

NOTICE OF MEETING

COMMUNITY SAFETY PARTNERSHIP

Wednesday, 16th December, 2020, 2.00 pm - MS 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 x 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 - 10)

To confirm the minutes of the meeting held on 19th October as a correct record.

6. MEMBERSHIP (PAGES 11 - 12)

7. MOPAC UPDATE

Verbal Update.

8. HARINGEY COMMUNITY SAFETY: MOPAC PRIORITY SETTING (PAGES 13 - 26)

9. MODERN SLAVERY PLAN (PAGES 27 - 60)

10. COUNTER TERRORISM POLICING WINTER VIGILANCE CAMPAIGN (PAGES 61 - 62)

11. TOTTENHAM BUSINESS CRIME REDUCTION PARTNERSHIP UPDATE (PAGES 63 - 68)

12. NEW ITEMS OF URGENT BUSINESS

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

13. ANY OTHER BUSINESS

To raise any items of AOB.

14. DATES OF FUTURE MEETINGS

To note the dates of future meetings set out below:

24th February 2021

Philip Slawther, Principal Committee Co-ordinator
Tel – 020 8489 1859
Fax – 020 8881 5218
Email: philip.slawther2@haringey.gov.uk

John Jones
Monitoring Officer (Interim)
River Park House, 225 High Road, Wood Green, N22 8HQ

Tuesday, 08 December 2020

MINUTES OF MEETING Community Safety Partnership HELD ON Monday, 19th October, 2020, 1.00 - 3.00 pm

PRESENT:

Treena Fleming – Borough Commander for Haringey & Enfield, Metropolitan Police (Chair)
Cllr Mark Blake – Cabinet Member for Communities and Equalities
Cllr Kaushika Amin – Cabinet Member for Children and Families
Beverley Tarka – Director Adult & Health, Haringey Council
Ann Graham – Director of Children's Services
Chantelle Fatania – Public Health Consultant
Geoffrey Ocen – Chief Executive, Bridge Renewal Trust
Eubert Malcolm – Interim Assistant Director Stronger Communities
Eduardo Araujo – Senior Tottenham Community Safety Manager
Joe Benmore – Community Safety & Enforcement Team
Sandeep Broca – Community Safety & Enforcement Team
Karina Kaur - Strategic Lead of Communities
Charlotte Pomery – Assistant Director for Commissioning
Hugh Smith – Policy & Equalities Officer
Tracey Downie – Executive Director of Housing Management, Homes for Haringey
Roger Hadwen – Mayor's Office for Policing and Crime (MOPAC)
Ian Thompson – Borough Commander, London Fire Brigade
Patsy Wollaston – London Probation Service
Kausar Mukhtar – London Community Rehabilitation Company
Bradley Goddard, Director of My Training Plan
Alexa Loukas – London Regional Coordinator, Crime Stoppers

1. 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.

2. APOLOGIES

Apologies for absence were received from Cllr Ogiehor. Dr Will Maimaris also sent apologies and Chantelle Fatania was in attendance as substitute.

Apologies for lateness were received from Tracie Downie.

3. URGENT BUSINESS

There were no items of urgent business.

4. DECLARATIONS OF INTEREST

There were no declarations of interest.

5. MINUTES

RESOLVED

- I. That the minutes of the meeting held on 3rd June were agreed as a correct record.
- II. That the minutes of joint meeting of the CSP and Health & Wellbeing Board on 21st September 2020 were noted.

6. MEMBERSHIP AND TERMS OF REFERENCE

Noted.

7. HARINGEY CRIME PERFORMANCE OVERVIEW

The Partnership received a report and an accompanying presentation which provided an overview of Haringey's performance against the Mayor's (MOPAC) Police and Crime Plan key priorities, including personal robbery and violence. The presentation was given by Sandeep Broca, Intelligence Analysis Manager as set out in the agenda pack at pages 21-32. It was noted that during the period March to September there had been a 14% reduction in overall recorded crime in Haringey, since the corresponding period in 2019. The following points were raised in discussion of the report:

- a. The Partnership sought clarification, in light of the domestic abuse figures, whether there had been any change in the level of homicides related to domestic abuse, given the lockdown and a concern that victims would likely be at greater risk. In response, officers advised that they had not seen any figures to suggest that there had been a particular spike in cases either in London or nationally but would need to look into this further to provide a more comprehensive answer. **(Action: Sandeep Broca).**
- b. The Partnership sought clarification around the increase in knife crime offences in the vicinity of Highgate Wood that was highlighted in the presentation. In response, officers set out that this was related to a small cluster of offences taking place between May and July relating to robberies and attempted robberies. It was emphasised that the baseline for this type of offence in that location was low, and therefore the increase highlighted in the slides related to a relatively small number of instances.
- c. The Chair highlighted that figures for robbery were significantly higher last year and that thanks to the hard work of partners through multi-agency working and the formation of a robbery focus group, figures for this crime type had been brought down sharply. The Chair thanked partners for their involvement in this and cautioned that ongoing work was needed to keep these figures on a downward trajectory.

RESOLVED

- I. That the Board noted the content of the Crime Performance Overview report and presentation, which highlighted the changes to crime performance since March 2020.

8. YOUTH AT RISK STRATEGY REVIEW

The Partnership received a report which provided an update on the Young People at Risk Strategy 2019-29, which was approved by Cabinet in March 2019. The report set out progress in the delivery of commitments made in the strategy and the Young People at Risk Action Plan, as well as progress made in relation to the Strategy's governance arrangements. The report was introduced by Hugh Smith, Policy & Equalities Officer as set out at pages 39-100 of the agenda pack. The following arose from the discussion of the report:

- a. Alexa Loukas from Crimestoppers commented that she would like to have a conversation with relevant officers about how the Young People at Risk Strategy could link in with Crimestoppers, and the Fearless campaign in particular which was aimed at young people. Hugh Smith agreed to contact Crimestoppers outside of the meeting and take this forward. **(Action: Hugh Smith).**
- b. The Cabinet Member for Communities emphasised the disproportionate impact of the criminal justice system on young people at risk and the need for the strategy to capture the voice of young BAME people. Young people and their families were at risk of being criminally exploited and it was important that they were treated as children, rather than institutions pushing them down a pathway to criminality.
- c. The Borough Commander acknowledged these comments and suggested that there was a conversation to be had between herself, Stuart Smiley and Hugh around new funding streams that may available. **(Action: Hugh Smith).** The example of Operation Alliance was noted in which funding for outreach workers was secured to work in the Wood Green custody suite to work with 10-18 year olds to provide teachable moments.
- d. The Borough Commander agreed to provide an updated introduction to the Young People at Risk Strategy **(Treena Fleming).**
- e. The AD Commissioning emphasised the point made by the Cabinet Member around the need to include the voice of young people in the strategy and also set out the need to build in community views and participation in a staged process when refreshing the action plan. It was suggested that the refresh process provided opportunities to get a strong community voice into what they thought worked and where the gaps were.
- f. The Director of Children's Services advised that the strategy was based around a whole systems approach and that it was important that each part of the system was involved in the refresh and to think about what had been done and what more needed to be done. It was suggested that the voice of the child was a crucial part of this but that there was also a need to consider the impact and outcomes on parents and to provide support to parents. There was a new exploitation team in place who were working with parents and children based at

- what was the Octagon. The Chair reiterated the need for all of the relevant partners to be a part of the refresh process.
- g. The Partnership was advised of the need for the refresh to be based around the five outcomes and the need to demonstrate the evidence base for those outcomes. The Partnership also acknowledged the need to include the new funding streams that had come online.
 - h. The Chair commented on the influence of social media and the pressures that young people faced, it was suggested that some consideration needed to be given to how to make young people more resilient to this.
 - i. The Partnership also advocated that the refresh needed to reframe the strategy in terms of COVID-19 and the disproportionate impacts of COVID on different groups. It was also put forward that further consideration of the mental health aspects should be looked at, along with strengthening the mentoring opportunities.
 - j. Partners agreed to engage with Hugh Smith around the refresh to ensure that it captured key priorities. Officers agreed that they would be in touch to take this forward **(Action: All/Hugh Smith)**.

RESOLVED

- I. That the CSP noted the contents of this report for information
- II. That CSP members considered how they could contribute to a refreshed Young People at Risk Action Plan.

9. HARINGEY COMMUNITY GOLD UPDATE

The Partnership received a report which provided a progress update on the Haringey Community Gold Programme and invited comments on the mid-programme review taking place in December 2020. The report was introduced by Eduardo Araujo, Interim Senior Tottenham Community Safety Manager as set out in the agenda pack at pages 101-116. Bradley Goddard, the Director of My Training Plan - one of the Haringey Community Gold delivery partners, was also present for this item.

The Partnership were introduced to a case study which demonstrated some of the work being undertaken as part of the Haringey Community Gold programme. The case study related to a Year 10 pupil who was attending the Octagon in Wood Green and had demonstrated anger problems and who could be aggressive. The young person in question was also involved in gangs. In response, a fitness session was organised with a training plan and during the session it became apparent that the young person had problems communicating how he felt and was frustrated with not being able to articulate himself properly, which led to a feeling that his teachers were not listening to him. Over a number of sessions, the trainer was able to listen to the young person and develop a relationship with him to the point of being able to offer advice and steer that young person to a process of self-reflection. Following some personal mentoring, that person was now back in a mainstream school and doing well. The Partnership was advised the key reflection from this case study was the importance of listening to the voice of that young person.

The following arose in discussion of this agenda item:

- a. The Cabinet Member for Communities advised that he would like to see a lot more of the type of interventions illustrated by the case study and he welcomed the use of mentoring for pupils in alternative provision. The Partnership were advised that some funding had been secured from the Mayor's office for this purpose. The Cabinet Member set out that it was important that the Partnership was able to demonstrate a way forward for young people that kept them away from criminality.
- b. The Partnership were advised that the strategic advisory group needed to be a corporate priority for the Council going forwards and that that this needed to include NHS & Police colleagues as it did in Waltham Forest. The Cabinet Member raised concerns that youth engagement could become more disparate going forward, particularly in light of budgetary pressures.
- c. The Director of Children's Services invited partners to watch the video link for Haringey Community Gold, including the video of the case study.
- d. In response to a question around continued support for young people and building ongoing relationships, the Partnership was advised that this was something the programme offered and that the outreach worker team was in place, providing a channel for young people to engage with a trusted adult figure on an ongoing basis.
- e. In response to a question around working with young women and girls, officers advised that there were some specific pathways for this, including working with Sister Systems, who provided a mentoring programme, as well as the community conversation programme.
- f. The Partnership thanked Bradley and Eduardo for the ongoing work that they were doing in the community.

RESOLVED

- I. That the update on the Haringey Community Gold Programme was noted.

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

The Partnership received a verbal update from Hugh Smith on a recovery and renewal session held by partners on 23rd September, which looked at what the priorities should be for the Council and partners coming out of COVID-19 and how they could work together to deliver services differently. It was noted that one of the key topics was around how partners engaged with residents and communities, as well as how to tackle systemic racial disproportionality and inequalities. In terms of next steps, the Council was launching a consultation platform called commonplace which would allow residents to access the Council's Medium Term Financial Strategy and engage around key priorities. Hugh advised that he would circulate the link to the commonplace platform when it was live. **(Action: Hugh Smith).**

Partners agreed to share the link through their individual networks and platforms to ensure a wide spread of responses. **(Action: All).**

In response to a question, Hugh advised that he would feedback to the Chair on future recovery and renewal sessions and the dates for these. **(Action: Hugh Smith).**

The Cabinet Member for Communities commented that it was great to hear about the platform and commented that this information needed to be communicated to Members more widely. The Cabinet Member also welcomed the development of the Citizens Panel and requested that a briefing be prepared for Members on this.

(Action: Hugh Smith).

The Chair enquired whether there was an action plan in place to pull together this work and demonstrate progress. In response, officers advised that this was something to be discussed with the wider Policy team and would be fed back to the Partnership outside of the meeting. **(Action: Hugh Smith).**

RESOLVED

- I. That the update was noted.

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

The Partnership received a verbal presentation around the Council's community resilience and enablement work to ensure that the views of community organisations and young people were picked up and incorporated into the policy making process. The update was provided by Charlotte Pomery, AD Commissioning. The key points were noted as:

- a. There was a significant funding shortfall from central government to the response to COVID-19, which resulted in a budget shortfall for 2021-2022. Part of this process was about engaging with residents about how the Council might be able to do things differently.
- b. Part of doing things differently was around implementing a vision for locality working, as well as having the correct enabling structures in place.
- c. There were three key cross cutting projects involved in this work: Efficiency and automation; community resilience and enablement - how the Council could adopt a more joined up approach to early intervention and targeting interventions; and property – how the Council's property portfolio could be used to drive community benefit.
- d. A key element of the resilience work stream was around ensuring a stable and viable voluntary sector and how this could be supported, including long term funding options.

The following was raised in discussion of this update:

- a. The Partnership set out that access was a key consideration and that residents need to know where to go the access information and that services needed to be properly signposted.
- b. It was commented that there was an onus for public bodies to be able to put themselves in the shoes of the people they were supposed to represent. Concerns were set out around the risk of multi-agency work leading to areas of work slipping between the gaps. It was important that this was built in to the process. In response to an example given around hate crime, the Chair acknowledged the need for a multi-agency response on this issue and commented that this tended to be under-reported.

- c. The Bridge Renewal Trust commented that the sector recognised that it was going to be a difficult time and that the process for agreeing priorities going forward was crucial. It was important that voluntary sector organisations had a voice and felt they were involved in this process.

RESOLVED

That the update was noted.

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

This Partnership received a report which provided information about the launch of Haringey's Framework for responding to speakers promoting messages of hate and intolerance in venues. This framework was going to be used to guide local decision making on venues and events where concerns had been raised due to alleged hate speech. The report and accompanying framework were introduced by Karina Kaur, Strategic Lead for Communities as set out in the agenda pack at pages 117-141. The following arose during the discussion of this item:

- a. The Partnership emphasised the need for a multi-agency approach and that there needed to be a zero tolerance approach across the whole borough, rather than just Council managed venues.
- b. The Partnership sought clarification about whether there was a route for following up on meeting that had initially been given the go-ahead but subsequently turned out to include hate speech. In response, the Strategic Lead for Communities acknowledged that the framework was primarily focused on the initial process of agreeing to meetings going ahead. The Strategic Lead for Communities agreed to build into the framework decision making for hate speech taking place after the meeting or event had been given the go-ahead. **(Action: Karina Kaur).**
- c. The Chair enquired what support was needed at the partnership level in implementing the framework. In response, officers advised that additional contacts and buy-in from the voluntary & community sectors and cascading the framework through their networks would be helpful in pushing for a whole borough approach. The Bridge Renewal Trust advised that they were on board with the framework and would help to promote and cascade it through their networks.
- d. In response to a question around training, officers advised that this had not started yet but would start to be rolled out once the framework had been finalised and agreed.
- e. The Chair advised that she would like some of her police officers to be given training around the framework and requested that the Strategic Lead on Communities contact her to implement some training, when this was in place. **(Action: Karina Kaur).**
- f. The Chair requested that all partners make contact with Karina offline to push forward with the framework and widen the network so that it could be a whole borough approach. **(Action: All).**

RESOLVED

That the Partnership agreed to support and promote the implementation of the framework and use it to inform decisions throughout their individual workstreams.

13. CRIME STOPPERS

The Partnership received a verbal presentation on the Crimestoppers charity. The update was given by Alexa Loukas, the Crimestoppers representative for London. Crimestoppers is an independent charity established in the wake of the Broadwater Farm riots in 1985, which provides an entirely anonymous forum for anyone to report a crime, via a free phone number or a dedicated website. The Partnership was advised that Crimestoppers was not part of any law enforcement agency but worked closely with the police.

- Telephone numbers were scrambled and IP addresses were encrypted, to ensure that the person reporting a crime was anonymous and any information that could potentially identify the person reporting the crime was removed from the report, before being sent to the relevant police force.
- Crimestoppers had never breached anonymity in the 32 years it had been in existence.
- Free translation services were offered.
- Cash rewards were also offered by the charity, but less than 1% of those were ever claimed.
- In 2019 crimestoppers received around 500k contacts from the public, with police taking action in 122k cases and which resulted in over 25,000 successful outcomes.
- The youth branch of Crimestoppers was called Fearless who had their own anonymous reporting service for youth crime, as well as offering an advice and education service for young people. Fearless had a youth outreach worker for London and the borough of Barking & Dagenham has also commissioned a part-time outreach worker to work in that borough. Fearless also worked closely with schools and provided training services to professionals working with young people.
- Fearless had been working closely with the community safety partnership in both Enfield and Haringey to deliver a targeted information and reporting campaign to young people who could information on gangs. This resulted in a 75% increase in information on County Lines operations. Crime stoppers had also provided communications materials to custody suites, as well as key community locations such as libraries.

The Chair thanked Alexa for coming and speaking to the CSP and highlighted the key role that Crimestoppers played in being able to safeguard young people in the borough and in helping the police to undertake a targeted, intelligence led response. The Partnership were urged to help raise awareness of Crimestoppers and its role within their individual networks.

The Chair agreed to set up a meeting between Crimestoppers and the Director of Children's Services to discuss links with young people in the borough. **(Action: Chair/Alexa Loukas).**

14. NEW ITEMS OF URGENT BUSINESS

N/A

15. ANY OTHER BUSINESS

None.

16. DATES OF FUTURE MEETINGS

Noted as:

- 16 December 2020
- 24 February 2021

CHAIR:

Signed by Chair

Date

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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>

Title: Haringey Community Safety Priority Setting – December 2020

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

Lead Officer: Sandeep Broca, Intelligence Analysis Manager

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 Haringey Community Safety priority setting process for 2021/22. This is similar to the 2020/21 process, to be finalised by March 2021.
- 1.2 As part of the Mayor's Police and Crime Plan, MOPAC have committed to setting local policing priorities across the capital in conjunction with borough leaders and police. Setting the priorities in this way ensures local issues, as determined by Community Safety Partnerships, are focused on. MOPAC is committed to refreshing the local borough priorities on an annual basis.
- 1.3 Alongside the local priorities are London wide policing priorities on mandatory high-harm crimes: sexual violence, domestic abuse, child sexual exploitation, weapon-based crime and hate crime.
- 1.4 MOPAC have noted that, for the offences chosen as a priority by boroughs, in the majority of those areas there has been an improvement in offending when compared with Boroughs not focusing on the same crime types locally. This suggests the local problem-solving approach does have an impact.
- 1.5 Last year, data showed that both violence (Robbery; Non-Domestic Violence with Injury) and burglary were trends on the rise and should be considered actively by boroughs when setting local priorities. As a result, many Boroughs chose a violence measure and/or burglary as a priority. Alongside this, MOPAC ensured that anti-social behaviour remained a local borough priority across London.

2 Cabinet Member Introduction

- 2.1 **Priority Setting:** We have seen welcome reductions in violence with injury, robbery and serious youth violence (SYV) victims during the last eight months, which compare favourably with the London average. However it is crucial that we continue to focus on these priority areas going forward as VWI and robbery

continue to be a significant challenge for the North Area Basic Command Unit and Haringey remains one of the largest contributors to these offences.

- 2.2 **Mayors Community Engagement Action Plan:** I am encouraged by the development of the Mayors Engagement Action Plan. Further work will be undertaken over the coming weeks to ensure this reflects the historical context in Haringey and allows for transparent and clear representation across all of our communities in Haringey.
- 2.3 **Prevention and Diversion:** In terms of prevention and diversion activities we have also seen the recent launch of Op Alliance based at Wood Green Custody Centre. Op Alliance is aimed at working with young people aged between 10 and 18-years-old in custody with a clear objective to divert them away from crime and reoffending. The initiative has been formed through a partnership between the Met Police and charities Oasis Hadley and The Children's Society, as well as Haringey and Enfield Council Children Service. It will see four youth outreach workers embedded in Wood Green Custody Suite until March 2021, with the aim to build on the partnerships and continue this programme longer-term.
- 2.4 **Domestic Abuse.** I am also concerned about the effects of lockdown on Domestic Abuse during 2020. There are several factors which may have contributed to the increased risks we have seen this year, including the impact of the lockdown and the additional barriers to reporting. This included self-isolation and restricted movement, which means that survivors were trapped at home for prolonged periods of time with their perpetrators and that they were less likely to be able to safely contact others or call for help.

Burgoyne Road Refuge has been purchased and discussions are ongoing, updates to follow early 2021

- 2.5 **Hate Crime:** Compared to the same point last year racist and religious hate crime has seen increases both in Haringey and across London. Again, this is a worrying trend which is attributed to several factors, including the pandemic, reaction to BLM protests and Brexit. It is of concern that this could become more prevalent as we head into 2021.

3 Recommendations

- 3.1 Haringey's agreed local priorities for 2020/21 are Violence with Injury (Non-Domestic) and Personal Robbery. Whilst some positive improvements have been noted in Violence with Injury (Non-Domestic) (-11%) and Personal Robbery (-30%), both of these remain significant challenges for the borough. The seriousness of such incidents continues to also remain high, with levels of injury sustained often being significant.
- 3.2 The volume of recorded crime has reduced significantly since March 2020, in Haringey and across London. Some crime types have experienced reductions in excess of 30% during this period.

- 3.3 As each phase lockdown easing was implemented, crime levels have generally increased once again, however, they remain below previous baseline levels in most cases.
- 3.4 Nonetheless, Haringey experiences over 1,600 violent crimes per year and almost 1,700 robberies, equating to one of each of these offences approximately every 5 hours, throughout the year.
- 3.5 Due to these factors, it is recommended that Violence with Injury (Non-Domestic) and Personal Robbery remain key local priorities for Haringey, along with the basket of high harm crimes (sexual violence, domestic abuse, child sexual exploitation, weapon-based crime and hate crime) and anti-social behaviour. These priorities would also support a number of ongoing workstreams in Haringey, including the Community Safety Strategy, the Young People at Risk strategy, the Borough Plan and the North Area Violence Reduction Group (NAVRG).

4 Reasons for decision

n/a

5 Alternative options considered

n/a

6 Background information

- 6.1 Haringey has a signed agreement with the Mayor's Office for Policing and Crime to contribute to tackling the Mayor's priority crimes. 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).
- 6.2 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.
- 6.3 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.

7 Contribution to strategic outcomes

- 7.1 This work contributes to the Mayor of London's Policing and Crime Strategy, Haringey's Borough Plan Priority 3 (Place) and the Haringey Community Safety Strategy. It will also help to deliver on Haringey's Borough Plan, Young People at Risk strategy, as well as the North Area Violence Reduction Group (NAVRG).
- 7.2 Officers and partners work strategically across related work areas and boards such as Youth Offending, Safeguarding Children and Adults, Health and Wellbeing, Regeneration, Community Gold, Early Help and the Community Safety Strategy.

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

Finance and Procurement

The continued funding may provide opportunities to build on existing workstreams, as well as pursuing new opportunities. 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 disproportionately high volume of identified gang members being young black males (mostly of African-Caribbean origin) (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.

- 9 Use of Appendices**
1 - Haringey Community Safety Priority Setting December 2020 (Slide Deck)
- 10 Local Government (Access to Information) Act 1985**

Haringey Community Safety Priority Setting December 2020

Sources: All data from Mayor's Office for Policing and Crime (MOPAC) Website, Metropolitan Police Service (MPS) Website and MPS AWARE System, and covers the period December 2018 to November 2020.

2020/21 Priorities:

- In early 2020 the Haringey Council leader and Chief Executive and North Area Borough Commander liaised with the Deputy Mayor, Sophie Linden, to discuss and agree Haringey's local policing priorities.
- As a result of these discussions it was confirmed that **Robbery** and Street Based Violence, (measured as **Non Domestic VWI**), would continue to be the areas of priority for Haringey.
- Alongside this it was also confirmed that ASB and a list of high harm crimes will also be a priority for all boroughs.

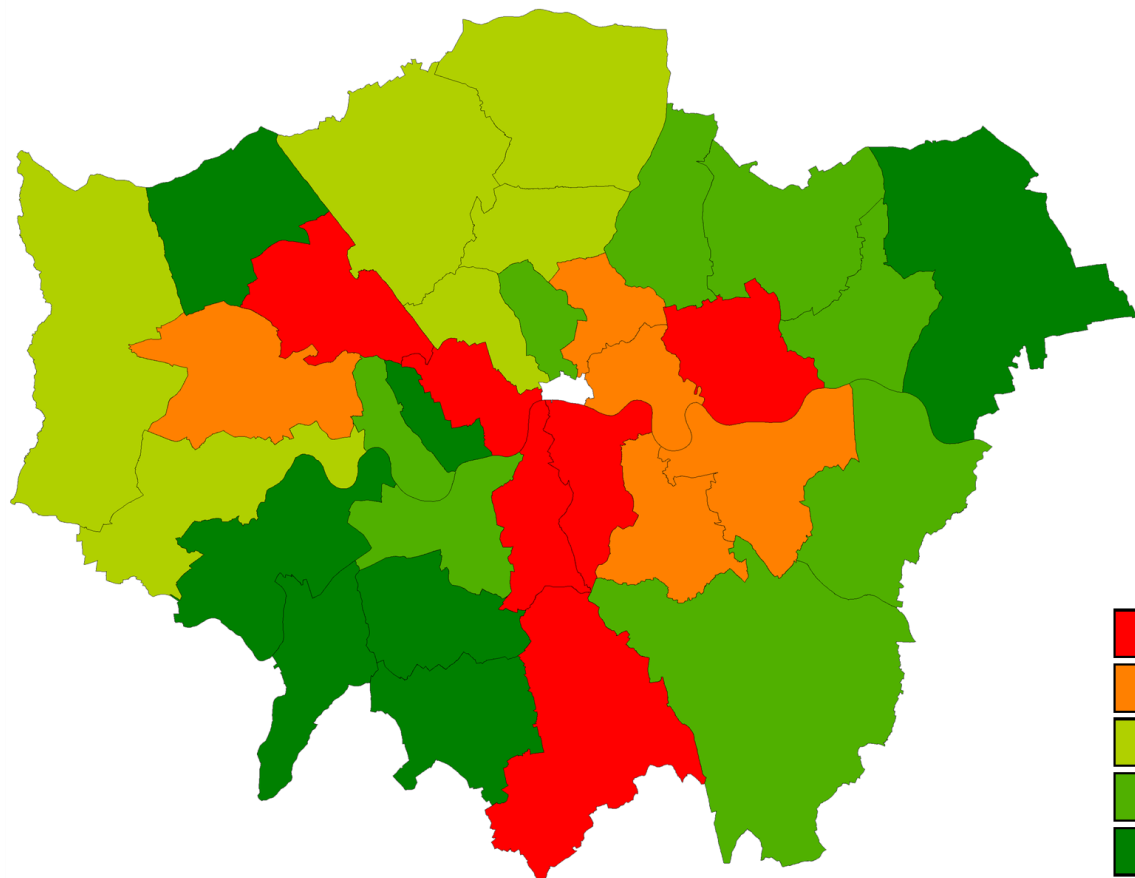
Impact of COVID-19 on Crime Levels

- The volume of recorded crime has reduced significantly since March 2020, in Haringey and across London.
- Some crime types have experienced reductions in excess of **30%** during this period.
- As each phase lockdown easing was implemented, crime levels have generally increased once again, however, they remain below previous baseline levels in most cases.

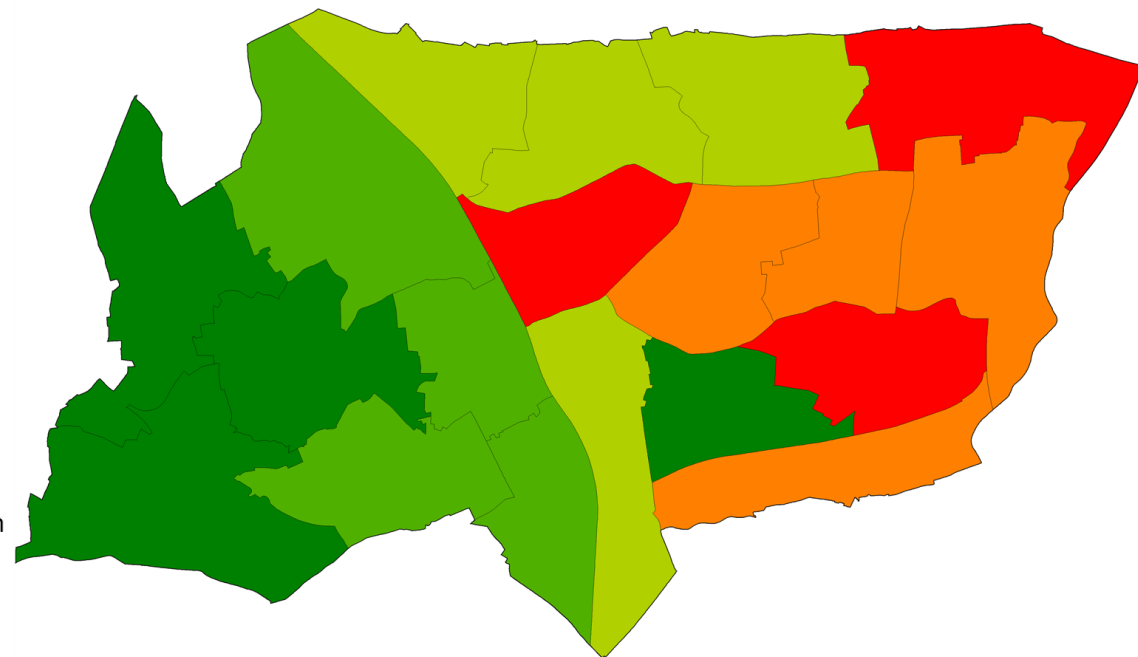
12 Months Crime Performance Overview

	Haringey		London
	Offences Current 12 Months	Offences % Change	Offences % Change
Total Notifiable Offences (TNO)	29,164	-10%	-10%
Burglary	2,014	-35%	-20%
Criminal Damage	1,670	-8%	-8%
Robbery of Personal Property	1,669	-30%	-22%
Theft from Person	1,235	-29%	-35%
Violence with Injury (Non-Domestic)	1,630	-11%	-13%
Theft of Motor Vehicles	1,003	-9%	-15%
Theft from Motor Vehicles	3,405	-11%	-8%
Mandatory High Harm Crimes			
Hate Crime Offences	853	+20%	+15%
Knife Crime Offences	696	-27%	-18%
Sexual Offences	722	-3%	-4%
Violence with Injury (Domestic Abuse)	850	-7%	+1%
Mandatory Volume Crime			
Anti-Social Behaviour	17,664	+81%	+67%

Violence with Injury (Non-Domestic)

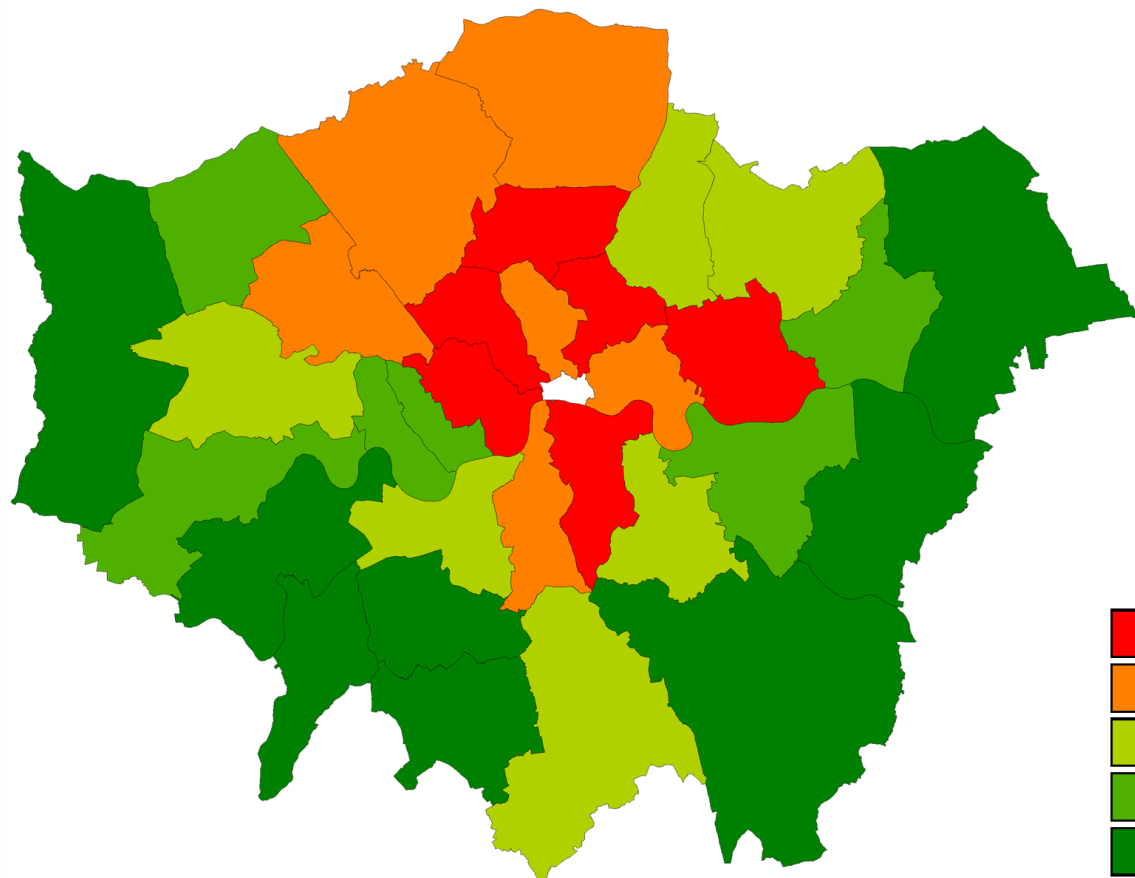


London Borough Context

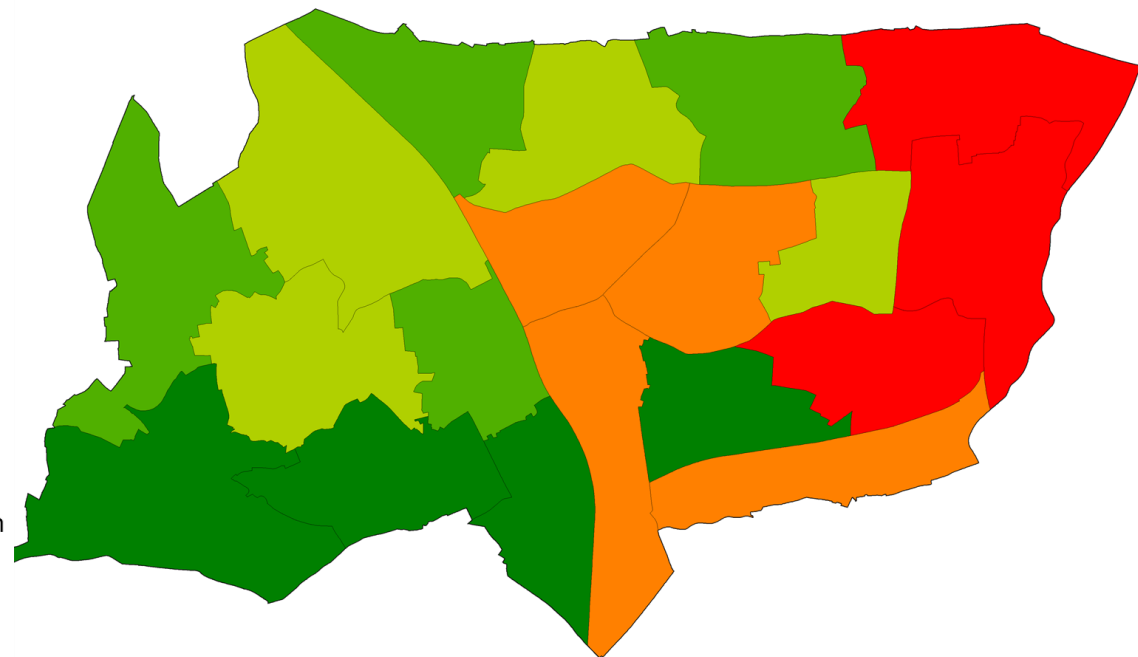


Haringey Ward Context

Robbery of Personal Property



London Borough Context



Haringey Ward Context

- Whilst violence volumes have been reducing, the seriousness of incidents remains high.
- Since April 2020, **3** homicides have occurred in Haringey – 2 of which took place within a 7-day period in May 2020, including the tragic death of Chad Gordon in a case of mistaken identity.
- Several of London's most violent gangs operate within Haringey, and tensions are high, resulting in serious incidents taking place.
- **56** young people aged under 25 have been the victim of knife injuries in the past year (down from 85 in the previous 12-months).

- The supply of drugs remains a key violence driver for both Haringey and London as a whole.
- Since March 2020, both the supply of and demand for cannabis has increased, due to the reduction in heroin and cocaine supplies being imported.
- During this time, increased levels of violent aggravated burglaries have been noted as offenders have been breaking into cannabis factories to steal the yield.
- Drugs are also a significant factor in gang tensions across the borough.

- Robbery and Violence with Injury (Non-Domestic) continue to be high volume, high harm crimes which disproportionately affect Haringey.
- There is a clear cross over with knife crime, lethal barrel gun discharges and gang related activity.
- Work to tackle vulnerability is continuing and will be supported by focussing on these crime priorities.
- There has been an overall decrease in most crime types, including Violence with Injury (Non-Domestic) offences and Robbery in Haringey, which has outperformed the London trend since March 2020.

- Local data analysis suggests that the priorities should be retained for 2021/22 i.e. Robbery and Violence with Injury (Non-Domestic).
- This will support current and ongoing partnership activities around knife crime reduction, robbery focus and tackling violent crime and vulnerability.
- Robbery and Non-Domestic VWI are also key crime types which involve young people as both victims and perpetrators and there is a clear cross over with the Borough Plan, Community Safety Strategy, Young People At Risk Strategy, North Area Violence Reduction Group (NAVRG) and others.

Haringey Modern Slavery Plan

December 2020

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Note:

All contacts and weblinks are correct at the time of publication. It will be important to refresh this as work develops with this led by the Modern Slavery Co-Ordinator.

- This symbol is used throughout the document to highlight information which relates to children and young people (under 18).

1. Purpose

Modern slavery is the exploitation and control of one person by another. It is a varied, international and often hidden crime which includes human trafficking, sexual exploitation and forced labour.

This plan sets out the current approach to tackling modern slavery in Haringey and identifies areas for development over the next two years.

The plan will focus on the following areas, which will form our strategic response:

- Data & Intelligence
- Awareness & Training
- Reporting concerns
- Support for Victims
- Disruption, Prosecution and Procurement
- Responding to Covid-19
- Engagement with the Voluntary and Community Sector

Modern slavery is a complex and challenging issue and as such we want to involve our partners and communities in how we respond collectively. This plan has been developed through engagement with a wide range of stakeholders including the police, health colleagues and the voluntary and community sector (VCS).

The council is developing this plan because we want work with partners to make progress on this issue, fulfilling our statutory duties and improving outcomes for our most vulnerable residents. We want to ensure those living, working and visiting Haringey feel welcome, safe and free from harm¹ and are committed to working in collaboration to achieve this.

¹Haringey Borough Plan 2019-2023. Haringey Council. 2019
https://www.haringey.gov.uk/sites/haringeygovuk/files/borough_plan_2019-23.pdf

2. Modern Slavery in the UK

What is Modern Slavery?

Modern slavery is an umbrella term encompassing human trafficking slavery, servitude and forced labour.

Someone is in **slavery** if they are:

- Forced to work through mental or physical threat
- Owned or controlled by an 'employer' usually through mental or physical abuse or threat of abuse
- Dehumanised, treated as a commodity or bought and sold as 'property'
- Physically constrained or have restrictions placed on their freedom²

Servitude, like slavery, involves a person being under an obligation to provide a service which is imposed on them, but unlike slavery, there is no element of ownership.

Forced labour is when a person is coerced to work using violence or intimidation, or by more subtle means such as debt bondage.³ This form of modern slavery has been found in a number of different industries including manufacturing, agriculture, and hospitality.

Human trafficking is when people are moved and forced into exploitation. The movement could be international but also within the country. A person is a victim of human trafficking even if they have not yet been exploited but have been moved for the purposes of exploitation

Human trafficking is different from, yet closely linked to, **smuggling**, in which a person gives consent to be moved across an international border. However, people who have been smuggled sometimes go on to become victims of modern slavery.

- **Child labour** refers to any enslavement of a child, whether this is forced labour, domestic servitude or sexual exploitation.

² Unseen, www.unseenuk.org/about/the-problem/modern-slavery

³ International Labour Organisation, https://www.ilo.org/global/topics/forced-labour/news/WCMS_237569/lang-en/index.htm

Types of Modern Slavery

Forms of modern slavery, many of which occur together, include:



SEXUAL EXPLOITATION

This includes but is not limited to sexual exploitation and sexual abuse, forced prostitution and the abuse of children for the production of child abuse images/videos. 34% of all reported trafficking victims in the UK are victims of sexual exploitation.²



DOMESTIC SERVITUDE

This involves a victim being forced to work in usually private households, usually performing domestic chores and childcare duties. Their freedom may be restricted and they may work long hours often for little or no pay, often sleeping where they work. 11% of all potential modern slavery victims in 2016 were subjected to domestic servitude.³



FORCED LABOUR

Victims may be forced to work long hours for little or no pay in poor conditions under verbal or physical threats of violence to them or their families. It can happen in various industries, including construction, manufacturing, laying driveways, hospitality, food packaging, agriculture, maritime and beauty (nail bars). Often victims are housed together in one dwelling. 47% of potential victims of Modern Slavery reported to have been exploited in the UK are subject to forced labour. 18% of all reported forced labour victims in the UK are children – an increase of 62.5% since 2015. 81% of all reported victims of forced labour taking place in the UK are male.⁴



CRIMINAL EXPLOITATION

This can be understood as the exploitation of a person to commit a crime, such as pick-pocketing, shop-lifting, cannabis cultivation, drug trafficking and other similar activities that are subject to penalties and imply financial gain for the trafficker. In the UK in 2016, 34 potential modern slavery victims were also involved in fraud or financial crime whereby perpetrators force victims to claim benefits on arrival but the money is withheld, or the victim is forced to take out loans or credit cards.⁵ Cannabis cultivation is the highest category of criminal exploitation with 33% of those being a minor at the time of referral, the majority being Vietnamese.⁶



OTHER FORMS OF EXPLOITATION

Organ removal; forced begging; forced benefit fraud; forced marriage and illegal adoption.

Figure 2: Types of Modern Slavery- UK Government Briefing⁴

⁴ Types of Modern Slavery UK Government Briefing:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/638368/MS_-_a_briefing_NCA_v2.pdf

National Context

It is estimated that 40.3 million people are in modern slavery worldwide, this includes 24.9 million in forced labour and 15.4 million in forced marriage.

In the UK this figure is estimated to be between 10,000 and 130,000, although this a conservative estimate and others estimate the figure is closer to 136,000⁵. The cost of modern slavery is estimated to be between 3.3 and 4.3 billion⁶.

Table 1, The total costs of suspected victims of modern slavery by category⁷

Total costs	Anticipation	Physical and emotional harm	Lost output and time	Health services	Victim services	Law enforcement costs	Suspected victims
Labour exploitation	£0.14m	£181.2m	£27.2m	£2.4m	£8.4m	£39.7m	£259.1m
Sexual exploitation	£0.13m	£171.2m	£23.7m	£7.5m	£7.9m	£37.2m	£247.6m
Domestic servitude	£0.04m	£57.4m	£20.2m	£0.6m	£2.7m	£12.0m	£92.8m
Total	£0.31m	£409.8m	£71.1m	£10.5m	£19.0m	£88.9m	£599.5m

Some of the cost categories do not apply to unknown victims, so for estimating the overall costs to society of modern slavery, the health and victims services and law enforcement costs are only scaled up for suspected victims and no further. When scaling up further to the estimates of all victims (where applicable), the estimated total costs are between £3.3 billion and £4.3 billion.

In 2019, over 10,000 people were referred to the National Referral Mechanism because they were thought to be victims of slavery. Just over half of the referrals were for adults, and two thirds were male. Most male victims are coerced into forced labour, and most female victims are coerced into prostitution.

One in four victims are British but many others come from countries across the world such as Albania, Vietnam and China.

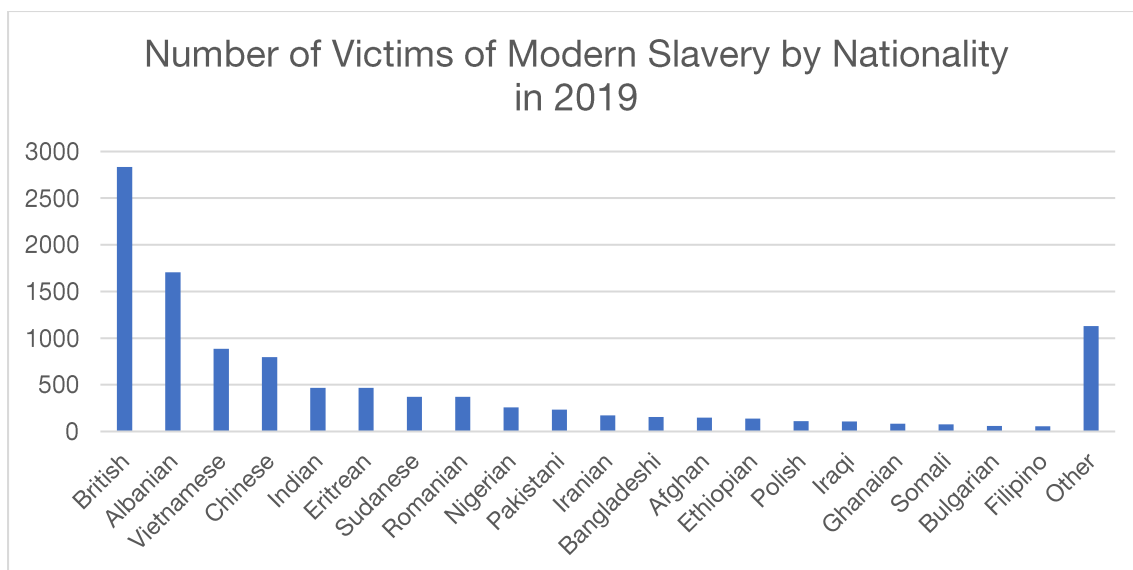
Table 2, Number of victims of modern slavery by nationality in 2019⁸

⁵ The Global Slavery Index, United Kingdom, <https://www.globallslaveryindex.org/2018/findings/country-studies/united-kingdom/>

⁶ The economic and social costs of modern slavery: Research Report 100. The Home office 2018. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/729836/economic-and-social-costs-of-modern-slavery-horr100.pdf

⁷ Ibid, page 25

⁸ Statistics taken from National Referral Mechanism statistics UK: End of year summary 2019 <https://www.gov.uk/government/statistics/national-referral-mechanism-statistics-uk-end-of-year-summary-2019>



There has been a substantial increase in those exploited as minors through criminal exploitation. This has been driven by the increase in the identification of 'county lines' cases. County lines is used to describe drugs gangs in large cities expanding their reach to small towns, through exploiting individuals to transport substances and mobile phone 'lines' are used to communicate orders.⁹

Local Context

Data at the local authority level on modern slavery in the borough is limited. Data is available on referrals to the National Referral Mechanism (NRM), from the police on offences and victims and from the modern slavery helpline. The true scale of modern slavery in the borough is unknown.

There has been a slow increase in the number of people referred as potential victims of slavery in Haringey. The table below illustrates this¹⁰.

Table 3, Number of potential victims of referred in Haringey since 2014

Year	No. of adults	No. of minors	Total
2019	2	15	17
2018	2	4	6
2017	0	8	8
2016	0	0	0
2015	0	1	1
2014	Not recorded	Not recorded	1

In Haringey, more children are referred to the NRM than adults. This could mean that child exploitation is more common than adult exploitation, or that child

⁹ Home Office, National Referral Mechanism Statistics UK, End of Year Summary, 2019
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/876646/national-referral-mechanism-statistics-uk-end-of-year-summary-2019.pdf

¹⁰ Data from National Referral Mechanism, <https://nationalcrimeagency.gov.uk/who-we-are/publications?search=&category%5B%5D=3&limit=15&tag=&tag=>

exploitation is more likely to be found and reported. The increase in 2019 of children referred is likely due to increased identification of county lines cases.

Data from the Modern Slavery Helpline (MSH) reveals that they were contacted by 15 potential victims with an exploitation location of Haringey in 2017, and four in 2018. The majority of potential victims were female (Table 4), with the most common type of exploitation stated as either sexual, domestic servitude or forced labour. Nine of the 19 cases reported in 2017/2018 were of unknown nationality, four were Ghanaian and three were Bulgarian.

Table 4, Potential victims of Modern Slavery that contacted the Modern Slavery Helpline and cited their place of exploitation as Haringey, by gender, 2017-2018

Year	Female	Male	Total
2017	12	3	15
2018	4	0	4
Total	16	3	19

Local police data shows a range of modern slavery offences in Haringey in the last two years (Table 5), although the offences are often not clearly linked to a specific borough

Table 5. Local police data showing numbers of modern slavery offences in Haringey, April 2017 to March 2019.

Crime type	April 2017 to March 2018	April 2018 to March 2019
Hold a person in slavery or servitude	4	3
Require a person to perform forced/compulsory labour	0	8
Arrange / facilitate travel of another person with a view to exploitation	2	1
Commit kidnap with intention of arranging travel with a view to exploitation	1	0
Total	7	12

Further information on modern slavery in Haringey can be found in the Modern Slavery Needs Assessment¹¹.



The National Referral Mechanism (NRM) In the UK, the National Referral Mechanism (NRM) is the national framework to identify, refer and record potential victims of modern slavery and provide government-funded support for victims.

Only specific agencies, known as ‘first responder organisations’, can refer into the NRM. These include the police, local authorities and specific voluntary community sector (VCS) organisations. Those identifying a potential case of modern slavery who do not work for any of these would make contact with a first responder organisation in order to begin the NRM process.

The range of first responder organisations, as well as the many practitioners across the borough who may come into contact with and play a role in referring potential victims, reflects the many organisations that have a role to play in responding to modern slavery and the need for collaborative working. This makes a strong case for establishing a more developed partnership approach to modern slavery in Haringey.

A full list of first responders can be found [here](#)¹².

¹² National referral mechanism guidance adult (England and Wales). Gov.UK.2020.
<https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms/guidance-on-the-national-referral-mechanism-for-potential-adult-victims-of-modern-slavery-england-and-wales>

Legislation Context - The Modern Slavery Act 2015

The Modern Slavery Act, 2015 (the 'Act'), is the UK legislative framework for the national response to modern slavery.

Prosecution is central to the Act, which was designed to send a clear message to perpetrators that modern slavery will not be tolerated. This Act saw the maximum term for modern slavery offences increase to life imprisonment.

Under the Act, local authorities have a 'duty to notify' the Home Office of any individual they believe to be a victim of modern slavery, through an anonymous MS1 form. Information and guidance on the duty to notify can be found [here](#).

The Act requires some commercial organisations, who have an annual turnover of £36 million or more to publish an [annual modern slavery statement](#). This should include information on the companies' supply chains and the policies and procedures followed to prevent modern slavery. It is best practice for councils to publish their own modern slavery statement, something which Haringey will take forward as this plan develops.

The Act doesn't legally guarantee the support offer for victims, meaning that the status of victims and the role of some partners (including the voluntary and community sector (VSCS) and health) in supporting victims lacks clarity. The Home Office have recently released [guidance on supporting and identifying victims](#) which was required under Section 49 of the Act. Section 50 of the Act also gives the Government power to produce regulations on victim support, however it is unclear whether this power will be used.

A select group of charities are designated NRM first responders, this recognised the to the important role the VCS play, which is explored later in the plan [see page 16]

The Act requires the Government to make arrangements for the provision of [Independent Child Trafficking Advocates](#) (now called Independent Child Trafficking Guardians). The role of the ICTG is to "to assist, represent and support" children who show indicators of being, or possibly being, victims of trafficking. Currently, the scheme is being piloted in early adopter sites and yet to be rolled out nationwide.

The role of public health, which includes the Department of Health (DPH) and The Association of Directors of Public Health (ADPH) in addressing modern slavery is not fully articulated by the Modern Slavery Act.

The government has commissioned research that makes recommendations for how Public Health England (PHE), the Department of Health (DPH) and the Association of Directors of Public Health (ADPH) can play a greater role in the UK's response (details summarised [here](#)).

A coalition of third sector groups support the [Modern Slavery \(Victim Support\) Bill](#) which advocates for providing confirmed victims with a minimum of 12 months support and leave to remain. This Bill was produced to fill the gap in statutory support for victims of modern slavery.

Duty to notify guidance: <https://www.modernslaveryhelpline.org/learn-more/frontline-professionals/duty-to-notify>

Publish an annual modern slavery statement: <https://www.gov.uk/guidance/publish-an-annual-modern-slavery-statement>; Modern slavery and public health:

<https://www.gov.uk/government/publications/modern-slavery-and-public-health/modern-slavery-and-public-health>; Modern Slavery (Victim Support) Bill Petition: <https://www.antislavery.org/take-action/campaigns/protect-not-neglect/>

3. Areas for Strategic Approach

a. Data & Intelligence

The Centre for Social Justice reports that: “the hidden nature of modern slavery means that building an accurate picture of the problem and its scale is a serious challenge”¹³. While we know that modern slavery is present in Haringey, we also recognise that there are significant gaps around our data and intelligence picture.

This presents a particular challenge when looking to understand the age, sex and ethnicity of victims, and impacts on our ability to identify victims and design appropriate support services.

What’s already happening?

The council’s Public Health team have produced a Modern Slavery Needs Assessment¹⁴, which pulls together all available data on modern slavery in the borough.

Available data gives some insight into the sex and number of victims; however, gaps remain for age and type of exploitation.

The needs assessment identifies that there is a need to collate data more effectively across the council and partners.

As noted earlier in this plan, 17 suspected victims were referred to the NRM in 2019. Through engagement with staff across the council it seems the number of referrals (as well as victims) could increase.

There are several contributing factors to low NRM referral numbers.

1. Victims going undetected due to poor understanding of the signs of modern slavery.
2. Lack of understanding on the behalf of the first responder about the NRM and referral process.
3. Unwillingness on the behalf of the victim to be referred to the NRM.

How can we improve our data on modern slavery?

Improving our intelligence picture in Haringey is vital to developing a coordinated and appropriate response to modern slavery in the borough.

Over the next 2 years, we need to think through and develop a plan to:

¹³ Centre for Social Justice, It Happens Here, London 2013, p.29. Available at:

<https://www.centreforsocialjustice.org.uk/library/happens-equipping-united-kingdom-fight-modern-slavery>



v4 Modern Slavery
Needs Assessment.d

¹⁴

- Collate and share intelligence between partners and across London Boroughs
- Use this intelligence to:
 - Improve the identification of victims and the places where modern slavery takes place
 - Design appropriate support services which promote recovery
 - Inform training and communication, with the aim of raising awareness and improving confidence and capacity to respond
 - Use data and intelligence to inform potential Social Return on Investment of tackling modern slavery in Haringey
 - Develop a performance monitoring template to capture key indicators and performance which includes strategic input from partners

Proposed actions to improve data on modern slavery could include:

- The Modern Slavery Co-ordinator to become the key contact for partners and council staff who wish to share intelligence - with an associated dedicated mailbox
- The Co-ordinator to be notified of all referrals into the NRM and where possible be informed on the conclusion of this process. This process could be similar to duty to notify.
- Work with the charity Unseen, who run the Modern Slavery Helpline, to understand the calls they receive in Haringey and what we can learn from this
- Use the strategic and operational group for modern slavery as a forum for discussion and intelligence sharing
- Implement data sharing protocols to ensure that the correct procedures are followed when sharing sensitive information across multi agencies (e.g. referrals)
- Development of a modern slavery dashboard to illustrate key data and intelligence relating to e.g. number of cases and variations over time
- Use data and intelligence to inform where to target campaign work and communications such as posters to highlight where support is available to victims of modern slavery
- Improve the dialogue with the Home Office and better utilise their published data, applying this where possible to Haringey
- Work closely with the Police National Modern Slavery Investigation Team, which responds to all crime reports generated by the NRM.

b. Awareness & Training

To uncover more cases of modern slavery and reduce its incidence, we need more people to be looking out for it – and to know what to look for. That means improving our access to information and providing targeted training to the public, practitioners, and voluntary sector.

How to identify modern slavery?

Modern slavery is recognised as a serious safeguarding concern and as such the signs to look out for are similar to those for other forms of exploitation and abuse, as listed on the Haringey Council [website](#)¹⁵:

- Bruises, falls and injuries
- Signs of neglect such as clothes being dirty
- Poor self-care
- Changes in someone's financial situation
- Changes in behavior such as loss of confidence or nervousness
- Isolation
- Being withdrawn

Specific guidance on spotting the signs of modern slavery is published by the Human Trafficking Foundation¹⁶, and Home Office¹⁷ and a summary of signs for teams in housing, health and work can be found in Appendix 2.

What's already happening?

Haringey council currently offer modern slavery awareness training to all staff in the organisation. These sessions run on a quarterly basis and are delivered by the Principle Adults' Social Worker using the ADASS training module. To date, over 100 officers have received the training.

The Bridge Renewal Trust (the council's VCS partner), provide a modern slavery e-learning module to community organisations and volunteers in the borough and the MET police are delivering modern slavery training to police officers.

How should we develop the training offer in borough?

The training delivered within the council focuses on improving awareness and identifying the signs of modern slavery. While feedback is largely positive, it is recognised that training could be contextualised to different council areas, taking

¹⁵ Safeguarding Adults- What is abuse? Haringey Council.2020. <https://www.haringey.gov.uk/social-care-and-health/safeguarding-adults#howcanyoutell>

¹⁶ Adult Modern Slavery Protocol for Local Authorities. Human Trafficking Foundation. 2019. <https://static1.squarespace.com/static/599abfb4e6f2e19ff048494f/t/5b164da11ae6cfbba8d27b36/1528188329682/LWG+Local+Authorities+Modern+Slavery+Protocol+%28adults%29+-+Identification+....pdf>

¹⁷<https://www.gov.uk/government/publications/modern-slavery-how-to-identify-and-support-victims>

into account the different ways they may come into contact with victims and places where modern slavery takes place.

These areas include:

- Housing and homelessness
- Councillors (who may hear complaints from residents about housing/businesses in their area)
- Migrant support services
- Procurement
- Customer services
- Safeguarding services (children and adults)
- Community Safety
 - Trading Standards
 - Environmental Health
 - Licensing

It is also recognised that specific training is needed for officers who could be directly involved in supporting victims and completing referrals to the NRM. This is to improve the rate of detection, to ensure the best possible support for victims and to prevent NRM referrals being rejected on grounds of poor evidence.

Partners agree that training should be joined up to improve consistency in both understanding and approach. This is something for development over the next two years and will be led by the council's modern slavery co-ordinator.

It is important to raise awareness within the community of modern slavery; encouraging individuals to report concerns and challenge their own consumer practice. We need to consider a model for training the community, raising awareness and signposting to information. Plans to deliver this will be explored through the strategic and operational group for modern slavery and we will work collaboratively to develop different, learning from the experience of partners.

Proposed actions to develop our training offer in Haringey, could include:

- Modern slavery awareness training to be delivered across all council services (e-learning module or face to face)
- Specific training for officers, working to support victims and distribute the opportunity for modern slavery to take place
- Specific training for identified officers who will be supporting victims of work to disrupt the for modern slavery to take place
- Utilising the available free training offer through The Children's Society and Hestia, which can be adapted for specific teams and organisations

c. Reporting Concerns

While increasing the identification of victims is key to our approach, we also need to have clear plans and procedures to act on intelligence.

Key to our approach will be publishing clear, accessible, and up to date information on where and how to report concerns about modern slavery and communicating these messages with partners, practitioners and the public.

Where to report concerns?

In an emergency, where there is immediate risk to life, always call 999 and then follow up with a specialist agency.

To raise and record suspicions and for information, advice and guidance on next steps:

- Call the [Modern Slavery Helpline](#) on 08000 121 700 (this service can be used by victims, the public and practitioners)
- Contact the Gangmasters and Labour Abuse Authority to report concerns about the mistreatment of workers on 0800 432 0804, or by email intelligence@glaa.gsi.gov.uk
- Contact the Police on 101 or Crimestoppers on 0800 555 111 (to report crime or share intelligence)
- Contact [Anti-Slavery International](#) or other [specialist anti-slavery organisations](#)
- Use the [Unseen](#) or [Stop the Traffik](#) reporting apps

Once you have sought initial advice,

- Contact the Nadia Burrell, Modern Slavery Co-Ordinator, via email and telephone (Nadia.burrell@haringey.gov.uk) and then,
- Call or email the Haringey First Response Team on 020 8489 1400/ firstresponseteam@haringey.gov.uk to report a concern about an Adult
- Contact the Haringey Multi Agency Safeguarding Hub (MASH) on 020 8489 4470 to report a concern about a child (under 18)
- Out of hours- Call 0208 489 1000 (where you will be directed to the right team)

*A table of organisation specific contacts can be found in Appendix 3.

Modern Slavery Helpline: <https://www.modernslaveryhelpline.org/>

Anti-Slavery International: <https://www.antislavery.org/contact-us/>

Specialist Anti-Slavery Organisations: <https://www.app.college.police.uk/app-content/major-investigation-and-public-protection/modern-slavery/list-of-anti-slavery-charities-and-non-governmental-organisations/>

Unseen App: <https://www.modernslaveryhelpline.org/about/unseen-app>

Stop the Traffik App:

Modern slavery is a serious safeguarding concern, and as such when victims are identified the current response is to refer to the Haringey First Response Team in the case of adults, and Multi-Agency Safeguarding Hub (MASH) in the case of children.

The Modern Slavery Coordinator should be notified when a potential victim of modern slavery is identified.

How can we improve reporting?

It has been recognised that the response to modern slavery in Haringey varies significantly, depending who is identified and where.

Over the next 2 years, we need to develop a plan to improve access to information, which advises on where to report concerns. It is recommended that the modern slavery co-ordinator develops a toolkit of advice and information and clear pathways for sharing intelligence among partners. This will be available to download from the website and should be provided to and promoted among partners.

The Human Trafficking Foundation suggest that key specialists in each department with an understanding of the NRM process should be developed. It is common for NRM referrals to be refused due to mistakes in filling in the form. Having a dedicated specialist in each department would help reduce the number of unsuccessful applications.

It is also important to be aware of other available resources and the role they play in supporting Haringey's response. This includes the Modern Slavery Helpline and reporting apps delivered through Unseen and Stop the Traffik.

Training also has a key role to play in improving the reporting rate as well as general awareness raising of modern slavery.

d. Support for Victims

Victims of modern slavery are often deeply traumatised and vulnerable to re-exploitation, making the case for good and specialist support to promote recovery. This support should include safe accommodation, access to medical treatment and legal advice ¹⁸.

Whilst the Modern Slavery Act 2015 focuses largely on the prosecution of perpetrators, victim support is crucial to obtaining prosecutions. This is because victims may feel more able to give evidence against the perpetrators if they feel supported and safe¹⁹. The Government have produced guidance on identifying and supporting victims (under Section 49) and may well produce regulations on victim support (under Section 50).

In terms of the accessibility and funding of support, there are distinct differences between adults and children and for those with different immigration status, including those with no recourse to public funds (NRPF). It is important to recognise this, continue to build our intelligence picture and offer support that reflects a range of different experiences.

Current approach

Across the UK and in Haringey, support for victims of modern slavery is provided through:

- Existing council and partner safeguarding procedures
- The National Referral Mechanism (NRM) and Victim Care Contract (VCC)
- Local and national charities

Over the next 2 years, there is a need to define a clear support offer for victims, considering a range of different needs and experiences, including for children, adults and those with no recourse to public funds (NRPF).

It is important that as well as a clear pathway into the NRM, there is a clear post-NRM pathway of support for victims in Haringey.

The National Referral Mechanism (NRM)

The NRM is the current process in place in the UK for victim identification and support. Haringey is a **first responder** into the NRM process and has a **duty to notify** the Home Office if anyone working within the council identifies a potential victim of modern slavery.

¹⁸ Survivor Alliance. 2020. Victim Support

¹⁹ House of Commons, Home Affairs Committee, Oral evidence: Modern Slavery HC1460, 2018, Q115, <http://data.parliament.uk/writtenevidence/committeeevidence.svc/evidencedocument/home-affairs-committee/modern-slavery/oral/92346.pdf>

As a system of support the National Referral Mechanism (NRM) is recognised as having both benefits and challenges (summarised in appendix 5).

The below table outlines some of the challenges Haringey Council needs to address to support victims of modern slavery in the borough.

Need	Response
Referral to the NRM	Haringey will establish a Special Point of Contact (SPoC) in each department to refer potential victims (PVs) encountered by their department to the NRM. The Modern Slavery Coordinator should be notified of any referral and will assist with the process.
Recommending the NRM	<p>Adult. Haringey will recommend the NRM to all adult PVs and explain the benefits of entering.</p> <p>Child. All child PVs will be referred to the NRM.</p>
Support for those who do not consent to enter the NRM	<p>Adult. PVs who do not enter the NRM can be extremely vulnerable. We will carry out a risk assessment of the PV's situation and ensure they have support and safe space to stay.</p> <p>We will complete an duty to notify form and send to the Home Office.</p> <p>(Note: one study found that three fifths of victims agreed to be referred to the NRM after 6 weeks of information, support and reassurance they were safe)²⁰</p>
Support for those after referral and before a Reasonable Grounds (RG) decision	<p>Adult. A risk assessment should be carried out within the first 24 hours, and immediate needs of the PV must be met. Accommodation must be provided for the PV in which they feel safe.</p> <p>It can take on average 14 days for an RG to be made and the Salvation Army</p>

²⁰ Human Trafficking Foundation, Adult Modern Slavery Protocol for Local Authorities

	<p>(victim care contract holder) has no obligation to provide accommodation.</p> <p>Child. At point of contact the child should be referred to child safeguarding services. Child protection processes should continue to take place regardless of subsequent decisions made through the NRM</p>
Support for victims with a negative Reasonable Grounds or Conclusive Grounds (CG)	<p>Adult. Haringey will conduct a risk assessment of the PV's situation and ensure they have support and safe space to stay. The PV will still possibly possess some or all of the vulnerabilities they had prior to NRM referral.</p> <p>If we or the PV believe the negative decision made by the SCA is incorrect, we will submit a reconsideration request. If a reconsideration request has not been made and no extension request has been submitted, the PV will leave support provided under the Victim Care Contract within 9 working days.</p> <p>Child. Where a negative decision is reached, we will revert to our normal child protection assessments to identify what support is needed for the child.</p>
Support for victims post NRM	<p>Adult. If a victim returns to the borough post-NRM their needs should be re-assessed.</p> <p>Haringey will contact key agencies including Housing/Homelessness teams, Adult Social Care, Jobcentre Plus and GP surgeries so the victim can have fast-tracked access to financial support, housing and medical support.</p> <p>Child. The support we provide to child victims is not dependent on a child remaining in the NRM. As such, children will continue to be supported in their existing situation by Haringey under our statutory duty to safeguard</p>

	and promote the welfare of looked after children in their area.
Ensure there is clear multi-agency communication	<p>A Multi Agency Case Conference will identify the recourses and actions needed to meet the needs of victims of modern slavery in Haringey.</p> <p>Modern Slavery Coordinator is the link between different departments and agencies on modern slavery implementation and performance.</p>
Learning and sharing information to understand and improve the NRM	<p>Haringey will collect data on the support pathway of victims and support outcomes. This can be used to understand the suitability of the current process and where it can be improved.</p> <p>The Modern Slavery Coordinator will liaise with the Home Office and other Modern Slavery groups to ensure Haringey's victim support practice is up to date.</p>

Alternative Support

There is a need to provide support to victims who do not enter the NRM, or who enter and are given a negative reasonable or conclusive grounds decision.

Over the next 2 years, the council will work partners to develop an agreed support offer, recognising the important role the VCS have to play within this.

There are many specialist charities and support services in the UK where victims or those at risk from modern slavery can access advice and support. These have been mapped by The Human Trafficking Foundation²¹ and it is recommended that a more localised directory of support services is developed.

²¹Modern Slavery Support Services <https://www.humantraffickingfoundation.org/support-services>

e. Disruption, Prosecution and Procurement

The UK Modern Slavery Strategy emphasises the importance of disruption activity in responding to modern slavery and recognises the importance of close collaboration between the Home Office, police, and local authorities in achieving this.

The police and the council are already in dialogue about how we can work together to develop a coordinated response to modern slavery which supports victims and criminal investigations. We recognise that this conversation needs to include wider partners and work with both local police and national specialist police agencies.

The below table makes recommendations on how we can work together to disrupt opportunities for modern slavery to occur, recognising the important role the police play in prosecuting perpetrators and acting upon intelligence.

A list of the available regulatory powers for councils which may prove useful in disrupting modern slavery can be found [here](#)²².

Recommended Actions		
Housing	Health	Work
<ul style="list-style-type: none"> For the council to create a mandate for Housing Enforcement Officers who are inspecting properties to look for signs of modern slavery and work jointly with the police and modern slavery co-ordinator to act upon this. Community safety enforcement officers work with Homes for Haringey and the police to target properties that are suspected of being used for modern slavery. It is important that this work is aligned to services who offer support for victims found such as Brining Unity Back into 	<ul style="list-style-type: none"> Haringey to work with Islington and Enfield Clinical Commissioning Groups (CCG), to provide a consistent training and approach when responding to concerns identified at the North Middlesex and Whittington Hospitals. Modern slavery co-ordinator to develop partnerships and share information with Haringey based GPs, ensuring there are clear 	<ul style="list-style-type: none"> For the council to create a mandate, whereby trading standards officers look for signs of modern slavery and report any suspicious activity immediately to the modern slavery co-ordinator or police. Proactive inspections should target high-risk industries and businesses, including construction, beauty and nail

²² Tackling modern slavery, a council guide. Local Government Association.2017.
https://local.gov.uk/sites/default/files/documents/22.12_Modern_slavery_WEB%202.pdf, p34

<p>the Community (BUBIC).</p> <ul style="list-style-type: none"> • Licenses issued to Houses in Multiple Occupation (HMO) to be displayed and include a section written in Albanian and Vietnamese (the most common source countries for trafficking) making it clear that exploitation is illegal and which signposts to emergency services and the modern slavery helpline. • Housing associations to proactively look out for signs of modern slavery in their properties and report concerns to the police or modern slavery co-ordinator 	<p>communication channels to assist referrals into the NRM, where this is felt to be appropriate.</p> <ul style="list-style-type: none"> • Information on modern slavery including available training to be shared via the Association Director of Public Health (ADPH) Network, who are co-located with Haringey Public Health. 	<p>salons, car washes, and others.</p> <ul style="list-style-type: none"> • Modern slavery co-ordinator to work with colleagues within regeneration and business network to raise awareness within this area.
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Council Procurement

Understanding the Council's supply chains and assessing the risk to those working within them is an important part of our response to modern slavery and requires support and collaboration from across teams and partners.

As a council, we are signed up to the Cooperative Party Charter Against Modern Slavery²³. This enhances our responsibility to ensure that supply chains in the borough are free from modern slavery and formally recognises the important role businesses have to play in developing a borough wide response.

To develop this approach further, it is recommended that:

- The council publish a modern slavery statement, responding to best practice guidance from the LGA
- A modern slavery clause is included within all contract templates as standard

²³ <https://party.coop/local/councillors/modern-slavery-charter/>

- We work with businesses in the borough to make sure they understand their role in responding to modern slavery and responsibility to publish a modern slavery statement

f. Community Engagement

To effectively tackle modern slavery in Haringey, partnership with the voluntary and community sector (VCS) is essential. Any partnership should be based on an understanding that the process of establishing a framework to identify and support victims of modern slavery will require communication and feedback. There is also recognition that the approach to responding to modern slavery in Haringey needs to take an agile and iterative approach, embedding flexibility into strategic and operational activity.

Engagement with a range of VCS partners, both local and national has helped to shape the main priority areas community engagement should focus on these being; identifying victims, referring to the NRM, and providing wider support. A summary of engagement responses can be found in Appendix.6

Spotting the signs

Through engagement with a range of VCS partners, it has been identified that confidence levels of identifying the signs of modern slavery vary significantly. Those organisations working specifically with victims of modern slavery are unsurprisingly more confident in identifying victims, whereas other organisations were less confident.

There was general sentiment that awareness throughout the borough was low, and more modern slavery training would be appreciated. This includes raising awareness of suspicious circumstances and how to report concerns. It is recognised that awareness needs to be raised across the partnership, including within the council.

Referring to the NRM and other support services

There is a need to provide VCS organisations and the wider community with the information needed to offer support to a potential victim. Part of this work will be to share a clear referral pathway with key points of contact across the partnership.

Providing support to victims

Any partnership should make use of the services provided by voluntary sector organisations, and flag the services provided by Haringey Council. Organisations expressed that Haringey Council must work to ensure victims feel supported and welcomed.

Recommended actions

1. Offer training to spotting the signs of modern slavery to key voluntary sector partners.
2. Consider a communications campaign to raise awareness of modern slavery throughout the borough once the referral pathway has been finalised.
3. Share referral pathway with voluntary sector partners.
4. Create clear network of services offered to victims throughout Haringey, allowing providers to direct victims to the services they require.

g. Responding to Covid-19

The Coronavirus pandemic has had significant implications for global health and security, and these implications extend to modern slavery. There are major risks faced by both those currently being exploited and those vulnerable to exploitation.

Risks for those currently in modern slavery²⁴

Victims of modern slavery are already at risk of exclusion from adequate healthcare, and the pandemic increases the risk of exclusion. Many victims will be forced to continue working in dangerous environments without access to Personal Protective Equipment (PPE) or adequate sanitation.

Survivors of modern slavery also face heightened risk, as they often rely on government and charity accommodation. There is a risk that with Government focus on Covid-19 and charities facing financial difficulties, that quality of survivor care could deteriorate.

Risk of those vulnerable to modern slavery²⁵

The pandemic has exacerbated unemployment and job insecurity, leaving many vulnerable to exploitation. Poverty and financial problems are major contributors to modern slavery, as they push people towards risky labour market decision, which heightens the risk of exploitation.

Proposed actions for Haringey:

- Monitor developments, research, and data on the impact on Covid-19 on victims of modern slavery
- Ensure that support for victims of modern slavery remains a priority
- Consider working with Haringey's enforcement team to ensure strong regulation of working conditions in businesses in the borough. This could be done through awareness of modern slavery through e-resources/training.
- Work with the Housing Related Support (HRS) team to ensure potential victims who are homeless or rough sleeping have access to clean, safe and secure housing

²⁴ Delta 8.7, The Impact of COVID-19 on Modern Slavery <https://delta87.org/2020/03/impact-covid-19-modern-slavery/>

²⁵ Ibid

Governance and Delivery

Haringey prides itself on being a welcoming borough, which aims to ensure people feel safe, happy and able to fulfil their potential. While modern slavery is a complex issue often perpetrated across international boundaries, the council and partners have a crucial role to play in identifying, safeguarding and supporting vulnerable victims, preventing opportunities for modern slavery to occur and raising awareness of an often-invisible crime at local level.²⁶

Our approach to modern slavery will be delivered in partnership, recognising that no one organisation has the knowledge, skills or resources to respond in isolation. A list of partner organisations include their role and can contacts can be found in Appendix.3

Figure 3. Haringey Modern Slavery Partnership



Delivery

²⁶ Tackling Modern Slavery: A Council Guide. The Local Government Association. December 2017. <https://www.local.gov.uk/modern-slavery-council-guide>

To support the delivery of agreed work, the council has recruited a dedicated Modern Slavery Co-Ordinator. The person in this role will be key to delivering this plan and working with partners to strengthen awareness of and responses to modern slavery across the borough.

Key responsibilities will include:

- Awareness raising
- Delivering information, guidance and training for practitioners and community groups
- Coordinating data from across the council and partners
- Developing relationships with partners
- Developing an action plan (from this plan) to implement work

Governance

- The multi-agency strategic and operational group for modern slavery, chaired by the Director of Public Health will provide the main governance structure for work on modern slavery over the next 2 years.
- Work will also report into the Haringey Community Safety Partnership and Health and Wellbeing Board.

4. Appendices

Appendix 1. Current Activity around Modern Slavery in Haringey

Haringey Council: Current Activity around Modern Slavery	
Modern Slavery Co-Ordinator	<p>The Council has recruited a designated modern slavery co-ordinator. This role sits in Public Health and is closely aligned with existing work on ending Violence Against Women and Girls (VAWG).</p> <p>The role will be key in developing relationships with partners, delivering training to staff and practitioners and coordinating data to inform our intelligence picture in the borough.</p> <p>The role will work with partners to establish more defined referral pathways to improve victim support. The role will also improve community engagement to enhance understanding of modern slavery and increase referrals.</p>
Strategic and Operational Group	<p>The Council has set up a Strategic and Operation Group for Modern Slavery, which is chaired by Chantelle Fatania, Public Health Consultant.</p> <p>The purpose of the group is to oversee a partnership response to the issue of modern slavery in Haringey.</p> <p>The group has membership from across the council; housing, health, procurement, children's, adults, community safety and commission as well as partners from the VCS, Police and the NHS.</p>
Training	<p>Awareness raising training has been delivered by the Principle Social Workers to staff into Adult Social Care. This training has been developed by London ADASS, London MET and the NHS and follows a 'train the trainer' model.</p> <p>The training covers:</p> <ul style="list-style-type: none"> - Human trafficking and modern slavery definitions and criteria including case studies - The Modern Slavery Act - Spotting signs of modern slavery (indicators and signs), - Identification and provision (including NRM), - Internal and multi-agency responses <p>There is aspiration to scale up the Councils training offer, extending this to partners and community groups.</p>

Member of the Co-Operative Charter Against Modern Slavery	<p>In 2019 the Council is signed up to the Co-Operative Parties Charter Against Modern Slavery.²⁷ This commits councils to proactively vetting their own supply chain to ensure no instances of modern slavery are taking place and to report annually on process.</p> <p>Work is needed to implement the charter and update on progress monitoring. This work will be led by the Modern Slavery Co-Ordinator.</p>
Public Health: Modern Slavery Needs Assessment	Public Health have undertaken a modern slavery needs assessment, which outlines public health responsibilities and coordinated available data in the borough.
Member of the London Modern Slavery Co-Ordinator Network	<p>Haringey is a member of the London Modern Slavery Leads Network. This is coordinated by the Human Trafficking Foundation and works to share best practice and coordinate a partnership response across London.</p> <p>The Modern Slavery Co-Ordinator will attend and feed into the group, using this as an opportunity to develop pan-London partnerships.</p>
Online Information for Residents	<p>Information from the Governments 'Modern Slavery is Closer than You Think' is available on the Haringey Website.</p> <p>Development of posters and flyers to support victims of modern slavery for dissemination in GP surgeries.</p>

²⁷ Co-Operative Party: Modern Slavery Charter. 2020. <https://party.coop/local/councillors/modern-slavery-charter/>

Appendix 2.

Signs of Modern Slavery- Adapted from Human Trafficking Foundation Guidance

Housing	Health	Work
<ul style="list-style-type: none"> • Crammed/rough sleeping conditions • Cars or minibuses picking up at unusual times • No private sleeping space • Lack of family photos or personal belongings • Post stacked up and discarded envelopes on the floor • Scripts by the telephone • Unable to show any autonomy over the accommodation, e.g. no bills or tenancy agreement 	<ul style="list-style-type: none"> • Sign of physical or sexual abuse and/or has contracted STIs or has an unwanted pregnancy • Not registered with a GP practice • Late presentation to maternity services • Malnourished • Mental ill health occurs frequently in survivors of modern slavery²⁸; e.g. trauma, PTSD, panic attacks • Work related injuries often through poor health and safety • Drug/alcohol dependency • Broken bones that haven't healed properly 	<ul style="list-style-type: none"> • Wearing unsuitable clothing e.g. flipflops in winter, no helmet of a construction site • Poor health and safety equipment, unhygienic and unsafe working conditions • (Perception of) debt bondage • Employers unable to produce the correct documents for migrant workers

²⁸ The Helen Bamber Foundation and the Freedom Fund, Addressing Mental Health Needs In Survivors Of Modern Slavery A Critical Review and Research Agenda, 2015 <http://www.helenbamber.org/wp-content/uploads/2015/07/2015-Addressing-the-Mental-Health-Needs-in-Survivors-of-Modern-Slavery.pdf>

Appendix 3. Reporting Concerns and the Role of Partners

Partner	Role	Key Contacts
Haringey Council	<ul style="list-style-type: none"> • NRM first responder • Bringing partners together through a modern slavery strategic and operational group • Identifying and supporting victims, through a robust safeguarding response • Raising awareness, both within the council and wider community • Disrupting opportunities for modern slavery to take place • Ensuring the council supply chains and those of businesses in the borough are free from modern slavery 	<ul style="list-style-type: none"> • Modern Slavery Co-Ordinator, Haringey Public Health • Adults First Response Team: 0208 489 1400 • Children's Multi Agency Safeguarding Hub (MASH): 020 8489 4470 • Chris Atherton: Principle Adult's Social Worker and Modern Slavery Training Lead: Chris Atherton • Pauline Morris: Principle Social Worker Children's
Homes for Haringey	<ul style="list-style-type: none"> • NRM first responder • Identifying victims • Supporting victims, through access to emergency accommodation • Signposting to support services 	<ul style="list-style-type: none"> • Chinyere Ugwu: Community and Customer Relations Director • Beverley Faulkner: Housing Needs Manager • Hyacinth Foster: Employment and Social Regeneration Manager
The Police	<ul style="list-style-type: none"> • NRM first responder • Leading on disruption and prosecution activity • Support victims • Sharing and coordinating intelligence • Delivering the pan-London Project Enterprise, modelled on Programme Challenger in Manchester²⁹ 	<ul style="list-style-type: none"> • Joe Derilo: Haringey Police Safeguarding Lead 02071616669/07795845227 Joe.Derilo@met.police.uk • Clare Barnes: Vulnerability Assessment and Partnership Team, Central Specialist Crime Claire.Barnes2@met.police.uk 02072308148/07557 834247 • Chirs Maby: Police National Modern Slavery Transformation Unit Christopher.MABY@devonandcornwall.pnn.police.uk ModernSlavery@devonandcornwall.pnn.police.uk 07740 911729

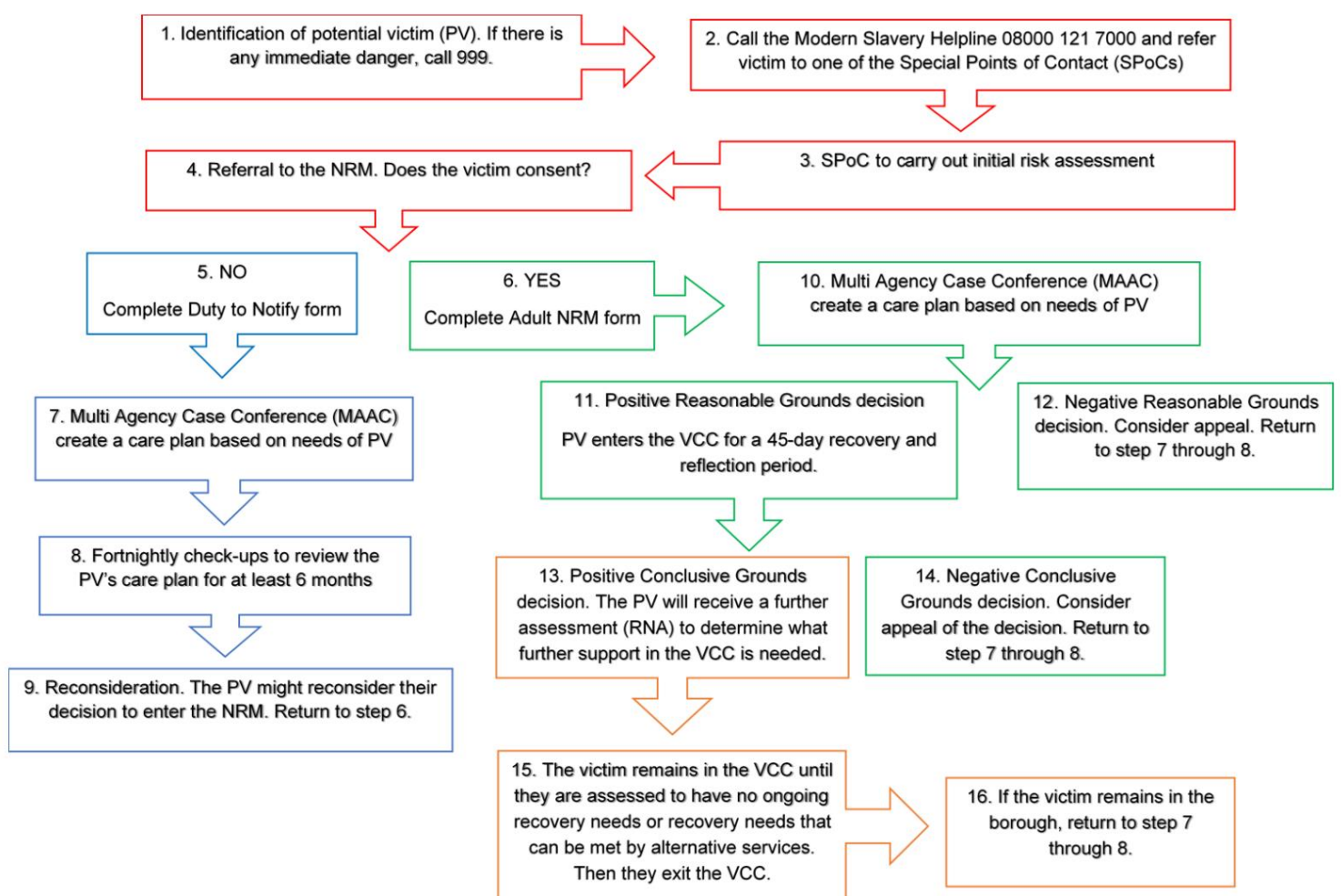
²⁹ Programme Challenger.2020. https://www.programmechallenger.co.uk/what_we_do/modern_slavery/

Third Sector/National Charities	<ul style="list-style-type: none"> • Providing support to victims, especially for those with no-recourse to public funds (NRPF) • Offer guidance, support and expertise for practitioners • Some charities are first responders into the NRM, these are: <ul style="list-style-type: none"> -Salvation Army -Migrant Help -Medaille Trust -Kalayaan -Barnardo's -Unseen -Tara Project (Scotland) -NSPCC -VAWSO -New Pathways -Refugee Council 	The Human Trafficking Foundation have developed a national directory of support services, which can be found here . ³⁰
Local Voluntary Community Sector	<ul style="list-style-type: none"> • Raising awareness of modern slavery • Signposting to appropriate services and sources of information and advice (service directory) 	https://www.bridgerenewaltrust.org.uk/
The Community	<ul style="list-style-type: none"> • Identifying victims and perpetrators of modern slavery • Limiting opportunities for modern slavery to take place through challenging individual consumer practice 	
Businesses and Commercial Organisations	<ul style="list-style-type: none"> • Ensuring supply chains are free from modern slavery • Promoting ethical consumer practice 	https://www.haringey.gov.uk/business/advice-and-support/traders-groups
NHS	<ul style="list-style-type: none"> • Identifying victims who present to primary care settings • Supporting victims through the provision of health care 	<p>Angela Sealy: Safeguarding Lead, Haringey Clinical Commissioning Group (CCG)</p> <p>Sarah Pope: Safeguarding Lead, North Middlesex Hospital Sarah.pope5@nhs.net</p> <p>Theresa Renwick: Safeguarding Lead, Whittington Theresa.renwick@nhs.net</p>

³⁰ Modern Slavery Support Services.2020. Human Trafficking Foundation.
<https://www.humantraffickingfoundation.org/support-services>

Home Office	<ul style="list-style-type: none"> Responsible for running and referring into the NRM Recording and collating national intelligence 	
Local Government Association	<ul style="list-style-type: none"> Sharing guidance and best practice to local authorities Facilitating partnership working 	<p>Ellie Greenwood: Ellie.Greenwood@local.gov.uk Leading on work to explore how local authorities can best response to modern slavery.</p>

Appendix 4. Haringey referral pathway



Appendix 5. Benefits and challenges presented by the National Referral Mechanism (NRM)

Benefits	Considerations
<ul style="list-style-type: none"> Formally recognises a person as a victim of modern slavery (on receiving a positive conclusive ground decision). <ul style="list-style-type: none"> ➤ This can support a Section 45 defence³¹, which is becoming increasingly relevant for young people involved in county lines. 	<ul style="list-style-type: none"> The NRM provides no tangible support offer for children. Children need to be supported through existing safeguarding procedures and looked after children offer from within the local authority. <p>However, there is a legal duty to refer all potential child victims into the NRM.</p>
<ul style="list-style-type: none"> Helps to improve the UK data and intelligence picture about modern slavery, with this helping to develop and define the support offer for victims. 	<ul style="list-style-type: none"> Once a referral has made into the NRM, there is an up to 5 day wait period for a reasonable ground's decision. During this time, there are no clear assurances to the potential victim about accommodation and support. <p>Work is needed to define Haringey's support offer during this 5-day time period.</p>
<ul style="list-style-type: none"> For Adults the NRM provides a tangible support offer for victims who receive a reasonable ground decision after 5 days. The support offer may include: <ul style="list-style-type: none"> -Safehouse accommodation -Outreach worker support -Legal advise -Healthcare 	<ul style="list-style-type: none"> Those referred in to the NRM, who are not UK nationals are unable to work during time in support services.
<ul style="list-style-type: none"> Starts a dialogue between the victim and perpetrators and provides a clear system for submitting evidence to the police to assist in the prosecution of perpetrators 	<ul style="list-style-type: none"> Some victims may not feel comfortable sharing data and intelligence with the police and entering a system run by the Home Office. This may be due to a lack of trust with the authorities and concerns over deportation where a victim does not have settled status.
<ul style="list-style-type: none"> Initiates a Police investigation. Every submitted NRM generated a crime report which goes to the MET's central intelligence team. 	<ul style="list-style-type: none"> Lack of clarity over what happens when a person leaves the NRM
	<ul style="list-style-type: none"> A lack of feedback on why a person may receive a negative reasonable or conclusive ground decision from the NRM, which prevents future learning and change to better support vulnerable victims.

³¹ The Modern Slavery Act, 2015- Section 45. <http://www.legislation.gov.uk/ukpga/2015/30/section/45/enacted>

Appendix 6.

Responses for VCS engagement session:

Question	Response
In answer to the question 'how confident do you feel in recognising the signs of modern slavery?' the group answered as follows:	<i>Fairly confident 38%</i> <i>Completely confident 25%</i> <i>Somewhat confident 25%</i> <i>Not confident at all 13%</i>
In answer to the question 'If you identify a potential victim of modern slavery, who would you seek help from and refer this to?' the group answered as follows:	<i>Police 50%</i> <i>Local council 50%</i> <i>NRM 50%,</i> <i>National Charities 38%</i> <i>Other 25%</i>
In answer to the question 'In the past 12 months have you provided any of the following support service to potential victims?' the group answered as follows:	<i>Legal advice 38%</i> <i>Mental Health and wellbeing support 13%</i> <i>Education & Training 13%</i> <i>Other 13%</i> <i>None of the above 25%</i>



1 December 2020

NATIONAL BULLETIN

COUNTER TERRORISM POLICING NEW WINTER VIGILANCE CAMPAIGN



With the coronavirus pandemic changing all of our day to day routines, it is understandable that the threat from terrorism isn't necessarily front of mind for everyone across the country. But the threat of terrorism sadly has not gone away.

Given national and regional restrictions, there may be a different look and feel to city centres and public locations over the winter season, compared to previous years.

However, the recent terror attacks in Europe and the change in the UK's terrorism threat level on 3 November 2020 to SEVERE are reminders of how important it is for everyone to stay vigilant.

Although not based on a specific threat, the change in threat level means it is highly likely that a terrorist attack could happen in the UK.

As both the Home Secretary Priti Patel and Assistant Commissioner Neil Basu, UK Head of Counter Terrorism Policing have underlined, the change in the threat level is a precautionary measure following the recent tragic events in France and Austria.

To support operational activity, Counter Terrorism Policing ("CTP") is urging the public to remain vigilant and report any suspicious activity in its new Winter Vigilance campaign. And we need the support of business too.

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1 December 2020**NATIONAL BULLETIN**

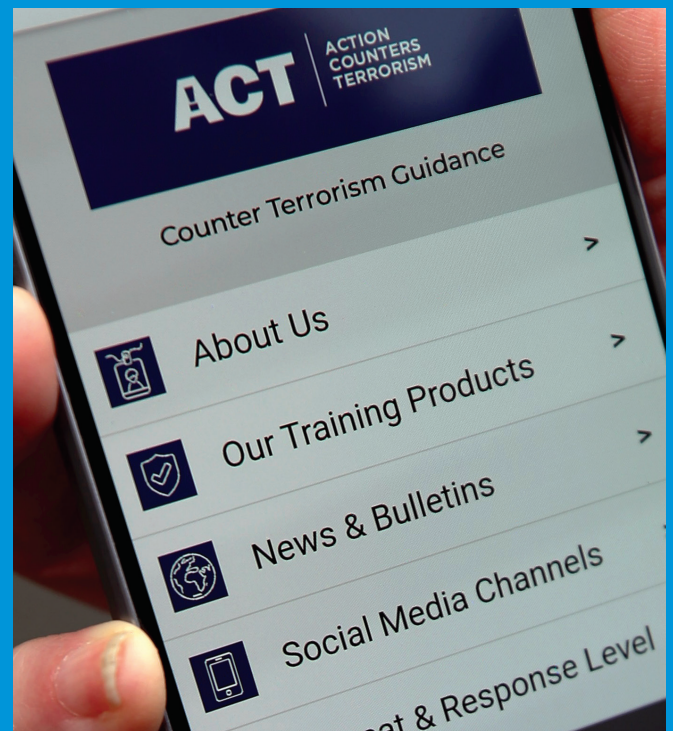
CTP understands the challenges businesses have faced this year, and the effort needed to prepare and respond to changing restrictions to keep staff, customer and premises safe during the pandemic. As part of wider measures to protect your business and alongside your COVID-19 related messaging, CTP ask that you support the Winter Vigilance campaign and amplify safety and security messaging. It is particularly important to encourage your customers to be vigilant. A community in which everyone is looking out for suspicious activity is one of the most effective ways to deter those who would do others harm.

From today (1 December) you will be able to [access a toolkit](#) which includes creative materials for use on your digital screens, poster sites and social channels, and messaging to remind staff, customers and visitors what to do if they notice suspicious activity.

The content, designed following consultation with businesses and stakeholders, and taking into account the many pressures companies are under as a result of COVID, encourages the public to be vigilant without causing alarm. The content will continue to be updated and is designed to have a longer shelf life beyond the festive season. We plan to adapt our approach as COVID restrictions change and our crowded places evolve.

We're grateful for the support the business community has provided in previous vigilance campaigns, which has highlighted the vital role you play in helping us to get this important safety and security message to your customers.

Any enquiries, requests for additional content or bespoke screen size content should be directed to: nctphq.comms@met.police.uk

SIGN UP FOR THE ACT APP

The ACT App provides useful guidance on all aspects of protective security and is also being used for COVID-19 messaging in addition to CT specific messaging.

- 1** Download the Urim app from the [Google Play](#) or [Apple Store](#).
- 2** Email ct@highfieldelearning.com to request a user name and password.

Please note access is for business/professional use only.

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Report for: Community Safety Partnership – 16 December

Title: Safer Tottenham Business Crime Reduction Partnership (BCRP)
Briefing Note

Report authorised by : Keith Trotter

Lead Officer: Graham Philpot – graham.philpot@haringey.gov.uk / 079737 83049

Ward(s) affected: Bruce Grove, Tottenham Hale, Tottenham Green

Report for Key/
Non Key Decision: No decision is required

1. Introduction

BCRPs are private membership schemes where businesses and their security staff come together, with the police, council and other interested stakeholders to tackle crime, violence and ASB that has negative impacts on profitability of businesses, and the 'look and feel' and appeal of town centre environments. With reductions in public sector funding and services across London, BCRPs can offer a valuable resource for businesses in reporting, being better informed about and tackling town centre criminal activity in partnership with the Police and Council. It can offer a link to the police, and support to local businesses with effective tools for communication, information for staff to make informed decisions, and the skills and training to prevent crime and disorder which impacts them, their staff, and the community that they live and work in.

During the COVID-19 pandemic, having a BCRP in place would have been highly beneficial to the business community of Tottenham. For example, both the Council and the police would have had a formal communication channel to reach businesses, quickly and efficiently within GDPR guidelines. Moreover, the ability to strengthen the partnership between the Council, police, businesses, and stakeholders could have been improved. The BCRP is now providing this support, which at the end of the recent period of National Restrictions, has proved to be the right time to introduce the additional assistance to businesses who have been anxious about re-opening their doors for the first time in several months; particularly, with additional security/ASB issues exacerbated by lockdown restrictions.

The BCRP funding is confirmed as part of the New Homes Bonus allocation from the Greater London Authority (GLA). The Council's Problem Solving Partnership (with the Met) and Place Board have both endorsed the project and progress will be reported to both on a regular basis.

2. Background

The Town Centre team have appointed Safer Business Network (SBN) to deliver a BCRP for Tottenham for 12 months to complement and link with the BCRP operated by Wood Green Business Improvement District (Future Wood Green BID). SBN is a not for profit organisation, which coordinates and administers award winning BCRPs across some of London's most diverse and challenging boroughs¹.

SBN will send businesses regular newsletters with crime prevention information, useful in keeping a business safe and upskilling staff, as well as real-time advice during a critical incident. SBN will manage the scheme on behalf of the Tottenham Traders' Partnership (TTP), Council and Met Police, and ensure that all instances of crime reported via the SentrySIS App (the BCRP's online sharing and reporting tool) are followed up and resolved. They shall also issue the yellow/red cards to criminal individuals who transgress within the BCRP area, in partnership with the police and manage the enforcement process.

The TTP will be the business network that will 'own' the BCRP, as they can empower and encourage other peers to report crime and support the implementation and management process. Local Authorities are also not enabled to deliver a BCRP outright, which has to be a Community Interest Company (CIC) or similar organisation. The TTP is registered as a business organisation.

The Town Centre team have funded the first-year pilot of £25k from a pre-existing New Homes Bonus grant. This funding has covered the BCRP establishment costs, running costs and cover the membership subscriptions of 50 businesses in Bruce Grove. After the 12 months elapse, assuming a successful conclusion to the trial and subject to funding, the intention is to tender for a longer-term arrangement that includes the wider Tottenham area, and potentially, further across the borough. The Safer Business Network model now successfully operates across five inner London Boroughs and 16 Business Improvement Districts, where the intervention has been so successful that businesses in these locations have seen the value and opted to pay a subscription fee to keep the service going, once initial public sector financial assistance has concluded.

3. BCRP Programme Outcomes

The programme has been tasked to achieve:

- Improving the perception of crime in Tottenham
- Supporting 50 local businesses in Bruce Grove to more effectively manage their shrinkage (shoplifting etc.) by understanding their crime and safety requirements and delivering a toolkit of prevention measures to address these – increasing turnover as a result, critical in the current economic climate
- Supporting staff who are victims of crime – jobs created/saved as a result
- Increasing the number of crimes reported to the police by the business community, improving relationships between businesses and the Police (and consequently with the Council)
- Improved partnership working and reducing retail crime in the town centre by at least 15% in Year 1 – for example, the Lambeth BCRP saw retail crime fall in Clapham by 31% in the first 18 months following its introduction

¹ Safer Business Network operates Safer WestEnd, Safer Lambeth, Safer Lewisham & Southwark Safe

- SentrySIS e-comms platform, that provides weekly newsletters and alerts/updates
- Improved customer satisfaction, which is likely to retain more businesses in Tottenham, ultimately improving the level of Business Rates retained by the Council and increase the patronage of our town centres and profitability of our business community.
- A formal quarterly reporting tool via the set-up and integration of a Safer Tottenham BCRP Steering Group, which will involve the Tottenham Traders' Partnership, Metropolitan Police Safer Neighbourhood Teams, and the relevant officers of the Council. The first meeting took place on 1 December and it was nominated for Raj Rao, the owner of the local Post Office and TTP representative, to Chair all future meetings.

The BCRP will target the Bruce Grove town centre, protecting and enhancing the commercial viability of this key shopping area, by providing a targeted support programme to mitigate anti-social behaviour and retail shrinkage, increasing businesses' efficiency and profitability.

Outputs (over 12 month period)	
Number of businesses supported	50
Number of businesses reporting an increase in staff satisfaction/safety at work	40
Number of businesses reporting a reduction in retail shrinkage, increasing profitability	30
Number of businesses reporting jobs safeguarded by BCRP investment	10
Police recorded crime statistics for:	Shop theft Criminal damage (including graffiti) Anti-social behaviour Alcohol-related violence Street robbery Other
Impact of partnership work on members	Theft and loss rates Violence against staff Threats and abuse

4. Relevant Council Policies that underpin the Decision

The Borough Plan and Business Pledge references the issue of business crime. It asserts that the Council will work to "improve community confidence and reduce the fear of crime" with an increase in civic pride, as part of being a safer borough and a "Proud, Resilient, Connected and Confident Place".

This project forms the first phase of a larger programme focused on Tottenham's Evening and Night-Time Economy (ENTE). To ascertain the demand for the scheme, the Town Centre team met with several local businesses to establish the key issues currently affecting them. Their primary concern was the level of crime and ASB that regularly occurs within Tottenham that affects not just them directly, but the wider community. Principally, they feel that there has been a lack of ownership and tangible support from the Met Police and the Council.

We have also informed ward members on the initiative and further intend to discuss how the Safer Tottenham BCRP can also engage with local youth/schools. Further, we have begun to look into 'Safe Havens' at various businesses along the High Road in

the Bruce Grove area, to help and support young people within the community who may need to take advantage of them in an urgent situation. A relationship is also now being built between SBN who are delivering the scheme and the Council's CCTV Control Room, to ensure regular dialogue and a more prompt response for the more vulnerable businesses within the 50 members.

With the new guidance issued on 22 July 2020 for the Business & Planning Bill, it has highlighted the need to support businesses such as pubs, bars and restaurants who have been hit hard by Covid-19. Many have been closed for an extended period and remain so, but for those who have re-opened after the period of National Restrictions, social distancing guidance will significantly affect their capacity to accommodate customers. The provisions in the Act temporarily modify the Licensing Act 2003 to provide an automatic extension to the terms of most premises licences which only permit the sale of alcohol for consumption on the premises to allow the sale of alcohol for consumption off the premises.

However, there is the potential for unruly behaviour and ASB from patrons and passers-by. Although the Act states that the businesses are responsible for managing the additional outdoor space on the wider pavements, including policing them as per the existing licencing requirements within the premises, many are likely to be stretched to capacity. Therefore, the introduction of the Safer Tottenham BCRP will enable business to have more support during this transitional time. All six public houses in the scheme have pledged to support and attend a future PubWatch scheme, which is to be chaired by the landlord of The Ship in the High Road.

5. Recommendations

There are no specific recommendations for the CSP to consider, apart for asking for ongoing support from the CSP and partnership working with its various officers in order to obtain the best coordinated outcomes for the business community.

6. Next Steps

Engage businesses and sign up 50 member businesses	Summer 2020	Achieved
Design and issue comms and marketing Press release featuring quotes from Cllrs Bull & Blake, TTP, SBN	August – mid-September 2020	Achieved
Programme Start and Establish regular quarterly Steering Group meetings	Mid-September 2020	Achived – Programme launched 30 October: https://www.haringey.gov.uk/news/new-scheme-help-businesses-against-crime First Steering Group took place 1 December 2020 and Chaired by Raj Rao, owner of the Bruce Grove Post Office
Business Crime survey to be undertaken	October – November 2020	Achieved
Training on the SentrySIS App to 50 member businesses	November-December 2020	32 achieved so far
CCTV and BCRP relationship to be established	December 2020-January 2021	
PubWatch to be held	January 2021	

Pilot Programme Conclusion with final report and recommendations	August 2021	
Decision on continuation/expansion	Sept 2021	

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