be important to have clear aims and priorities, to know when aims were or were not achieved, and to have data. He added that other community voices should be included but that, as it might be difficult to change memberships, it may be appropriate to invite relevant community voices when required.

Sharon Grant, Healthwatch Haringey Chair, noted that all members of the groups should be expected to attend and to be driving the programme and that there may need to be rules about a quorum. She added that the joint meeting would need to be able to obtain data, identify issues, and direct resources and partners' resources. She suggested that the joint meeting would need research capacity which could be achieved through links with universities. She highlighted that it was important to get local politicians and key figures around the table to achieve results.

Eubert Malcolm, Assistant Director – Stronger Communities, stated that it was excellent that the joint meeting could focus on community-identified issues. He felt that two meetings a year seemed appropriate and welcomed the ability to tackle these issues and to work jointly.

Ian Thompson, Borough Fire Commander, noted that the London Fire Brigade (LFB) would be very supportive of the measures discussed today. He explained that the LFB was sharing a new, refined strategy with staff at the moment, called 'Togetherness', and that he would send this to Zina Etheridge, Haringey Council Chief Executive, and Geoffrey Ocen, Bridge Renewal Trust Chief Executive.

Charlotte Pomery, Assistant Director for Commissioning, noted that a position statement would be produced as a starting point to set out the programme plan and this would be based broadly on the eight key priority strands that had been identified. She acknowledged that the point raised about the need for data threaded through the priorities and that it would be important to know when the programme was achieving outcomes. She noted that some things may change quickly and others may be longer term and that the partnerships and the programme would be a key interface for joint working, consistency, and resourcing issues.

Cllr Sarah James noted that Cllr Mark Blake had needed to leave the meeting and reassumed the role of Chair. She enquired whether there were any final comments.

Sharon Grant, Healthwatch Haringey Chair, enquired whether there would be a Communication Strategy for the proposal and joint meeting discussions; she stated that this would need to be put together carefully. Charlotte Pomery, Assistant Director for Commissioning, noted that this meeting was being webcast to ensure transparency and acknowledged that it was important to make public statements as well as taking action; it was noted that this point could be included in the programme plan. Cllr Sarah James enquired whether staff from Communications were present. Charlotte Pomery, Assistant Director for Commissioning, noted that the meeting had been recorded and this could be taken forward. It was also noted that there was a general consensus that having two joint meetings a year would be appropriate.

8. NEW ITEMS OF URGENT BUSINESS

There were no new items of urgent business.

9. FUTURE AGENDA ITEMS AND DATES OF FUTURE MEETINGS

It was noted that the dates of future meetings would be confirmed and circulated in due course.

Appendix E
Community Safety Partnership - Membership List 2020/21

	NAME OF REPRESENTATIVE
Statutory partners/CSP members	<p>Cllr Mark Blake, Cabinet Member for Communities (Co-chair)</p> <p>Treena Fleming, Borough Commander (Co-chair), Haringey Metropolitan Police</p> <p>Cllr Julia Ogiehor</p> <p>Cllr Kaushika Amin, Deputy Leader of the Council and Cabinet Member for Children Education and Families</p> <p>Zina Etheridge, Chief Executive, Haringey Council</p> <p>Ian Thompson, Borough Fire Commander, Haringey Fire Service</p> <p>Rachel Lissauer, 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, 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>Jessica Ralph, Victim Support</p> <p>Tony Hartney, Safer Neighbourhood Board Chair</p>
Supporting advisors	<p>Eubert Malcolm, Interim Assistant Director Stronger Communities and Waste</p> <p>Sarah Hart, Commissioning Manager, Public Health Committee Secretariat</p>

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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Title: Haringey Crime Performance Overview October 2020

Report authorised by : Eubert Malcolm, Assistant Director for Stronger Communities

Lead Officer: Sandeep Broca, Intelligence Analysis Manager

Ward(s) affected: Key crime wards

**Report for Key/
Non Key Decision:** Non key-decision

1. Describe the issue under consideration

- 1.1 This report should be read in conjunction with the presentation attached as Appendix A. The presentation shows Haringey's performance against the Mayor's (MOPAC) Police and Crime Plan (PCP) key priorities, including personal robbery and violence.
- 1.2 The presentation focuses on crime performance between March and September 2020, as compared to the same period in 2019, in order to gain an understanding of the changes in offending since Covid-19.
- 1.3 It should be noted that overall crime has reduced by 14% since March 2020, and almost all crime categories have also experienced significant reductions.
- 1.4 Performance in most areas has been similar to the large reductions noted across London as a whole and other boroughs. Haringey has experienced larger than average reductions in burglary, knife crime and robbery offending.
- 1.5 One exception in Haringey is hate crime offences, which has recorded a 21% increase during this time period, slightly above the 16% increase for London.

2. Recommendations

- 2.1 That the Board note the content of the Crime Performance Overview pack, which highlights the changes to crime performance since March 2020.

3. Reasons for decision

n/a

4. Alternative options considered

n/a

5. Background information

- 5.1 Haringey has a signed agreement with the Mayor's Office for Policing and Crime to contribute to tackling the Mayor's priority crimes. The agreement is accompanied by a grant of £553K for 2020/21. This is allocated across five areas: Drug treatment intervention to reduce reoffending; Integrated Offender Management; an integrated Gang Exit Programme; Advocacy and support to victims of domestic violence; Cross-borough support to ASB victims and witnesses (Haringey and Enfield).
- 5.2 Quarterly returns are required which give considerable detail about our expenditure and performance to date. Haringey has an excellent reputation for compliance on both fronts.
- 5.3 Performance monitoring occurs in between Community Safety Partnership board meetings and attendance includes the holders of KPIs, the budget holders and statutory partners such as the police.

6. Contribution to strategic outcomes

- 6.1 This work contributes to the Mayor of London's Policing and Crime Strategy, Haringey's Corporate Plan priority 3 and the Haringey Community Safety Strategy. It will also help to deliver Haringey's Borough Plan, Young People at Risk strategy, as well as the Violent Crime Action Plan and the Community Safety Strategy.
- 6.2 Officers and partners work strategically across related work areas and boards such as Youth Offending, Safeguarding Children and Adults, Health and Wellbeing, Tottenham Regeneration, Early Help and the Community Strategy.

7. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)
n/a

Finance and Procurement

The LCPF funding supports existing Community Safety workstreams. Quarterly returns are required which give considerable detail about our expenditure and performance to date. Haringey has an excellent reputation for compliance on both fronts.

Legal
n/a

Equality

There is an inherent impact on equalities of much of our community safety work and this is presented and discussed at the Community Safety Partnership meetings. This includes the peak age of offending being between 16 and 24; a very high percentage of young black males (mostly of African-Caribbean origin) involved in street based violence (approx. 80%); the impact of domestic and sexual violence on women and girls; high concentrations of crime occurring in areas of deprivation; and vulnerable individuals and communities becoming victims of hate crime.

This report considers the areas of challenge in direct correlation with the impact on victims, especially vulnerable victims. In this respect, significant attention is being given to the disproportionate impact.

8. Use of Appendices

1x Appendix A – Haringey Crime Performance Overview pack

9. Local Government (Access to Information) Act 1985

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Crime Performance Overview

October 2020

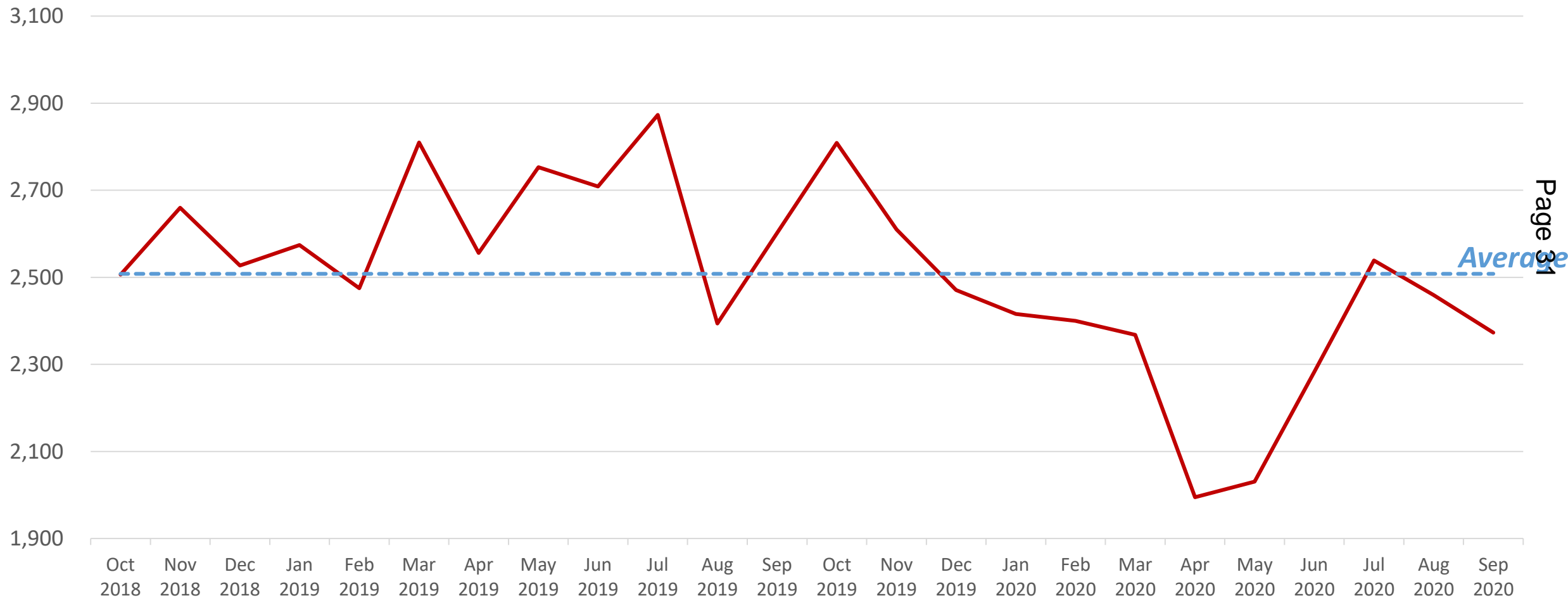
Sandeep Broca

Sources: All data from Mayor's Office for Policing and Crime (MOPAC) Website, Metropolitan Police Service (MPS) Website and covers the period October 2019 to September 2020.

Key Crime Measures - Performance Summary

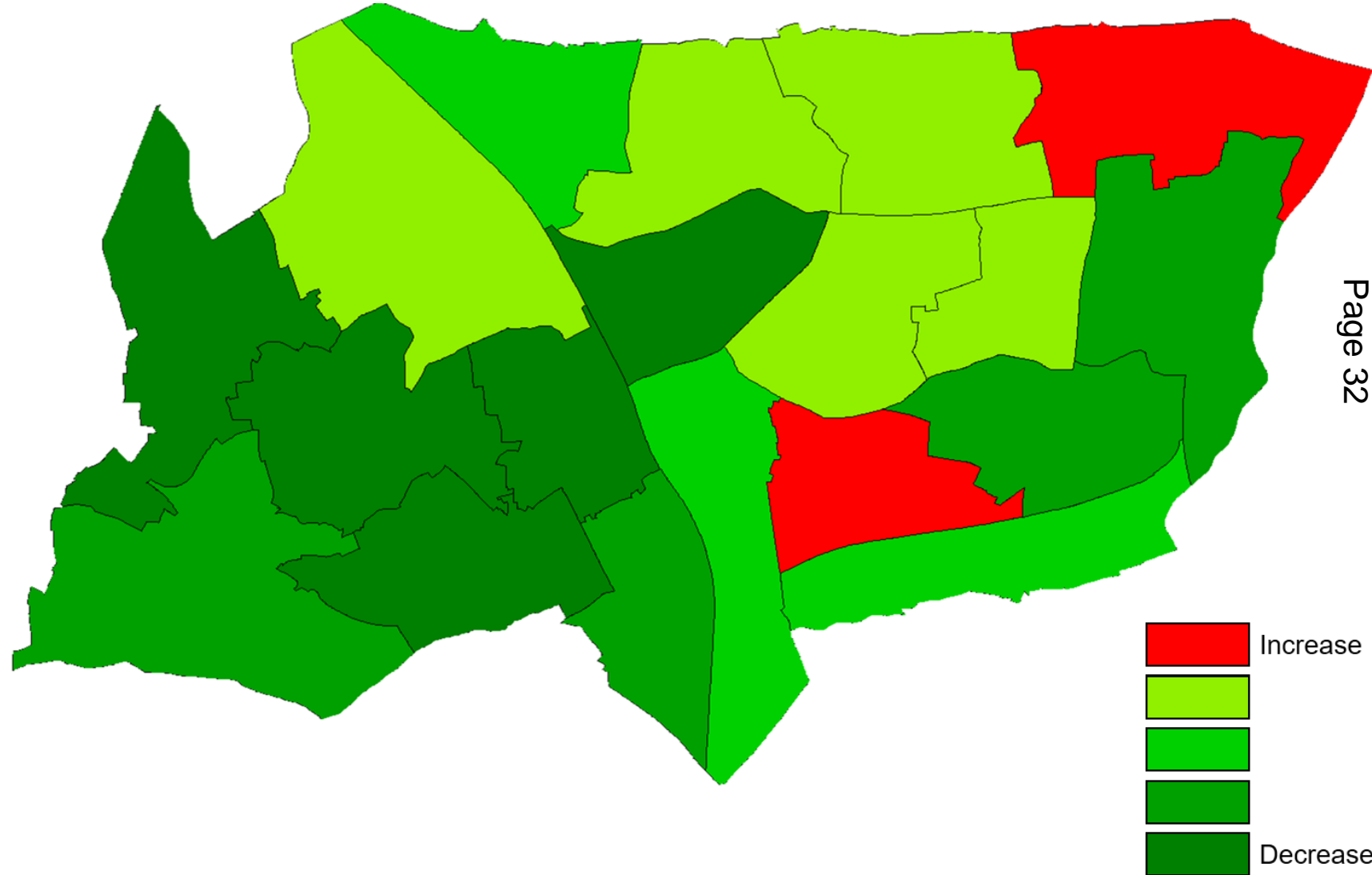
	Haringey			London
	March to September 2019	March to September 2020	Offences % Change	Offences % Change
Burglary - Residential	1,254	856	-32%	-27%
Burglary - Business and Community	449	224	-50%	-36%
Hate Crime Offences	451	545	+21%	+16%
Knife Crime	547	294	-46%	-30%
Knife Crime With Injury Victims Aged Under 25	39	33	-15%	-32%
Violence with Injury - Domestic Abuse	533	505	-5%	+4%
Violence with Injury - Non Domestic Abuse	1,081	914	-15%	-19%
Robbery of Personal Property	1,429	640	-55%	-40%
Total Crime (TNO)	18,697	16,048	-14%	-19%

During March and September 2020, there was a **-14%** reduction in overall recorded crime in Haringey, as compared to the same period in 2019.



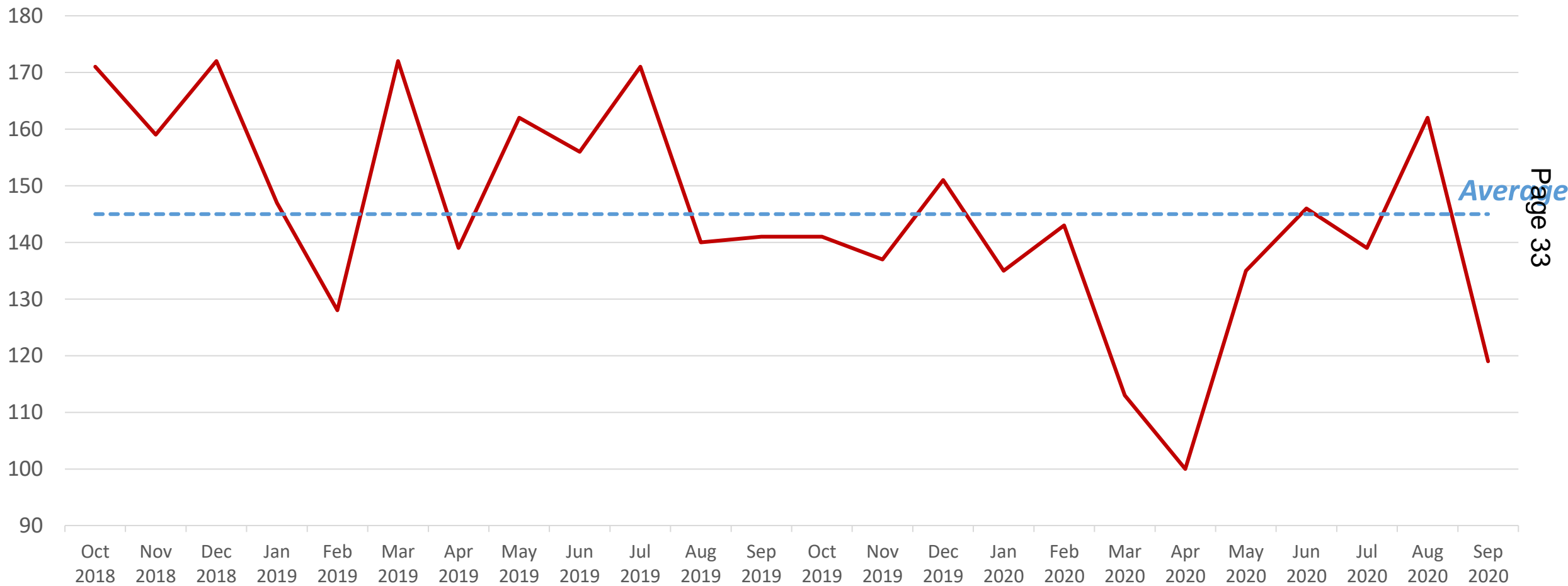
Total Recorded Crime (TNO) – Haringey Ward Changes March to September 2020

Ward	Total Recorded Crime (TNO)
Crouch End	-34%
Muswell Hill	-30%
Noel Park	-28%
Hornsey	-28%
Fortis Green	-27%
Highgate	-23%
Tottenham Green	-22%
Tottenham Hale	-20%
Stroud Green	-13%
Harringay	-13%
Bounds Green	-10%
Seven Sisters	-8%
Woodside	-7%
Alexandra	-6%
Bruce Grove	-6%
White Hart Lane	-2%
West Green	-1%
Northumberland Park	7%
St Ann's	7%
Haringey Total	-14%



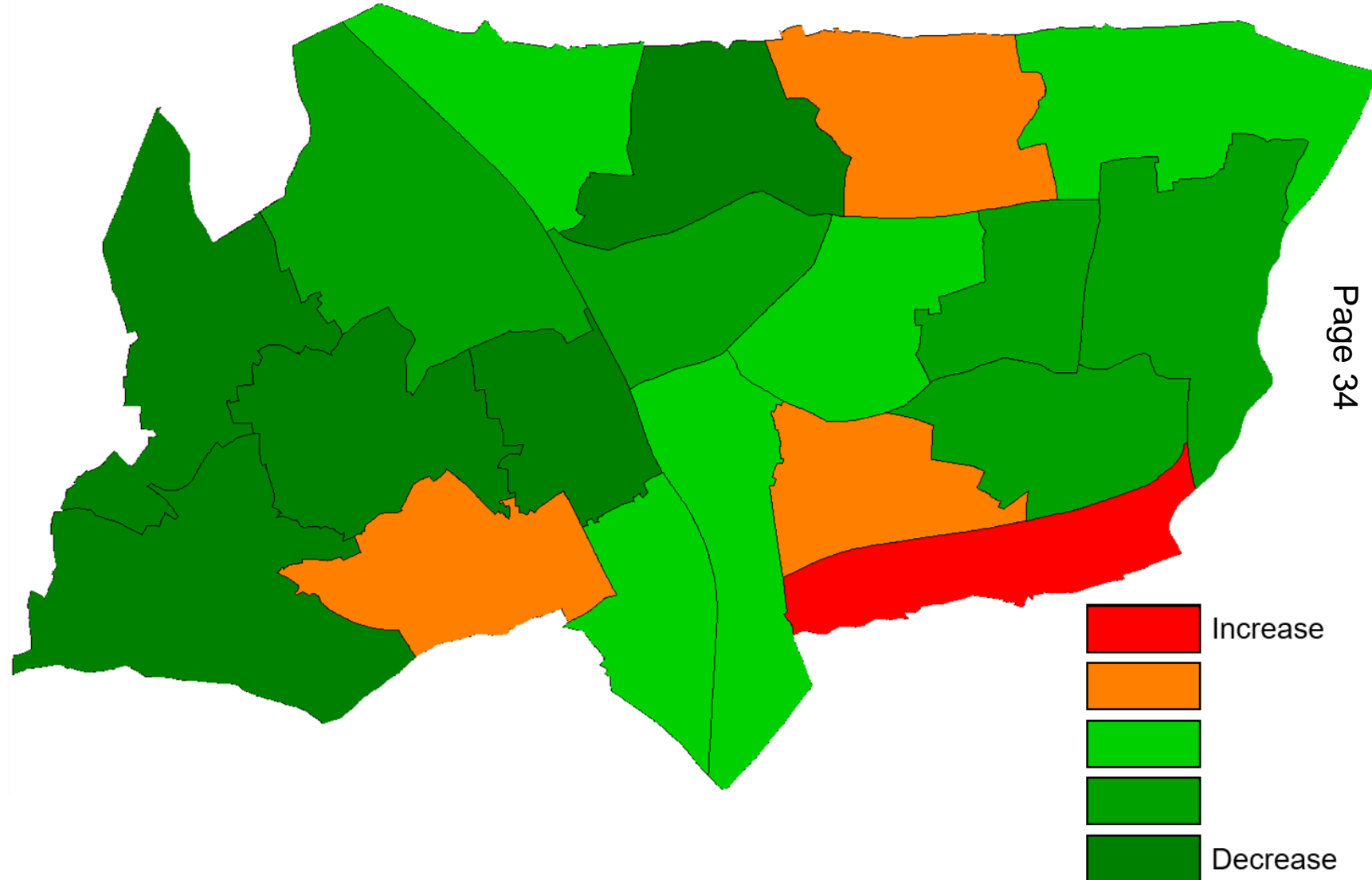
Violence with Injury (Non Domestic Abuse)

During March and September 2020, there was a **-15%** reduction in violence with injury (non domestic abuse) in Haringey, as compared to the same period in 2019.

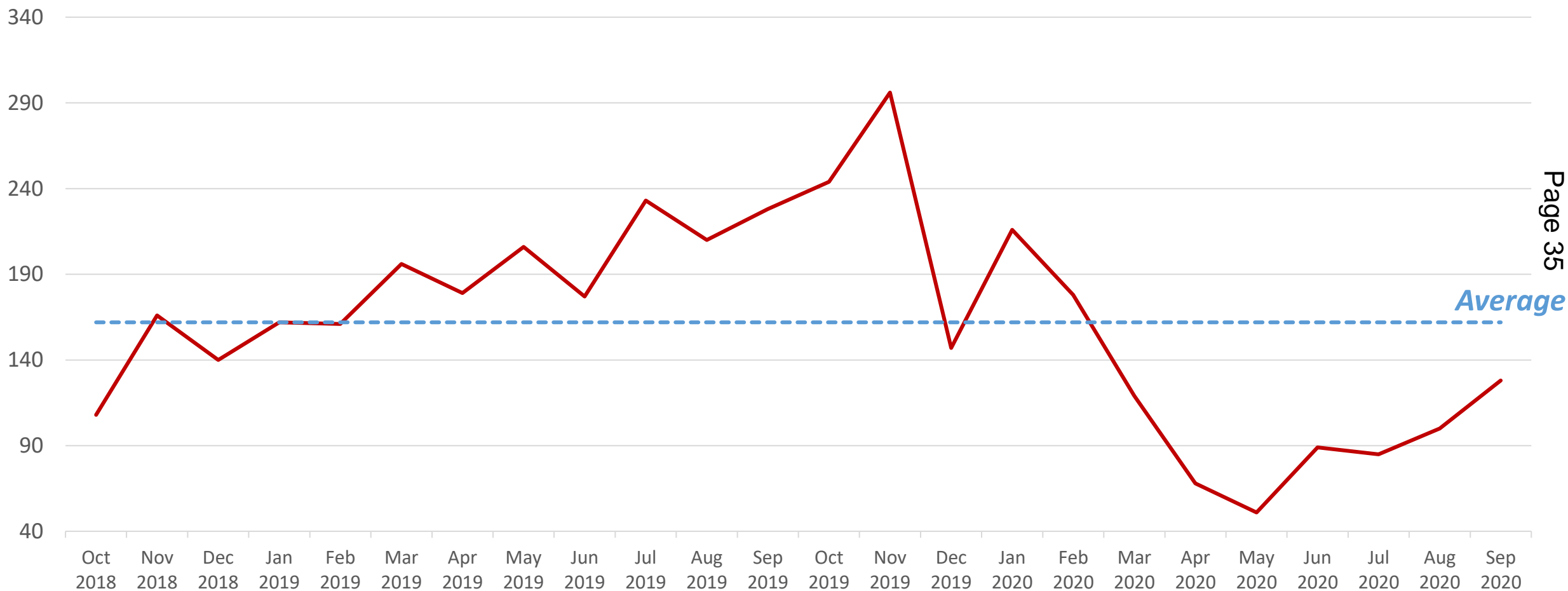


Haringey Violence with Injury (Non Domestic Abuse) – Haringey Ward Changes March to September 2020

Ward	Violence with Injury (Non Domestic Abuse)
Fortis Green	-56%
Highgate	-53%
Muswell Hill	-41%
Woodside	-38%
Hornsey	-35%
Tottenham Green	-29%
Noel Park	-22%
Tottenham Hale	-21%
Bruce Grove	-13%
Alexandra	-13%
Bounds Green	-12%
Harringay	-11%
Northumberland Park	-5%
Stroud Green	-4%
West Green	-2%
St Ann's	3%
Crouch End	4%
White Hart Lane	8%
Seven Sisters	37%
Haringey Total	-15%



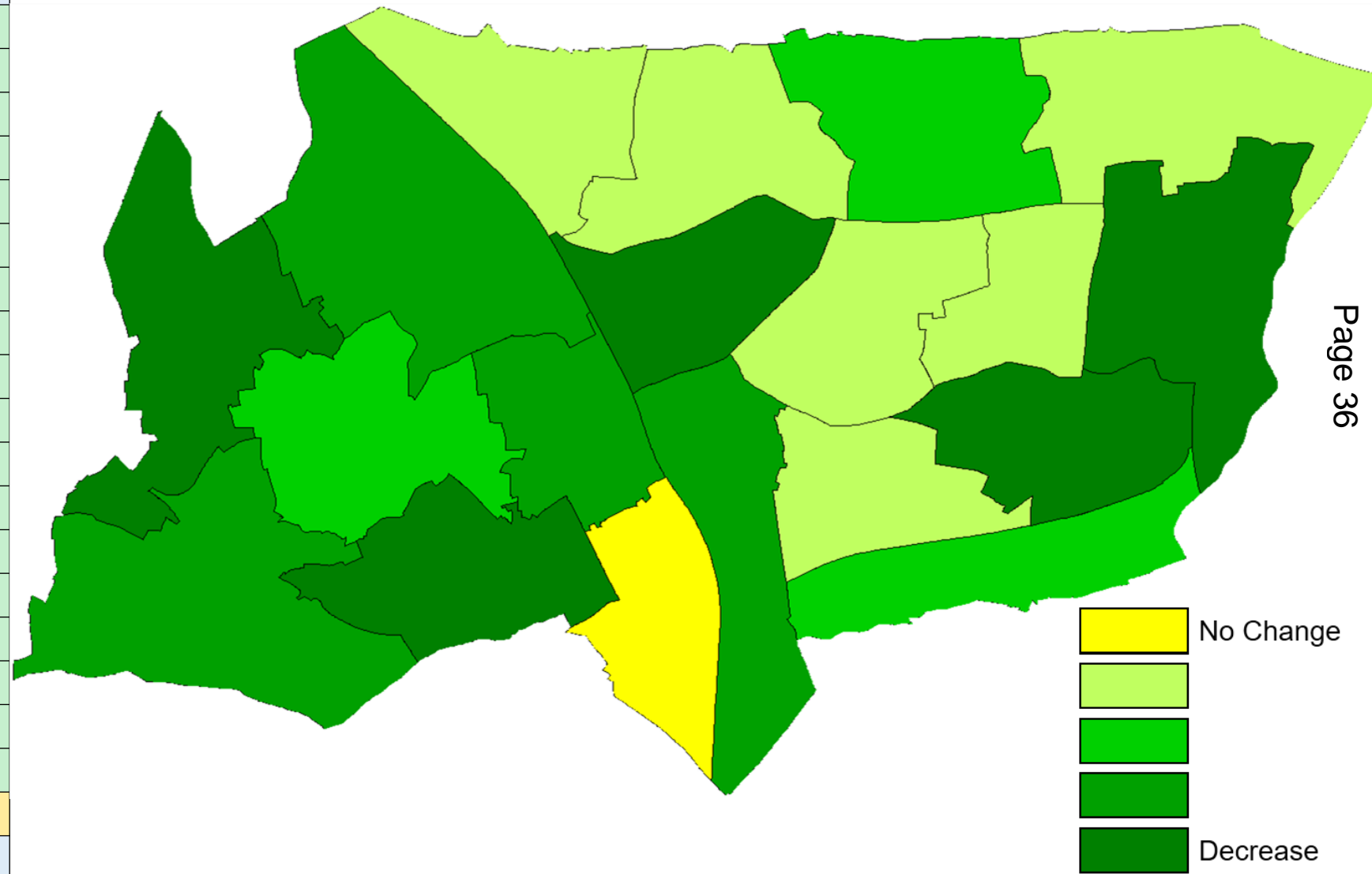
During March and September 2020, there was a **-55%** reduction in personal robbery in Haringey, as compared to the same period in 2019.



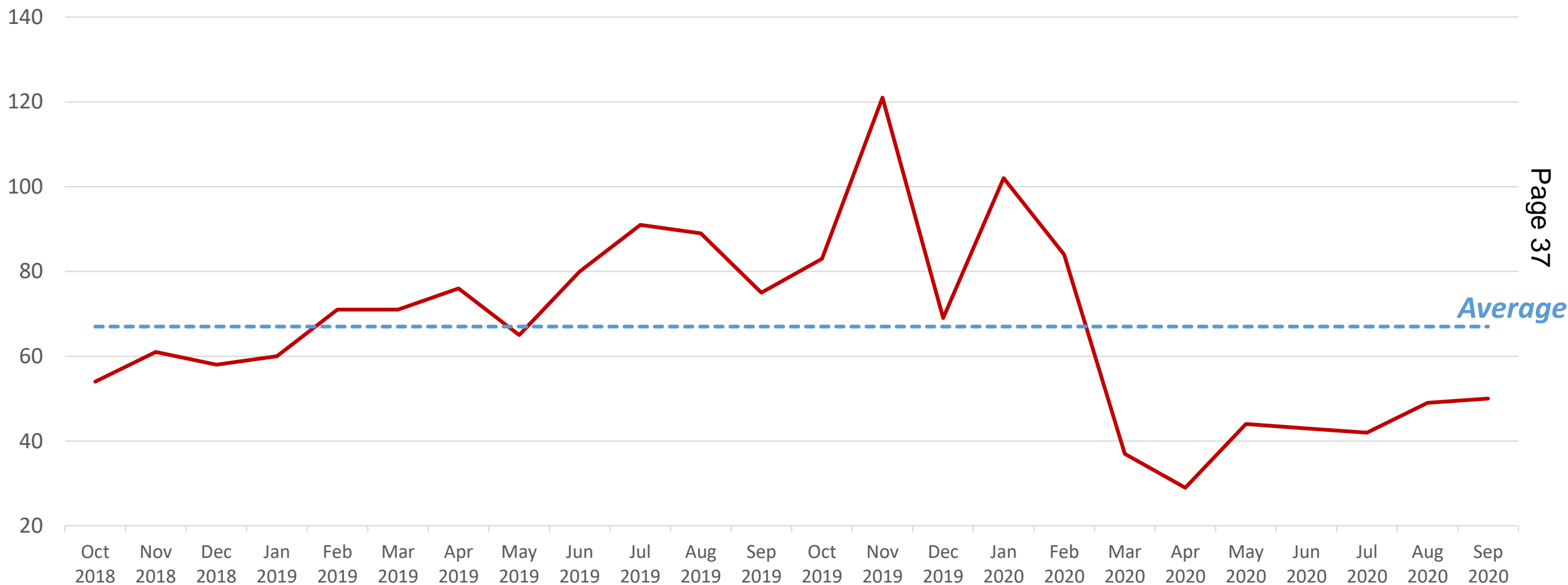
Average

Personal Robbery – Haringey Ward Changes March to September 2020

Ward	Personal Robbery
Tottenham Green	-73%
Tottenham Hale	-71%
Fortis Green	-63%
Crouch End	-62%
Noel Park	-59%
Hornsey	-57%
Alexandra	-56%
Highgate	-55%
Harringay	-53%
Muswell Hill	-51%
Seven Sisters	-49%
White Hart Lane	-49%
Bruce Grove	-42%
Northumberland Park	-35%
West Green	-34%
St Ann's	-34%
Bounds Green	-32%
Woodside	-22%
Stroud Green	0%
Haringey Total	-55%

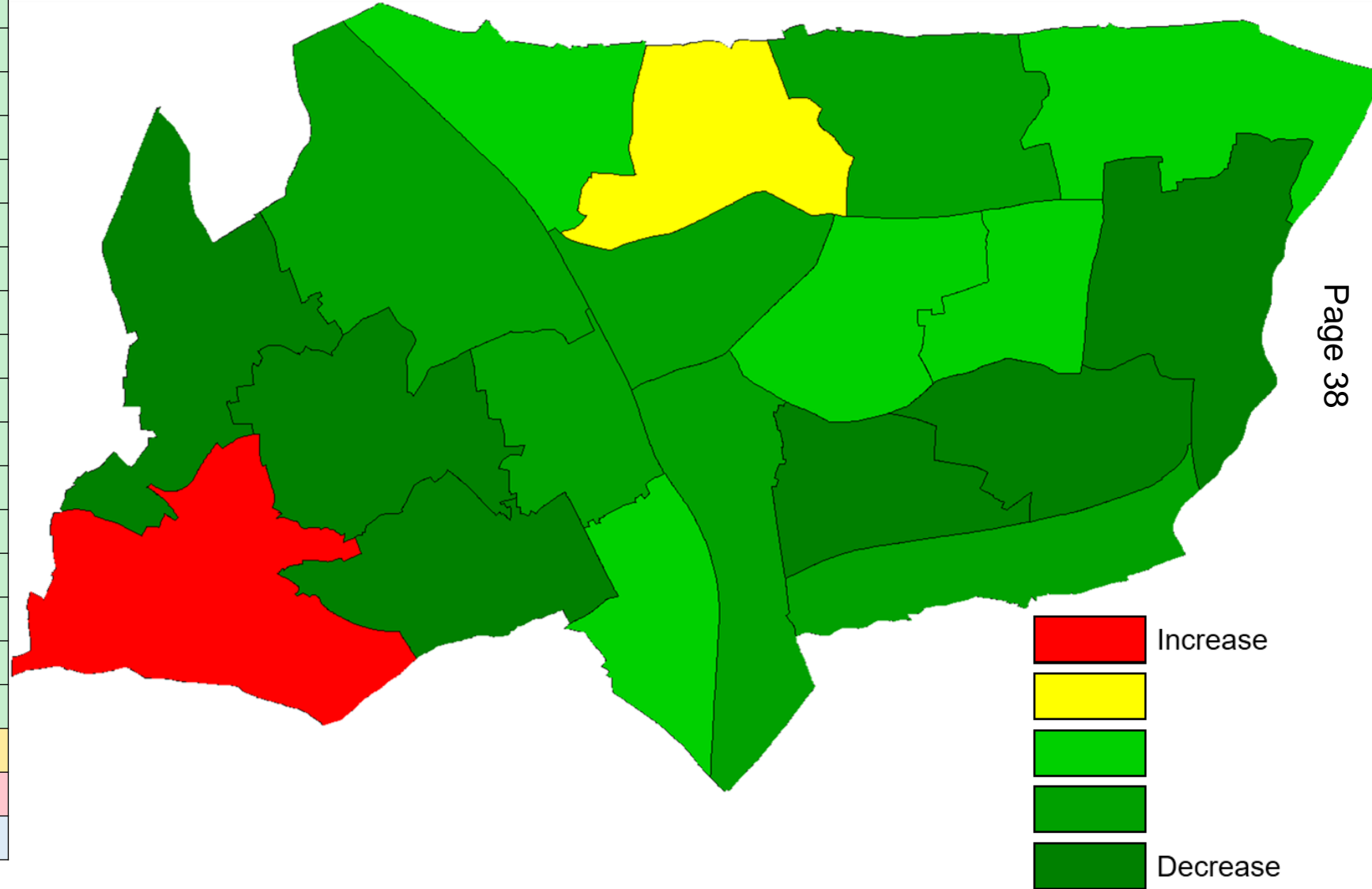


During March and September 2020, there was a **-46%** reduction in knife crime offences in Haringey, as compared to the same period in 2019.



Knife Crime Offences – Haringey Ward Changes March to September 2020

Ward	Knife Crime Offences
Fortis Green	-77%
Muswell Hill	-75%
Tottenham Green	-74%
Crouch End	-67%
Tottenham Hale	-65%
St Ann's	-61%
Harringay	-54%
White Hart Lane	-52%
Alexandra	-50%
Hornsey	-43%
Seven Sisters	-33%
Noel Park	-29%
Stroud Green	-29%
Bounds Green	-20%
Northumberland Park	-18%
West Green	-18%
Bruce Grove	-10%
Woodside	0%
Highgate	14%
Haringey Total	-46%



Report for: Community Safety Partnership, October 19th 2020

Title: **Young People at Risk Strategy Update**

Report

authorised by : Eubert Malcolm, Assistant Director for Stronger Communities and Waste, 0208 489 5520, Eubert.malcolm@haringey.gov.uk

Lead Officer: Hugh Smith, Policy & Equalities Officer
0208 489 3540, hugh.smith@haringey.gov.uk

Ward(s) affected: All

Report for Key/

Non Key Decision: Non Key Decision

1. Describe the issue under consideration

This report provides an update to the Community Safety Partnership regarding the Young People at Risk Strategy 2019-29, which was approved by Cabinet in March 2019. It sets out progress made in the delivery of commitments made in the strategy and the Young People at Risk Action Plan and in terms of governance arrangements.

2. Recommendations

1. That the CSP note the contents of this report for information
2. That CSP members consider how they can contribute to a refreshed Young People at Risk Action Plan

3. Background information

The Haringey Young People at Risk Strategy was approved by Cabinet in March 2019. It represents a whole-systems approach to reducing and preventing serious youth violence in the borough, including the police, schools, health providers, and community groups. It adopts a public health model, designed to address the risk factors that may make young people more vulnerable to involvement in violent crime while building the protective factors that keep them safe and prioritising preventative and early interventions.

An Action Plan was noted alongside the strategy at Cabinet, which sets out the partnership's medium-term priorities and actions that work towards the strategy's long-term outcomes. These include Council-led and partner-led activity.

Both the strategy and the action plan, including the long-term outcomes and medium-term priorities, were informed by extensive engagement with partners and young people in Haringey.

[Youth Violence in Haringey](#)

After remaining stable for the 12 months following the approval of the strategy, levels of youth violence decreased sharply from March 2020. A significant proportion of the reduction is attributable to Covid-19 and the lockdown. There are indications of increases in crime correlating with easing of lockdown restrictions, but levels of serious youth violence remain below 2019 levels.

Covid-19

The Covid-19 outbreak and the lockdown have disrupted delivery of the Young People at Risk Action Plan in recent months. Much activity that was previously face-to-face has been temporarily halted. Nevertheless, partners have continued to deliver as much as possible, making adaptations where possible. Notable examples of delivery during the Covid-19 period include the following:

- Haringey Community Gold has continued to deliver support remotely and online
- The team at Bruce Grove Youth Space have developed a critical list of young people who use the centre and have maintained frequent phone contact with them. The team has also been providing food vouchers to those in need and held virtual open access sessions on cookery, fitness, and music production
- Primary to secondary transition sessions for Year 6 pupils have been held via Zoom
- Recruitment of apprentices to the Council has continued, with onboarding and induction happening remotely
- Professional training on topics such as mental health and substance use is now being delivered online

Delivery

The Young People at Risk Action Plan commits partners to delivering an ambitious range of activity. Delivery of the Young People at Risk Action Plan is co-ordinated through an Operational Group, chaired by the Assistant Director for Stronger Communities and consisting of officers from Council services responsible for delivering projects noted in the Action Plan.

This section provides an overview of the outputs and outcomes of key programmes and projects over the first year of the Action Plan's timeframe:

- Haringey Community Gold
 - The detached and outreach youth work team has engaged with over 1,800 young people in Haringey. Over 1,000 of those young people have taken part in a positive activity
 - 472 young people have been engaged through school-based workshops, reducing their risk of exclusion
 - 147 young people have completed a course or training, increasing their employability. An additional 13 were engaged in internships that were put on hold due to Covid-19
 - 39 young people have secured paid employment with support from Haringey Community Gold
 - Sports provision at Broadwater Community Centre has seen at least 50 young people participating every week

- Haringey Play activity at Sommerford Grove site in Tottenham has seen 100 young people participating every week
- The Thinking Space project has completed its first cohort of mental health training for professionals working with young people in Haringey
- 70% of the young people known to the Haringey Exploitation Panel are being supported by HCG youth workers
- Haringey Community Gold has worked with over 50 children at the Octagon PRU since the programme started. The team also had regular contact with 30 students from Octagon during lockdown
- CAMHS Trailblazer
 - Mild to moderate mental health services provided in 36 schools in the East of the borough
 - 179 young people supported individually, 255 supported in group interventions, and 103 parents supported in group interventions
 - CAMHS waiting times have reduced. BEHMHT see 49% CYP seen within 4 weeks of referral to treatment (increase of 22% from April 2019)
 - Expansion underway of Kooth online counselling for 11-18 year olds and those aged 19-25 with SEN
- Community Parenting Support
 - The Council and Bridge Renewal Trust were awarded a grant from MHCLG to develop a comprehensive programme of support for children, young people and families affected by serious youth violence. 12 programmes have been delivered over the last year including community engagement activities, mediation, whole family mental health support, Strengthening Families, Strengthening Communities parenting programme, peer support groups, parents together, domestic violence and abuse programmes, targeted fathers support group. A full evaluation will be completed at the end of the programme.
 - A lead officer is in the planning stages to roll out the Caring Dads Programme, which was delayed due to COVID-19. 10 facilitators have been trained. The programme will take place in the evenings in Tottenham.
 - A parent champion programme has been rolled out in the Children's Centres. There have been two successful training and development days.
- Summer Programme
 - The Council and partners delivered a Summer Programme through July and August. Covid-19 meant that it was not possible to use leisure centres, but good use has been made of the borough's parks.
 - The programme is currently being evaluated, but early data analysis suggests a good level of engagement considering the context of ongoing Covid-19-related restrictions
- Alternative Provision Review
 - Cabinet agreed in March 2020 to implement the recommendations of the Alternative Provision review. The Cabinet report and the Model for Change are accessible here:

<https://www.minutes.haringey.gov.uk/ieListDocuments.aspx?CId=118&MID=9158#A163769>

- Youth Homelessness
 - The Housing First service for care leavers and the Family Mediation service have both commenced delivery
 - The Housing First team are supporting several at-risk care leavers
 - The Family Mediation service has been engaged in 21 cases of family difficulties and prevented 16 instances of youth homelessness

Funding Bids

The Council has recently been successful in securing over £500,000 in funding from the Department for Education for the Social Workers in Schools (SWIS) programme. A team manager and seven social workers will work in our schools in Haringey to reduce referral rates to children's social care, reduce the number of children in care, and improve educational attainment. Haringey's bid was overseen by the Assistant Director for Safeguarding and Social Care and the project has been operational from September 2020.

The Council is currently working with colleagues from North Middlesex University Hospital NHS Trust on a bid to the Healthy Communities Together Fund, a partnership initiative between the King's Fund and the National Lottery Community Fund. The proposed project will support families with young children in Edmonton and North Tottenham who are disadvantaged or at risk of adverse childhood experiences. It represents an early intervention approach to address risk factors for involvement in youth violence that may occur within families and therefore a long-term measure to prevent youth violence and increase young people's life chances.

The Council is also working with colleagues in the NHS and the voluntary sector and with counterparts in Enfield to develop a bid to develop a VCS-led bid to the Department of Health and Social Care's Health and Wellbeing Fund. This fund seeks to build on existing provision to support community projects aimed at tackling obesity, reducing smoking and improving learning among mothers and young babies.

The Council is currently working with colleagues in the VCS to submit a bid to the 'My Ends' programme, administered by the Mayor of London's Violence Reduction Unit. The programme is looking to provide support, capacity, and funding for locally-designed interventions run by VCS consortia in neighbourhoods affected by high and sustained levels of violence.

Governance

A Joint Executive Group lead the delivery of the Young People at Risk Strategy across the partnership. The Group is chaired by the Director of Children's Services and other members include:

- The Cabinet Member for Communities and Equalities,

- The Cabinet Member for Children, Education, and Families
- The Assistant Director for Commissioning
- The Assistant Director for Stronger Communities
- Metropolitan Police North Area BCU Borough Commander
- Representatives from Haringey CCG, BEH Mental Health Trust, North Middlesex Hospital NHS Trust, Haringey Education Partnership, Haringey Primary and Secondary schools, Homes for Haringey, and Bridge Renewal Trust

The Group has continued to meet through the Covid-19 outbreak in order to promote the safety of Haringey's young people across the partnership and plan and co-ordinate joint initiatives.

Action Plan

It is important that the Young People at Risk Action Plan reflects the collective work of the whole local partnership to prevent and reduce serious youth violence. In this way we can build on successes, identify gaps, and ensure that we are delivering the right support for our young people.

The Council is keen to refresh the Action Plan to reflect changes that have taken place since March 2019. Our ambition is for a refreshed Action Plan to include new introductions from the Cabinet Member for Communities and the Borough Commander, updating the introductions that accompanied the original strategy in March 2019. In this way we hope to clearly articulate our ambitions for our young people, our approach, and our plan for delivery.

Community Safety Partnership members are therefore asked to consider:

- 1. What ongoing activities could be included in the refreshed Action Plan?**
- 2. What new or planned activities could be included?**
- 3. What could we plan together in order to strengthen the local response to serious youth violence?**

4. Contribution to strategic outcomes

The Young People at Risk strategy supports the following Haringey Borough Plan (2019-23) outcomes:

- Best Start in Life: The first few years of every child's life will give them the long-term foundations to thrive
- Happy Childhood: All children across the borough will be happy and healthy as they grow up, feeling safe and secure in their family, networks and communities
- Every young person, whatever their background, has a pathway to success for the future
- All residents will be able to live free from the fear of harm
- Strong communities where people look out for and care for one another
- A proud, resilient, connected, and confident place
- A safer borough

Haringey works in partnership with the Mayor of London's administration to tackle youth violence through liaison and joint working with the Mayor's Office of Police and Crime and the Metropolitan Police Service. The strategy fully aligns with the Mayor's Knife Crime Strategy and is integrated with the North Area Violence Reduction Plan

5. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

Finance

N/A

Procurement

N/A

Legal

N/A

Equality

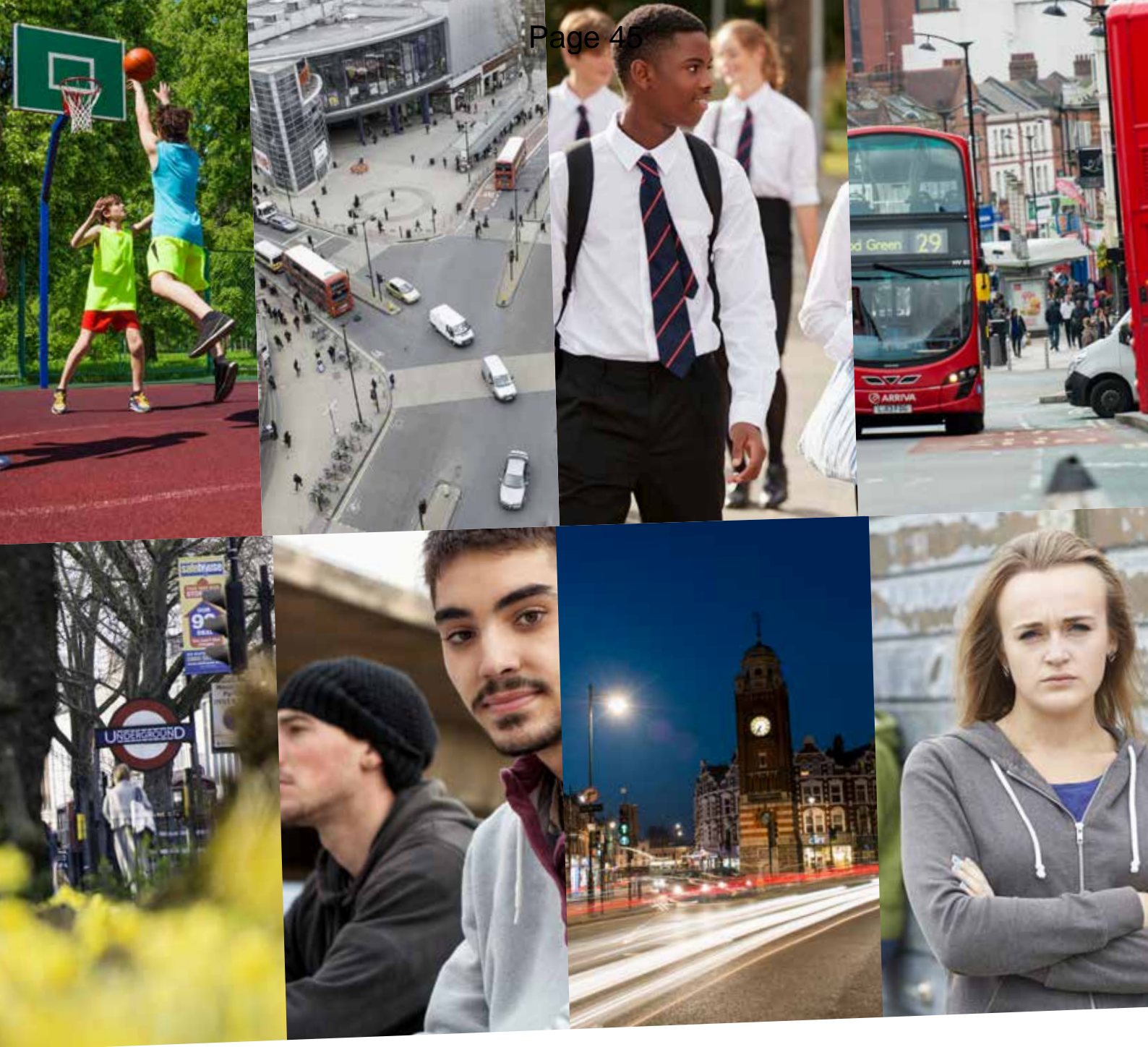
N/A

6. Use of Appendices

Appendix 1: Haringey Young People at Risk Strategy 2019-29

Appendix 2: Haringey Young People at Risk Action Plan 2019-23

7. Local Government (Access to Information) Act 1985



Young People at Risk Strategy

2019-2023



Cabinet Member Introduction

Nothing can be more important than providing a safe and secure environment for children to grow up in. This strategy aims to galvanise the council, our local public partners, voluntary, community and faith organisations, the wider community and young people in a civic effort to ensure that all children in Haringey are able to achieve.

Across our borough, youth projects such as Project Future in Northumberland Park, which supports young men on the estate to improve their health and well-being and take positive pathways in their lives; the London Boxing Academy on White Hart Lane; and the Council's Young Adults Service, which works with Haringey's care leavers, empower Haringey's young people to become independent adults. At the centre of all of this incredible work are strong, positive, healthy relationships between young people and their peers, and with trusted adults. That is what this strategy is focused on, developing an environment in our borough where those positive relationships, in the community, families, at schools, in faith organisations and youth providers, can flourish.

That's why we are committed to investing in youth work, which has been so undermined over recent years, and to listening and acting upon the views of young people, particularly those who are the most at risk of being affected by violence. That's why the strategy has a specific focus and actions on those young people who we know are at greater risk, such as those at risk of exclusion from school, those in the care system, those from poorer economic circumstances; black boys; and those with special educational needs. We desperately need to improve outcomes and support for children in these groups.

We place a great emphasis on community engagement and I look forward to ongoing and challenging interaction from our local communities as we deliver this strategy.

Cllr Mark Blake, Cabinet Member for Communities



Borough Commander Introduction

Haringey police are committed to reducing violence in our borough and we recognise the important role that prevention plays. This is why we believe in an approach that sees the whole problem from many angles and where we join forces to help protect young people from the earliest stages of risk. That is why we will prioritise our work in schools with an emphasis on building trust with young people as well as bearing down on violence by targeting those who are committing harm on our streets.

Only a highly committed partnership working closely with the communities and families that experience violence will achieve a lasting difference and improve safety in our borough. We are therefore committed to this work and we make that commitment knowing that policing does not have all the answers. The work we do relies on the support of our communities and we are pleased that this strategy explicitly recognises the importance of strengthening our relationships with young people and all those affected by violence.

Helen Millichap, Metropolitan Police Service North Area BCU Commander



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The strategy has been developed with a wide range of partners, who have set out their roles in delivering the strategy in an Annex to this strategy. These include:

North Area Metropolitan Borough Command Unit, Homes for Haringey, Haringey Education Partnership, Bridge Renewal Trust, The College of North East London (CONEL), North Middlesex Hospital, the Youth Court, National Probation Service, Safer London, African Caribbean Institute, Mind in Haringey, and the Bishop of Edmonton.

Executive Summary

Our vision is for a borough where all young people grow up free from fearing or experiencing violence, where they are happy, succeed at school and beyond, and are supported by communities and families who together help them thrive.

Haringey's Borough Plan sets out how we will strengthen the foundations that enable our young people to succeed, and our ambitions for:

- The first few years of every child's life to give them the long-term foundations to thrive
- All children across the borough to be happy and healthy as they grow up, feeling safe and secure in their family, networks and communities
- Every young person, whatever their background, to have a pathway to success for the future
- Strong communities where people look out for and care for one another
- A safer borough

Most young people in Haringey achieve and thrive. However, serious youth violence (SYV) is an issue that has devastating consequences for too many young people in Haringey. However, as a system have to address the complex root causes of this issue which has devastating impacts on too many young people, families and communities in the borough. The Young People at Risk Strategy is our plan to reduce and prevent serious youth violence in Haringey over the next ten years. The strategy commits to a long-term strategic approach and defines the outcomes we want to achieve over the next ten years. It also commits to priorities for the Council and partners over the next four years to focus activity that will help achieve those outcomes. These will be reviewed and refreshed in identifying the next phase of priorities.

The first phase of our activity is laid out in an accompanying Action Plan.

The strategy takes a whole systems approach, in which partners, communities, and young people themselves work collectively to support all young people on positive pathways to adulthood. This strategy builds on the deep and widespread commitment within the Borough, to create a culture which takes collective responsibility for the safety of all young people and to embed a long term, preventative and whole systems approach.

This strategy is founded on the strong evidence that vulnerability is the root cause of youth violence. Our approach seeks to nurture the protective factors that keep our young people safe and away from violent situations. It adopts a public health model, taking an evidence-based and intelligence-led approach to reducing vulnerabilities and building resilience.

This strategy focuses on achieving five outcomes:

1. Safe communities with positive things for young people to do, where there are strong role models and trust in institutions
2. Supportive and positive family environments, with low levels of family stress, good parenting; and young people able to develop strong, healthy relationships with peers and trusted adults
3. Confident, happy and resilient young people able to cope with negative experiences, setbacks, and stress
4. Young people thriving in school, with positive aspirations for the future and access to employment and training opportunities to get there
5. Young people protected from exploitation and from experience of serious youth violence.



These outcomes are based on a comprehensive needs analysis of risk and protective factors. These are summarised in the accompanying evidence base.

To meet these outcomes, we set out our priorities for action:

1. Strong Communities

- Youth provision
- Strong Community role models
- Trust in Institutions

2. Strong Families and Healthy Relationships

- Early Help
- Support for parents
- Addressing family risk
- Youth homelessness
- Peer relationships

3. Positive Mental health and wellbeing

- Developing and embedding a community-based approach (the THRIVE model)

4. High Achievement and Opportunity

- Early learning
- Addressing under-attainment in education
- Exclusions and Alternative Provision
- Employment

5. Reduction in Serious Youth Violence

- Diversion from the criminal justice system
- Keeping deadly weapons off our streets
- Protecting and educating young people
- Targeting lawbreakers
- Offering ways out of crime
- Standing with communities, neighbourhoods and families against crime
- Supporting victims of violent crime

Embedding a whole systems approach

In developing this strategy, we have sought to work together as a whole system, to address the current levels of serious youth violence collaboratively, with each stakeholder playing their part. Our understanding of a whole systems approach is summarised below:

- A shared vision and strategy for tackling youth violence and reducing reoffending
- Shared governance and accountability for delivery
- A partnership where everyone's role is valued and maximised
- A shared and coordinated approach
- A skilled and confident workforce, across the whole partnership

And importantly, this strategy has been developed in collaboration with young people from Haringey – their voices and views inform everything we do and will continue to be fundamental to the delivery of our actions under this strategy. We commit to bringing together our communities and young people to create a movement to tackle serious youth violence in Haringey.

Serious Youth violence in Haringey



Haringey can be proud of its strong, connected, and cohesive communities. Young people are able to grow up free from experience of violence in the vast majority of Haringey's communities, achieving highly, feeling healthy and happy, thanks to excellent schools, supportive families, and positive role models from all walks of life including sport, faith, business, and community activism.

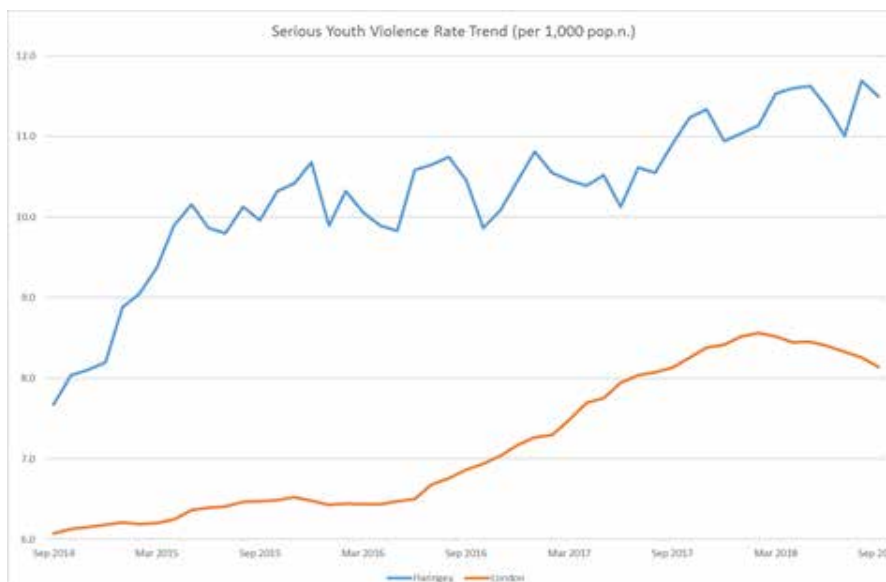
Violent crime is falling faster in Haringey than in London. In the last year we have seen 20% fewer knife injury victims under 25 years old.

However, serious youth violence (SYV) is an issue that has devastating consequences for too many young people in Haringey. A spike in violent incidents resulting in deaths of young people in London in 2018 has prompted responses from local, regional, and national government to address serious youth violence and its root causes as a matter of highest priority. Tackling serious violence is one of the top priorities within Haringey's Borough Plan 2019-23, which commits partners to ensuring that children will grow up free from violence and fear of violence in the community wherever they live in the borough.

There were 346 victims in Haringey in the 12 months to January 2019, one in every 99 young people aged 10-19 in Haringey. However, SYV affects many more young people than this, including victims who have not reported violent offences, friends of victims, and those who have witnessed violence in the community or online. These forms of exposure are traumatic and have severe and lasting effects. While most young people in Haringey grow up without direct experience of violence, we do not underestimate the breadth of its impact.

SYV includes, but is not limited to, weapon-enabled crime. These types of crime make up a significant proportion and have the most harmful consequences. In the year to January 2019, there were 68 recorded instances of knife injuries among under-25s in Haringey. This number represents a 20% year-on-year reduction compared to a 1% London-wide reduction.

Many young people in Haringey are aware of gang activity, especially 'postcode wars'. This awareness can reduce the extent to which they feel safe travelling around the borough and deter them from opportunities outside of their local area. In Haringey, the majority of organised criminality is believed to be driven by the drug trade.



Summary of profile

A disproportionately high number of victims of serious youth violence, including knife crime, are from Black-African and Black-Caribbean communities.

Three quarters of SYV victims are male and a quarter female. Young people have told us that under-reporting is more common when young women are victims. Three quarters of victims are aged between 15 and 19.

Perpetrators of knife crime across London and in Haringey are disproportionately described as from a BAME background. In Haringey, young Black people are significantly overrepresented in the youth justice cohort.

Across London almost 90% of violent offenders are male and 85% of the youth justice cohort are male. Children with a special educational need and/or a

disability (SEND) are significantly overrepresented in the youth justice cohort.

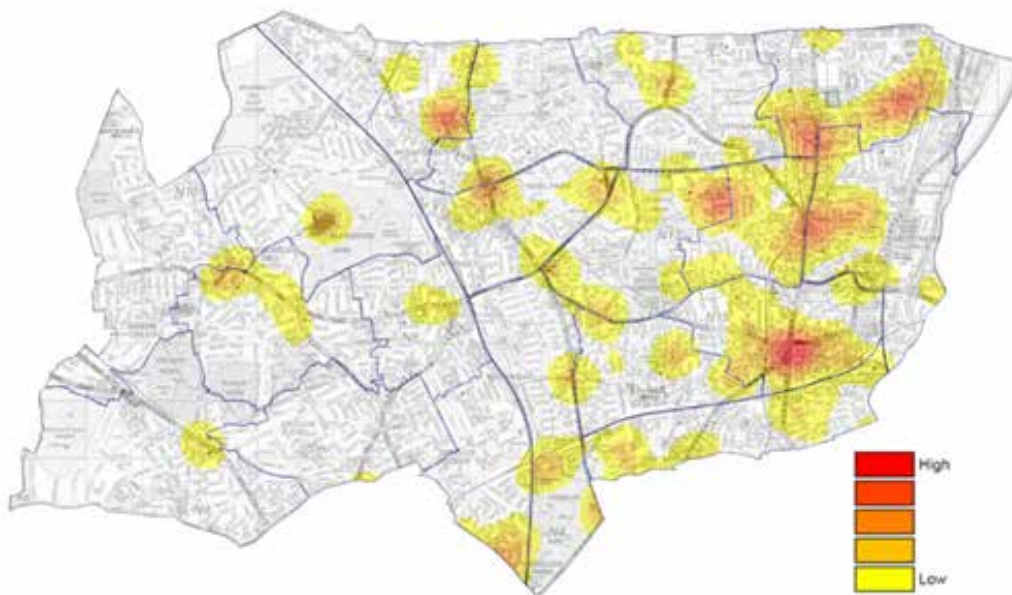
Looked-after children are significantly overrepresented among both victims and perpetrators. 28% of the Haringey youth justice cohort in 2018 were looked-after.

A significant proportion of both victims and perpetrators have experienced violence and trauma in their own childhoods.

Violent offences where 10-19 year olds are victims are concentrated between 3pm and 6pm, the time period immediately after school.

Key locations include Wood Green High Road, Bruce Grove, and Tottenham Hale, with high volumes of incidents also occurring across Northumberland Park, Tottenham Green, and West Green wards. However, hotspots have shifted over time following targeted partnership work with the police and communities.

Knife Injury Victims Aged Under 25 & Lethal Barrelled Firearm Discharges Hotspots



Knives

The 2017 Health Related Behaviour Survey found that 12% of pupils in Year 8 to 10 carry weapons when going out, or have friends who do so. However, this is likely to be an underestimate. There is also a specific issue around girls carrying weapons on boys' behalf, driven by coercion, exploitation, and a mistaken perception that girls are not stopped and searched by police.

Young people tell us that they carry knives for personal safety and fear of being a victim, and to a lesser degree a desire for status or peer pressure. Engagement suggests that knives have become normalised for some young people in Haringey, through association with knife carriers and exposure to knife-related incidents on social media.

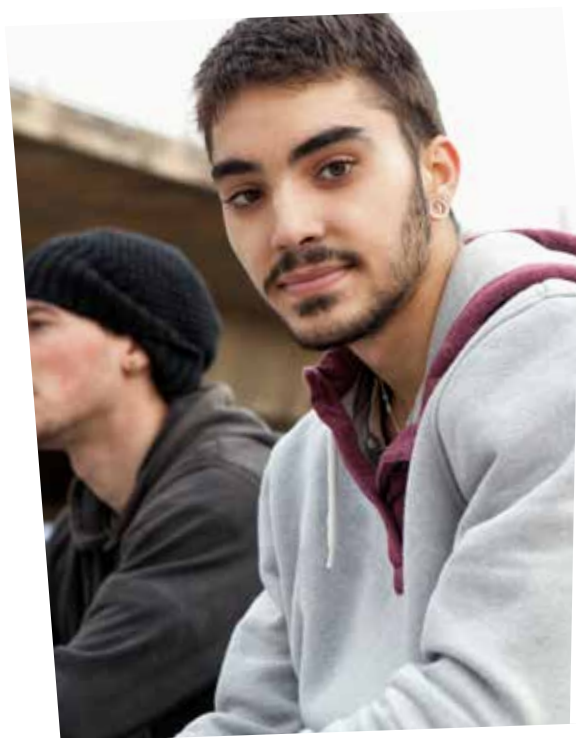
- ➔ 49% of young people in the youth justice cohort have been charged with a knife-related offence during their offending history
- ➔ 19% of young people in the youth justice cohort have been stabbed
- ➔ Knife-related offences in 2018 among young people in the youth justice cohort were most often committed by 15-17 year olds (82%) and Black young people (64%), with a large minority committed by looked-after children (32%).

Exploitation

SYV in Haringey is largely driven by criminal exploitation of young people within a system of criminal activity that is controlled by adults for financial gain. This exploitation takes a number of forms, including county lines, child criminal exploitation (CCE), and child sexual exploitation (CSE).

County lines means groups or gangs using young people or vulnerable adults to carry and sell drugs across borough or county boundaries¹. County lines operations impose high levels of violence and physical, mental and sexual harm. Several dozen children and young people who have been exploited in county lines operations are known to the Haringey Exploitation Panel, which identifies and addresses their individual vulnerabilities and needs. Young people from Haringey are known to have been trafficked as far away as Aberdeen.

Patterns of exploitation have changed in recent years as younger children and children from less deprived areas have been targeted by organised criminals for recruitment into their illegal activities. The peak age for CSE is 15-16 years old. Strategies are becoming more sophisticated. The majority of young people we consulted in the development of this strategy, from all parts of the borough, were aware of grooming and knew of peers who had been criminally exploited in some way.



Social media

Social Media is a catalyst and trigger for serious incidents of violence between young people. Social Media is being used to glamorise and incite serious acts of violence – and connects a wide range of young people into gang culture. Acts of violence and disrespect are being captured and spread across a range of media sites, spurring violence in real life.

We are just beginning to understand the impact and power of social media to prompt acts of violence. We want to work with a range of arts and culture and social media organisations to ensure that more positive outlets for music, video and story telling can be engaged in this area.



¹ Safer London: 'County Lines: What do I need to know?' (Accessed at <https://saferlondon.org.uk/2016/09/county-lines-i-need-know/>)

Our approach



Introduction

There is a deep and widespread commitment across the Borough to tackling youth violence and to supporting our young people on positive pathways to adulthood. This strategy builds on this commitment, seeking to create a culture which takes collective responsibility for the safety of all young people; and to embed a long term, preventative and whole systems approach. The Council cannot achieve the outcomes of the strategy on its own. All partners and all communities need to work together and take collective ownership of the issue.

The causes of serious youth violence are deep-rooted and complex, and require the whole system to work together in partnership to achieve lasting impact. Tackling youth violence is extremely challenging, in an environment where significant numbers of our young people are exposed to risk within their communities and families, experience trauma and mental ill health, struggle at school, and where criminal networks and gangs are working against us to draw young people into crime. Therefore, it is crucial that we are making the best possible use of the resources that we have and that every part of the system is enabled to play its full role.

In Haringey, the partnership is taking a twofold approach to tackling serious youth violence. This strategy sets out a long term whole systems approach to tackle the complex root causes of violence, based on the World Health Organisation's public health model. This is a long term strategic approach, which requires a ten year commitment from partners across the Borough.

This strategy is founded on the strong evidence that vulnerability is the root cause of youth violence. Our approach seeks to nurture the protective factors that keep our young people safe and away from violent situations. Whilst any young person can become a victim or a perpetrator of violence, there is

clear evidence that certain protective factors within communities, families, schools, and peer groups greatly reduce that risk.

In parallel with a long-term preventative approach, the strategy sets out our approach to tackling violence, urgently, here and now. We commit to taking tough enforcement action to disrupt professionalised criminality, tackle the drugs trade, and to target those who exploit young people. Our focus is on preventing reoffending and reprisals, and on re-integrating former violent offenders wherever possible.

Young people who are on the periphery of, or involved in criminal and gang activity are almost always victims as well as perpetrators. Therefore, there is a difficult balance to be struck between enforcement and support –and the Police and Youth Justice Service are at the forefront of managing this. A fundamental component of this strategy is a partnership approach that keeps young people away from the criminal justice system wherever possible and provides support at every opportunity, to help them back on to positive pathways to improve their life chances.

Vision and Outcomes

'Our vision is for a borough where all young people grow up free from fearing or experiencing violence, where they are happy, succeed at school and beyond, and are supported by communities and families who come together to help them thrive.'

This supports the Haringey Borough Plan's vision for a Haringey where strong families, strong networks and strong communities nurture all residents to live well and achieve their potential.

This strategy focuses on achieving five key outcomes. The fifth is the overarching outcome of preventing serious youth violence and keeping young people safe. These outcomes are based on a comprehensive needs analysis of the key risk factors associated with involvement in serious youth violence, and the key protective factors that lead to positive outcomes. These risk and protective factors are summarised in the accompanying evidence base.

We have selected a number of key measures, which will help us to understand the impact of our actions on outcomes for children and young people. We are

particularly interested in ensuring that outcomes for all children and young people improve, especially those who are currently most significantly affected by vulnerability and serious youth violence.

1. Strong Communities

Strong, supportive communities which celebrate and protect young people, where everyone feels safe, where there are positive activities for young people to do, and where there are positive role models and residents have trust in institutions.



Key success measures:

- ➔ Percentage of residents feeling very safe or fairly safe when outside in the local area during the daytime/after dark (Veolia/ Haringey Residents Survey)
- ➔ Proportion of young people in Haringey reporting positive perceptions of public authorities, including the Police.
- ➔ Communities who feel empowered to support young people to stay safe
- ➔ Percentage of residents who have taken part in any volunteering activities over the last 12 months
- ➔ Number of positive mentions of Haringey young people in the media

2. Strong Families and Healthy Relationships

Strong, supportive families in stable home environments, with low levels of stress and conflict. Healthy, positive relationships with parents, other trusted adults and peers.

Key success measures:

- ➔ Number of recorded instances of domestic abuse
- ➔ Number of households in temporary accommodation
- ➔ Proportion of Haringey residents who report ability to cope with unexpected expense
- ➔ Number of parents accessing parenting support
- ➔ Number of parents with increased ability to support children displaying risky behaviours

3. Positive Mental Health and Wellbeing

Young people are confident, happy and resilient; they are able to cope with setbacks, and stress, and to resolve conflicts constructively. They protect themselves through healthy behaviours and seek help when they need it.

Key success measures:

- ➔ Percentage of pupils reporting they are satisfied with their life at the moment



- ➔ Percentage of pupils reporting that they feel there is someone to talk to
- ➔ Percentage of young people reporting anxiety-related symptoms
- ➔ Young people in Haringey know how and where they can access help and are able to get help at the earliest opportunity of personal concern
- ➔ Levels of young people involved in substance misuse and risky sexual behaviours
- ➔ THRIVE model embedded across Haringey

4. High Achievement and Opportunity

All young people thriving in school, with positive aspirations for the future and access to employment, appropriate support, and training opportunities to get there.

Key success measures:

- ➔ Percentage of children achieving Good Level of Development at Early Years Foundation Stage
- ➔ Percentage of children reaching expected standard in reading, writing and mathematics at Key Stage 2
- ➔ GCSE 'Progress 8': a measurement of students' progress against expectations across 8 subjects between Key Stages 2 (aged 10/11) and 4 (aged 15/16)
- ➔ Number of Secondary school fixed term and permanent exclusions as a percentage of the school population
- ➔ Attainment gap between BAME and White British pupils
- ➔ A range of pathways into high-quality employment, education, and training opportunities after the age of 16 are clear and accessible for all young people
- ➔ Percentage of young people aged 16-24 known to be in education, employment or training

5. Reduction in Serious Youth Violence

Young people are and feel safe. They are protected from exploitation and from experience of serious youth violence.

Key success measures:

- ➔ Number of recorded incidents of serious youth violence
- ➔ Number of recorded Violence with Injury (non-domestic abuse) offences
- ➔ First time entrants to the youth justice system aged 10 to 17 (rate per 100,000 10-17 year olds)
- ➔ Number of repeat offenders in the Youth Justice System
- ➔ Number of young people who have been sentenced for violent or weapon-enabled offences who reintegrate successfully into the community

This strategy is for all young people living in Haringey under the age of 25, recognising that the transition to adulthood is not complete by the age of 18. It sets out our priorities for achieving these outcomes over the next four years, with an accompanying Action Plan setting out key commitments and next steps.

The Young People at Risk Strategy is rooted in the principles of the World Health Organisation's model of violence prevention:

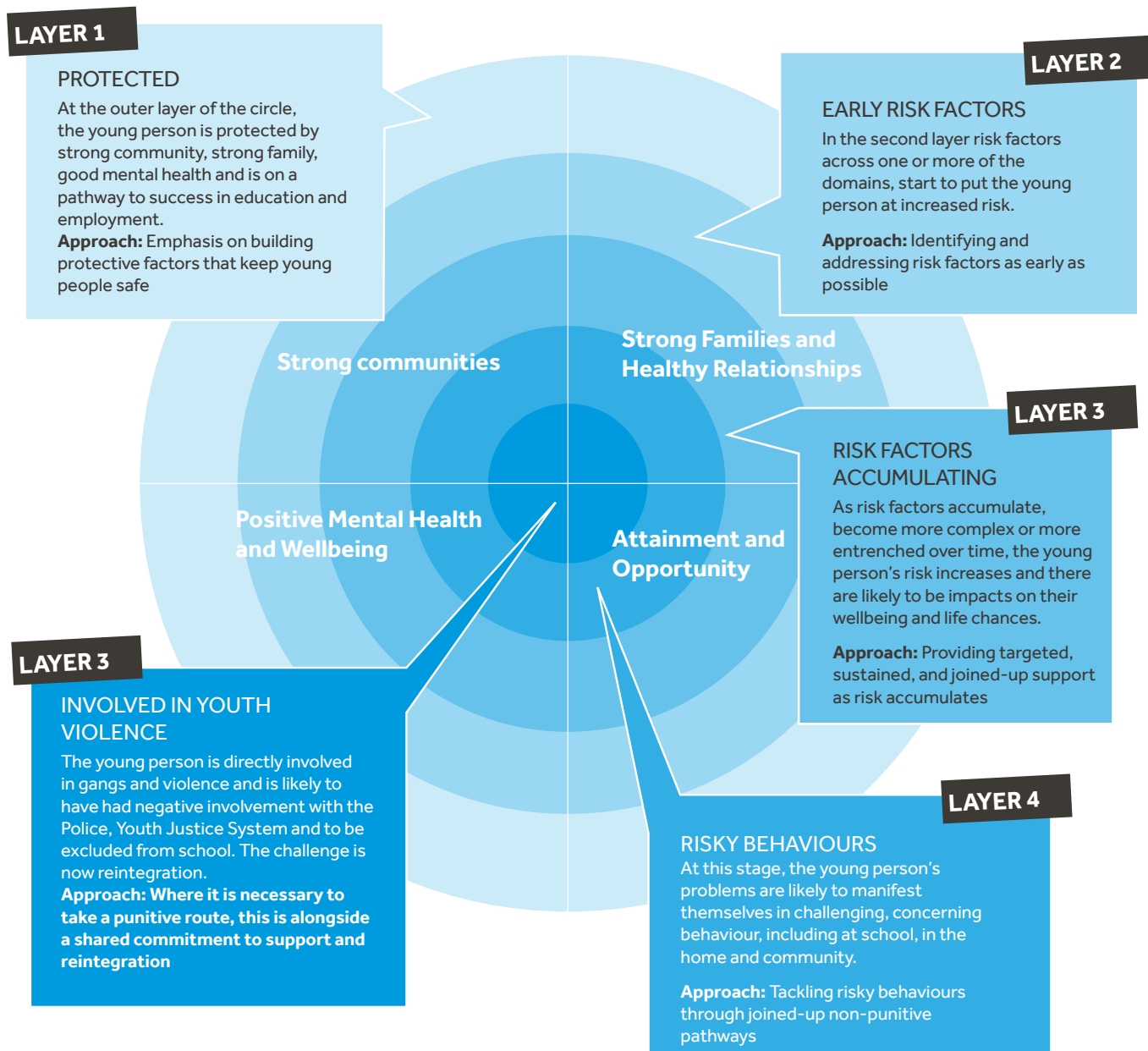
- ➔ Established with and for communities
- ➔ Rooted in evidence of effective practice
- ➔ Based on data and intelligence concerning risk factors, protective factors, causes, and correlates of violence
- ➔ Focused on long-term prevention as well as early intervention
- ➔ Focused on a defined population



Haringey's public health model

We have developed a model to conceptualise our public health approach to risk, in which the young person's level of risk is visualised as layers of a circle. The overarching goal is to keep, or pull back, our young people to the outer layers of the circle where they are protected by strong families and communities, good mental health and where they are enjoying and achieving at school and beyond.

This model is based on evidence of the key risk and protective factors within different domains of a young person's life. It sets out the different types and levels of intervention needed as risk escalates and compounds to put a young person at increased risk.



Risk factors: Haringey's most prolific young offenders

The model of accumulating risk over the life course is reflected in Haringey Youth Justice Service's analysis of the lives of 20 prolific young offenders up to the age of 18. The analysis demonstrates that prolific young offenders' life pathways result from early adverse child experiences, culminating in vulnerability and leading to risky behaviour and involvement in crime. The summary sets out a summary of experiences by age and provides an illustration of missed opportunities for early intervention:



Young Black Men

The analysis of serious youth violence in Haringey and the risk factors for involvement demonstrates that young Black men are more likely than their peers of other ethnicities to become victims or perpetrators of serious violence. Where data on the ethnicities of young people who are vulnerable is not available, we can usually identify the neighbourhoods where young people are most at risk. These neighbourhoods tend to be in the East of the borough, where residents are more likely than the Haringey or London averages to be Black African and Black Caribbean.

Key points include:

- ➔ The largest proportion of victims of SYV in Haringey are Black African or Black Caribbean. They make up 25% of Haringey's 10-19 population but 36% of victims
- ➔ Young Black men are significantly overrepresented in the youth justice cohort
- ➔ Black men living in North Tottenham and Wood Green are most likely to be involved in the drug trade and arrested for drug-related offences
- ➔ Young Black men are more likely to attain few or no qualifications than their peers
- ➔ Young Black boys are disproportionately excluded from school, whether permanently or for a fixed term. The 2016/17 rate of fixed period exclusions in Haringey secondary schools was 19% among Black Caribbean pupils and 8% among Black African pupils, compared to 5% for White British pupils.
- ➔ Community violence is highest and perceptions of safety are lowest in neighbourhoods where the highest proportion of residents are Black African and Black Caribbean, particularly North Tottenham
- ➔ Income deprivation affecting young people is higher in the East of the borough, with Northumberland Park, White Hart Lane, and Tottenham Hale having the highest levels.

Whilst young black men are more likely to experience many of the risk factors set out in this model, this does not fully explain the disproportionality across all of the outcomes noted above. In 2017 the Haringey Children and Young People's Scrutiny Panel² identified negative stereotyping as "having a demonstrably detrimental

impact on the life chances of groups of young people in our borough and still drives the responses of many agencies". The Lammy Review into the treatment of, and outcomes for, BAME individuals in the Criminal Justice System³ (CJS) further identifies unconscious and overt bias as drivers of disproportionately negative outcomes for BAME individuals who come into contact with the Criminal Justice System. Reviews of Exclusions and Alternative Provision in Haringey, not concluded at the time of drafting this Strategy, also highlight that it is in part how the system - through the curriculum, behaviour policies, access to appropriate support, concepts of appropriate sanctions - responds to young Black boys in particular, which is also having an impact on their experience in the education system. This reflects the perspectives of those engaged in the development of the strategy, including faith leaders, teachers, youth workers, and young people themselves, many of whom identified racism and prejudice as underpinning the experiences and life chances of black boys.

In order to improve the safety and overall outcomes for young Black men we will seek out opportunities to learn from localities that have made progress in addressing similar issues. Hackney Council has adopted a targeted approach to improving the life chances of young Black men and reducing disproportionality over a ten year period⁴. This approach is based on a similar understanding of inequality as driven by factors including discrimination, cultural factors, and poverty. Haringey will learn from the practice and experiences of Hackney and other local authorities in order to ensure that our work delivers real change for young Black men.

Later sections of this strategy will set out specific interventions to prevent serious youth violence and include measures to address discrimination, contextual factors, and inequality of opportunity. However, our model for prevention and our programme of work will be based on principles that will help ensure that there is a collective effort to improve the life chances and outcomes of young Black men:

- ➔ Fair treatment
- ➔ Equality of opportunity
- ➔ Valuing heritage, culture, and identity
- ➔ Celebrating success

Partners across the Borough will work together in a collective effort to embed the principles, policies, and

² Scrutiny Review: Disproportionality within the Youth Justice System (2016). Accessed at <https://www.minutes.haringey.gov.uk/documents/s89632/Disprop%20FinRep%202%202.pdf>

³ The Lammy Review (2017). Accessed at https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

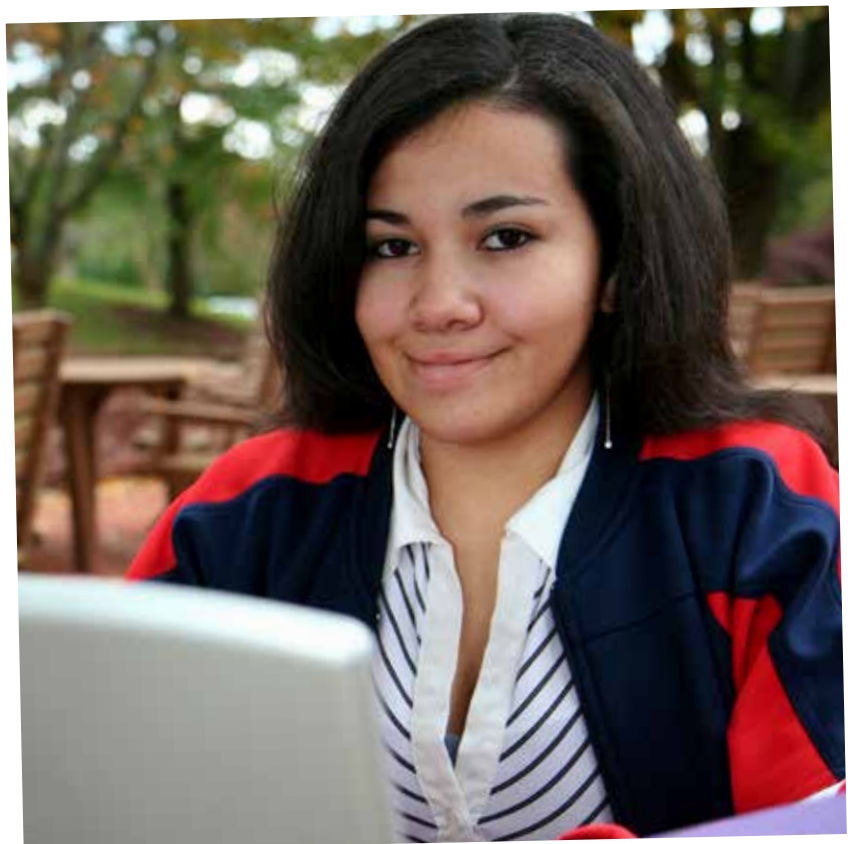
⁴ Hackney Council: Improving Outcomes for Young Black Men. Accessed at <https://hackney.gov.uk/article/4262/Improving-outcomes-for-young-black-men>

procedures that best improve outcomes and reduce the disproportionate impact of serious youth violence on young black men.

Young Black Women

Young black women experience many of the same risk factors as young black men and are increasingly being targeted by exploitative gangs. Over half of the young people supported through Haringey's Exploitation Panel last year were women and there is evidence that their involvement in gangs and violence is increasing in the Borough. They are often targeted through exploitative sexual relationships and act as knife or drugs carriers for male gang members, although some young women are playing a more active role in criminal activities.

This strategy commits partners to undertaking focused research on the experiences of young Black women and will prioritise the development of interventions targeted at this group, recognising that at heart a similar nexus of needs and vulnerabilities is driving behaviours and responses.



3 Embedding a whole systems approach'



Achieving the five outcomes of this strategy for all our young people requires a collective, consistent and coordinated approach from all of our partners. Our most vulnerable young people experience risk across different domains of their life and problems interrelate and compound one another over time, meaning that effective support needs to address problems in the round. At present, the deep levels of commitment and good practice taking place are not achieving the required level of impact, because we are not yet working together as a system.

Embedding a whole systems approach is challenging and will take time and focus. It requires a significant shift in the way all partners work together. We will need to build trust, take joint decisions, agree common approaches, develop common processes, and test and develop new models of joined-up support. The core building blocks of an effective whole systems approach are set out below, with a summary of initial steps on the journey.

- ➔ A shared vision and strategy for tackling youth violence and reducing reoffending
- ➔ Shared governance and accountability for delivery
- ➔ A partnership where everyone's role is valued and maximised
- ➔ A shared and coordinated approach
- ➔ A skilled and confident workforce, across the whole partnership

The key partners in Haringey's work to prevent serious youth violence include:

Haringey's communities, families and young people
 Haringey Council
 Haringey & Enfield Metropolitan Police Service
 Youth Court
 Mayor's Office for Policing and Crime
 Haringey Primary and Secondary Schools
 Haringey further education establishments
 Haringey Education Partnership
 Haringey Clinical Commissioning Group
 Barnet Enfield Haringey Mental Health Trust
 North Middlesex University Hospital Trust
 Whittington Health
 Homes for Haringey and Registered Social Landlords
 Haringey Safer Neighbourhoods Board
 Voluntary sector organisations across the borough
 Faith groups
 Sports organisations
 Haringey businesses
 Victim Support
 Community Rehabilitation Company
 Drug and alcohol services
 Sexual health services
 Arts and culture organisations

The Police, Council, schools, health and housing have crucial roles to play, but much of the work to support and protect our young people, rightly takes place within families, peer groups, social networks, and communities, and will remain below the radar of statutory services.

1. A shared vision and strategy for tackling youth violence and reducing reoffending

We need a shared vision and strategy for tackling youth violence, where all parts of the system are working towards common goals; share a common understanding of the root causes of violence and scale of the problem; and are agreed on the approach to achieving lasting impact. This strategy, combined with the separate needs assessment, sets out this shared evidence base, vision, outcomes and approach. A wide range of partners have contributed to the development of this document and have signed up to working together to deliver it. This represents a significant step forward, but is not in itself sufficient to drive the change needed.

Priorities:

- ➔ Communication of the strategy to frontline staff across partner organisations, and to our young people, families and communities
- ➔ Raising awareness of the risk and protective factors, and levels of need within the Borough.
- ➔ Develop and deliver our Action Plan.

2. Shared governance and accountability for delivery

Delivery of the strategy is dependent on clear accountability and strong, multi-agency governance, and this work will be overseen by and report into each of four statutory and strategic partnership boards, symbolising the approach (safety; wellbeing; safeguarding; diversion) being taken to responding to the issues of serious youth violence: the Community Safety Partnership (co-chaired by the Lead Member for Communities and the Borough Commander), the Health and Wellbeing Board (chaired by the Lead Member for Adults and Health), the Local Safeguarding Children's Board (chaired independently) and the Youth Justice Board (chaired by the Director of Children's Services).

Any decisions for individual organisations will continue to be made by those individual organisations as there is no delegation of functions to the structure described above. The Director of Children's Services will chair a joint executive board comprising the senior leaders from the Council, the Metropolitan Police Service, the NHS, and Haringey schools. The executive group will have overall responsibility for delivering cross-cutting programmes and for periodic review and refresh of the

strategy and action plans, ensuring all aspects of the Strategy continue to be supported in their delivery.

3. A partnership where everyone's role is valued and maximised

It is crucial that we are making the best possible use of the resources we have, both human and financial, and that every part of the system is enabled to play its full role.

For young people and their families, this means trusting and valuing young people and their families and building up their trust in the system in return. It means empowering them to build up their skills and confidence and recognising that when young people and their families are involved in the design of support, it will be more effective.

Priorities:

- ➔ Celebrating Haringey's young people and their achievements
- ➔ Involving young people and their families in the design of activities and support, including within governance and advisory Boards.
- ➔ Building the confidence and skills of parents, including through facilitating and supporting peer support networks
- ➔ Providing better information about the support available, and clearer routes into it.
- ➔ Building levels of trust and confidence in the Police and other statutory services.

At community-wide level, this means empowering the wide range of people who come into contact with young people to play a full role in supporting and protecting them, with a particular focus on the most vulnerable. It means creating a movement which recognises Serious Youth Violence as a public health issue and uniting our Borough in celebrating and valuing young people.

Priorities:

- ➔ Empowering the community, through raising awareness of serious youth violence and how to protect, and support our young people.
- ➔ More support for faith leaders, sports coaches and the many other community members who are already playing a crucial role in supporting young people, including through making it easier to volunteer.
- ➔ Clearer routes into advice and support when a community member is concerned about a young person
- ➔ Enabling those working in the community to identify and take action to address risk

For the voluntary sector, this means recognising and valuing the crucial role of the voluntary sector and including voluntary sector organisations within governance and decision making, and as part of integrated support for young people and families. It means supporting the voluntary sector to build their capacity to deliver, including through increasing resources and making sure that these are targeted and coordinated effectively.

Priorities:

- ➔ Joint workforce development, to embed a common approach, build skills and connections across the system
- ➔ Maximising funding coming into the local VCS, including through support with funding applications and new funding mechanisms, including Haringey Giving
- ➔ Better coordination of VCS activity, including matching up providers with organisations who have free space
- ➔ Greater involvement of the VCS within governance and decision-making
- ➔ Greater role for VCS in playing key worker roles and as part of integrated packages of support for young people and families, including through Early Help

For core delivery partners

Whilst partnerships across statutory partners are already strong, there is more to be done to make sure that Drug and Alcohol, Mental Health, Sexual Health, A&E, GPs, sports and arts organisations and others are playing a full part in identifying risk factors, taking advantage of opportunities to engage young people in support, and intervening in the most effective ways for this cohort. Relationships between universal and specialist services, and community-based support need to be strengthened, and a common approach taken.

External partners

We must also work closely with our neighbouring Boroughs; in particular Enfield, with whom Haringey shares a Metropolitan Police Borough Command Unit (BCU). Without joint working, there is the risk that enforcement approaches just push criminal activity across borders. The BCU, the use of North Middlesex Hospital by Haringey residents, and the travel of young people between Boroughs to attend schools and the College of Haringey, Enfield, and North East London (CONEL), and the cross-border work of voluntary organisations including the Godwin Lawson Foundation, Selby Trust and the Tottenham Hotspur Foundation all underline the importance of strong partnership working.

We also need to work constructively with our London

partners, notably the Mayor of London, the Mayor's Office for Policing and Crime (MOPAC), MOPAC's new Violence Reduction Unit, and London Councils. Haringey is fortunate to have been the recipient of the largest grant from the Mayor's Young Londoners Fund, enabling the borough to deliver Haringey Community Gold. We have also benefitted from London Councils' activity in sharing innovation and best practice among London boroughs. These examples highlight the importance of Haringey's strategic relationships with pan-London partners, with whom we will continue to work collaboratively.

4. A shared and coordinated approach

In order to work together most effectively, we will take a common approach when supporting young people and their families. We will develop and embed a common practice approach, with involvement from a wide range of partners, communities, young people and families, based on the following principles:

- ➔ **A strengths-based, relationships-based and trauma-informed approach**, focused on building on strengths, at all levels of risk.
- ➔ **Engagement of young people and their families in the design of support packages**
- ➔ **Intervening as soon as issues are identified and sustaining support for as long as it is needed**, with smooth transitions as levels of risk change, and as the young person moves into adulthood.
- ➔ **Addressing problems in the round - taking a joined-up, whole family approach**
- ➔ **Making best use of moments of opportunity, to engage young people and their families**, providing support back on to a positive pathway even for the most prolific offenders.

Young people need different types of support according to their age, range of risk and protective factors, and level of risk. The Strategy includes an age range up to 25, recognising that the transition to adulthood is not complete at the age of 18. This will require a nuanced approach to safeguarding which recognises the different approaches already in place for children and young people, and for adults. As a system, we need to work to avoid 'cliff edges', or abrupt changes in approach and support levels as a young person reaches certain ages or levels of risk.

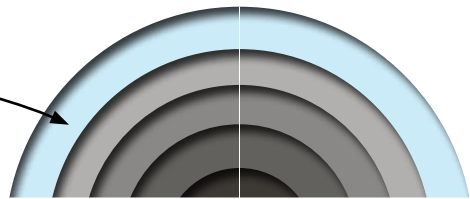
The typology below sets out an overview of the approach at different levels. In a fully integrated system, young people's support can be intensified, amended or stepped back as the individual moves between different layers of the circle, and in response to changes or specific incidents, with minimal disruption.

Layer 1: Protected

Young people are supported to achieve the outcomes set out in this strategy, primarily by excellent universal services; strong families and communities; safe, attractive places; affordable, quality housing; and a thriving economy. Excellent universal services including children’s centres and early years education, schools, healthcare, youth provision, and the police, are key partners.

LAYER 1: PROTECTED

Protective factors



STRONG COMMUNITIES

- ➔ Low levels of crime and ASB
- ➔ Intolerance of violence
- ➔ Availability of meaningful developmental activities
- ➔ Safe spaces to spend time
- ➔ Visible positive role models.

STRONG FAMILIES AND RELATIONSHIPS

- ➔ Family stability
- ➔ Connectedness to family or trusted adults
- ➔ Ability to discuss problems with parents
- ➔ High parental expectations for school performance
- ➔ Shared activities with family
- ➔ Consistent presence of parent(s)
- ➔ Frequent social activity
- ➔ Family use of constructive problem-solving strategies
- ➔ Strong relationships with non-deviant peers

POSITIVE MENTAL HEALTH

- ➔ Healthy relationships
- ➔ Developed social skills
- ➔ Frequent social activity
- ➔ Stable home environment

HIGH ACHIEVEMENT AND OPPORTUNITY

- ➔ Early language and communication skills
- ➔ Commitment to school
- ➔ High parental expectations for school performance
- ➔ High quality schooling
- ➔ Visible role models
- ➔ Economic opportunity in the local area

Approach: Haringey’s new Borough Plan sets out our approach to strengthen these foundations, which enable our young people to succeed. In particular, the Borough Plan sets out our ambition to ensure:

- ➔ The first few years of every child’s life will give them the long-term foundations to thrive
- ➔ All children across the borough will be happy and

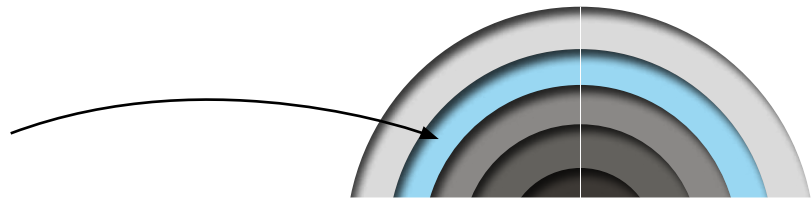
healthy as they grow up, feeling safe and secure in their family, networks and communities

- ➔ Every young person, whatever their background, has a pathway to success for the future
- ➔ All residents will be able to live free from the fear of harm
- ➔ Strong communities where people look out for and care for one another

Layer 2: Early Risk

The second layer of the circle sets out the range of early risk factors that start to put young people at increased risk. The vast majority of young people who experience risk in one or more areas of their lives do not become involved in violence, but it is important to identify and address these risks as early as possible in order to support all of our young people to thrive.

LAYER 2: EARLY RISK



COMMUNITY

Communities with multiple deprivations; little infrastructure for community activities or youth services; and in which residents experience crime, anti-social behaviour, and interactions with the state that lower trust in civic institutions.

FAMILY AND RELATIONSHIPS

Family environments in which young people experience early trauma, instability, or in which parents have difficulties parenting due to their own needs such as poor housing, mental and physical health issues, domestic violence, and debt. Young people at this level of risk may have difficulty forming strong or healthy peer relationships.

MENTAL HEALTH

Periodic mild mental health conditions, such as stress, anxiety, low-mood; most likely caused by poverty, unstable home environments, bullying, low self-esteem and/or difficulty forming relationships

EDUCATION

Low school readiness in terms of skills and/or behaviour including poor communication and language skills, followed by negative experiences at school and compounded by curtailed potential to achieve

Approach: As a system we need to identify when young people are placed at early risk by their community and social environments, their experiences of learning or by mental health and relationship difficulties. All partners need to intervene as early as possible to address these issues in order to mitigate their impact and duration, and to build up the protective factors which will support young people to thrive. Early identification of risk is needed from the very earliest stages of life, and throughout the life course, so that emerging risk factors in adolescents and teenagers are recognised and addressed. Much of this early intervention rightly takes place informally within families and communities, and

so a key aspect of this strategy is addressing early risk by empowering families and communities to support young people to stay on a positive path.

It is also crucial that a wide range of frontline professionals, including teachers, housing officers, health workers, and voluntary sector practitioners, are able to identify and act to mitigate early risk. Everyone who works with and interacts with young people should understand the risk and protective factors for youth violence and play a part in supporting young people to thrive.

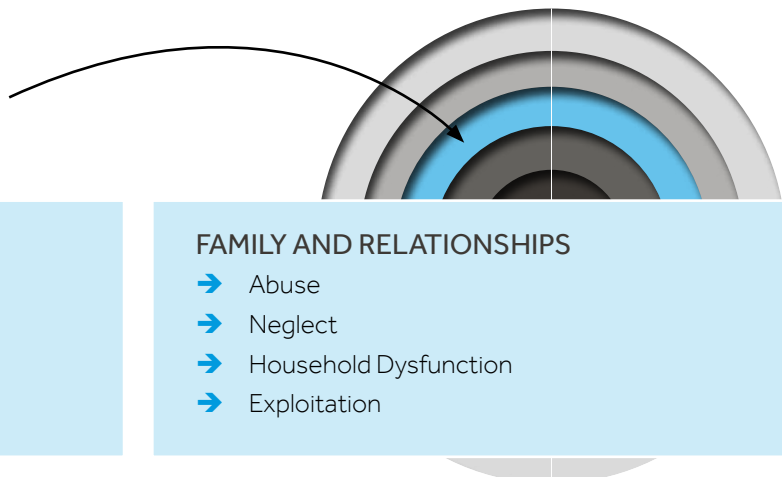
Layer 3: Accumulating Risk

The risk of a young person being involved in SYV increases as they experience a higher number of risk factors, at a higher level of severity, or for prolonged periods. Young people at this level of risk are likely to have experienced a range of adverse childhood experiences (ACEs). When a young person has ACEs across the four domains set out in our model, risk escalates as issues within one domain impact on experiences and outcomes within another. In particular,

issues within the family, peer group, and/or community tend to have impacts on the child or young person's mental health and school experiences, attainment and aspirations. For instance, neglect jeopardises mental health, affects school performance and makes young people more vulnerable to exploitation and involvement in risky behaviours. Deprived communities with few positive role models and high levels of crime can influence aspirations. Most crucially, when young people experience trauma through violence in their home, school, or community, they become more likely to use violence themselves.

LAYER 3: ACCUMULATING RISK

Risk factors



COMMUNITY

- ➔ Exposure to violent crime
- ➔ Exposure to gang activity
- ➔ Victim of violence

FAMILY AND RELATIONSHIPS

- ➔ Abuse
- ➔ Neglect
- ➔ Household Dysfunction
- ➔ Exploitation

MENTAL HEALTH

- ➔ Adverse childhood experiences
- ➔ Household dysfunction
- ➔ Exposure to violent crime

EDUCATION

- ➔ Low educational attainment
- ➔ Fixed-term exclusion
- ➔ Poor economic prospects

Particular life experiences and transition points can cause risk levels to rise rapidly, and unstable home environments tend to escalate risk over time. These include changes in family circumstances such as loss of a parent or primary care giver, becoming homeless or moving into temporary accommodation, transitioning to a new school, including from primary to secondary school, being subject to fixed term or permanent exclusion, and experiencing violence and trauma. If we are to prevent young people's levels of risk increasing we need to understand and respond to these trigger events.

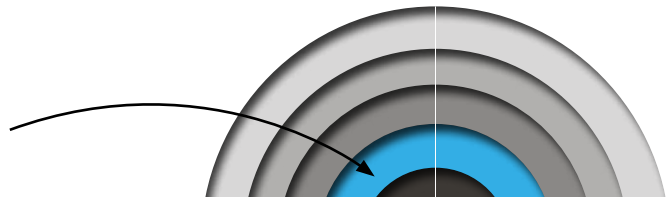
Approach: At this stage, the young person and their family need joined-up, tailored, and sustained support, which holds risk, builds protective factors and pushes them back to the outer layers of the circle. For young children, a whole family approach is needed, and engagement to support issues within the family and wider networks, should continue into the later teenage years, wherever possible. The whole partnership, needs to work together in a coordinated approach to provide a targeted and coherent offer of support, with a flexible approach to enable a wide range of people to play a key worker role.

Layer 4: Risky Behaviour

At this level of risk, the young person may start to externalise the impact of the risk factors they have experienced through risky behaviours and may be characterised as 'out of control'. These young people are often on the periphery of involvement in criminal activity and are very vulnerable to exploitation. These young people often start to disengage, or become excluded from their family, support network, school, and/or community environments, becoming either aggressive or withdrawn. A young person may exhibit these behaviours from a young age, although risky behaviours most commonly emerge as a child reaches early adolescence.

It should be noted that many young people will not respond to risk and trauma through defiant and challenging behaviour. Others internalise their problems, with trauma manifesting, for example, through serious mental health problems, including eating disorders and self-harm. These young people also need focused support.

LAYER 4: RISKY BEHAVIOUR



COMMUNITY

Exposure to the drug trade or gang activity, resulting in behaviour that is harmful to the community, such as ASB, and criminal activity such as drug dealing. This is aggravated by adult exploitation and criminal networks as well as negative relationships with institutions

FAMILY AND RELATIONSHIPS

Breakdown in relationships with adults, potentially leading to periods of missing or homelessness, becoming a victim of exploitation, and association with peers affiliated with violent behaviour and substance use. Family environments may feature negative or abusive relationships or loss of parental control.

MENTAL HEALTH

Experience of more serious mental health issues, caused or exacerbated by trauma or substance misuse. The young person's behaviour may become violent or self-destructive.

EDUCATION

Low school readiness in terms of skills and/or behaviour including poor communication and language skills, followed by negative experiences at school and compounded by curtailed potential to achieve

Approach: The approach at this stage is to focus on finding opportunities to engage young people, providing intensive, tailored, and sustained support to deal with underlying risk factors and trauma, and offering routes to improve their life chances. This involves making better use of moments of opportunity, such as coming to the attention of police for the first time, getting a fixed term exclusion or a confrontation with a parent and helping to empower peers, family members and other trusted adults to support the young person to re-engage in family life, education and positive activities and relationships.

Young people are likely to need intensive and/or specialist support, particularly to deal with mental health, trauma and behavioural issues:

- ➔ Within their community, this means swift and early action to direct the young person into positive activities away from drug dealing, knife carrying, gangs and crime; and above all to keep them from entering the criminal justice system.
- ➔ Within families, this may mean support for parents to rebuild strong caring relationships, help them manage difficult and challenging behaviour, maintain boundaries, prevent relationship breakdown and keep the young person at home.
- ➔ For looked-after children, or young people on the edge of homelessness and the care system, this means ensuring that an intensive package of support is in place that supports swift reunification with the home or family network where safe and appropriate.

- ➔ Within education, this is likely to involve action to avoid or reduce the chances of exclusion from school and to engage young people in education and/or training.
- ➔ In terms of mental health and behaviour, this may involve support to deal with trauma and its manifestation in frequent conflict, depression,

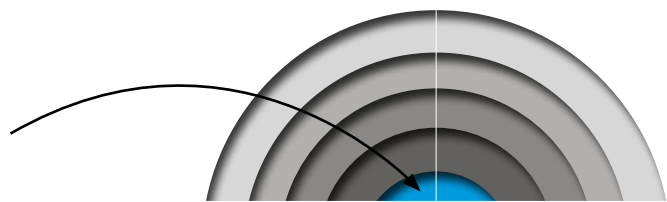
anxiety, substance use or sexually risky behaviours.

A dual approach of support and enforcement is necessary at this level of risk. We advocate an approach that deals with risky behaviour in a non-punitive way, for as long as the balance of risk allows us to do so, and will look for new and creative ways to keep young people out of the centre of the circle.

Layer 5: Involvement in Serious Youth Violence

At this layer the young person is directly involved in criminal activity, often through exploitation, which leads them into serious youth violence, whether as victim, perpetrator, or both. This layer is characterised by exclusion from mainstream society: the young person may be homeless, out of school, gang-affiliated, and known to the youth justice system.

LAYER 5: INVOLVEMENT IN SERIOUS YOUTH VIOLENCE



COMMUNITY

Exclusion from mainstream society, entrenchment in gangs with lifestyles characterised by weapon possession, experience of violence as a victim or perpetrator, and involvement in organised criminal activity controlled by adults.

FAMILY AND RELATIONSHIPS

Isolation from trusted adults and exclusion from the home, with peer relationships characterised by exploitation and/or violence within a context of gang affiliation

MENTAL HEALTH

Experience of multiple severe traumas, resulting in serious behavioural problems and maladaptive coping mechanisms.

EDUCATION

Alternative provision may not offer a genuine alternative that supports young people back to mainstream education. Employment and training opportunities are not available or don't appear attainable.

Approach: At this stage, young people have crossed a threshold and enforcement becomes necessary, alongside a continued focus on support back to a positive pathway. These young people are often known to one or more of the agencies below, and we will work to strengthen and better align the support offered through these key partners:

- ➔ Alternative Provision
- ➔ The Young People's Supported Housing Pathway
- ➔ Children's Social Care
- ➔ Youth Justice Service
- ➔ The Integrated Gangs Unit
- ➔ The Haringey Exploitation Panel, comprising

representatives of the above services, as well as other partners

We will work with partners across all of these services to drive a consistent approach to working with young people who have been involved in serious youth violence, emphasising our ambition to deliver rapid response support to victims and re-integrate young offenders wherever possible, and drawing on contextual safeguarding practice. This will involve working across children's and adults' services and adopting an approach that is conscious that the transition to adulthood should not be a cliff-edge in terms of the treatment of an individual. We will adopt a parallel approach through our Community Safety Strategy, to enforce against the criminal exploitation of young people, using data analytics and intelligence in partnership with the

Police and colleagues in Enfield to target hotspots, identify trends early, and support and participate in investigations and prosecutions.

5. A skilled and confident workforce, across the whole partnership

A whole systems approach is underpinned by a skilled and confident workforce, which works together routinely and seamlessly, and where staff from one organisation know and trust their colleagues in other parts of the partnership. We need to broaden our conception of who makes up this workforce, and to include voluntary sector staff, faith leaders, volunteers and community leaders within the support system. The aim is a coordinated movement, based on trust and strong relationships, shared skill sets and a common approach to holding and managing risk.

In addition to taking a common approach, those working with young people at risk need common tools and processes, access to shared information where appropriate, budget flexibility and comprehensive information about the support that can be offered.

Priorities:

→ Early Intervention Workforce development

We aim to create a network of 'early intervention workers', including a wide range of individuals who work directly with young people. Some of these will be volunteers, others professionals, some focusing on these issues full time, others as a small part of their day job, or in their own time. Most will be working outside of statutory frameworks and processes, with young people at lower levels of risk. They will have varied skill sets, and will work with young people in different ways and at different levels of intensity. The Council and partners will bring this workforce together, empowering and equipping them to provide more effective support. We will design and deliver joint workforce development for practitioners working with young people in the public, voluntary and community sectors. The objectives of this development programme will be to build skills and capacity; embed a common approach; and build connections, fostering a more joined-up and comprehensive system of support.

→ Strengthening joined up, sustained support for young people and families

We will extend existing multi-agency support models, learning from good practice within Early Help, the Exploitation Panel, and other areas. These models use a key worker to design and oversee multi-agency support, over a sustained period, to address problems in the round, with a focus on building on strengths, to pull the young person back to lower levels of risk. This approach is needed for individual young people, and should be strengthened and extended for families, including those with older children and teenagers. This approach will involve a wider pool of practitioners working with young people as key workers, rather than developing a new service, or 'professional key worker' roles. These roles require tenacity and flexibility; and individuals will need training, resources and ongoing support and advice to take on a greater role in coordinating holistic support.

→ Tools to support effective partnership working

The workforce will require new tools to equip them to work together more easily and efficiently. In particular, the wide range of potential support on offer could be communicated and publicised more effectively, especially as this increases. In addition, assessment processes, outcomes frameworks, support plans, referral processes and management of risk, need to better align, with common tools and processes wherever possible. We need to get better at sharing information, whilst retaining regard for data protection and confidentiality. A more flexible use of budgets across organisations, to achieve a wider set of outcomes, is also a key enabler.

Achieving the five outcomes



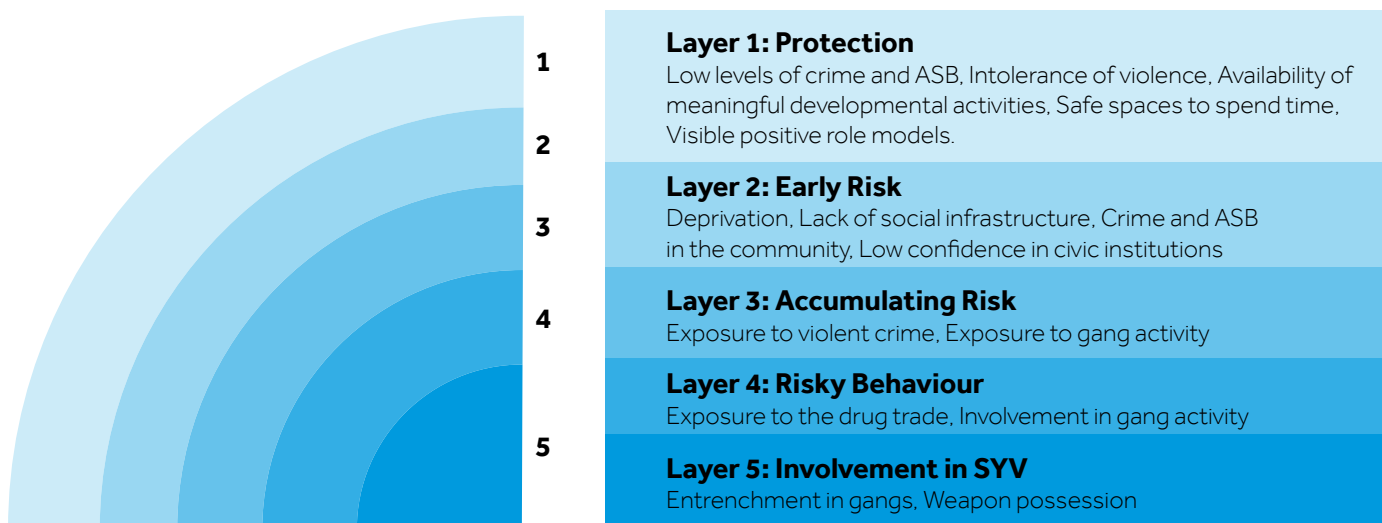
This section sets out our strategic priorities for achieving the five outcomes of this strategy, focusing on the next four years, 2019-23. It summarises the risk and protective factors for each of the five outcomes, at increasing levels of risk, and provides an overview of our current approach. More detail on delivery of the identified priorities is set out in the accompanying Action Plan, and more detail on the risk and protective factors and their prevalence, is set out in the accompanying Evidence Base.

→ Across all our delivery for this Strategy, we will take a common approach, based on the following principles:

- A strengths-based, relationships-based and trauma-informed approach, for young people at all levels of risk
- Engagement of young people and their families in the design of support packages
- Intervening as soon as issues are identified and sustaining support for as long as it is needed
- Addressing problems in the round, taking a joined-up, whole family approach
- Making best use of moments of opportunity, to engage young people and their families in support

Outcome 1: Strong Communities

Outcome: Safe communities with positive things for young people to do, where there are strong role models and trust in institutions



PRIORITIES FOR ACTION

Youth Provision

This strategy commits to developing a stronger more co-ordinated universal youth offer, alongside provision targeted at specific locations, times and groups of young people, including those most at risk, girls and for particular communities such as the Somali community. We know that incident of serious youth violence tend to occur between 3-6pm, and so safe spaces for young people to go after school is a priority. We also need more activities in the school holidays, particularly in the long summer break, in order to prevent at-risk young people from being drawn into risky or criminal behaviour. Wood Green is particularly lacking in youth provision and is therefore the initial focus for additional youth space. We will also focus on provision in major social housing estates, including those in North Tottenham and Broadwater Farm, building on existing good practice in Bruce Grove and Project 2020 in Northumberland Park.

Strong Role Models

Haringey's communities are strengthened by individuals who act as positive role models for our young people. Positive relationships with adults can help young people to cope with setbacks, raise aspirations and build confidence. Faith leaders, sports coaches, teachers, volunteers, and neighbours enrich the lives of Haringey's young people, and help keep them safe. We will support and extend the network of mentors and role models in the Borough, with a focus on those communities most at risk.

Building trust in Institutions

Building greater trust in the Police, the Council and the education system is fundamental to the success of this strategy. We recognise that building trust is challenging and will take time.

Haringey can be proud of its strong, connected, and cohesive communities. Haringey's Residents Survey 2018 found that over 90% of Haringey residents agree that people from different backgrounds get on well in their local area, compared to 81% of people across the country⁵. There is particularly strong cohesion between different ethnic and religious communities, neighbours tend to interact more frequently than the national level, and levels of volunteering are relatively high. Haringey is home to active faith communities and a vast number of voluntary sector groups who all help make our communities stronger, more resilient, and safer. Communities provide activities from sports and performing arts at the universal level, to conflict mediation and weapon sweeps at the hard end. Young people are able to grow up free from experience of violence in the vast majority of Haringey, with visible positive role models from walks of life including sport, faith, education, business, and community activism.

However, we know that communities can also expose young people to risk:

- Only 49% of residents in North Tottenham feel safe outside at night in their local area, compared to the Haringey average of 69%.
- While the Council's recent Ofsted report rightly highlighted Bruce Grove Youth Space as "excellent provision for young people in Haringey [that] offers a wide range of effective universal and targeted support, facilitated by highly motivated and skilled workers", there is a lack of youth provision across the Borough, as highlighted through the Godwin Lawson research and our wider engagement with young people.
- East and North Haringey have some of the lowest confidence levels in policing in London.
- A lack of economic opportunity and positive role models within some communities were highlighted through engagement.

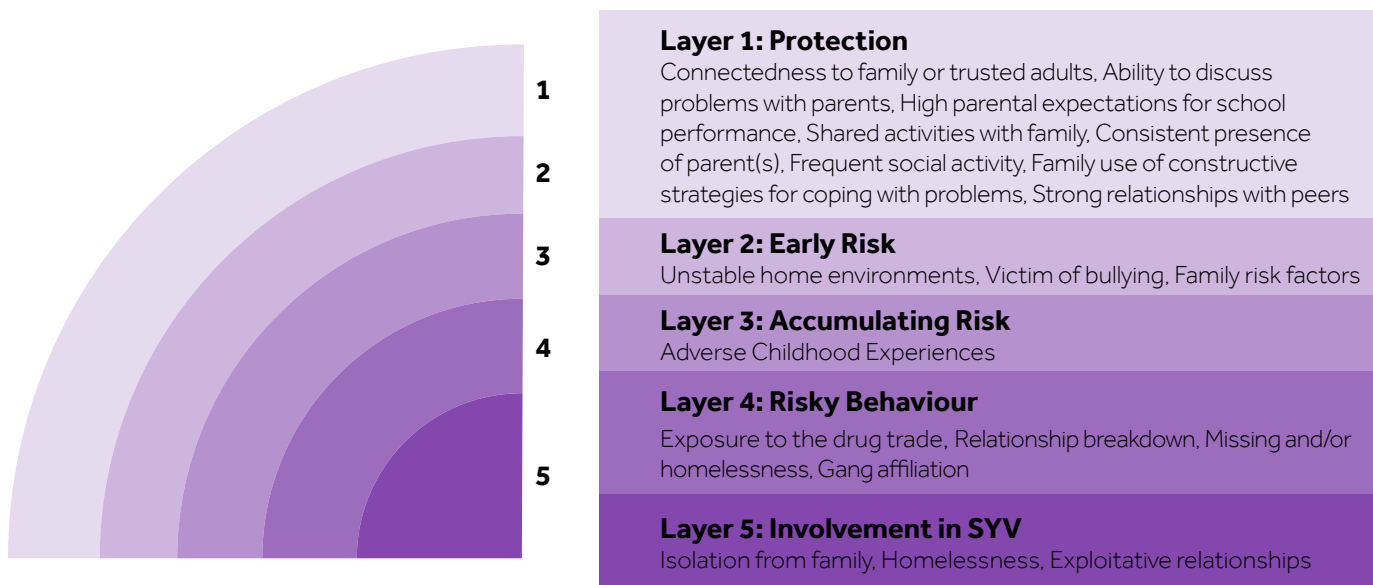
'There used to be youth workers on the basketball courts, engaging and supporting young people. Where they've gone, their places are taken by gang members who are there to lead them on to a very different path.'

Hesketh Benoit, Haringey Sports Benefit

⁵ Haringey Council (2018) 'Haringey Residents Survey' (Accessed at <https://www.haringey.gov.uk/local-democracy/have-your-say-haringey/residents-survey/>)

Outcome 2: Strong Families and Healthy Relationships

Outcome: Positive family environments, low levels of family stress, good parenting, and young people able to develop strong, healthy relationships with peers and trusted adults



Strong families and healthy relationships are the best defence against young people becoming involved in violence. For looked-after children, holistic support from dedicated adults is vital to keep young people safe.

Most children in Haringey grow up in healthy, positive environments that enable them to succeed in life. However, raising children can be tough, especially for those in Haringey who are facing challenges. Difficult, unstable and stressful home environments are key risk factors for involvement in violence and other poor life outcomes. ACEs, which include abuse (physical, emotional, and sexual), neglect (physical and emotional), and household dysfunction (parental mental illness, domestic violence, parental separation, parental incarceration, and parental substance use) characterise the childhoods of the vast majority of our young offenders. Family risk factors are often, but far from always, interlinked with poverty. Young people experiencing family-level risk factors are also most likely to live in neighbourhoods which have the most community-level risk factors.

- ➔ In 2017/18 Haringey had the second highest rate of domestic violence of all London boroughs (46.9 per 10,000 residents), and the fourth largest number of incidents (1,018).
- ➔ 30% of the most prolific young offenders' parents had issues with drugs and alcohol.
- ➔ The Council provides temporary accommodation to over 3,100 households, a disproportionately high number of whom are households with lone parents, young children, and from BAME communities.

Whilst numbers are reducing, high numbers of children in the Borough have experienced homelessness and temporary accommodation in their lives.

- ➔ Census data indicates that 53% of all Black households with dependent children are lone parent households. Our engagement has identified that these households may feature lower levels of parental supervision, and that this can, in turn, place young people at a higher level of risk.
- ➔ In 2017/18, 480 16-24 year-olds received housing and/or homelessness support in Haringey, following separation from their families. The Home Office's 2018 Serious Violence Strategy states that experiences of homelessness are a marker for being at higher risk of becoming a victim or offender.

The results of our Health-Related Behaviour Survey indicate that most young people are able to talk to their parents about difficult topics. However, parents of older children are asking for help to deal with challenging behaviour, stress and trauma and for more information about the risks posed by gangs, drugs and exploitation.

Public and voluntary services across Haringey are working to support families and help ensure young people are able to form strong and healthy relationships with their peers. Children's Centres and the most effective schools act as hubs for wider support for families. The Council's Early Help service supports families experiencing difficulties to resolve their issues and become more resilient, and there is a strong

partnership approach to reducing and preventing neglect and abuse through the Local Safeguarding Children Board. There is excellent support for families experiencing domestic violence and abuse, including through the Hearthstone programme, the borough's independent domestic violence advocacy service, and advocates in North Middlesex Hospital.

PRIORITIES FOR ACTION

Support for Parents

A key gap in current support is for parents of older children and young people. Universal and more targeted support and advice is needed to help parents identify and address risk and to resolve problems and family conflict. We will facilitate peer support groups for parents to share challenges and support each other. More targeted support programmes will focus on enabling parents to have more positive interactions with their children, to build their resilience, set appropriate boundaries.

Early Help

Early Help promotes prevention and earlier intervention aimed at achieving better outcomes for children and young people, who are vulnerable either through their circumstances or the communities in which they live, with a focus on the whole family's needs. It is a coordinated response to multiple needs that require a multi-disciplinary team around the family.

Our vision is for a coordinated Early Help offer in which every part of the partnership sees itself and that seeks to deliver integrated interventions at the earliest possible opportunity. We will focus on harnessing opportunities to work alongside partners, implementing a collective approach across the wide range of services. We will seek to learn from good practice elsewhere and develop our offer in partnership in order to address priority issues in Haringey.

Addressing Family Risk

We will improve support to address the key family risk factors, including domestic violence, parental substance misuse and parental conflict, seeking additional funding and taking steps to improve the targeting and effectiveness of interventions.

Youth Homelessness

We will implement a new approach to youth homelessness, which places greater emphasis on

supporting young people to resolve family conflict and improve relationships, and which provides a larger number of modern, shared-house style housing units for those young people who cannot remain at home. This will include female-only accommodation, which recognises the particular needs of young homeless women and girls.

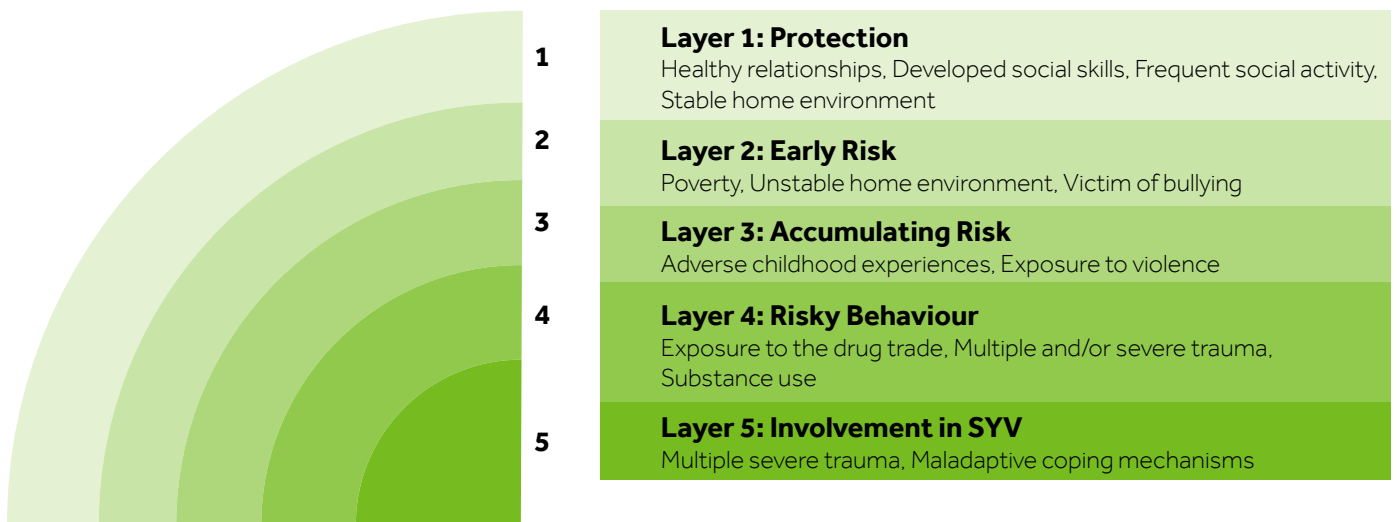
Peer Relationships

As a young person becomes older, the influence of family lessens and the influence of peers becomes more important. Our analysis in the previous sections demonstrates that negative peer relationships are a strong risk factor for involvement in SYV. Association with young people who are themselves involved in violence or risky behaviour can be instrumental in drawing young people into similar patterns of behaviour, while exploitation and grooming by adults severely heighten risk. Conversely, the ability to develop healthy relationships is an important protective factor against involvement in youth violence. We will build on good practice and work with partners in schools and the voluntary sector in particular to help ensure our young people are able to develop healthy friendships and relationships.



Outcome 3: Positive Mental Health and Wellbeing

Outcome: Confident, happy and resilient young people who are able to cope with negative experiences, setbacks, and stress



We are committed to enabling a mentally healthy society where mental distress and illness can be raised and supported without stigma, at any age; where the impacts of mental health and wellbeing are taken as seriously as those of physical health; and where we have a collective understanding of what good mental health looks like.

We know that young people face particular challenges in terms of their mental health. Some of these, such as coming to terms with identity, are inherent in growing up. However, peer pressure, bullying and stress are being exacerbated by social media and the pressures of the complex society in which young people are becoming adults. Many young people will have had ACEs which may have affected their emotional development and their trust in those around them, and some will be affected by negative cultural perceptions of mental health issues. Support for youth people's mental health needs to take account of and address the whole range of these experiences to effectively build their wellbeing.

A significant number of young people in Haringey are made vulnerable to involvement in serious youth violence due to poor mental wellbeing and associated behaviours such as substance use, risky sexual behaviours and inability to deal with conflict. Sometimes, children have needs which have not been identified and supported in a timely fashion – most typically around those on the Autism Spectrum (ASD) or experiencing Attention Deficit Hyperactivity (ADD).

➔ Two-thirds of Year 8 and 10 pupils report that they are generally satisfied with their lives, whilst one third are not. Only a third report having high self-esteem.

- ➔ Approximately one in ten young people has a diagnosable mental health condition
- ➔ A quarter of primary pupils and 13% of secondary school pupils report having been bullied in the last year
- ➔ 19% of secondary pupils know someone who takes drugs, 14% have been offered cannabis, and 3% have been offered cocaine. Use of drugs among young people is relatively high compared to London averages.

A wide range of services that help keep our young people mentally well are already in place in Haringey. These range from universal services such as a strong education system to more specialised services such as a range of targeted mental health provision including NHS Choices and CAMHS to approaches for vulnerable young people such as Project Future. There are also examples of local innovation. For example, Haringey Youth Team are delivering the innovative More Than Mentors peer-mentoring project in partnership with Community Links from East London to help build resilience in young people, with older adolescents supporting their younger vulnerable peers. Funding through the CAMHS Trailblazer will build on existing approaches in schools to reach out to children and young people where they sit on a daily basis as well as reducing waiting times for specialist support. In order to reduce the fragmentation in our system and to provide better and more timely access to all children, young people and families to the help they may need, partners are committed to developing and embedding the Thrive approach in Haringey.

PRIORITIES FOR ACTION

Developing and Embedding the THRIVE approach

Good mental health and wellbeing cannot be delivered by a single agency, however strong their clinical practice – but depends on how wider society, as well as more localised communities, see mental illness. We want to encourage a borough where mental illness can be raised and supported without stigma, at any age.. This will mean that coming forward for support around anxiety and depression is not seen as a sign of weakness, but as a sign of a healthy approach to life. From this Strategy alone, there are no illusions that life is straightforward – we all need support at various points and support which we feel speaks to our particular circumstances and needs.

We also know that we need to improve our transitions pathways for children and young people into adult mental health services, where these may be needed for the longer term. This may involve rethinking the age bandings used to determine where young people go for help. And we need to focus on ensuring that the Thrive approach can span ages and enable access to the right support.

We are at the early stages of developing the Thrive model in Haringey but are committed to embedding its approach across four key areas, with the child, young person and family at the centre:

Getting advice: Signposting; self-management; one off support

Ensuring that children, young people and families know what is available, can access evidence based self help and support and feel confident in knowing their way around what is there to help. Community and faith organisations can play a key role here in providing non-stigmatising information and support.

Getting help: Goals focused, evidence informed and outcomes focused interventions

Where needs have been identified, ensure that there is timely access to the right support – and that children, young people and families feel confident in this support. The CAMHS Trailblazer will test the extent to which this could be offered through schools and community based networks in Haringey.

Getting more help: extensive treatment

Sometimes, children and young people need more specialist help which may only be delivered by qualified and trained clinicians – we need to reduce the waiting times for this treatment (including for young people with ASD and ADD) and to make sure that whilst waiting for more help children and young people are supported effectively. Where young people continue to need support into adulthood, we need to strengthen pathways for transition.

Getting risk support: risk management and crisis response

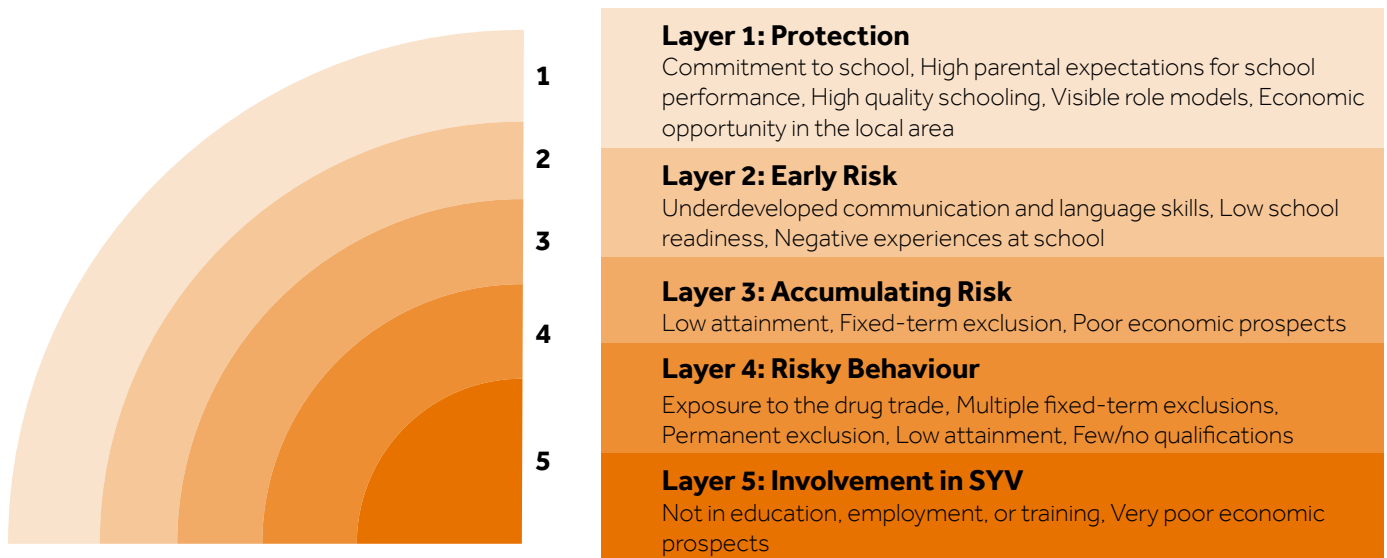
In a crisis, we need to have clear and direct support for children, young people and their families. When young people become very unwell, we need to support parents and families through a very challenging time and to build their resilience to address long term mental health.

The approach is not reserved for those currently identified as CAMHS practitioners, or specialists in mental health. In the Thrive model, children, young people and families are central to the work – as are people involved in community activities, neighbours, school based staff and specialist clinicians – recognising that it is in part the effective access and in part the effective intervention which contribute to an effective outcome.

Our work to build young people's resilience, to develop trauma informed practice and to extend our network of provision in schools all forms part of the Thrive approach.

Outcome 4: Attainment and Opportunity

Outcome: Young people thriving in school, with positive aspirations for the future and access to employment and training opportunities to get there



A focus on enabling all children and young people to achieve their potential, with educational attainment, engagement levels in school, aspirations and economic opportunities all high, will help to keep young people away from risky or violent lifestyles. These protective factors speak to some of Haringey's major strengths. Over 95% of schools in Haringey have a 'Good' or 'Outstanding' rating from Ofsted. Haringey pupils have the best progress nationally from Key Stage 2 to GCSE and Haringey's average Progress 8 score, which aims to capture the progress a pupil makes from the end of primary school to the end of secondary school, is above the London and national averages. Moreover, the overwhelming majority of young people we spoke to in the course of developing this strategy had positive aspirations for the future, whether progressing into higher education, securing high-quality employment, or working to improve their communities.

However, we know that there are persistent issues with some groups of pupils not achieving their potential and that early risk factors, such as poor speech and language development and late diagnosis and support of Special Educational Needs and Disabilities (SEND), have far reaching impacts.

- ➔ Boys (69%) and pupils with free school meal status (69%) are less likely to reach a good level of development at the end of reception, compared to the Haringey average (74%).
- ➔ Black boys have the lowest attainment of all ethnic and gender groups (in 2015/16 52.3% achieved

A*-C in English and Maths, compared to 61.3% of all pupils across London).

- ➔ In 2016/17, 74% of Haringey Secondary school pupils with fixed period exclusions were boys. Black pupils are significantly more likely to be excluded than their peers, at 19% compared to 5% for White British pupils in Haringey. Data on pupils attending alternative provisions indicates that pupils with SEND or a social, emotional or mental health need are more likely to be excluded than their peers.
- ➔ Nationally, over 70% of young offenders who have been sentenced for knife-related offences have received at least one fixed-term exclusion
- ➔ Haringey has high numbers of NEETs, compared to other Boroughs and larger proportions of Mixed Race (10.7%), Black (7.9%) and Asian (5.6%) 16-17 year olds are NEET compared to the London averages (8.4%, 5.7% and 3.9% respectively).

This strategy will seek to address the root causes of underachievement and the ways in which this can limit young people's aspirations and opportunities in adulthood. It will build on the excellent practice already taking place within our schools, colleges and early years settings, focusing on the priority areas below.

PRIORITIES FOR ACTION

Early Learning

Early education has a deep and lasting impact on future outcomes. We will continue to strengthen work to identify and address speech and language issues; to diagnose special educational needs and disabilities (SEND), including Autism Spectrum and Attention Deficit Hyperactivity early; and to improve support within mainstream education.

Addressing under-achievement in education

BAME children and those on free school meals achieve less well at school than their peers. To address this, we will continue and strengthen work with Haringey Education Partnership and local schools to target activity to raise attainment of BAME pupils, including through identifying and supporting those at risk of under-achievement early, and through improving the relevance of the curriculum to BAME groups.

Reducing exclusions and improving Alternative Provision

School exclusions are a key contributory factor to involvement in SYV. Preventing exclusions where possible and reducing their impact on individual pupils' life chances is a key component of this strategy. The partnership is committed to tackling the institutional challenges around BAME and SEND disproportionality in exclusions. We know that the transition from primary school to secondary school can be difficult for some pupils, and we will make sure that this transition is as positive as possible. We will review and recommission Alternative Provision where appropriate, in order to improve outcomes for those young people who cannot attend mainstream education.

Employment

Young people who have been excluded from school or who have been involved in youth violence can find it difficult to find work or progress onto further education. We will prioritise increased support to get young people at risk into meaningful employment and education post 16 and reduce the numbers of NEETs.



Outcome 5: Reduction in Serious Youth Violence

Outcome: Young people are protected from exploitation and from experience of serious youth violence

The overarching aim of this strategy is to prevent serious youth violence. The focus on the four outcomes above is key to preventing youth violence in the long term, but we must in parallel take a strong enforcement and disruption approach to stop violence now, by disrupting gangs and associated drug trading and exploitation. Most young people become involved in criminal behaviour through exploitation, and should therefore be treated as victims, alongside enforcement where necessary. Whilst our approach is tough on those involved in criminal behaviour, it retains a focus on opportunities for reintegration and support back on to a positive path.

We have an effective Community Safety Partnership, jointly chaired by the local authority and the Metropolitan Police, which brings together representatives from the criminal justice, health and wellbeing, housing, education, and voluntary sectors to take a solutions-focused approach to community safety issues facing our borough. This strategy is integrated with the forthcoming Haringey Community Safety Strategy, which will set out how partners in Haringey will tackle violent crime with our communities and young people, by focusing on prevention and early intervention, addressing vulnerability, targeting

resources at high crime areas, empowering former offenders and victims to move on, and driving a zero tolerance approach to violence against women and girls.

The actions taken to tackle serious youth violence now, are set out in detail in the North Area Violence Reduction Group's action plan for Haringey and Enfield, co-owned by the North Area Metropolitan Police BCU, Enfield Council, and Haringey Council. The action plan's priorities are fully integrated with those of this strategy, as set out below:

Diversion from the Criminal Justice System

Our ambition is for fewer young people from Haringey to enter the criminal justice system. The Police, Council and Youth Justice System will work in partnership to develop and test new approaches for young people on the periphery of the criminal justice system and work to maximise all available opportunities to engage and re-engage young people in support.

Keeping Deadly Weapons off Our Streets

In partnership with Police, schools, retailers, and communities, we will reduce opportunities for violent crime by minimising accessibility and availability of weapons, including through the Responsible Retailers Programme and community weapons sweeps.



Protecting and Educating Young People

We will take an approach to protecting young people that focuses on early intervention and prevention. This will be rooted in honest, frequent, and consistent engagement between all partner agencies and young people.

Targeting Organised Criminality

The partnership will enforce against those who jeopardise the safety of our young people with an approach driven by strategic and tactical analysis and based on information sharing between agencies and co-ordinated and targeted use of resources.

Offering Ways out of Crime

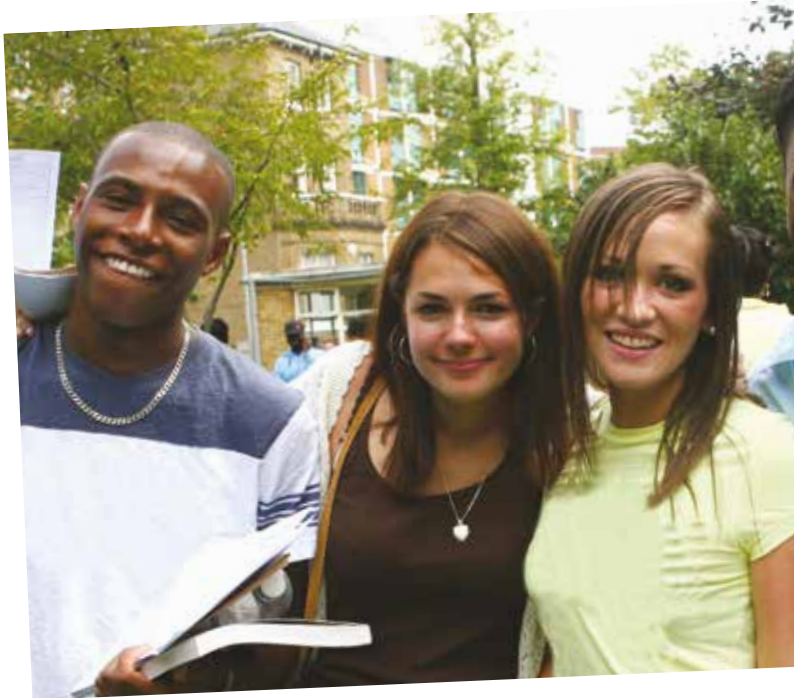
We believe in the importance of offering second chances to those who have already been involved in violence crime, through addressing the factors that led them to become involved, setting their lives back on the right track, and providing opportunities for employment or further education and training. We will work in partnership to reduce the harm caused by serious violence by addressing vulnerability, providing opportunities for young people to access services, and by empowering gang members to exit gangs.

Standing with Communities, Neighbourhoods, and Families against Knife Crime

As a partnership, we will work with communities to address the problems that cause and result from violence. Extending the use of locality approaches to tackle violence, with a focus on building strong partnerships between the Police and the wider community, we will support and develop street-based approaches to prevent and mediate conflict and strengthen the support offered to young people and communities in the aftermath of violence.

Supporting Victims of Violent Crime

In alignment with our locality approach, the partnership will deliver support in the community from local teams for victims, ensuring consistent support through the aftermath of incidents and criminal justice system processes. As a partnership, we will also strengthen existing good practice to support young people who have been victims of exploitation, building on the success of the multi-agency Haringey Exploitation Panel by expanding its scope to cross-border issues and re-naming to the Haringey Contextual Safeguarding Panel.



Conclusion

The Young People at Risk Strategy supports the Haringey Borough Plan and sets out the borough's long-term strategic approach to keeping local young people safe, focusing on achieving outcomes that will reduce young people's vulnerabilities and the risk that they may become involved in serious youth violence. While it provides a framework for a number of initiatives that are either already in place or in development, it does not detail everything we will do as a partnership. The short-term action we will take is captured in the accompanying Action Plan. Delivery of the Young People at Risk Strategy will involve collective action from every organisation involved in working with young people and families in Haringey. We commit to making sure that the voices and views of Haringey's communities and young people inform everything we do, and we commit to galvanising a movement to end serious youth violence in Haringey.

The wider context



National

This strategy fully aligns with the approach set out in the Home Office's Serious Violence Strategy, which sets out the national approach to reducing and preventing serious violence and addressing cycles of violence that affect individuals, families, and communities across the country. It sets out an approach based on early intervention and prevention and emphasises the importance of communities and partnerships.

London

The Mayor of London has brought forward ambitious plans to tackle serious youth violence and its root causes. The Mayor's 2017 Knife Crime Strategy sets out his administration's key areas of focus for taking action against knife crime. The new Violence Reduction Unit is taking forward a London-wide public health approach, supported by the £45m Young Londoners Fund. Haringey Council has been the largest recipient of the Young Londoner's Fund, receiving £1.5m to fund our community-based approach to protecting our young people. Haringey works in partnership with the Mayor's administration in the effort to tackle youth violence, through liaison and joint working with MOPAC and the Metropolitan Police Service.

Haringey

This strategy is being brought forward immediately after Haringey Council's adoption of its Borough Plan for 2019-23. This document sets out the vision, priorities, and objectives for Haringey over the next four years. Key objectives relate to increasing young people's safety, reducing rates of entry into the youth justice system, and reducing crime. This strategy sets out how the Borough will achieve these objectives, focusing on achieving positive outcomes for our young people.

This strategy also aligns closely with the forthcoming Haringey Community Safety Strategy 2019-23. This outlines how the Community Safety Partnership will make Haringey a safer borough by addressing high priority forms of criminality. This strategy complements the Community Safety Strategy by focusing on young people's safety. Activity to target adult perpetrators, including the adults who criminally exploit children, will be set out in more detail in the Community Safety Strategy.

Both the Borough Plan and the Community Safety Strategy adopt a whole systems approach, setting out how we will work with our partners and our communities.



Methodology



A wide range of research and evidence gathering has informed the development of this strategy including:

Engagement with Young People

Through the development of this strategy we have prioritised engagement with young people, parents, communities, and with our partners. The most important piece of activity has been engagement with young people. Council officers have had conversations with dozens of young people in settings across the borough, many of whom have had direct experience of the issues discussed in this strategy, in order to better understand their perspectives on the issues and potential solutions. We found pervasive awareness of gang activity and weapon-enabled crime, high levels of concern for personal safety, and low levels of confidence in civic institutions. However, we also gained insight into the most suitable ways forward and developed a clear sense of young people's priorities.

Partner Engagement

We have engaged with partners through statutory boards, partnership boards, one-to-one conversations, and through events in October 2018 and February 2019 that brought a diverse array of stakeholders together to discuss the data and evidence on youth safety and look at ways forward. This strategy has been developed in partnership and as a whole systems model, and so collaboration with our partners has been fundamental to its development and will be vital in its delivery.

Godwin Lawson Foundation Report

In partnership with Bridge Renewal Trust, we commissioned the Godwin Lawson Foundation to conduct a consultation with vulnerable and high-risk young people in Haringey to find out more about their attitudes towards crime and safety issues. The findings are wide-

-ranging and cover perspectives on crime levels, weapon carrying, police, schools, the Council and youth services, and include recommendations for ways forward. These findings provided a starting point for our work to develop Haringey-specific solutions to local issues.

Needs Assessment

Haringey Council's Public Health team undertook a needs assessment that set out who is most at risk by bringing together datasets relating to a comprehensive range of risk factors including deprivation, school exclusions, GCSE attainment, mental health issues, negative home environments, risky behaviours, and criminal activity. This needs assessment provides baseline figures and confidence in our assessment of the groups of young people and families who are most likely to experience risk overall. It has been tested with and informed by our partners. We will therefore be able to target interventions at those most in need, ensuring the most effective use of limited resources.

Literature Review

Council officers undertook a review of literature on youth safety and associated issues from sources including academic publications, think tanks, charities, and government agencies and departments. This review was not restricted to UK-based sources, as a significant amount of relevant literature has been published on youth safety and violence reduction around the world, from Bogota to Baltimore. However, we have also drawn learning from research and good practice from our neighbours including Hackney, Camden, Waltham Forest, and Lewisham. The outcome of the literature review is a solid understanding of the causes and consequences of youth violence, prioritisation of the issues that need to be addressed in a collective effort to prevent youth violence, and an evidence base for the effectiveness of interventions to address those issues.

Acknowledgements

Haringey Council would like to thank:	Metropolitan Police Service North Area BCU
Aspire, the Haringey Children in Care Council	North Middlesex Hospital
Bridge Renewal Trust	Project 2020
Bruce Grove Youth Space	Pupils and teachers from Alexandra Park School
Catherine West MP	Pupils and teachers from Dukes Aldridge Academy
David Lammy MP	Pupils and teachers from Fortismere School
Godwin Lawson Foundation	Pupils and teachers from Gladesmore School
Haringey BAME Attainment Steering Group	Pupils and teachers from Heartlands High School
Haringey Citizens	Pupils and teachers from Highgate Wood School
Haringey Clinical Commissioning Group	Pupils and teachers from Park View School
Haringey Community Safety Partnership	Pupils and teachers from the Octagon Pupil Referral Unit
Haringey Early Help Partnership Board	Pupils and teachers from The Willows Primary School
Haringey Education Partnership	Pupils and teachers from Woodside High School
Haringey Health and Wellbeing Board	RISE Projects
Haringey Multi-Faith Forum	Students and staff from the College of North East London (CONEL)
Haringey Safer Neighbourhoods Board	
Haringey Youth Justice Partnership Board	
Homes for Haringey	
Hope in Tottenham	
Mayor's Office for Policing and Crime	
North Area Violence Reduction Group	







Young People at Risk

ACTION PLAN

2019 - 2023

The Young People at Risk Strategy sets out a long-term strategic approach to serious youth violence, with outcomes and priorities for the period 2019-2023. This action plan sets out the actions we will take in the short- and medium-term, with the resources we currently have, to deliver the priorities identified in the Strategy and realise our long term approach. It will drive the long term system change needed to embed a preventative, integrated system of support for young people from 0-25, at all levels of risk.

The Action Plan is a combination of new programmes and initiatives as well as transformation of the existing system and services. It does not, therefore, capture everything we are already doing that we consider business as usual. This Action Plan will be a live and dynamic document, updated regularly to reflect developments and fresh ideas, based on frequent and honest engagement with our communities and our partners. In creating and monitoring this Action Plan, there is a further opportunity to co-ordinate and strengthen existing delivery plans as well as to establish new actions and so to achieve the outcomes in the Strategy.

As a partnership we have secured a significant amount of external funding to support young people. This Action Plan highlights the additional funding being brought in to deliver the outcomes of the Strategy, which will supplement our core funding. It is crucial that we use this funding to develop the long-term sustainability of services, building in resilience and planning for the future.

Partners, through the strategy, are committed to a common approach, based on the following principles:

- ➔ A strengths-based, relationship-based, and trauma-informed approach, for young people at all levels of risk
- ➔ Engagement of young people and their families in the design of support packages
- ➔ Intervening as soon as issues are identified and sustaining support for as long as it is needed
- ➔ Addressing problems holistically, taking a joined-up, whole family approach
- ➔ Making best use of moments of opportunity to engage young people and their families

Headline Interventions

Action	Timing	Resource
<p>Haringey Community Gold</p> <p>A network of detached and outreach youth work and community programmes will help young people at risk of exclusion fulfil their potential and avoid getting caught up in crime. The projects include employment support, a future leaders programme, mental health support, and a BAME careers service</p>	April 2019 – April 2022	£1.5m (GLA)
<p>Improved Mental health in schools - CAMHS Trailblazer</p> <p>Haringey Council, the NHS, and the voluntary sector will establish two multidisciplinary mental health support teams that will provide targeted mental health and emotional wellbeing support to pupils from years 6, 7, and 8 in Tottenham schools.</p>	April 2019 – September 2021	£1m (DWP & DHSC)
<p>Community Parenting Support</p> <p>We will work with the VCS to deliver support to parents of older children, including peer support groups and drop-in support services for parents, located in secondary schools.</p>	April 2019 – July 2020	£388,500 (MHCLG)
<p>Wood Green Youth Space</p> <p>We will develop a new youth offer in Wood Green to deliver a varied programme of activities catering to diverse interests, co-produced with young people.</p>	2020 onwards	Approx. £100,000 p.a.
<p>Summer Programme 2019</p> <p>Our 2019 Summer Programme will provide activities for the school holidays targeted at at-risk young people across the borough, with tailored activities targeted at locations with the most at-risk young people and the highest levels of youth crime.</p>	Summer 2019	£100,000p.a.
<p>Alternative Provision</p> <p>The Council and partners are reviewing both our approach to and offer for alternative provision to ensure it meets the needs of our young people and reintegrates pupils into mainstream education as frequently as possible.</p>	Ongoing from March 2019	N/A
<p>Early Intervention Workforce Development</p> <p>Joint workforce development for practitioners working with young people across Haringey, building capacity and connections, and embedding a shared practice approach, starting with eight locality-based training events in summer 2019.</p>	Summer 2019 onwards	Drawn from pooled training budgets

Embedding a Whole Systems Approach

Achieving the outcomes of this strategy for all Haringey's young people, requires a collective, consistent and coordinated approach from all of our partners. We can achieve greater impact by working together as a system. Embedding a whole systems approach is challenging and will take time and focus. It requires a significant shift in the way all partners work together.

Action	Timing
Priority: A shared vision and strategy for tackling youth violence	
Communications The strategy will be communicated widely across the Borough; community-friendly and young people friendly summaries will be developed and disseminated widely; and an easily accessible summary of risk and protective factors, and levels of need, will be shared and embedded through training.	Ongoing from March 2019
Priority: Shared governance and accountability for delivery	
Governance The Council will establish a Joint Executive Board chaired by the Director of Children's Services with responsibility for delivering cross-cutting programmes. The executive group will include key partner organisations and will be accountable to the Community Safety Partnership, Health and Wellbeing Board and other relevant boards. The Council will also create a new Assistant Director for Stronger Communities to drive strategic activity.	Ongoing from March 2019
Priority: A partnership where everyone's role is valued and maximised - Young People	
Youth Summit The Safer Neighbourhoods Board will host an annual Youth Summit, involving young people from across the Borough in developing the response to youth violence, with the first taking place in March 2019 at the London Academy of Excellence in Tottenham.	Annual March 2019
Youth Involvement in Governance The North Area Metropolitan Police will develop a Youth Independent Advisory Group to increase confidence in policing and to better understand causes of violent crime and potential solutions. Young people will also be part of the governance of the £1.5m Haringey Community Gold programme.	June 2019 onwards
Youth-led inspections We will develop a mystery shopper project for young people to inspect services.	2019

Priority: A partnership where everyone's role is valued and maximised - Communities	
<p>Awareness Raising Campaign</p> <p>A targeted communications campaign developed by the Local Safeguarding Children Board and the Community Safety Partnership and delivered across the partnership</p>	Autumn 2019
<p>Clear Routes into Support</p> <p>Reinforcement and promotion of pathways into Early Help so that members of the community can raise concerns when they suspect a young person is at risk.</p>	Medium term
<p>Better Information about Support Available</p> <p>Simple, accessible information and guidance to enable members of the community to assess whether a child is at risk and the severity of that risk, integrated with a means of identifying appropriate sources of advice. We will assess the best means of dissemination, mindful that technology presents opportunities to engage young parents.</p>	Medium term
<p>Training to Identify Risk</p> <p>Focused training on signs of risk, and where to raise concerns, for people who come into contact with young people. We will pilot awareness-raising training with tenancy repairs officers within Homes for Haringey, who visit all social housing properties at least once a year and are well-placed to spot signs of risk.</p>	Medium term
<p>Volunteering</p> <p>The partnership will work together to make it easier for community members to volunteer</p>	2019 onwards

Priority: A partnership where everyone's role is valued and maximised - VCS	
<p>External Funding</p> <p>Haringey Council and Bridge Renewal Trust will support voluntary sector providers of youth services to prepare funding bids, including through provision of a clear and comprehensive evidence base, with proactive outreach to groups operating in locations with less existing youth provision.</p>	Ongoing from March 2019
<p>Activity Credits</p> <p>The Council will pilot allocating vouchers or time credits to youth workers within the VCS, to enable them to engage at-risk young people in positive activities, including at Alexandra Palace Ice Rink.</p>	Summer 2019
<p>Activity Space</p> <p>Help to facilitate delivery by brokering connections with organisations with space to spare, beginning in Wood Green.</p>	Summer 2019 onwards
<p>Community Investment</p> <p>Bridge Renewal Trust, Haringey Giving and Tottenham Youth Fund will work to bring in more resource for more youth provision, to be delivered by the local VCS, including through crowd-funding campaigns.</p>	Ongoing from March 2019
<p>Workforce Development</p> <p>VCS organisations will be included in the workforce development programme set out below.</p>	Ongoing from May/June 2019
<p>Making connections</p> <p>The GLA have commissioned the Selby Trust to work with youth organisations in Haringey and Enfield. The HEY (Haringey and Enfield Youth) Network will provide training, support, networking opportunities and capacity building to organisations achieving activities in either or both boroughs, including those not funded via Young Londoners Fund.</p>	March 2019-March 2022

Priority: A Common Approach	
<p>Development of a common practice approach</p> <p>Partners will work together to develop a common approach across all agencies working with children and families, including strengths-based and trauma-informed ways of working, involvement of young people and families and a focus on prevention and reintegration. This will be embedded through the workforce development below.</p>	Ongoing from March 2019
<p>Action Learning</p> <p>The Council will seek to establish action learning groups with partners to develop a common understanding of the issues young people in Haringey face, a common approach to addressing them, and to share learning and good practice.</p>	Ongoing from May /June 2019
<p>Smoothing transitions</p> <p>The Council and partners recognise that vulnerable young people continue to require support well beyond their 18th birthday, and will review practice within housing, Policing, and other areas with the aim of creating smoother transitions into adulthood.</p>	Ongoing from March 2019
Priority: Workforce Development	
<p>Early Intervention Workforce Development</p> <p>Joint workforce development for a wide range of practitioners working with young people in the public, voluntary and community sectors. This programme will drive a common approach, build capacity and build connections, fostering a more joined-up and comprehensive system of support.</p>	Ongoing from May 2019
<p>Development of Keyworker Roles</p> <p>The Council will strengthen its Early Help offer to families, with an increased focus on families with older children at risk of violence. This will include greater involvement of the voluntary and community sector as key workers and providers of support.</p>	Ongoing from May 2019
<p>Sharing Information about Available Support</p> <p>Bridge Renewal Trust will map voluntary sector youth provision to provide the basis of a comprehensive public directory of available support.</p>	Ongoing from May 2019
<p>Tools to Support Stronger Partnership Working</p> <p>We will review current assessment tools and processes, to move towards an integrated approach.</p>	Ongoing from May 2019

Outcome 1: Safe communities with positive things for young people to do, where there are strong role models and trust in institutions

Young people are able to grow up free from experience of violence in the vast majority of Haringey communities, with visible positive role models from all walks of life. However, we know that conditions in our communities can lead to young people becoming more vulnerable to involvement in violence. Our ambition is to build on the strengths of our communities to keep young people safe.

Action	Timing
Priority: Youth Provision	
Haringey Community Gold – Detached Youth Work Four new specialist detached and outreach youth workers will reach those young people who are most at risk in communities most affected by youth crime and anti-social behaviour, build strong relationships, link those young people into youth provision, and coordinate more specialist support.	April 2019 – April 2022
Less Heat on the Street Within Haringey Community Gold, local groups will provide weekly universal sport provision for 90 young people aged 13 – 21 on Broadwater Farm estate	April 2019 – April 2022
Fitness Sessions Within Haringey Community Gold, UK Health Ministries will deliver fitness sessions with disaffected young people.	April 2019 – April 2022
Haringey Play & Wood Green Sandbunker Within Haringey Community Gold, Haringey Play and Wood Green Sandbunker will work with 10 -15 year olds in Tottenham and Wood Green offering activities to support social and emotional wellbeing.	April 2019 – April 2022
Summer Programme 2019 We will deliver an ambitious Summer Programme in 2019, comprising activities for the school holidays for young people across the borough. The offer will be more targeted for young people at risk of involvement in anti-social behaviour or criminal activity.	July-August 2019
Youth Space in Libraries Our capital investment programme for libraries will create or enhance youth space in all Haringey libraries by spring 2020. These new youth spaces will offer opportunities to signpost young people to other youth provision and support in Haringey.	February 2019 – February 2020
Capital Improvements at Bruce Grove Youth Space We will assess the need for capital improvements to existing youth provision, including Bruce Grove Youth Space, with a view to ensuring that buildings are fit for purpose.	2019/20
Investment in Youth Space in Wood Green We will develop a new youth offer in Wood Green working with community and voluntary sector partners to deliver a varied programme, co-produced with young people. In the long term, we plan to create a permanent youth space in Wood Green. The offer will be informed by strategic analysis of existing provision and available assets across the borough, with a view to developing a more coordinated approach.	Medium term
Haringey East Model City Coalition With support from Laureus Sport for Good, the Haringey East Model City Coalition, through sport and physical activity will develop and drive plans to ensure that East Haringey is a well-connected, active community, where families, children and young people are empowered, included and safe.	2019-2021

Priority: Strong Community Role Models	
<p>Mentoring Leadership</p> <p>We will map and evaluate mentoring programmes in Haringey to learn from successful practice and identify gaps. This will inform partnership development and dissemination of a best practice model for mentoring, defining what high-quality mentoring looks like.</p>	Autumn 2019
<p>Community Leader Programme</p> <p>Within the Haringey Community Gold programme NLPC will deliver a programme that will cultivate disenfranchised young people into future community leaders.</p>	April 2019 – April 2022
<p>Peer Support</p> <p>We will build on learning from the More than Mentors scheme to develop peer-support activity in the borough.</p>	2019/20
<p>Visible Role Models</p> <p>We will use all available channels to raise the profile of outstanding role models in Haringey, particularly those from neighbourhoods affected by crime who provide a positive and relatable example to young people in Haringey who are most at risk.</p>	Ongoing from March 2019
<p>Community Befriending Pilot</p> <p>We will create a network of faith leaders and community members to befriend young people at 'teachable moments', upskilling them to provide mental health support and enabling them to access funding.</p>	Ongoing from March 2019

Priority: Trust in Institutions	
<p>Neighbourhood Policing</p> <p>The Council and the North Area Metropolitan Police will embed community engagement and multi-agency problem solving in neighbourhood policing, beginning with a professional development programme in Spring 2019, in order to foster good relationships between the police service and Haringey's communities.</p>	April 2019
<p>Safer Schools Officers</p> <p>The North Area Metropolitan Police will allocate four Police Officers to primary schools and a Safer Schools Officer to every secondary school in Haringey.</p>	March 2019
<p>School Engagement</p> <p>Community Safety partners will engage with school pupils through programmes designed to drive anti-violence messages and build trusting relationship between civic authorities and young people, delivered in partnership with specialist organisations</p>	2019/20 – 2020/21

Outcome 2: Positive family environments, low levels of family stress, good parenting; and young people able to develop strong, healthy relationships with peers and trusted adults

Strong families and healthy peer relationships are the best defence against young people becoming involved in violence. We will work to reinforce the protection that positive family and peer relationships offer young people in Haringey.

Action	Timing
Priority: Early Help	
Early Help Delivery Plan	Autumn 2019
The Early Help Partnership will strengthen its offer through an Early Help Delivery Plan	
Team Around the School	Ongoing
We will widen our Team Around the School partnership to better support schools and pupils to deal with safety issues	
Priority: Support for Parents	
Community Support	April 2019 – July 2020
The Council will work with the VCS and schools to deliver support to parents of older children who may be at risk of becoming involved in serious youth violence, including peer support groups and drop-in support services for parents, located in secondary schools.	
Peer Support	2019/20
Haringey Youth Justice Partnership Board, in partnership with colleagues in Islington, will roll out peer mentoring support to parents of young people known to the youth justice service.	
HMP Pentonville Programme	Ongoing from March 2019
We will build the capacity of young incarcerated parents to be able to fulfil their roles as parents upon release. We will also work with the mothers of young people within HMP Pentonville with a view to reducing the risk of their children re-offending.	
Priority: Addressing Family Risk	
Support for Families Affected by Parental Alcohol Use	April 2019 to 2021
We will work with Adfam and Blenheim CDP to initiate new work to support 160 families affected by parental alcohol use, featuring community workshops, engagement, support for the whole family, and peer mentors.	
Domestic Violence Advocates	Ongoing from March 2019
North Middlesex Hospital will host two new Independent Domestic Violence Advocates, one of whom will work specifically with 13-25 year-olds, to provide timely direct support to victims of domestic violence and drive improvements in responses to domestic violence.	
Parental Conflict	2019/20
The Council will provide Reducing Parental Conflict training for professionals across the partnership to reduce the impact of parental conflict on children and young people.	
Family Homelessness	2020
The Council and Homes for Haringey will review the impact on children of becoming homeless and moving into temporary accommodation, with a view to developing practices to ensure families are engaged in Early Help at this stage.	

Priority: Youth Homelessness	
<p>New 'Shared House' Style Units</p> <p>The new Young People's Supported Housing Pathway provides shared house style accommodation to help young people who become homeless to live independently, and will include specialist accommodation for young women for the first time.</p>	Ongoing from March 2019
<p>Housing First for Care Leavers</p> <p>The first of its kind in the UK, our Housing First pilot for Care Leavers will test out what can be achieved by focusing on making housing available to young people with the most challenging needs, with the appropriate wrap around support.</p>	Ongoing from March 2019
<p>Family Mediation</p> <p>A family mediation worker will work with families to prevent homelessness among young people, addressing the root causes of family difficulties that may lead a young person to become homeless.</p>	Ongoing from March 2019
<p>YMCA Development</p> <p>Hornsey YMCA will be renovated to provide secure, modern accommodation for young people who have experienced homelessness.</p>	Ongoing from Summer 2020

Priority: Peer Relationships	
<p>Vulnerability Education</p> <p>We will establish a network of the providers of education programmes around gangs, exploitation, and criminal activity to prevent duplication and foster good practice.</p>	Autumn 2019
<p>Social Media impact</p> <p>We will undertake research and engage with young people and specialists to better understand the impact of social media and its role in serious youth violence, with a view to developing guidance for frontline staff</p>	2019/20
<p>Preventing Violence Against Women and Girls</p> <p>The Council commissions Solace Women's Aid to deliver interventions in Haringey schools designed to prevent violence against women and girls, including 12-week programmes, assemblies, and training; and Yuva, a confidential support service for young people in abusive relationships.</p>	Ongoing from March 2019
<p>Restorative Practice</p> <p>We will work to roll out the recommendations of the Scrutiny Review of Restorative Justice, facilitating conflict resolution and healthy peer relationships</p>	Autumn 2019

Outcome 3: Confident, happy and resilient young people who are able to cope with negative experiences, setbacks, and stress

A significant number of young people in Haringey are made vulnerable to involvement in serious youth violence due to poor mental wellbeing and associated behaviours such as substance use. Our ambition is for our young people to be mentally resilient and thereby free from harm.

Action	Timing
Priority: Developing and embedding a community based approach	
<p>THRIVE Model</p> <p>Working across the whole system in Haringey, we will implement the THRIVE model involving the Council, the NHS, the voluntary and community sector, schools and other stakeholders to ensure the children, young people and families have access to the right support when they first need it.</p>	Ongoing from March 2019
<p>CAMHS Trailblazer</p> <p>Haringey Council, the NHS, and the voluntary sector will establish two mental health support teams that will provide targeted mental health and wellbeing support to pupils from years 6, 7, and 8 in Tottenham schools, spanning the transition from primary to secondary school.</p>	April 2019 – October 2021
<p>Exodus Programme</p> <p>Haringey Community Gold will feature a rolling programme for 12-21 year old high risk offenders and those excluded and at risk of exclusions. This will seek to address trauma caused by knife crime and gangs.</p>	April 2019 – April 2022
<p>Thinking Space</p> <p>Tavistock Portman NHS Trust will train outreach workers to work with young people who have experienced trauma, as part of the Haringey Community Gold Programme.</p>	April 2019 – April 2022
<p>College Mentoring</p> <p>The College of North East London (CONEL) will use funding from the Mayor of London's Young Londoners Fund to run the Mentoring Plus Project, which will identify at-risk 14-21 year-olds and maintain their engagement by providing weekly mentoring sessions with a psychotherapist to work on their social/personal/mental health issues.</p>	April 2019 – April 2022
<p>Trauma-Informed Training</p> <p>The Council will establish a training programme for professionals and volunteers who come into regular contact with young people, which will feature training on how to support the mental health of young people who have been affected by trauma.</p>	2020/21
<p>Project Future</p> <p>The Council will continue to support Project Future, a service that takes a trauma-informed approach to supporting the mental wellbeing of young people who have been involved in serious youth violence.</p>	Ongoing from March 2019
<p>Hope in Tottenham Counselling</p> <p>Hope in Tottenham will continue to provide 31 days of counselling every week within 28 Haringey schools, reaching more than 500 students per year.</p>	Ongoing from March 2019

Outcome 4: Young people thriving in school, with positive aspirations for the future and access to employment and training opportunities to get there

Educational attainment and prospects for the future are significant bulwarks against involvement in serious youth violence. However, we know that there are persistent issues with some groups of pupils not achieving their potential. This strategy seeks to address the root causes of underachievement.

Action	Timing
Priority: Early Learning	
<p>Healthy Child Programme</p> <p>The Council will continue the Healthy Child Programme and integrate the 2 year old check with Children's Centres and childcare settings, in order to increase early identification of speech and language difficulties, ASD, ADD and other SEND, specifically targeting BAME communities.</p>	Ongoing
<p>Speech and Language Therapy</p> <p>The Council will explore extending speech and language therapy into Key Stage 2, for children with ongoing difficulties, who fall below the threshold for an Education Health and Care Plan.</p>	2019
Priority: Addressing under-attainment in Education	
<p>Focused Action on Attainment of Black Pupils</p> <p>The BAME Attainment Steering Group, comprised of leaders from schools across Haringey, will be refocused with concerted action from teachers to drive up educational attainment among Black pupils; including roll out of the 'Vulnerability to Underachievement Toolkit'.</p> <p>Haringey Education Partnership will provide resources to enable schools to make progress on common issues, reflecting the different approaches required to address issues within specific communities. An annual meeting of school leaders, governors and representatives will support schools to move this agenda forward.</p>	Ongoing from March 2019
<p>Learning Materials</p> <p>Haringey Education Partnership will support schools to buy culturally appropriate reading materials and embed Black history in the primary and pre-GCSE curriculum, so that pupils are able to see themselves and their communities reflected in their education.</p>	Ongoing from March 2019
<p>Haringey Pirates</p> <p>Funded by the Mayor of London's Young Londoners Fund, Haringey Pirates will provide 350 children aged 9-13 in Tottenham with help to improve their reading and writing; along with increased confidence in their abilities to keep going when it gets tough in the classroom.</p>	April 2019 – April 2022

Priority: Exclusions and Alternative Provision	
<p>Alternative Provision</p> <p>We will review our alternative provision in order to ensure that options available to local schools meet the needs of our young people, particularly those with social/emotional and mental health needs, and reintegrate pupils into mainstream education as frequently as possible. Through this Review we will work with schools to address some of the root causes of behaviours leading to exclusions, including availability of culturally responsive reading material and curriculum content.</p>	Ongoing from March 2019
<p>Transition to Secondary</p> <p>We will host strategic discussions between primary and secondary school colleagues to strengthen the transition process and expand the reach of transitions groups held in Bruce Grove Youth Space. We will also support rollout of the Stepping Stones mentoring programme across additional schools in Haringey, making use of GLA resources and learning from the experience of Gladesmore School.</p>	Summer 2019
<p>Exclusions Review</p> <p>The Council will implement the recommendations of our review of Exclusions, working across the partnership with schools, the Octagon Pupil Referral Unit, parents, and pupils.</p>	Ongoing from March 2019

Priority: Employment	
<p>BAME Careers Service</p> <p>The ACCESS UK careers service will support marginalised and disadvantaged BAME young people through Haringey Community Gold and our wider regeneration activity.</p>	April 2019 – April 2022
<p>Council Workforce</p> <p>Haringey Council will offer at least 30 work experience placements to pupils at local secondary schools, ensuring access for disadvantaged young people, aiming to provide practical insight into the workplace.</p>	Ongoing from March 2019
<p>Apprenticeships</p> <p>The Council will increase the number and quality of apprenticeships the Council offers, increase uptake among Haringey employers, and expand access to opportunities for Haringey's young people.</p>	Spring 2020
<p>Developer Commitments</p> <p>We will secure commitments from developers in the borough to employ local people, offer apprenticeships, and engage with young people in schools, targeting those who are most disadvantaged.</p>	Ongoing from March 2019

Outcome 5: Young people are protected from exploitation and from experience of serious youth violence

The overarching aim of this strategy is to prevent serious youth violence. The focus on the outcomes above is key to preventing youth violence in the long term, but we must in parallel take action to stop violence now. The actions below are integrated with the North Area Knife Crime Action Plan.

Action	Timing
Priority: Diversion from the criminal justice system	
Integrated early support for young people engaged in risky behaviours The Council will develop options with partners for new interventions to provide integrated, sustained support to address the issues behind offending behaviour.	Ongoing from March 2019
Exploring a New Approach The Police, Council and other partners will develop proposals to help young people stay out of the criminal justice system, making better use of non-punitive means of addressing risky behaviours, firstly through a conference in May 2019.	May 2019 onwards
Rapid Response Pilot Haringey Council will explore piloting place-based interventions with partners at specific times to more effectively deal with serious youth violence, beginning with outreach through Haringey Community Gold.	2020
Moments of Opportunity We will undertake analysis of key moments of opportunity and teachable moments, to identify areas where we can do more to engage young people and families.	Summer 2019
Priority: Keeping Deadly Weapons off Our Streets	
Knife Bins The Police and Council will identify the most effective locations for knife bins through analysis of crime patterns and install where appropriate.	2019/20
Weapons Sweeps Partners and community members will undertake weapon sweeps in areas affected by knife crime, building on the success of previous sweeps in North Tottenham.	2019/20
Responsible Retailers We will carry out targeted knife and corrosive substances test purchase operations and prosecute or review licences of businesses that sell knives and corrosive substances unlawfully. In parallel, we will work with retailers to target retail premises to prevent shoplifting.	Ongoing from March 2019

Priority: Protecting and Educating Young People	
<p>Awareness raising in education</p> <p>Partners will deliver universal awareness programmes on topics including knife crime and exploitation, across all education establishments, mapped to avoid duplication.</p>	Ongoing
<p>Safer Schools Officers</p> <p>The North Area Metropolitan Police will allocate four Police Officers to primary schools and a Safer Schools Officer to every secondary school in Haringey.</p>	2019/20
<p>School Transition</p> <p>Transition workshops delivered by Haringey Youth Team will include Knife Crime Awareness and Personal Safety, targeting vulnerable Year 6 pupils and supporting successful transfer to secondary school.</p>	Annual from Summer 2019

Priority: Targeting Lawbreakers	
<p>Shared Intelligence and Data</p> <p>The Council and the North Area Metropolitan Police will share intelligence and data to generate a consistent picture of criminal activity in the borough that drives strategy and operational delivery to target lawbreakers.</p>	Ongoing from March 2019
<p>Enforcement</p> <p>The Council will use all enforcement assets to target the locations most affected by youth crime and organised criminality as well as individuals who are known to be involved in criminal activity.</p>	Ongoing
<p>Integrated Offender Management</p> <p>Through our Integrated Offender Management service, we will implement clear offender management processes to minimise opportunities for offenders to re-offend.</p>	Ongoing

Priority: Offering Ways Out of Crime	
<p>MOPAC-Commissioned Services</p> <p>We will deliver services in partnership with MOPAC and neighbouring London boroughs to reduce vulnerability, protect victims, and prevent reoffending, including:</p> <p>Rescue and Response, to support young people affected by County Lines.</p> <p>Advance Minerva, wraparound support for female offenders aged from 15 years old</p> <p>From the Inside Out, restorative and holistic resettlement for young people in custody</p> <p>Drug Intervention Programme, rapid access into services for adult drug users in custody.</p>	April 2019 – April 2021
<p>Work Works</p> <p>Within the Haringey Community Gold Programme we will work in partnership to deliver targeted employment and training support to 300 offenders and re-offenders.</p>	April 2019 – April 2022

Priority: Standing with Communities, Neighbourhoods, and Families against Crime	
<p>Mediation</p> <p>We will intervene at moments of crisis and opportunity to prevent violent incidents through a pilot of a street-based rapid response violence mediation service, beginning in neighbourhoods most affected by criminal activity.</p>	2019/20
<p>Locality Partnerships</p> <p>We will participate in operations with the North Area Metropolitan Police and local communities to tackle crime in known hotspots, building on the success of Operation Marlin in Northumberland Park.</p>	2019/20
<p>Place-Based Solutions</p> <p>Homes For Haringey and the Council will encourage communities to support targeted knife sweeps and to utilise anonymous reporting schemes for ASB and criminality.</p>	Ongoing

Priority: Supporting Victims of Violent Crime	
<p>Exploitation and Contextual Safeguarding</p> <p>The Haringey Exploitation Panel is a multi-agency partnership panel that ensures appropriate support for victims of exploitation including CSE and County Lines. We will expand the panel's scope to become a Contextual Safeguarding Panel with a remit across North London, working with colleagues from neighbouring London boroughs.</p>	2019/20 -2020/21
<p>Young Black Women Evidence Base</p> <p>The partnership will develop a more robust shared evidence base on the issues that jeopardise young Black women's safety, particularly gang affiliation and exploitation, with a view to developing and implementing a stronger partnership response.</p>	By 2020
<p>Monitoring</p> <p>Haringey Council and the North Area Metropolitan Police will explore developing a monitoring system to enable better, joined-up long-term support for victims of exploitation.</p>	2020
<p>MASH</p> <p>Multi-Agency Safeguarding Hubs will ensure all young victims of knife crime have referral to victim support services and/or CAMHS.</p>	Ongoing
<p>Victim Support</p> <p>Partners in Haringey will draw on the London Crime Prevention Fund to provide direct support to victims of ASB, carrying out Vulnerability Risk Assessments to monitor and reduce victims' risk and co-developing support plans to enable their needs to be met.</p>	April 2019 – April 2021

Report for Community Safety Partnership (CSP) - 19 Oct 2020

Title: Haringey Community Gold (HCG) Update

Report

Authorised by: Eubert Malcolm - Assistant Director Stronger & Safer Communities
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Lead Officer: Eduardo Araujo – Interim Senior Tottenham Community Safety Manager

Ward(s) affected: All

Report for Key/

Non Key Decision: Non key

1. Describe the issue under consideration

- 1.1 This report provides a progress update on the HCG programme.
- 1.2 It seeks to inform the CSP about the current status of HCG.
- 1.3 It invites the CSP to forward their views to contribute towards the mid-programme review being carried out in the winter of 2020.

2. Background

- 2.1 HCG continues to support Haringey's young people at risk of exclusion and those involved in or on the periphery of criminality.
- 2.2 A network of connected community programmes will catch and respond to young people at various stages in the cycle of serious harm / exclusion / criminality.
- 2.3 Using a 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.
- 2.4 The strengths-based approach creates practical, tangible pathways and maximises opportunities for young people to achieve their potential and turn their lives around.
- 2.5 HCG was approved to proceed at Cabinet in March 2019 .
- 2.6 The programme has embraced the Anchor approach to engaging young people, in line with the Council's public health model adopted by the Council.
- 2.6.1 The Anchor Approach is research-based and works towards delivering three defined strands that build resilience and wellbeing in clients. Early findings suggest positive outcomes in learning gains, increased concentration, increased attendance, reduced behaviour incidences and reduced exclusions.

3 Headlines

- 3.1 The programme has engaged collectively a total of 695 unique participants in the period from January 2020 to the end of June 2020.

- 3.2 A total of 549 young people went on to participate in positive activity. Reflecting high levels of positive engagement, 79% of all those engaged/registered, went on to take part in activities provided by the partnership and other agencies.
- 3.3 Recording of young people's data has migrated to 'MOSAIC' and internal services are now making their referrals through that system. This has added additional data integrity, control and data protection under GDPR.
- 3.4 Haringey Youth Advisory Board (YAB) is now operating and demonstrated impressive progress.
- 3.5 A key focus of the HCG programme is to increase the number of young people moving into paid employment, training and accessing mental health services.
- 3.6 Thinking Space launched their online service in April. It is widely recognised that young people have reservations in sharing their emotional challenges. Supporting young people into employment can take a long time, making it particularly challenging.
- 3.7 London Elite and Haringey Play Association developed food hub initiatives in Broadwater Farm and Northumberland Park to support local families. Intensive feedback through phone contact also established the need for play equipment which was fulfilled accordingly. These organisations carried on working through the pandemic adapting to the inevitable challenges.
- 3.8 Work Works and Access UK were successful in securing employment for young people; performance was maintained despite being unable to meet with clients face to face. In 2020 they improved the prospects of employment for over 85 young people despite the pandemic and were able to secure paid employment for more than 20 young people.
- 3.9 We Care Homes and My Training Plan created online content to maintain contact with existing clients and both provided online/telephone and social distanced mentoring to a reduced number of vulnerable young people.
- 3.10 We welcomed to the Outreach Team three new Specialist Outreach Workers and two apprentices who joined in the last three months.
- 3.11 To enable better visual representation of the programme, HCG has commissioned local videographers to produce content about each partner to help promote the programme online (<https://vimeo.com/showcase/7491588> password "Gold"). The team has also started to create content in animation to help reflect the case studies being collated - [Video case study](#) (voiceover by YAB young person) – see Appendix 6 for more case studies.
- 3.12 Current scheduled activity included in Appendix 2.

4 Impact of programme (End of Q2 2020 figures)

- 4.1 Recorded outcomes (impact)
 - 549 young people engaged in diversionary activities, reducing their risk of involvement in criminal activity
 - 255 of those engaged through schools-based workshops, reducing their risk of exclusion

- 46 young people completed a course or training (an additional 13 were engaged in their internships which stopped due to COVID-19)
- 17 young people gained paid employment (3 additional jobs confirmed in July)
- 10 young people supported through to accessing mental health services
- Overall, partners provided 231 unique training opportunities both face to face and online.

5 Challenges

5.1 COVID-19 (Government lockdown)

5.1.1 Government guidance meant the programme was severely impacted as its original design focused on face to face interventions for both engagement and intervention delivery. Numbers dropped to circa 15% of previously achieved results.

5.1.2 New working practices have had a negative impact on the ability to engage large groups of people and deliver activity in the community.

5.1.3 The focus has changed to those who are most vulnerable during lockdown where multiple vulnerabilities present, meant a reduction in the level of engagement.

5.2 Client disengagement - it will take considerable time to re-engage the target groups into activity now available locally.

5.3 Financial stresses have been highlighted across the voluntary sector partners.

6 Responses to COVID-19 Challenges

6.1.1 Work with schools ended due to closures and local risk assessments that despite the offer made to schools was not taken up. Outreach Worker satellites have also closed to comply with government guidance. Satellites developed in November 2019 contributed to an increased level of positive participation in Q1 of 2020.

6.1.2 The Outreach Team focused on engaging young people and their families through telephone contact (unable to make new contacts). The team was able to maintain in-depth conversations with circa 10% of young people contacted.

6.1.3 Extensive collaborative work with Early Help in engaging NEETS (circa 250 contacted) and maintaining contact with a cohort of 30 children linked to the Octagon.

6.1.4 Families identified in distress were offered regular delivery of food items and hot meals (supporting connected communities and other local food hub initiatives).

6.1.5 Carried out regular observations of crime/ASB hot spots to provide intelligence to community safety teams and the police.

6.1.6 Online spaces were created by delivery partners delivering services aimed at those who are most at risk. A few good examples of work include a programme of Maths tuition (online), mentoring (online), Thinking Space (online), keep-fit and boxing (via Zoom), and employment support.

7 Evaluation (Appendices included in main report)

- 7.1 Year one independent evaluation carried out by Bridge Renewal Trust (BRT) is now finalised and has been attached to this report (Appendix 5).
- 7.2 A COVID19 overall programme impact is presented here (Appendix 7).
- 7.3 An independent mid-programme review is scheduled by BRT for Q1 in 2021.

8 Next Steps – Areas of Focus for Year 2

- 8.1 Re-open services fully following COVID-19 primarily through the creation of two hubs of activity (Tottenham, Wood Green).
- 8.2 Continue to develop closer working relations with Early Help, Bruce Grove, Project 2020 and Project Future.
- 8.3 Continue to promote the programme across Haringey and neighboring boroughs
- 8.4 Support Haringey’s Youth Advisory Board to provide a strong voice to influence the delivery of activity.
- 8.5 Promote partners and increase in the level of activity delivered to young people.

9 Appendices

Appendix 5 – BRT Evaluation report (enclosed)



HCG Yr 1 Interim Report Final.pdf

Appendix 6 – sample case studies (enclosed)



Case Study NM
09.08.2020.docx



Case study H
25.06.2020.docx



S Case study.docx



J Case study.docx



L Case study.docx

Appendix 7 – COVID 19 Impact report and summary



FULL HCG COVID19 impact report.pdf



Exec Summary HCG report.pdf

Appendix 2 – Weekly Schedule of Activity for Autumn and Winter of 2020 (During COVID-19)

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
Daytime sessions	Workshops at CONEL Exodus at Octagon	TEAM meeting Workshops at CONEL	TEAM TRAINING	Workshops at CONEL	Workshops at CONEL		
After school sessions	Street Outreach 3-5pm	Street Outreach 3-5pm	Street Outreach 3-5pm	Street Outreach 3-5pm	Street Outreach 3-5pm		
	Access UK at Commerce Road 2-5pm (pending – start estimated in winter 2020)	Haringey Play, Somerford Grove Adventure Playground (book online) Girls only Sisterhood Project 3-6.30pm	Access UK at Commerce Road 2-5pm (pending – start estimated in winter 2020) Haringey Play, Somerford Grove Adventure Playground (book online) Over 10's 3-6pm	Haringey Play, Somerford Grove Adventure Playground (book online) 3-5pm	Haringey Play, Somerford Grove Adventure Playground (book online) 3-5pm	Haringey Play, Somerford Grove Adventure Playground (book online) Saturdays 11-3pm	
			Personal Training at Commerce Road 4-5pm (pending – start estimated in winter 2020)				

	HCG MTP at Commerce Road 3.30-5pm (pending – start estimated in winter 2020)	HCG Boxing at Selby Centre (Tottenham) 3.30-5pm	YAB Team Meeting (online) 4.30-6.30pm	HCG Boxing at Selby Centre (Tottenham) 3.30-5pm	HCG MTP at Trinity Studio (Hornsey) 3.30-5pm	
		Thinking Space 13-15 year olds (online) <i>call 07792 386773</i> 4.15pm-6.15pm				
	All Round Fitness (Online) ZOOM class 6-7pm with Coach Neves and Lucy @selbyabc1			Off the Streets Less Heat (Tottenham) 7-11pm		

Currently recruiting for:

Youth Advisory Board (YAB)
NLPC Leadership programme

Ongoing support for YP:

Work Works training and employment
Access UK training and employment and Manage Leadership Programme
Exodus mentoring and group work triage for support (register at www.haringey.gov.uk/hgc).

Haringey Community Gold

Young Londoners Fund

CSP 19th October 2020

SUPPORTED BY

MAYOR OF LONDON

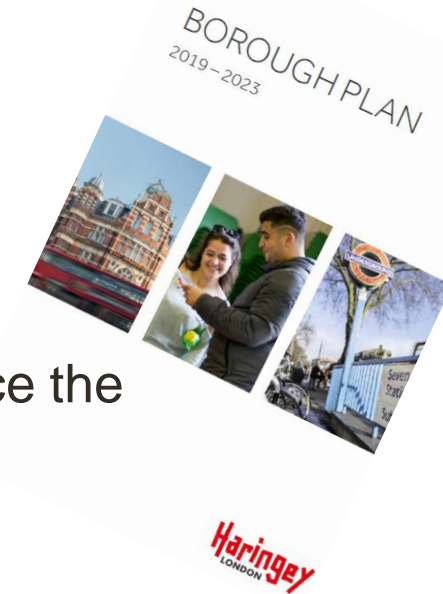
Community Safety Partnership
19th October 2020

- Introduction
- COVID19 response
- Case study
- Youth Advisory Board

Borough Plan 2019 - 2023

Outcome 12 – A safer borough

- Improving community confidence and reduce fear of crime
- Reduce number of victims and perpetrators of crime and reduce the serious harm experience by victims
- Reduction in the number of young people entering the criminal justice system



Young People at Risk Strategy
2019-2023



Young People at Risk Strategy 2019 - 2023

- Commitment to reducing youth violence
- Multi-agency VCS led response
- Cuts across the five strategy areas

Haringey Community Gold

- To rehabilitate, re-educate and engage the most prolific youth offenders in Haringey
- **Actively seek and support young people at risk of becoming involved in criminality on the periphery before they become entrenched.**
- **To actively engage those most likely to be excluded from school.**
- **Improving access, connectivity and sustainable opportunities for youth offenders creating tangible routes out of criminality.**
- To build a cohesive partnership with, police local authority , young people, wider community local business and residents to ensure Haringey community gold contribute to making Haringey a Safe and Healthy Community

- Calling young people
- Re-engage NEETS in the borough
- Daily team catch-ups (MS TEAMS)
- 1:1s and MyConversations
- Team quizzes and mindfulness
- Keep fit + Boxing sessions
- Social distancing workouts (with neighbours)
- Fifa 2020 online teams
- Online recruitment for Youth Advisory Board
- YAB participant led online presence
- Delivery partners regular checks
- Regular delivery of food parcels and hot meals to 'at risk families (PRU)'
- Drive through crime hotspots to feedback observations
- Deployment to support other teams (BECC, LALO, Parks, Connected Communities)
- Move to Mosaic (data recording)

ES News email
Enter your email address
Register with your social account or click here to log in

For years the Haringey Play Association has responded to the "burning need" for food provision in its community and now the coronavirus outbreak has only exacerbated that need.

Let's FEED LONDON NOW
ES moneygoing Donate

Monday	Tuesday	Wednesday	Thursday	Friday
ZOOM KIDS Session Boxing & Fitness 12:00 - 12:45pm with Coach Paulo	ZOOM Session Boxing & Fitness 12:00 - 12:45pm with Coach Paulo	ZOOM Session Boxing & Fitness 12:00 - 12:45pm with Coach Paulo	ZOOM Session Boxing & Fitness 12:00 - 12:45pm with Coach Paulo	ZOOM Session Boxing & Fitness 12:00-12:45pm with Coach Paulo
ZOOM and IG LIVE Fitness Circuits 6:00- 6:45pm with Coach Neves	ZOOM and IG LIVE Fitness Circuits 6:00- 6:45pm with Coach Neves	ZOOM and IG LIVE Fitness Circuits 6:00- 6:45pm with Coach Neves and Lucy	ZOOM and IG LIVE Fitness Circuits 6:00- 6:45pm with Coach Neves	ZOOM and IG LIVE Fitness Circuits 6:00- 6:45pm with Coach Neves

HARINGEY COMMUNITY GOLD ON MOSAIC

Haringey Youth Advisory Board
Shaping the Future of Young people in Haringey

THE Haringey Youth Advisory Board

SELBY ABC VIRTUAL SESSIONS
CONTACT US ON INSTAGRAM @SELBYABC1 OR INFO@SELBYBOXINGCLUB.CO.UH FOR THE ZOOM LINK



- Calling children and parents
- HarPA featured Evening Standard twice
 - Weekly foodbank
- We Care Homes' online Math tuition and Zoom mentoring
- Work works online Newsletter and Job boards and continuous support
- Thinking Space online
- My Training Plan – online videos and 1:1 Zoom
- Off the Streets – informal contact with participants
 - Weekly foodbank

NHS
The Tavistock and Portman
NHS Foundation Trust

Thinking Space Online

PARENTING TEENAGERS
THINKING SPACE ONLINE

EveningStandard.

Haringey Play Association @HarPAofficial

Somerford Grove Adventure Playground open every Thursday 10:30am-4:30pm for food donations to local community. Thank you @felixprojectuk! We are pleased to announce that we also be opening every Saturday 11am-1pm as of next week! For food donations and play packs 🍌❤️

Haringey Play Association @HarPAofficial

HarPA's second feature in Evening Standard. Tam Carrigan speaks about food donations and covid-19 impact and challenges for our community @haringeycouncil #haringeygold ❤️ Food For London Now faces: 'Access to food alleviates stress'

MENTORING AND COACHING PROGRAMME FOR YOUNG PEOPLE

WHEN
Every week for 12 weeks

WHERE
Via ZOOM—audio and video conferencing

FULLY TRAINED MENTORS WHO ENGAGE WITH YOUNG PEOPLE LISTEN TO THEIR NEEDS THEIR ADVICE, GUIDE AND INSPIRE THEIR EMPOWERING PERSONAL, SOCIAL AND ECONOMIC WELL-BEING, SKILLS TO DEAL WITH PEER PRESSURE AND BULLY BEHAVIOUR

Do you know a young person who would benefit from having one 2 one mentoring sessions?

For more information or to register contact Marie 07944 672944 marie@we-carehomes.co.uk

YOUNG PEOPLE
A professional mentor who are able to freely express their feelings and concerns

PARENTS
Have access to the mentor to enquire for the parent where they too are experiencing any concerns

BENEFITTING YOUNG PEOPLE BENEFITTING THE COMMUNITY

CARE HOMES

TROUBLE WITH NUMBERS? WE CAN HELP YOU WITH MATH!

We Care Homes is offering online tuition through weblink / zoom

DONT FORGET WHAT YOU HAVE LEARNED

We can offer tuition appointments to young people on Tuesdays and Thursdays 9-5PM.

SUPPORTED BY MAYOR OF LONDON Haringey

WORKWORKS TRAINING SOLUTIONS

JOB BOARD

ENFIELD ----- HARINGEY ----- ISLINGTON

For More Information:
info@workworkstraining.com

Trinity Works New Summer

HOLLAND & BARRETT
Responsible for College Street branch

- Support work in delivery area in work
- Assess and advise on customer issues and queries
- Clear and tidy working area
- Offer a safe customer service
- Secure area
- Follow protocol
- Provide customer service
- Respect and assist disabled and vulnerable customers
- Part Time
- Helping the National Mission Stage

Farmdrop

Young Person Member
Senior Tutor

Health & Social Care/ Support Worker
Senior Tutor

Finance & Wellbeing Officer/Case Manager
Senior Tutor

Contact Us:
North London Business Park
London, N11 1GH
info@workworkstraining.com

13:22

WhatsApp

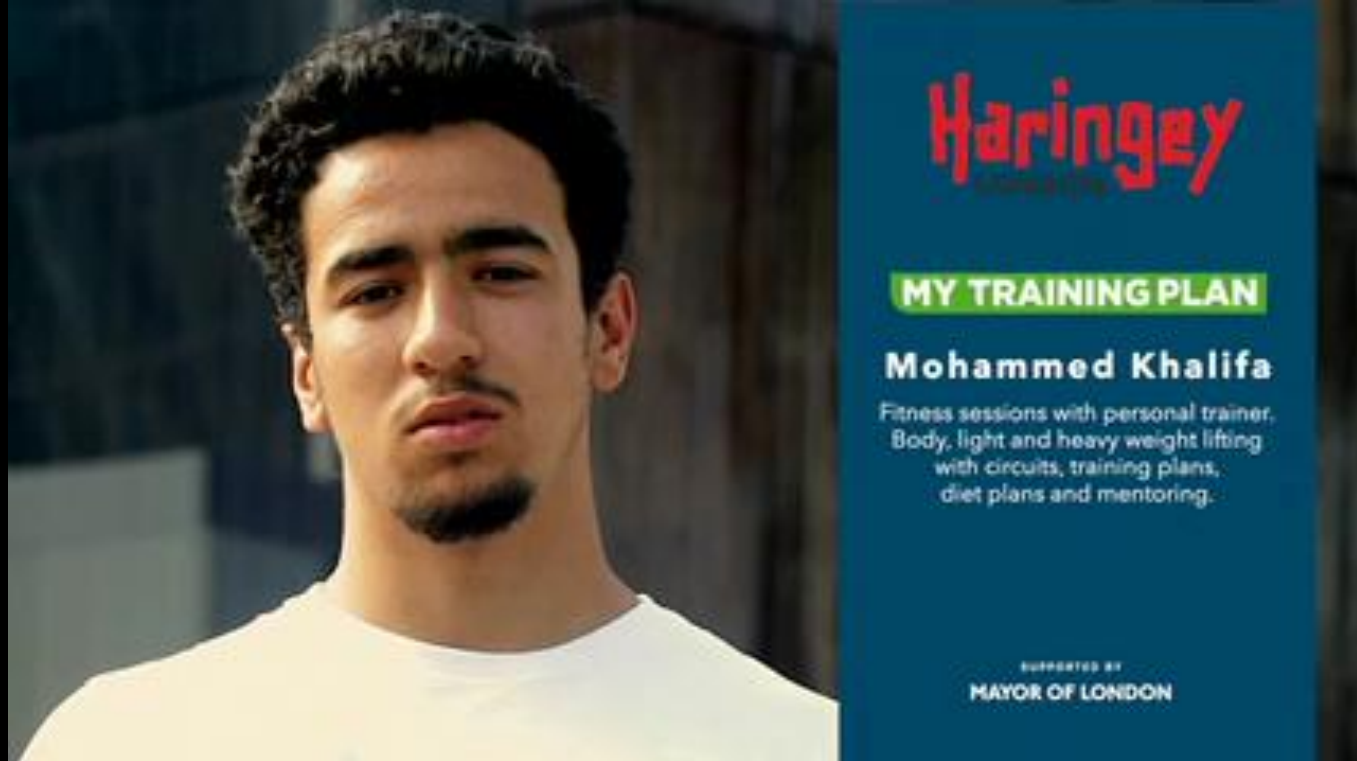
4K | 4TH MAY LATE UPLOAD | Last weeks fitness session with P and jaybo.

83 Views · 1 week ago

19 0 Share Download Save

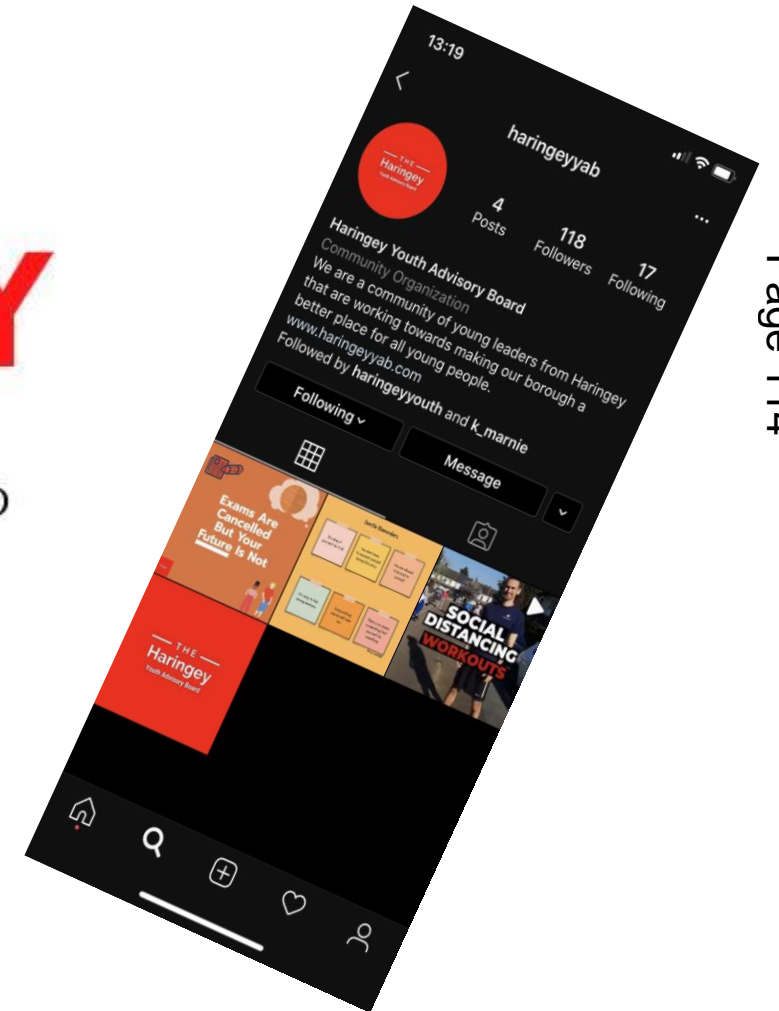
Brad Goddard UKHM
49 subscribers
SUBSCRIBE

Comments 6



MY TRAINING PLAN

HARINGEY
YOUTH ADVISORY BOARD



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Daytime sessions	Workshops at CONEL Exodus at Octagon	TEAM meeting Workshops at CONEL	TEAM TRAINING	Workshops at CONEL	Workshops at CONEL	
After school sessions	Street Outreach 3-5pm	Street Outreach 3-5pm	Street Outreach 3-5pm	Street Outreach 3-5pm	Street Outreach 3-5pm	
	Access UK at Commerce Road 2-5pm (RA pending – start estimated in winter 2020)	Haringey Play, Somerford Grove Adventure Playground (book online) Girls only sisterhood project 3-6.30pm	Access UK at Commerce Road 2-5pm (RA pending – start estimated in winter 2020) Haringey Play, Somerford Grove Adventure Playground (book online) Over 10's 3-6pm	Haringey Play, Somerford Grove Adventure Playground (book online) 3-5pm	Haringey Play, Somerford Grove Adventure Playground (book online) 3-5pm	Haringey Play, Somerford Grove Adventure Playground (book online) Saturdays 11-3pm
			Personal Training at Commerce Road 4-5pm (RA pending – start estimated in winter 2020)			

Questions

Title: Framework for responding to Speakers promoting messages of hate and intolerance in venues in Haringey

Report authorised by : Eubert Malcolm, Assistant Director for Stronger and Safer Communities

Lead Officer: Karina Kaur – Strategic Lead of Communities

Ward(s) affected: All Wards

**Report for Key/
Non Key Decision:** Non key-decision

1. Describe the issue under consideration

- 1.1 This briefing note details information about the launch of Haringey's Framework for responding to Speakers promoting messages of hate and intolerance in venues. This framework will be used to guide our local decision making on venues and events where concerns have been raised due to alleged hate speech.
- 1.2 The framework applies a consistent approach to responding to all forms of extremism, including but not limited to Islamist inspired, far right nationalist, Northern Irish republican, animal rights and environmentalist. An equalities and public safety approach is considered and proposed as an appropriate framework for the local authority to assess decision making with regards to speakers promoting messages of hate and intolerance in venues in the borough.
- 1.3 In developing this framework, the local authority seeks to strike the right balance between addressing legitimate concerns caused by the promotion of extremist views with the rights of individuals to have freedom of speech. This framework is produced by Prevent, which forms part of the 'Stronger Communities' brief and is located within the Community Safety Unit.

2. Recommendations

- 2.1 This framework will be used to guide our local decision making on venues and events where concerns have been raised due to alleged hate speech. This policy seeks to provide information on relevant considerations for decision making including advice and guidance to other venues in Haringey, information collected to assess for decision making about Haringey Council owned and run venues, considerations for open source information gathering, local cohesion statement,

legal considerations and considerations for collecting equality information and assessing the impact.

- 2.2 This Framework helps to guide internal and external venues in making decisions based on equality, cohesion, public order, and human rights considerations. priority for Haringey. This document's priority supports a number of ongoing workstreams in Haringey including the Community Safety Strategy, the Young People at Risk Strategy, and the Borough Plan.
- 2.3 It is also recommended that the board support and promote the implementation of the framework and use it to inform decisions throughout their individual workstreams.

3. Managing Hate Speech

- 3.1 A consistent approach to respond to all forms of extremism, or any event that may challenge our existing high levels of local community cohesion in Haringey and our commitment to equalities principles is necessary.
- 3.2 This framework equips internal staff as well as local Haringey venues to make decisions on events where concerns have been raised where speakers may be spouting messages of hate and intolerance. The Prevent team can assist in offering consultation and advice, identifying the speaker or group, and conducting open source searches. In addition, advice can be offered for potential public order risks as well as if the speaker breaches the principles of equalities and cohesion within the borough.
- 3.3 The framework acts as a decision-making tool when assessing risks and considering whether an event should take place. The guidance does not aim to shut down freedom of expression but rather to allow balanced and rational approach.
- 3.4 A number of local voluntary and community organisations within the borough that are funded by Haringey Council also manage spaces that are often available for hire as a venue space. These are often located within local community centres and venue hire is a relied upon and core revenue source for voluntary and community organisations. The Council cannot direct an external organisation on whether to allow a venue hire and event to go ahead. The Council does though have an obligation to pass on notification of concern if it views the event to be in some way detrimental to equalities, local community cohesion and local public order.
- 3.5 Proponents of known extremist narratives and those that promote extremist messages are often explicitly promoting messages of hate and intolerance against groups with protected equalities characteristics. This guidance aims to combat these narratives and provide safe spaces for Haringey residents.

4. Launching the Framework

- 4.1 The Prevent team aim to launch the guidance document by training Haringey staff that have responsibilities for booking Haringey venues, including parks and other event spaces.
- 4.2 The guidance and training will also be offered to venues managed by community organisations and private or external venues. The training offer aims to raise external organisations understanding of extremist messages, hate speech and how their venues can be misused.

5. Contribution to strategic outcomes

- 5.1 This work contributes to the Contest Strategy (The United Kingdom's Strategy for Countering Terrorism), our Haringey Borough Plan priority 2, and the Haringey Community Safety Strategy.
- 5.2 Officers and partners work strategically across related work areas and boards.

6. Use of Appendices

n/a

7. Local Government (Access to Information) Act 1985

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FRAMEWORK FOR
RESPONDING TO SPEAKERS
PROMOTING MESSAGES OF
HATE AND INTOLERANCE IN
VENUES IN HARINGEY

Contents

Introduction	Page 3
Process for advice and decision making for Haringey Council	Page 4
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Potential decisions and actions	Page 8
Advice and guidance for other venues in Haringey	Page 9
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Equality Act 2010: Public sector equality duty	Pages 11 - 12
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Counter Terrorism and Security Act 2015	Page 16
Adoption of the International Holocaust Remembrance Alliance Definition of Antisemitism	Page 17
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Introduction

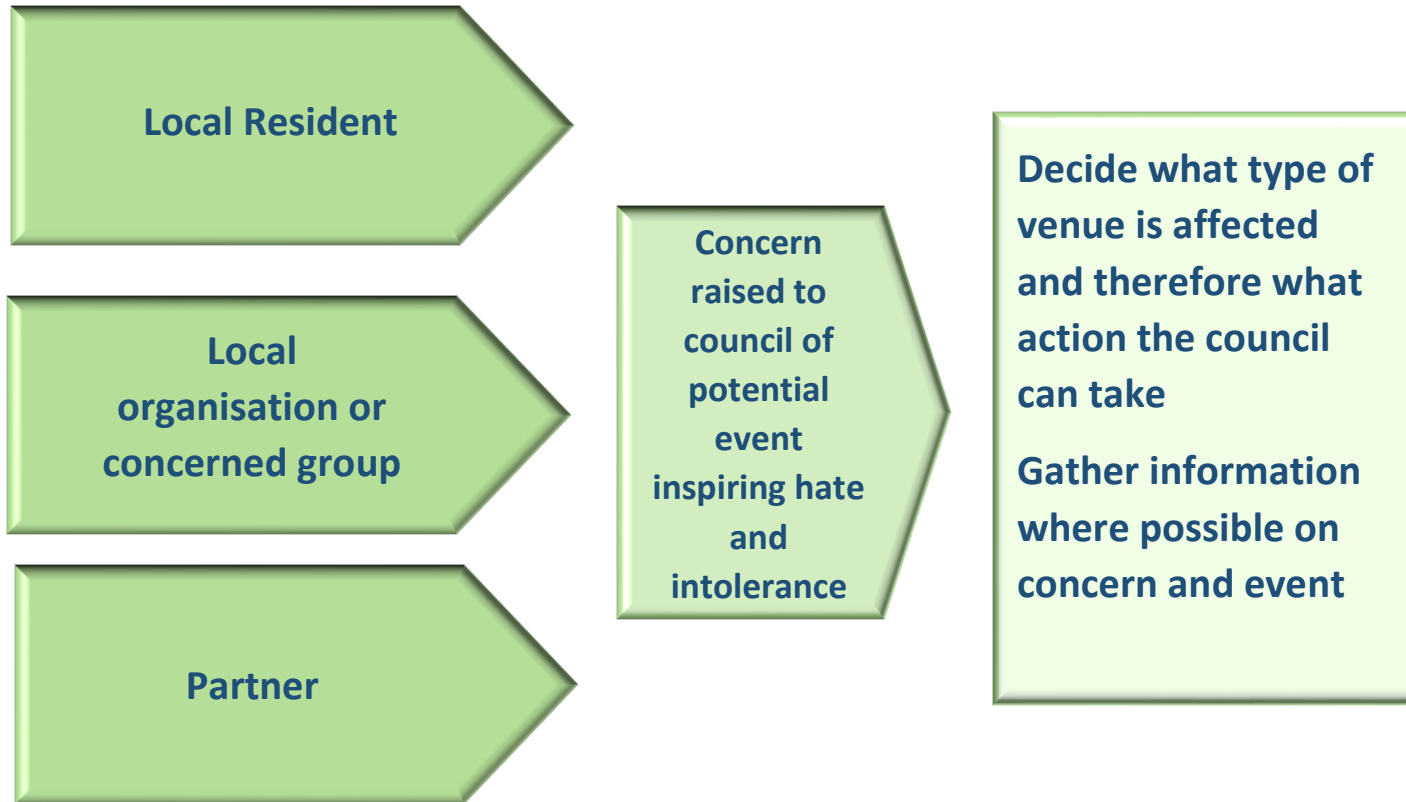
This framework will be used to guide our local decision making on venues and events where concerns have been raised due to alleged hate speech. The London borough of Haringey applies a consistent approach to responding to all forms of extremism, including but not limited to Islamist inspired, far right nationalist, Northern Irish republican, animal rights and environmentalist. As ever, the London borough of Haringey remains committed to building cohesive and resilient communities. In developing this framework, the local authority seeks to strike the right balance between addressing legitimate concerns caused by the promotion of extremist views with the rights of individuals to have freedom of speech. We will always emphasise that we do not welcome messages of hate and intolerance in the borough.

At all times, the Council seeks to maintain our existing high levels of local community cohesion, promote equalities and maintain public order. The local authority operates under a duty to foster good relations between protected equalities groups. An equalities and public safety approach is considered and proposed as an appropriate framework for the local authority to assess decision making with regards to speakers promoting messages of hate and intolerance in venues in the borough.

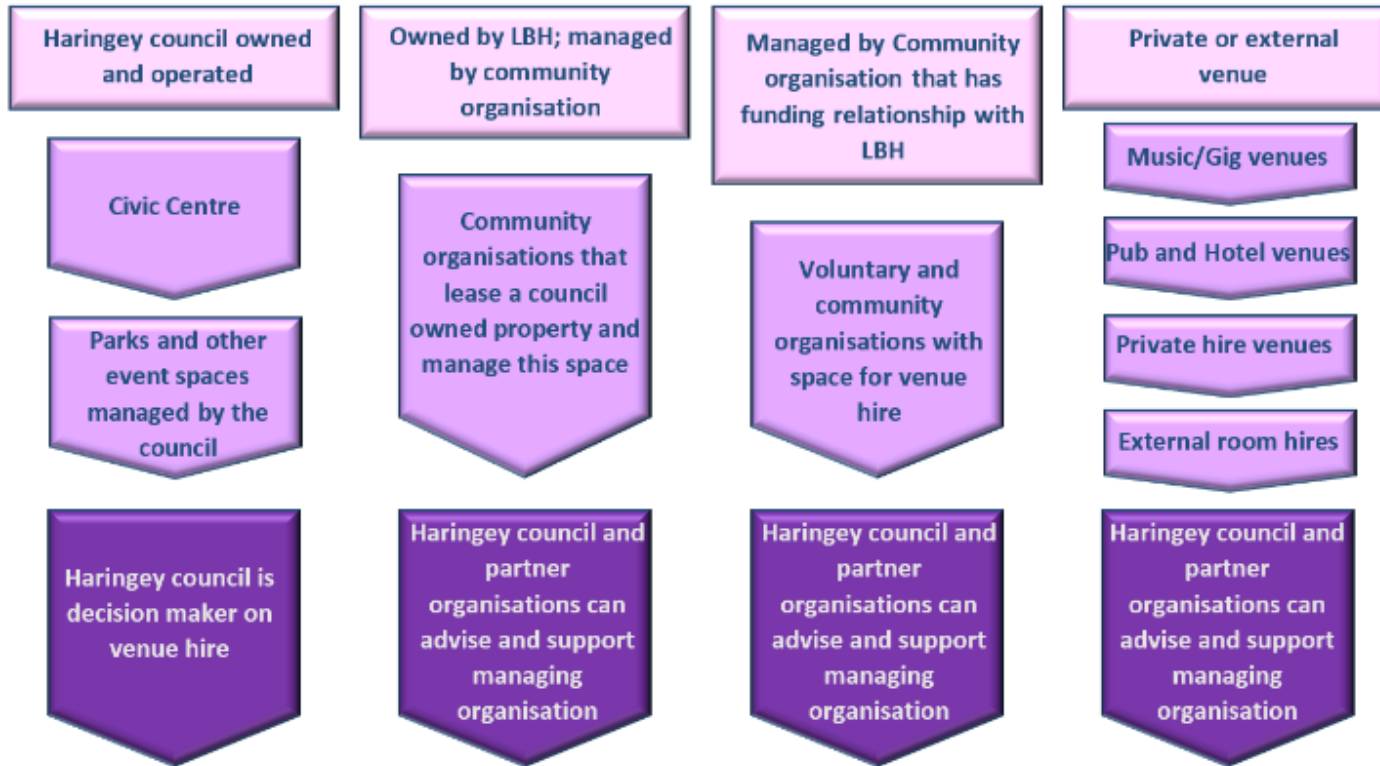
In all decision making with regards to potential messages of hate and intolerance, information gathered must be assessed and a final decision must balance equalities, cohesion, public order and human rights considerations.

This policy seeks to provide information on relevant considerations for decision making including advice and guidance to other venues in Haringey, information collected to assess for decision making about Haringey Council owned and run venues, considerations for open source information gathering, local cohesion statement, legal considerations and considerations for collecting equality information and assessing the impact.

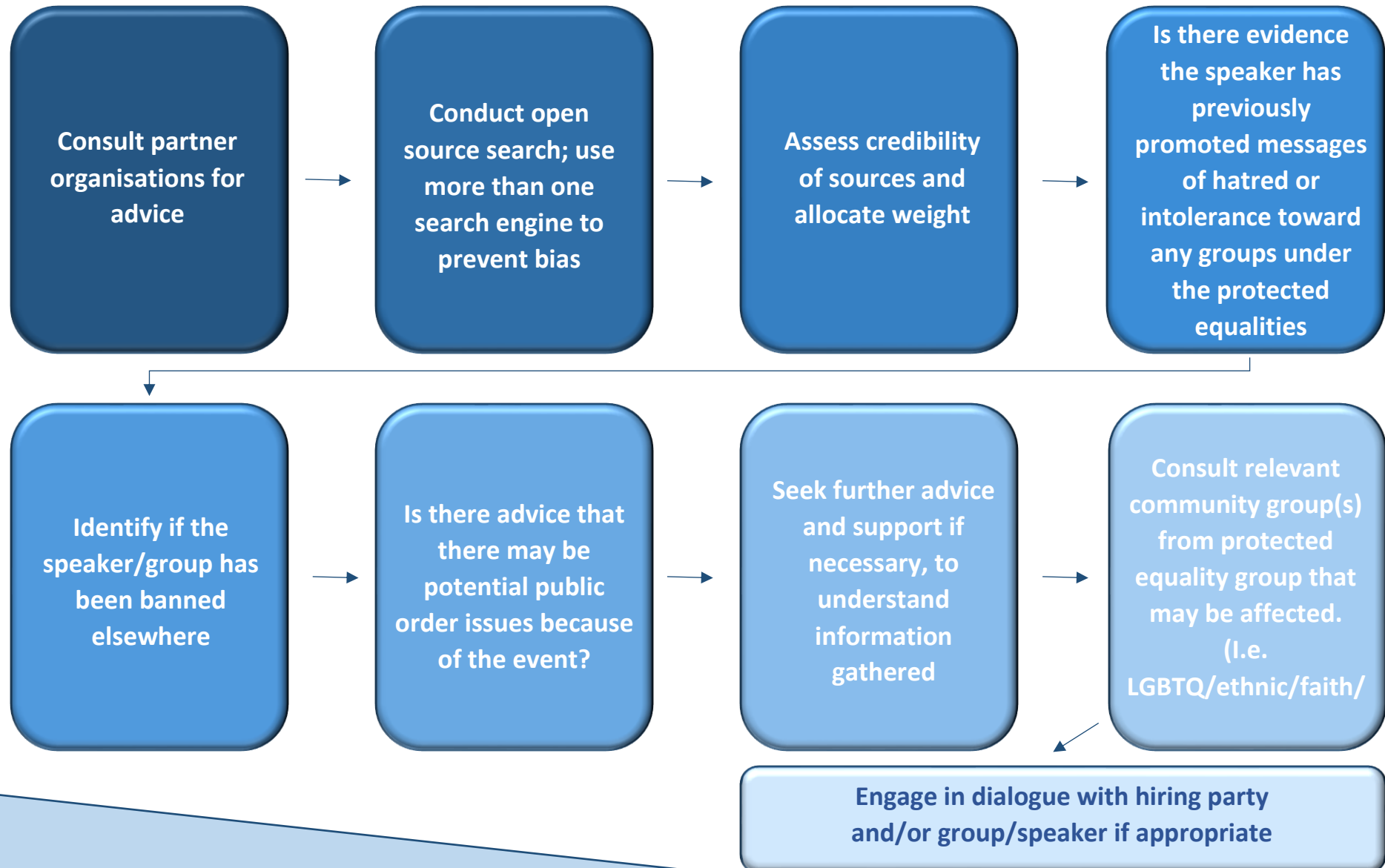
Process for advice and decision making for Haringey Council



Type of venue



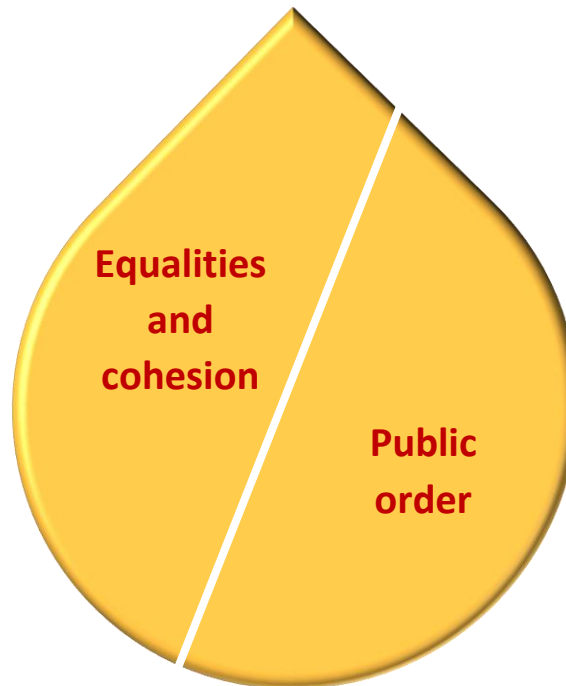
Information Gathering Process



Decision making process



Consult and gather information for decision making

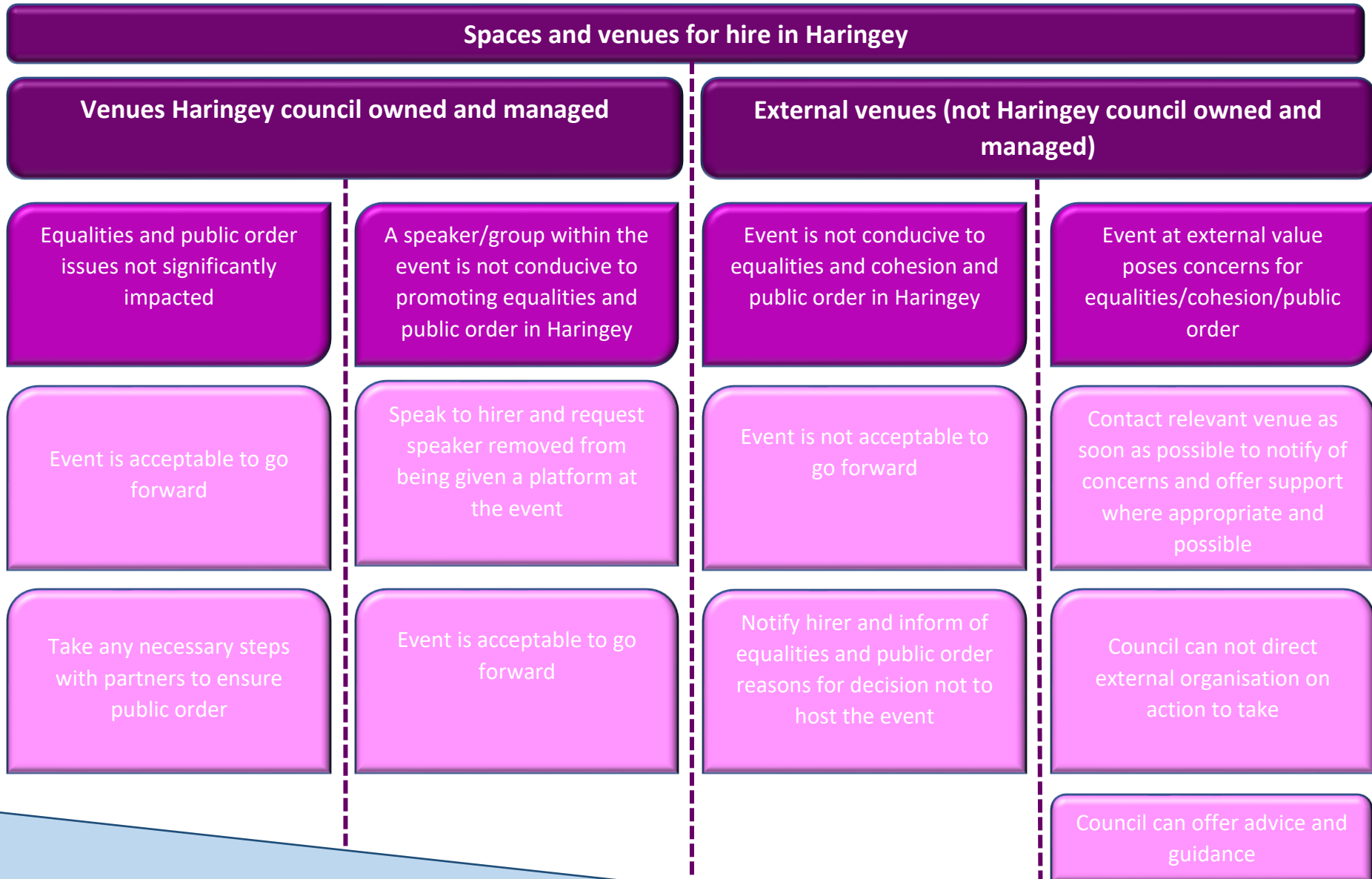


Balance and assess impact



Decision making

Potential decisions and actions



Relevant considerations

A consistent approach to respond to all forms of extremism, or any event that may challenge our existing high levels of local community cohesion in Haringey and our commitment to equalities principles is necessary. The London borough of Haringey will always emphasise that we do not welcome messages of hate and intolerance in the borough.

Advice and guidance for other venues in Haringey

Haringey Council also owns a number of properties within the borough that are leased to local community organisations to run and manage for the purposes and enjoyment of the local community. Some of these spaces are available for hire by the local community.

A number of local voluntary and community organisations within the borough that are funded by Haringey Council also manage spaces that are often available for hire as a venue space. These are often located within local community centres and venue hire is a relied upon and core revenue source for voluntary and community organisations. Local community centres provide both services to local residents and also provide spaces for communities to come together. Finally, as a thriving and vibrant London borough with a highly sought-after London geographical location, there are also a number of private hire venues. This includes a large number of pubs, hotels and external private venues that hire their venue space for a number of diverse events. When an event of concern with potential messages of hate and intolerance, is brought to the attention of the Council, and where that event is to take place within a venue managed by an external organisation, the managing organisation must make the decision on the event. The Council cannot direct an external organisation on whether to allow a venue hire and event to go ahead. The Council does though have an obligation to pass on notification of concern if it views the event to be in some way detrimental to equalities, local community cohesion and local public order.

Information collected to assess for decision making

When information is collected for the purpose of sensitive decision making there must be a process that gathers relevant information from as many sources as possible, where available. It may often be necessary to consult appropriate partner organisations for advice and guidance.

When conducting open source internet searches, appropriate weight must be allocated dependent upon the type of source material; primary evidence must be sought where possible. When assessing information gathered from online sources the Council must be wary of allocating too much weight to information contained within blog sites; and also, for example of quotes that may have been taken out of context. A quality 15 control process for information gathered may be useful. A list of considerations for gathering and assessing open source information has been provided on the next page.

Considerations for gathering and assessing open source data found online:

Use more than one internet search engine to minimize search engine bias

Where possible find primary source information (e.g. A group's manifesto on their website; You Tube videos of a person speaking or band's music; an individual's personal writing on their blog)

Is the website stating information as fact ("*depression is the most common mental illness in the UK*"), or is it clearly giving something as the author's opinion? ("*I don't think doctors in the UK get enough training in dealing with depression*")

Is the information detailed enough for what you need?

Does the webpage give sources for the information –does it say where it came from? What other sources can you find to check the information against? (try to find a different type of source, like a report from a well-known body, or published statistics)

If the webpage is clearly giving someone's opinion on an issue, how much weight should you give to their opinion?

Can you easily tell who the person or organisation behind the Web page is? Can I trust the person or organisation behind this Web page? Are they likely to be biased? Are they an authoritative source? Is the author taking a personal stand on a social/political issue or is the author being objective? Bias is not necessarily "bad," but the connections should be clear.

With what organisation or institution is the author associated? Is there a link to the sponsoring organisation, a contact number and/or address or e-mail contact? A link to an association does not necessarily mean that the organisation approved the content.

If you found the page through a link or a web search, and are not sure where it comes from, look for the home page, or an "AboutUs" or similar link. Does the page author give a real-world postal address and phone number?

Given how quickly information on the web can change and how long some websites have been around, always try to check how up-to-date the information is. Does the page say when it was last updated? (If not, try checking the Properties or Page Info options in your Web browser for a date). Is the website generally being maintained –do all the links still work? Can you check against sources you know are up-to-date for comparison? If there are a number of out-of-date links that do not work or old news, what does this say about the credibility of the information?

Equality Act 2010: Public sector equality duty

While only one of a number of legal obligations upon the local authority it is appropriate to highlight the Equality Duty within Section 149 of the Equality Act 2010 which requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

Having due regard to ‘fostering good relations’ involves having due regard to the need to tackle prejudice and promote understanding. A ‘protected characteristic’ as defined in the Act includes age, disability, gender reassignment, pregnancy and maternity, race;(including ethnic or national origins, colour or nationality), religion or belief, sex and sexual orientation.

Proponents of known extremist narratives and those that promote extremist messages are often explicitly promoting messages of hate and intolerance against groups with protected equalities characteristics. The preventing and challenging extremism work programme seeks to advance and act within the Council’s specific role to advance and champion the Public sector equality duty and consistently respond to all forms of extremism.

Ultimately the Council will need to have ‘due regard’ to the matters set out in relation to equalities when considering and making decisions in respect of any policy/procedure. How detailed this is will depend on the facts and the key issue will be that we have considered the impacts whether via a full assessment or otherwise and can demonstrate and explain our thinking if challenged. Indeed when case by case decisions are made, equality issues will need to be carefully considered on their own individual facts and merits.

One of the many complexities which will need to be addressed however will be that tolerating the views of others is a significant part of respecting and promoting tolerance and hence significant caution and to some extent objective criteria need to be sought when a public body considers it appropriate to seek to limit the activities of groups who may themselves be able to suggest that they are a representative of a protected characteristic.

Equalities Impact assessment considerations

Does take up of activity differ between people from protected groups?

Have the outcomes of your consultation and engagement results identified potentially negative or positive impacts?

Are some groups less satisfied than others with the activity as it currently stands?

Is there a greater impact on one protected group? Is this consistent with the aims of the activity?

Does the activity have the potential to advance equality and foster good relations?

Could the activity deliver potential benefits for protected groups?

If you have identified negative impacts include details of who these findings have been discussed with and their views

Could any part of the proposed activity discriminate unlawfully?

Are there any further changes that could be made to deliver improvements or make the activity more responsive?

Crime and Disorder Act 1988 and public order

As a responsible authority under the Crime and Disorder Act 1998 the Council has a statutory duty to work in partnership towards the reduction and prevention of crime and to meet its equalities duties as set out above.

Maintaining public order is a priority for the local authority and police. Where an event may pose a risk to public order, these are grounds to reconsider and review event venue hire and when the property is not under our control provide robust advice to the property owners/occupiers.

Human Rights Act 1998

The Human Rights Act protects the right to have your own thoughts, beliefs and religion. This includes the right to change your religion or beliefs at any time. You also have the right to put your thoughts and beliefs into action. For example, public authorities cannot stop a person practising their religion, publicly or privately, without very good reason (outlined below)

In some limited situations, public authorities may interfere with this right. This is only possible where the authority can show that its action has a proper basis in law, and is necessary and 'proportionate' in order to protect:

- public safety
- public order
- health or morals
- the rights and freedoms of other people.

Article 10: Freedom of expression

People have the right to hold their own opinions and to express themselves freely without government interference. This includes the right to express views aloud or through:

- published articles, books or leaflets
- television or radio broadcasting
- works of art
- communication on the internet

Public authorities may restrict the right to freedom of expression if they can show that their action has a proper basis in law, and is necessary and 'proportionate' in order to:

- protect national security, territorial integrity or public safety
- prevent disorder or crime
- protect health or morals
- protect the rights and reputations of other people
- prevent the disclosure of information received in confidence
- maintain the authority and impartiality of the judiciary.

It may be permissible to restrict a person's freedom of expression if, for example, a person expresses views that encourage racial or religious hatred.

However, the public authority must show that the restriction is 'proportionate', in other words the restriction must be no more than is necessary, appropriate and not excessive in the circumstances.

Article 11: Freedom of assembly and association

People have the right to protest by holding meetings and demonstrations with other people.

Nobody has the right to force anyone else to join a protest, trade union, political party or another association. On occasions, it can be acceptable for a public authority to restrict a person's rights to freedom of assembly and association. This is the case only where the authority can show that its action has a proper basis in law, and is necessary and 'proportionate' in order to:

- protect national security or public safety
- prevent disorder or crime
- protect health or morals
- protect the rights and freedoms of other people.

A 'proportionate' response to a problem is one that is no more than is necessary, is appropriate and not excessive in the circumstances.

Article 14: Prohibition of discrimination

The protection against discrimination in the Human Rights Act is not free-standing. In other words, in order to rely on this right, you need to show that your ability to enjoy one or more of the other rights in the Human Rights Act has been affected by the discriminatory treatment. However, you do not need to prove that this other human right has actually been breached.

The Human Rights Act prohibits discrimination on a wide range of grounds including 'sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status'.

Counter Terrorism and Security Act 2015

This Act places a statutory duty on public agencies to prevent extremism and radicalisation. Part 5, Chapter 1, Section 26 of the Act places a statutory duty on 'specified bodies' including local authorities, schools (including academies and independent schools), further and higher education colleges and universities, health, probation and the police to pay due regard to the need to prevent people being drawn into terrorism. Being drawn into terrorism includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit.

Adoption of the International Holocaust Remembrance Alliance Definition of Antisemitism

International Holocaust Remembrance Alliance (IHRA) guidelines on antisemitism, which define antisemitism thus:

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to:

- “Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.
- Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially
- but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.
- Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.
- Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).
- Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.
- Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.
- Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavour.
- Applying double standards by requiring of it a behaviour not expected or demanded of any other democratic nation.
- Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis.
- Drawing comparisons of contemporary Israeli policy to that of the Nazis.
- Holding Jews collectively responsible for actions of the state of Israel.”

References

- Equality Act 2010
- Human Rights Act 1998
- Crime and Disorder Act 1998
- Haringey Equalities Policy
- HMG National Prevent strategy, CONTEST, 2011
- Counter Terrorism and Security Act 2015

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