

NOTICE OF MEETING

COMMUNITY SAFETY PARTNERSHIP

Wednesday, 9th February, 2022, 2.00 pm - (watch the live meeting [here](#) and watch the recording [here](#))

Members: Please see Membership list set out below.

1. FILMING AT MEETINGS

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

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

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

2. APOLOGIES

To receive any apologies for absence.

3. URGENT BUSINESS

The Chair will consider the admission of any items of Urgent Business. (Late items of Urgent Business will be considered where they appear. New items of Urgent Business will be considered under Item 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 - 6)

To confirm the minutes of the meeting held on 8 December 2021 as a correct record.

6. MEMBERSHIP (PAGES 7 - 8)

7. COMMUNITY TENSIONS MONITORING (PAGES 9 - 24)

Presentation by Heather Hutchings.

8. PANTS CAMPAIGN (PAGES 25 - 50)

Presentation by Anna Holland.

9. HARINGEY PROBATION DELIVERY UNIT UPDATE (PAGES 51 - 84)

Presentation by Joe Benmore and Russell Symons.

10. HARINGEY YOUR CHOICE PROPOSAL (PAGES 85 - 98)

Presentation by Beverley Hendricks.

11. OUTREACH RECRUITMENT TEAM (PAGES 99 - 102)

Presentation by Debbie Jacyna.

12. DHR

Verbal update by Manju Likhman.

13. STRATEGIC ASSESSMENT

Verbal update by Sandeep Broca.

14. NEW ITEMS OF URGENT BUSINESS

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

15. ANY OTHER BUSINESS

To raise any items of AOB.

16. DATES OF FUTURE MEETINGS

To note the dates of future meetings set out below:

Nazyer Choudhury, Principal Committee Co-ordinator
Tel – 020 8489 3321
Fax – 020 8881 5218
Email: nazyer.choudhury@haringey.gov.uk

Fiona Alderman
Head of Legal & Governance (Monitoring Officer)
George Meehan House, 294 High Road, Wood Green, N22 8JZ

Tuesday, 01 February 2022

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MINUTES OF MEETING COMMUNITY SAFETY PARTNERSHIP HELD ON WEDNESDAY, 8TH DECEMBER, 2021, 3:30PM - 5:30PM

PRESENT:

Simon Crick – Borough Commander (Co-Chair)

Cllr Perey Ahmet – Leader of the Council (Co-Chair)

Jackie Di Falco - Assistant Director for Early Help & Prevention

Eduardo Araujo – Senior Tottenham Community Safety Manager

Marco Bardetti - Metropolitan Police

Joe Benmore – Community Safety & Enforcement Team

Sandeep Broca - Community Safety & Enforcement Team

Peter Christian – NCL Clinical Commissioning Group Member

Cllr Zena Brabazon – Cabinet Member for Early Years, Children and Families

Tracey Downie – Executive Director of Operations – Housing Management Service

Chantelle Fatania - Consultant in Public Health

Geoffrey Ocen - Bridge Renewal Trust Chief Executive

Ann Graham – Director of Children’s Services

Beverley Hendricks - Assistant Director for Safeguarding and Social Care

Manju Lukhman – Violence Against Women & Girls Strategic Lead

Inspector Scott Mason - Metropolitan Police

Charlotte Pomery - Assistant Director for Commissioning

Beverly Tarka – Director of Adults and Health

Eubert Malcolm –Assistant Director Stronger and safer Communities

Seb Adejei- Addoh – Metropolitan Police

Neil Billany – Metropolitan Police

33. 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.

34. APOLOGIES

Apologies had been received from Rachel Lissaur.

35. URGENT BUSINESS

There were none.

36. DECLARATIONS OF INTEREST

There were no declarations of interest.

37. MINUTES

Page 5 of the minutes referring to Early Years should be changed to read "Early Help".

RESOLVED:

That subject to the above change, the minutes of the meeting held on 6 October 2021 be agreed as a correct record.

38. MEMBERSHIP

Noted.

39. YOUTH JUSTICE THEMATIC INSPECTION REPORT

Ms Jackie Di Falco presented the item.

Co-Chair, Mr Simon Crick stated that he would be happy to support the ongoing work regarding stop-and search.

The meeting welcomed the report and heard that:

- Some internship work was being done with Sony music. A music studio was being used and a workspace was available for use in Bruce Grove. Work was being done with Sony to develop the skills for young people so they could pursue various careers.
- The work involved a small cohort of young people who were engaged with the youth justice service. The understanding from this work would be taken and applied to a wider cohort of young people. This would involve siblings of young people who had been involved with the youth justice service (or those at risk of offending).
- Work would be done more closely with youth services and the Haringey Community Gold Service to ensure that a wider group of people were being reached out to. It was hoped that this could be extended as part of the prevention approach.
- It was important that members of the black community be provided with opportunities and development processes that were not solely related to sports and music (although sports and music was important).

- The Guest of Honour programme was created to help black men who were seen as successful to speak to a cohort of young people to motivate them to have various careers. The programme and raising awareness of successful black men from various backgrounds should be continued.
- There were resources in the borough, such as the college of North East London which had great resources for young people. It's worth considering to what extent Further Education providers were part of the wider debate and what needed to be done with such institutions regarding the offers and availability of courses for career paths.
- It should be noted that the most prolific offenders suffered difficult childhood experiences and that the behavioural scientists had said that the first seven years of a child's development was key for the long term wellbeing of the individual.
- Fathers to Fathers had been involved with the workshops. Innovative projects would continue on the basis that the funding and resources also continued.
- It was worth noting that Ms Jackie Wright, from Tottenham, had placed number 1 on the Black Britain's Power List and was the Vice President of Microsoft USA.

RESOLVED:

That the contents of the report and plan be noted.

40. MAYORS POLICE AND CRIME PRIORITIES 2022-23

Mr Joe Benmore presented the item and reminded the meeting that the consultation document had been made available and that responses should be submitted by 10 January 2022.

The Chair queried if the feedback and communities and partners was different to MOPAC's intended priorities and if it would impact any strategic direction.

The meeting heard that:

- MOPAC appeared to be most interested in where Londoners placed their interest. There would be an emphasis on violence and improving community relationships.
- A set-up session or a meeting involving the Community Safety Partnership would be created in order to develop a response.

RESOLVED:

That the presentation be noted.

41. OPERATION BOXTER

Inspector Scott Mason presented the item.

The meeting heard that:

- Full intelligence checks were carried out on the women being dealt with to check where they were from and where they were housed. Trails were followed for as long as possible including housing checks, immigration checks, if they were known to specific lists and other checks.
- An IPSA was an Independent Sexual Violence Advisor. This was someone who could speak to the females present around safeguarding issues.
- Seven controllers had been identified in total and investigations were ongoing.
- Partnership Working where the issues were discussed. The Police attended the PPSG in both Enfield and Haringey. There were partners that attended the PPSG and Inspector Mason would be happy to collaborate with any entity that could help make progress.
- The figures for women and girls having been taken out of difficult predicaments would be shared with the Board.
- The offences between the northern and southern area were grouped together but could be broken down between numbers noted in Enfield and Haringey.
- A firearm (a revolver) was recovered by the Boxter team. This was found by an approach followed by a stop and search. This led to a short foot chase. Officers eventually recovered a live loaded revolver.

RESOLVED:

That the presentation be noted.

42. SAFEGUARDING UPDATE

This item was withdrawn from the agenda.

43. NEW ITEMS OF URGENT BUSINESS

There were none.

44. ANY OTHER BUSINESS

Ms Manju Lukhman advised that a homicide had taken place and the Council had undertaken notification to the Home Office and the Council would undertake a DHR. The first DHR meeting would take place on 16 December 2021. The matter would be reported back to the Community Safety Partnership once the review had been concluded and the action plan had been produced.

Mr Peter Christian stated that if there was anybody that the Board were aware of being vaccine hesitant, then they should encourage those individuals to take their vaccines.

Mr Sandeep Broca noted that the strategic assessment process was underway. This was the annual review of crime and community safety across the borough. This would be brought forward to the next meeting of the Community Safety Partnership.

Mr Joe Benmore suggested that an item may need to be brought forward regarding implications for Haringey Council as a result of government restrictions in response to the coronavirus crisis.

45. DATES OF FUTURE MEETINGS

The next meeting will take place on 9 February 2022.

CHAIR:

Signed by Chair

Date

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Appendix E
Community Safety Partnership - Membership List 2021/22

	NAME OF REPRESENTATIVE
Statutory partners/CSP members	<p>Cllr Peray Ahmet, Leader of the Council (Co-chair)</p> <p>Simon Crick, Borough Commander (Co-chair), Haringey Metropolitan Police</p> <p>Cllr Julia Ogiehor</p> <p>Cllr Zena Brabazon, Cabinet Member for Early Years, Children and Families</p> <p>Cllr Erdal Dogan, Cabinet Member for Stronger and Safer Communities</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>Latoya Ridge, Victim Support</p>
Supporting advisors	<p>Eubert Malcolm, Assistant Director Safer and Stronger Communities</p>

Title: Community Safety Partnership Community Tensions Monitoring

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

Lead Officer: Heather Hutchings– Strategic Lead of Communities

Ward(s) affected: All Wards

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

1. Describe the issue under consideration

1.1 This briefing note details information about Haringey's commitment to record and monitor tensions that may arise within the community. Community tension is a state of community dynamics which may potentially lead to disorder, threaten the peace and stability of communities, or raise the levels of fear and anxiety in the whole, or a part of the local community. Strained relationships may build up within or between communities, or against particular institutions, based on real or perceived events or information or on fears, prejudices, circumstances or specific actions. They may develop over a long period and be inflamed by a 'spark' which leads to disorder and criminal activity.

1.2 The tension monitoring group applies a consistent approach to responding to all forms of community tensions including but not limited to;

- Legislation impacting communities
- Events causing community unrest
- Extremist groups within the borough
- Faith based tensions
- Illness/public health including COVID-19
- Community development
- Youth Tensions
- Significant crime affecting communities
- Graffiti
- Political protests
- Hate crime
- Environmental tensions
- Community Safety Concerns
- BREXIT
- Terrorist incident (UK or Abroad)
- Housing disputes/housing relating hate crime.

- Migration tensions

- 1.3 In developing this approach to tension monitoring, the local authority seeks to understand local community dynamics and identify potential or actual tensions. The aim is to minimise the potential negative effects of tension, prevent escalation and reduce conflict. This approach is produced by Prevent, which forms part of the 'Stronger Communities' brief and is located within the Community Safety Unit.
- 1.4 Reported community tensions are embedded into the Prevent local risk assessment. Feeding into the risk assessment ensures that local tensions are not left unrecorded and team activity/resources are appropriately deployed to mitigate the tension into further escalation.

2. Recommendations

That the Board notes:

- 2.1.0 The work around community tension monitoring will be used to guide our approach to intervention; short, medium and long term. It will also be used to inform and support the management of critical incidents and to support and promote community cohesion overall.
- 2.2 Monitoring and reacting to community tensions can help to encourage equality, cohesion and maintain public order. This document's priority supports a number of ongoing workstreams in Haringey including the Community Safety Strategy, the Young People at Risk Strategy, and the Borough Plan.
- 2.3 It is also recommended that the board supports the monitoring of community tensions; the approach will work best if all members and frontline professionals feedback tensions as they arise, so we are able to mitigate long-term impacts.

3. Contributing to Community Tensions

- 3.1 We have a weekly community tension report which will be sent to all partners in order to have a consistent approach to gathering and recording issues within the borough. The report will ask simple questions such as the type of tension being reported, the location of the tension, what mitigations actions have already been taken and what actions are yet to occur.
- 3.2 We will analyse the types of tensions that are being reported and support in mitigation tasks to ensure community cohesion is maintained at all times. We will also ask for partnership support where appropriate when dealing with tensions, so communities feel supported and safe.

- 3.3 There is a strategic oversight panel which meets quarterly to discuss trends, locations of concerns, mitigation strategies and offer a multi-agency response to diffusing tensions and working towards community cohesion. The quarterly panel seeks support from senior professionals who can influence change to ensure communities feel supported, harmonious, and safe within Haringey.

4. Re-launching the Community Tension Reporting Mechanism

- 4.1 The process for reporting community tensions launched in January 2021. Since this date we have seen a steady number of tensions reported each month, however, the team recognise that the number of tensions reported each month could be improved with more consideration given to ensuring partners are aware of the process and how to report. Efforts are being made to raise awareness of the process and provide in-house briefings to partners and teams.
- 4.2 The Prevent team have already briefed and tasked community safety, ASB team, the street cleansing teams and teams within Children's Services to routinely report tensions as they see them. The team regularly reach out to the wider council, as well as the voluntary sector, educational settings, and faith institutions to feed in tensions as they see them. The aim is to have as many people as possible contribute in order to form a fuller picture of tensions which may be affecting Haringey communities.

5. Contribution to strategic outcomes

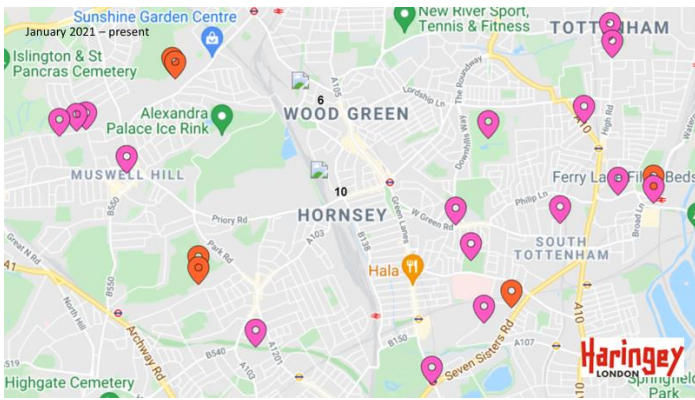
- 5.1 This work contributes to the Contest Strategy (The United Kingdom's Strategy for Countering Terrorism), our Haringey Borough Plan priority 2, and the Haringey Community Safety Strategy.
- 5.2 Officers and partners work strategically across related work areas and boards.

6. Use of Appendices

n/a

7. Local Government (Access to Information) Act 1985

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Community Tension Monitoring

Delivered by Heather
Hutchings
Strategic Lead of
Communities
(Prevent Lead)



What are Community Tensions?

- Community tension is a state of community dynamics which may potentially lead to disorder, threaten the peace and stability of communities or raise the levels of fear and anxiety in the whole or part of the local community.



Community tension may also arise as a result of the *absence* of the following factors:

- Common vision and a sense of belonging – individual and community
- Appreciation for diversity and identity
- Drive for equality
- Opportunities to build positive relationships with others and learn from them.



Purpose of Tension Monitoring

- To understand local community dynamics and identify potential or actual tensions
- To minimise the potential negative affects of tension, prevent escalation and reduce conflict
- To consider and plan interventions – short, medium and long term
- To support and promote community cohesion



What tensions are we monitoring?

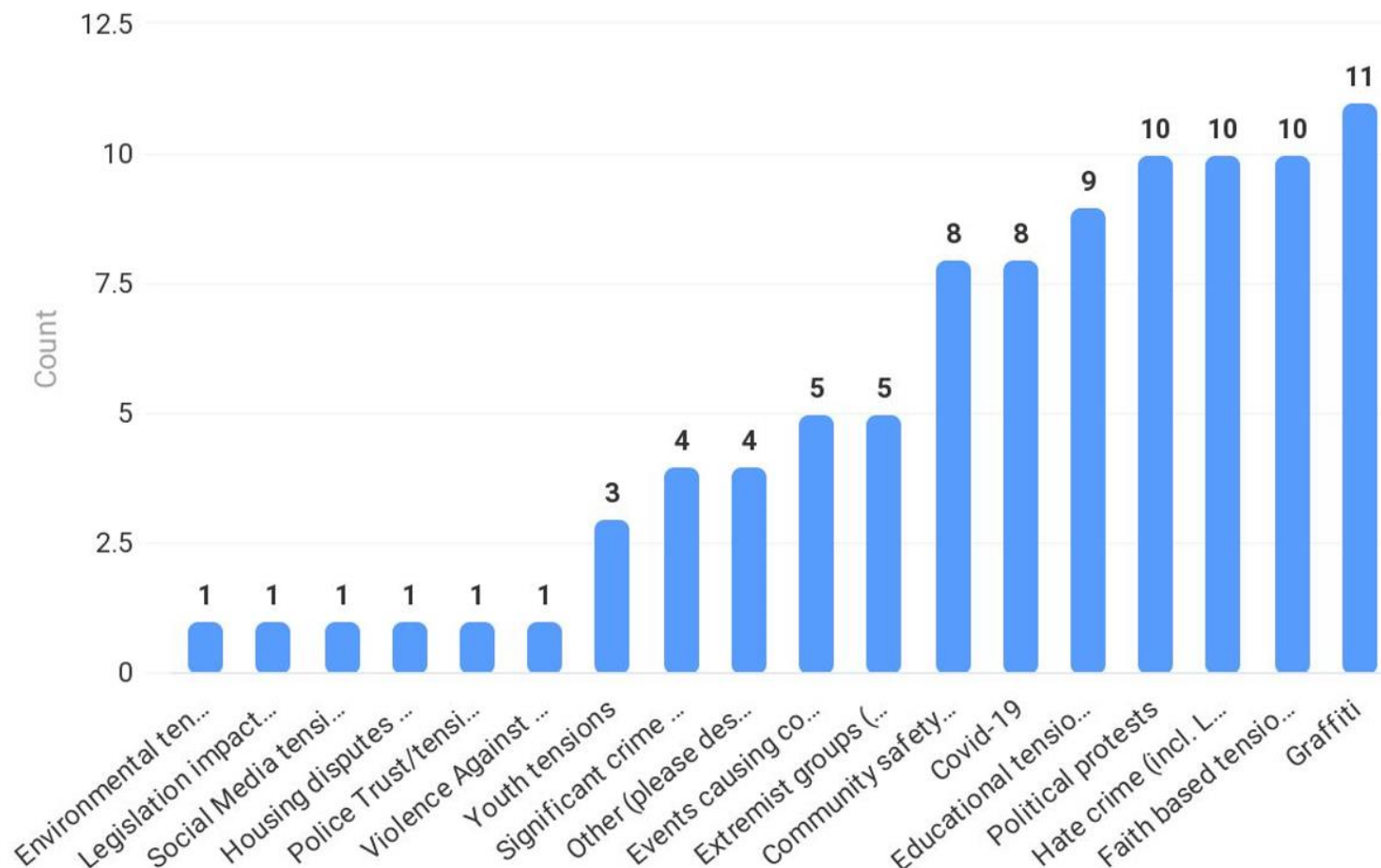
Events causing community unrest	Hate Crime
Extremist groups within the borough	Environmental tensions
Faith Based tensions	Community Safety Concerns
COVID-19	BREXIT
Community development	Terrorist incident (UK or Abroad)
Youth tensions	Housing disputes/housing related hate crime
Significant Crime affecting communities	Migration tensions
Graffiti	Anniversary/legacy events

Reporting via community tensions should not replace reporting incidents to the police – 101/999.

Examples...



TYPE OF TENSION REPORTED COLUMN



Roles and Responsibilities of the Tensions Monitoring Strat Group

- Collect, share and co-ordinate information about community dynamics and tensions
- Analyse community information based on experienced, evidenced and potential tensions
- Tensions feed into local risk assessment
- Take a multi agency response – onward reporting.
- Devise interventions and support mechanisms where needed
- Have a consistent approach to tackling any tensions that arise

Ask from the CSP

- The work around community tension monitoring will be used to guide our approach to intervention; short, medium and long term.
- It will also be used to inform and support the management of critical incidents and to support and promote community cohesion overall.
- That Community tension monitoring supports a number of ongoing workstreams and projects.
- That the board supports the monitoring of community tensions, the approach taken and a commitment to share with partners, so we are able to mitigate short and long-term impacts.

How can you support?

- Report any tensions using the following tool:
- <https://forms.monday.com/forms/d2fab5a838612fefce4bba1504c1c60?r=use1>

Encourage all front line staff to report what they see/hear!

Community Tensions Reporting Form

We are using this tension monitoring page to:

- Understand local community dynamics and identify potential or action tensions
- To minimise the potential negative affects of tension, prevent escalation and reduce conflict
- To consider and plan interventions – short, medium or long term
- To inform and support the management of critical incidents
- To support and promote community cohesion. Please ensure any emergency incidents are reported to the police!

1. Name the tension

This will be visible in an overview map for people to better understand the type of tension & where in the borough. e.g. Estate based criminal activity or Anti-Semitic Graffiti

Answer will be written here

+ Add new question

Workstream

This question is hidden on this form

👁 Show question

Next Steps

- Continuation of training/briefings to key council members and external partners
- Support community groups and faith leads who are victim to/impacted by tensions
- Develop and implement engagement plans to build and improve relationships with local communities, businesses, voluntary, community and faith organisations to raise awareness of tensions and or hate crime, encourage reporting of incidents and to strengthen community engagement.
- Implement borough initiatives to share intelligence concerning individuals/groups responsible for activity in hot-spot areas

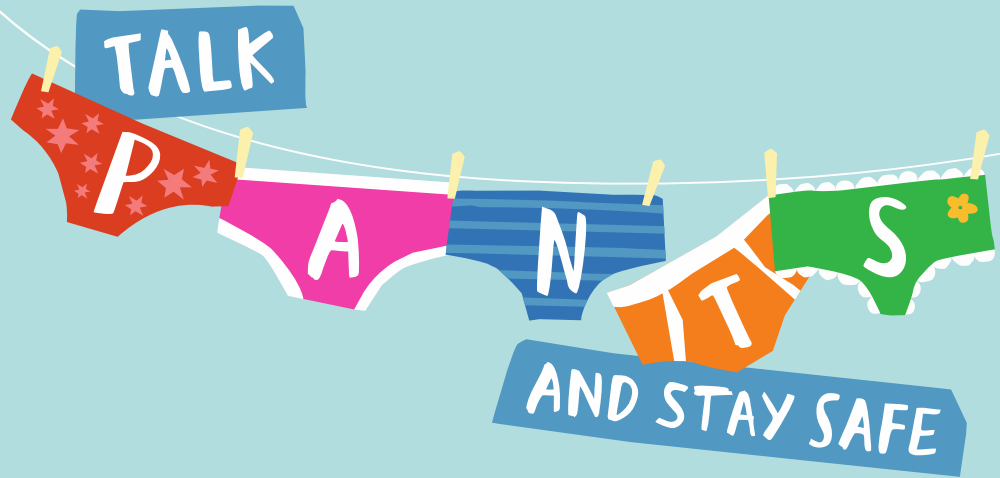
QUESTIONS?

Contact:

Heather.hutchings@haringey.gov.uk

Prevent@haringey.gov.uk

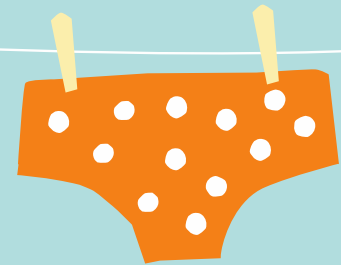




**Anna Holland,
Consultant Social
Worker, NSPCC London
and South-East**

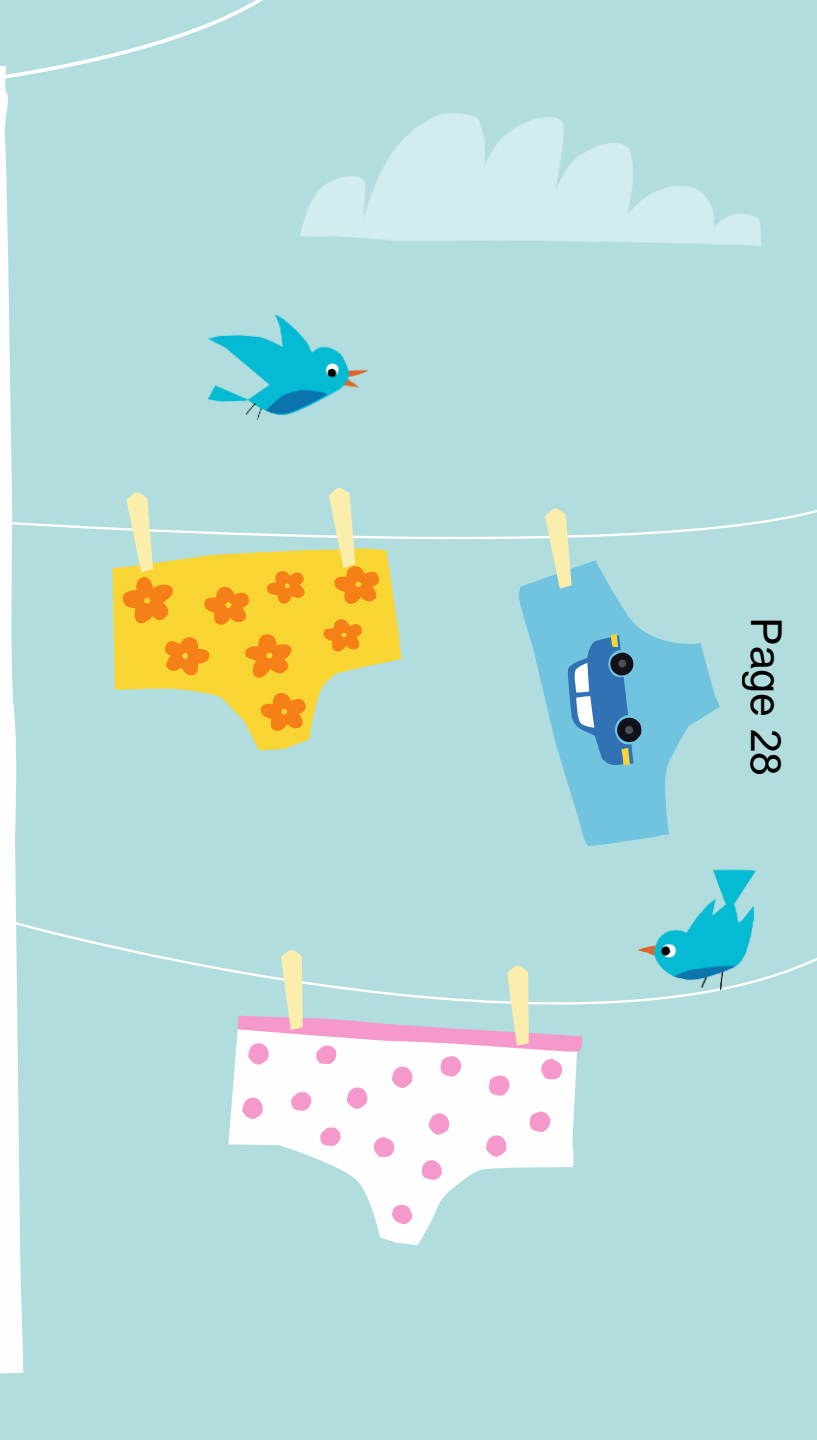
First Aid

Emotional health
warning – Self-care



Talk PANTS

- UK wide campaign that aims to help protect children aged 4 – 8 years from sexual abuse
- To support parents, carers and relevant professionals to use the PANTS resources in conversations with children so that these adults can try to help keep children safe from sexual abuse.
- To provide messages directly to children so that they know that they can always talk to someone about anything that is worrying them.
- Encourages adults and children to report any concerns



The Underwear Rule



Where the campaign came from

- **Winter 2012/2013**
- Jimmy Savile scandal – one of the most prolific sex offenders in UK history
- Alongside this a string of high-profile cases of sexual abuse



- 63% of the public said the recent media coverage had made them think more about sexual abuse
- Sexual abuse consistently tops list of public concerns relating to children

We wanted to run a campaign responding to the increased concerns of parents and carers

Why this campaign?

Parents, carers and professionals can play an important role in keeping children safe from sexual abuse by talking to them.

1 IN 3

CHILDREN SEXUALLY
ABUSED BY AN
ADULT, DID NOT TELL
ANYONE ELSE AT
THE TIME*

Stranger danger

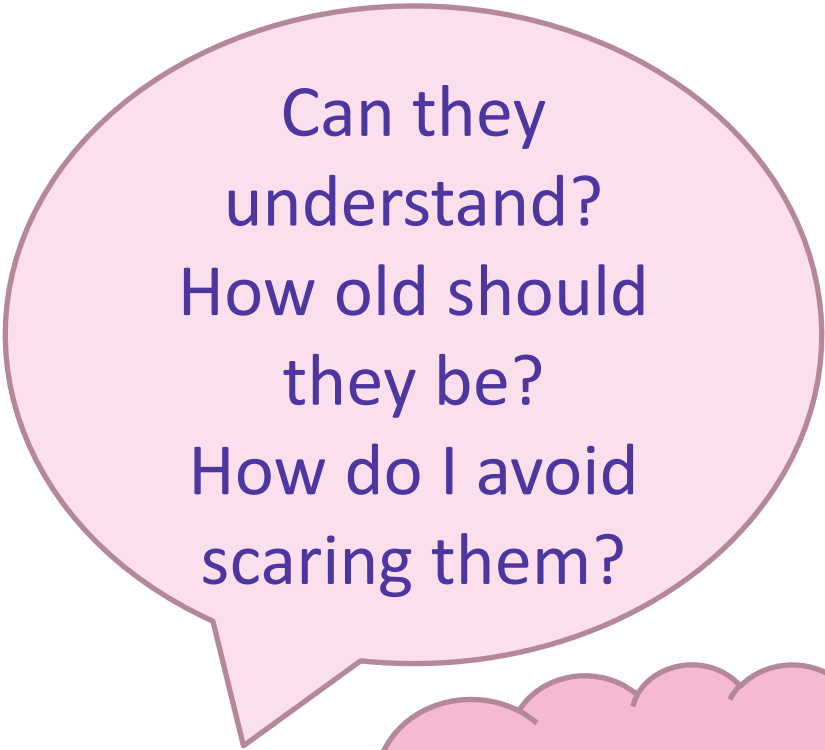
“Don’t go off with strangers”

“Scream, shout and run away”

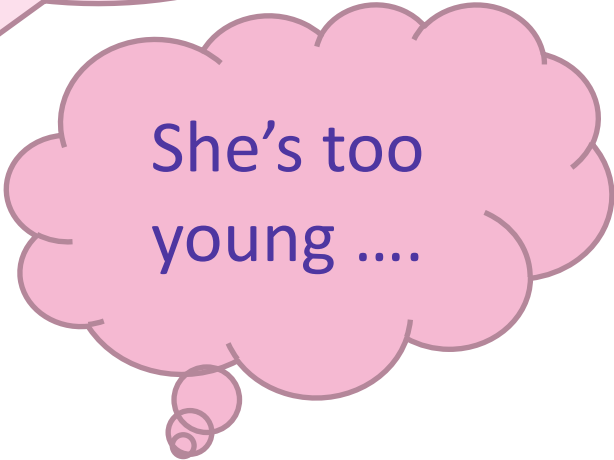
“Always ask before you do something”

90%
OF SEXUALLY
ABUSED CHILDREN
WERE ABUSED BY
SOMEONE THEY
KNEW *

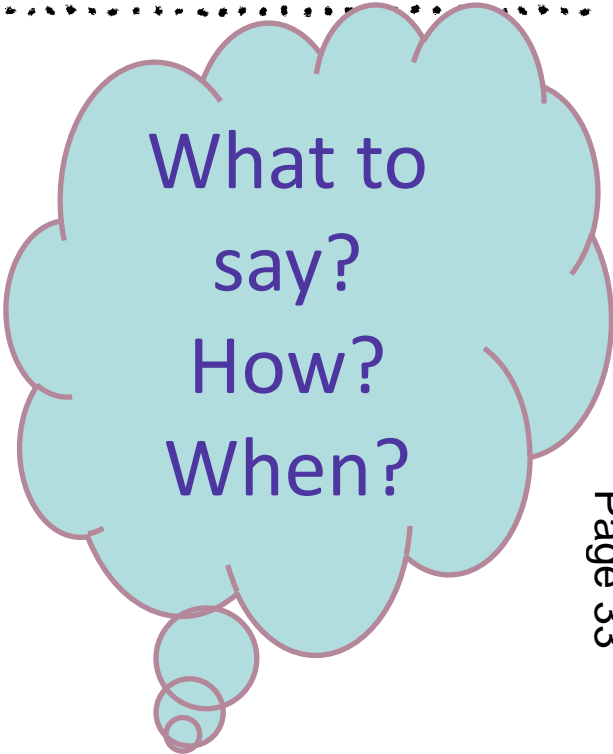
You might be thinking.....



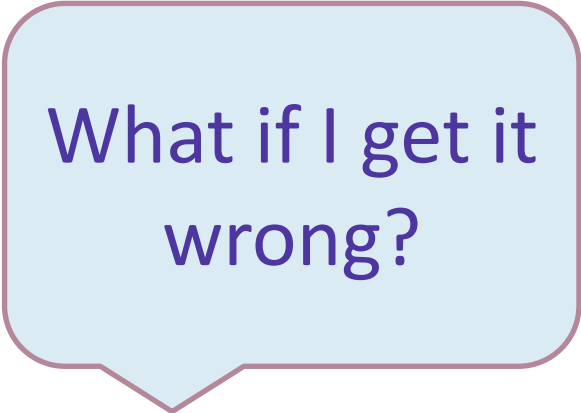
Can they
understand?
How old should
they be?
How do I avoid
scaring them?



She's too
young



What to
say?
How?
When?



What if I get it
wrong?

Supporting parents to have conversations



P RIVATES
ARE PRIVATE



A LWAYS REMEMBER YOUR
BODY BELONGS TO YOU

N O MEANS NO

T ALK ABOUT SECRETS
THAT UPSET YOU

S PEAK UP, SOMEONE
CAN HELP



Parents' feedback



Talking PANTS

Privates are private



Be clear with your child that parts of their body covered by underwear are private.

Explain to your child that no one should ask to see or touch their private parts or ask them to look or touch anyone else's.

Sometimes doctors, nurses or family members might have to. Explain that this is OK, but that those people should always explain why, and ask your child if it's OK first.

Talking PANTS

Always remember your body belongs to you



Let your child know their body belongs to them, and no one else

No one has the right to make them do anything that makes them feel uncomfortable. And if anyone tries, tell your child they have the right to say no.

Remind your child that they can always talk to you about anything which worries or upsets them.

Talking PANTS

No means no



Make sure your child understands that they have the right to say “no” to unwanted touch – even to a family member or someone they know or love.

This shows that they’re in control over their body and their feelings should be respected.

If a child feels confident to say not to their own family, they are more likely to say not to others.

Talking PANTS

Talk about secrets that upset you



Explain the differences between ‘good’ and ‘bad’ secrets. Phrases like “it’s our little secret” are an abuser’s way of making a child feel worried, or scared to tell someone what is happening to them.

Good secrets can be things like surprise parties or presents for other people.

Bad secrets make you feel sad, worried or frightened.

Your child needs to feel able to speak up about secrets that worry them and confident that saying something won’t get them into trouble.

Telling a secret will never hurt or worry anybody in your family or someone you know and love.

Talking PANTS

Speak up, someone can help



Tell your child that if they ever feel sad, anxious or frightened they should talk to an adult they trust.

This doesn't have to be a family member. It can also be a teacher or a friend's parent – or even Childline.

Remind them that whatever the problem, it's not their fault and they will never get into trouble for speaking up.

What we've achieved so far

- **Over 1.5 million parents have had at least one conversation with their children about PANTS**
- **More than 8 million people have viewed our Pantosaurus film**
- **Our annual campaigns have a reach of over 10 million**
- **Following our Summer 2020 campaign, our pre and post campaign research showed us that:**
 - There are signs of longer-term attitudinal change; in particular, increasing agreement over time that child sexual abuse in the UK can be prevented, one of our wider marketing objectives.
 - Three in five parents of 4 to 8s now recall Talk PANTS, and a third have had the conversation.



PANTS resources

- Guides for parents and children with learning disabilities
- Guidance for foster carers
- Early years guidance
- SEND Love.life resources Currently working on Makaton ..
- Packs for primary schools to deliver 'Underwear rule' sessions.

*The guides include conversations starters, talking tips, how to handle tricky questions and where to go to for more support.

Parent guides are also available in:

- | | |
|--------------|-------------|
| • Russian | • Chinese |
| • Lithuanian | • Tetum |
| • Latvian | • Bulgarian |
| • Welsh | • Romanian |
| • Polish | • Irish |
| • Portuguese | • Arabic |
| • Urdu | • Punjabi |
| • Bengali | • Gujarati |



All available to download at <https://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/underwear-rule/>

The schools resource

The resource recognises that schools play an important part in teaching children to keep themselves safe from all kinds of abuse.

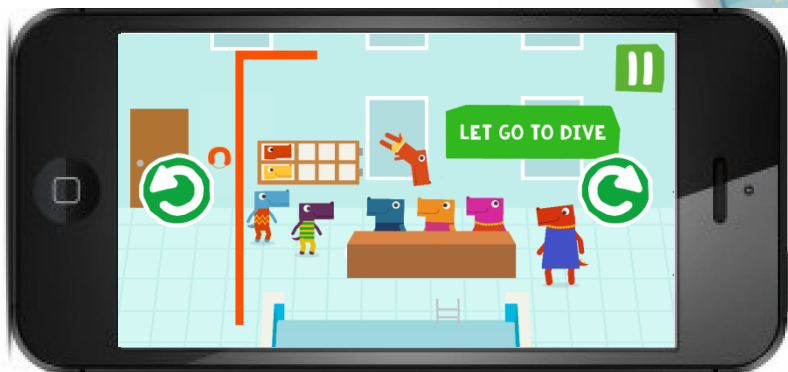
The resource includes:

- Easy to use lesson plan appropriate for early years and key stage 1
- Clear guidance regarding the curriculum links in each of the UK nations
- Teaching resource guidance
- Pupil activity resources
- PANTS slide presentation
- Parents' letter template



All free to download from nspcc.org.uk

Pantosaurus!



The Underwear Rule

Pantosaurus



Pantosaurus Video

NSPCC

presents



PANTOSAURUS

Campaign Timeline for 2022



Campaign Timeline

End February / Early March 2022 – Campaign Launch for Professionals (Virtual)

March – June 2022 Familiarisation Workshops for Haringey Partners

May/June 2022- Autumn 2022 Community facing activities

September-December 2022 Additional Workshops/ Activities as required

December 2022- March 2023- Campaign Evaluation and Final Reporting

Any questions or if you are
interested in a workshop in
your setting , please email :

Anna Holland

anna.holland@nspcc.org.uk



TALK

P

A

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T

S

AND STAY SAFE

Thank You!

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NSPCC

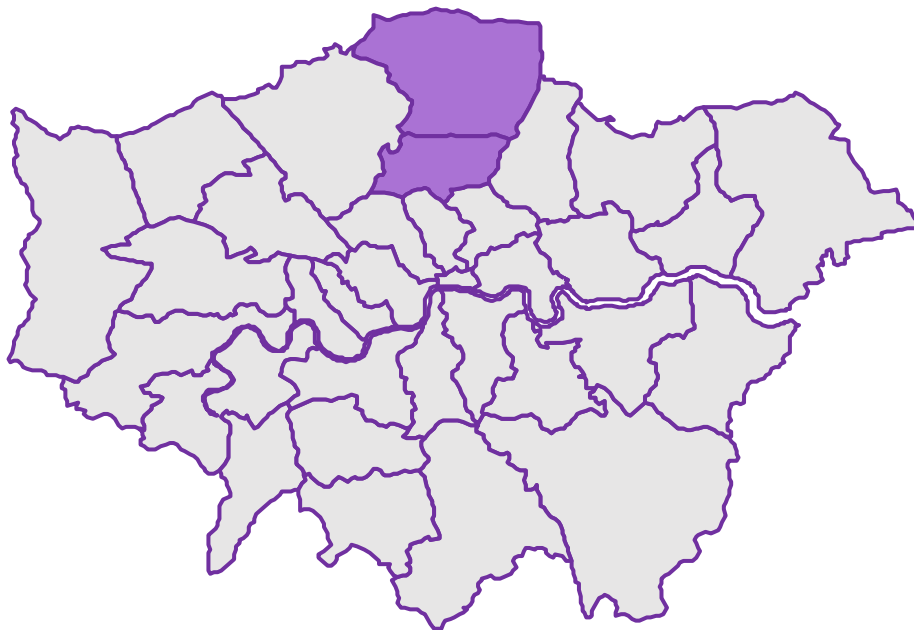
EVERY CHILDHOOD IS WORTH FIGHTING FOR

©NSPCC 2016. Registered charity in England and Wales 216401. Scotland SC037717. J20161332



HM Prison &
Probation Service

Probation Service – Enfield and Haringey Needs Analysis



October 2021



Enfield and Haringey

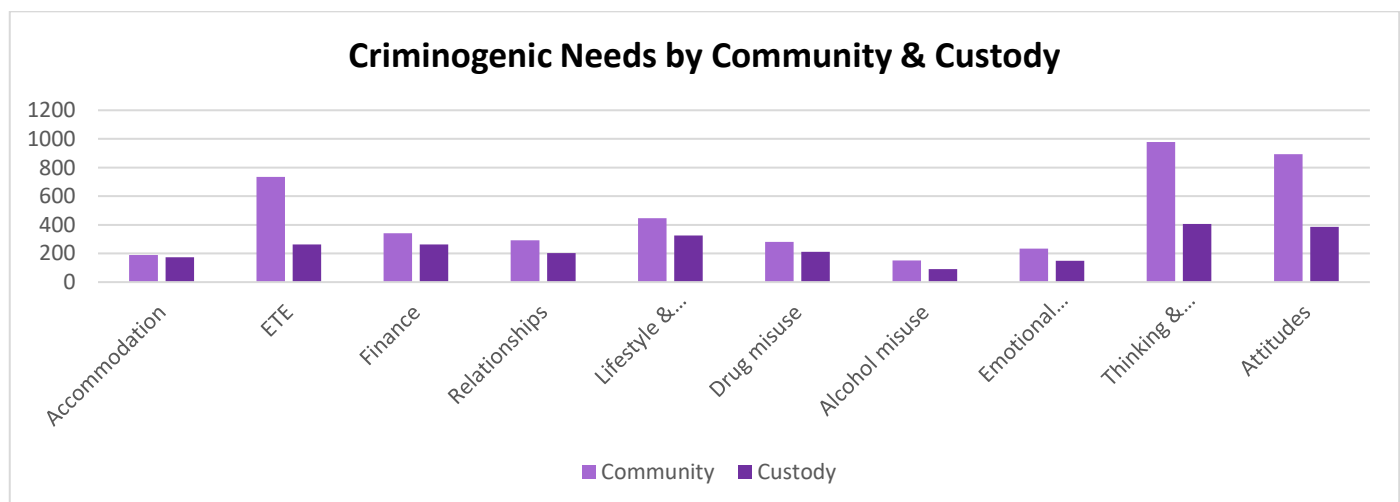
This report presents the London caseload profile for Enfield and Haringey, based on nDelius recording and related OASys assessments. The dataset used is based on the London caseload, accurate as of 15th October 2021.

Information below provides an overview of both Community and Custody caseload by LDU with regards to identified needs linked to offending and identified groups in nDelius. This information can be used alongside your knowledge of your area and services within this to identify any gap in resources.

Enfield

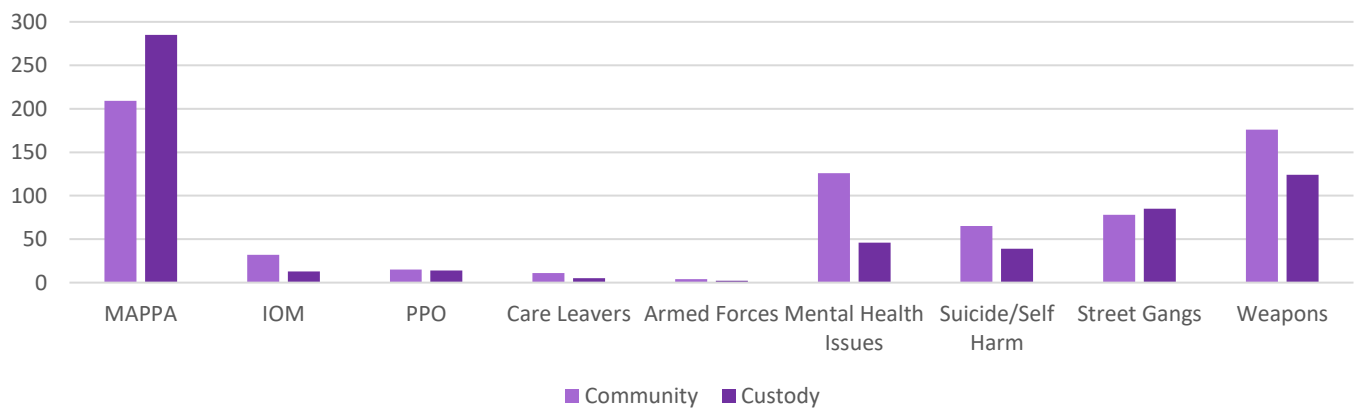
Criminogenic Needs by Community & Custody

Criminogenic Needs	Community				Custody			
	Yes	%	No	%	Yes	%	No	%
Accommodation	190	13.28%	821	57.37%	174	12.16%	246	17.19%
ETE	735	51.36%	276	19.29%	262	18.31%	158	11.04%
Finance	341	23.83%	670	46.82%	263	18.38%	157	10.97%
Relationships	293	20.48%	718	50.17%	203	14.19%	217	15.16%
Lifestyle & associates	447	31.24%	564	39.41%	325	22.71%	95	6.64%
Drug misuse	282	19.71%	729	50.94%	212	14.81%	208	14.54%
Alcohol misuse	152	10.62%	859	60.03%	90	6.29%	330	23.06%
Emotional wellbeing	233	16.28%	778	54.37%	150	10.48%	270	18.87%
Thinking & behaviour	978	68.34%	33	2.31%	406	28.37%	14	0.98%
Attitudes	894	62.47%	117	8.18%	386	26.97%	34	2.38%

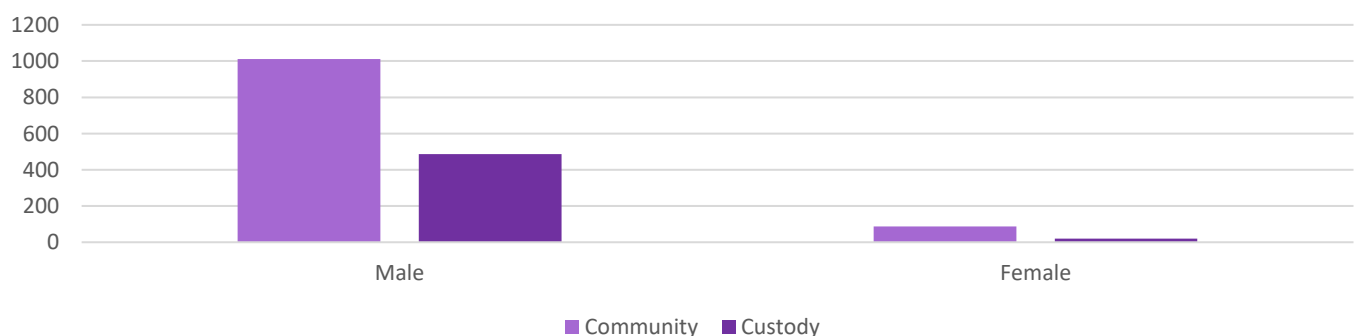


NDeIus Registrations

	Community				Custody			
Registrations	Yes	%	No	%	Yes	%	No	%
MAPPA	209	13.01%	890	55.42%	285	17.75%	222	13.82%
IOM	32	2.00%	1062	66.46%	13	0.81%	491	30.73%
PPO	15	0.94%	1079	67.52%	14	0.88%	490	30.66%
Care Leavers	11	0.68%	1088	67.75%	5	0.31%	502	31.26%
Armed Forces	4	0.25%	1095	68.18%	2	0.12%	505	31.44%
Mental Health Issues	126	7.85%	973	60.59%	46	2.86%	461	28.70%
Suicide/Self Harm	65	4.05%	1034	64.38%	39	2.43%	468	29.14%
Street Gangs	78	4.86%	1021	63.57%	85	5.29%	422	26.28%
Weapons	176	10.96%	923	57.47%	124	7.72%	383	23.85%

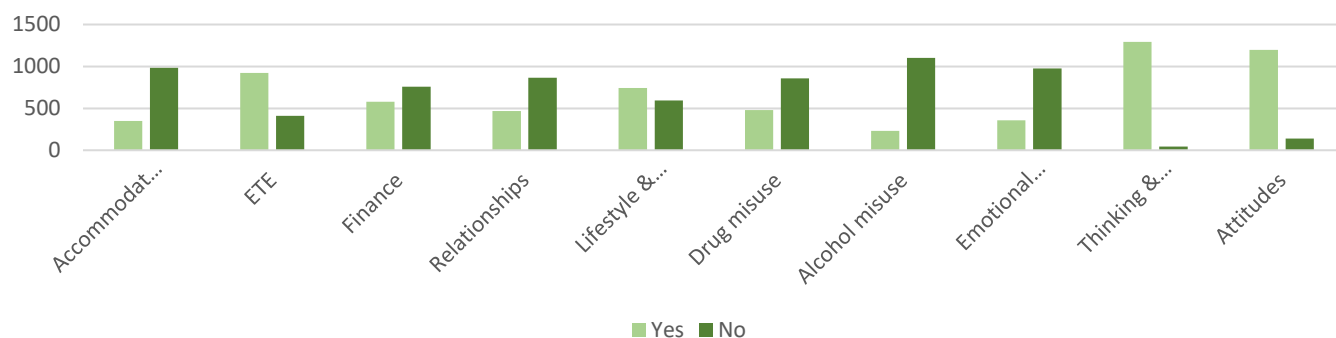
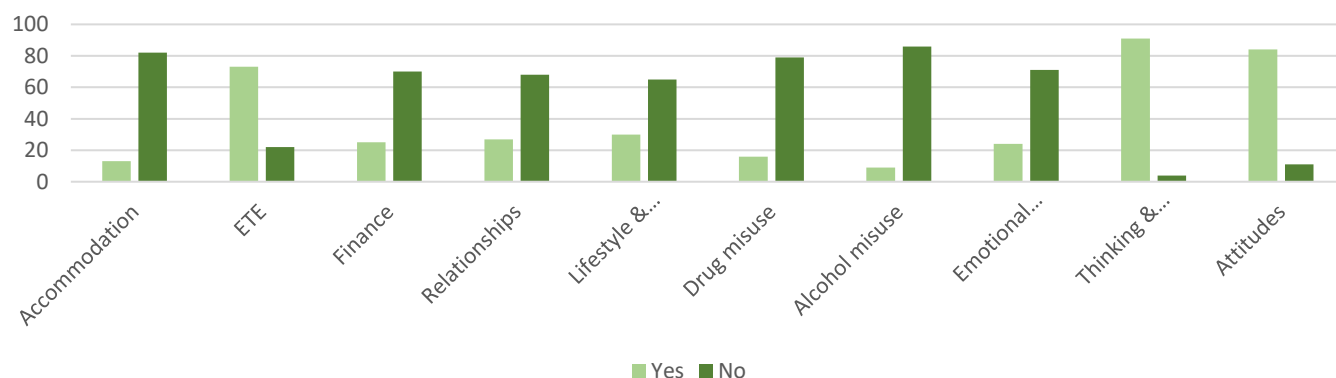
Registrations by Community & Custody**Gender by Community & Custody**

Gender	Community	%	Custody	%
Male	1011	67.49%	487	32.51%
Female	88	81.48%	20	18.52%

Gender by Community & Custody

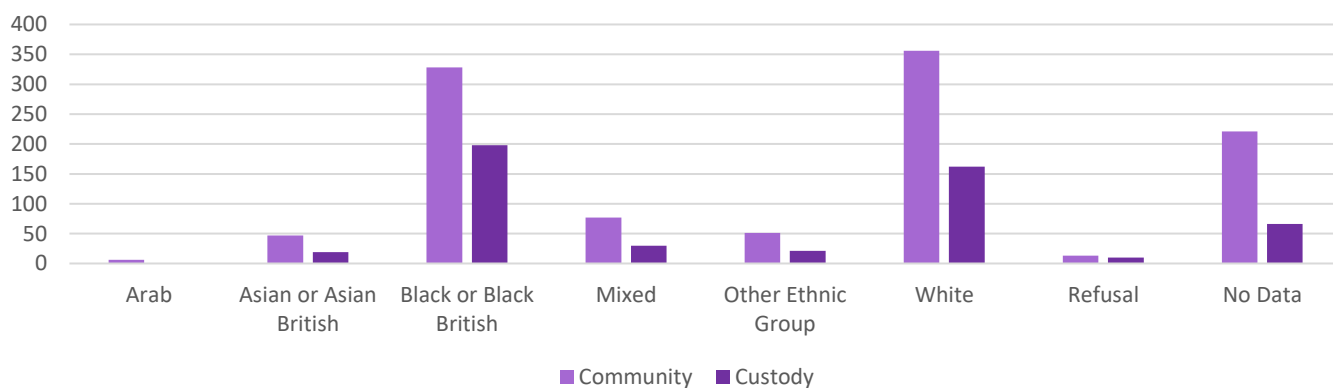
Criminogenic Needs by Gender

	Male				Female			
Criminogenic Needs	Yes	%	No	%	Yes	%	No	%
Accommodation	351	24.53%	985	68.83%	13	0.91%	82	5.73%
ETE	924	64.57%	412	28.79%	73	5.10%	22	1.54%
Finance	579	40.46%	757	52.90%	25	1.75%	70	4.89%
Relationships	469	32.77%	867	60.59%	27	1.89%	68	4.75%
Lifestyle & associates	742	51.85%	594	41.51%	30	2.10%	65	4.54%
Drug misuse	478	33.40%	858	59.96%	16	1.12%	79	5.52%
Alcohol misuse	233	16.28%	1103	77.08%	9	0.63%	86	6.01%
Emotional wellbeing	359	25.09%	977	68.27%	24	1.68%	71	4.96%
Thinking & behaviour	1293	90.36%	43	3.00%	91	6.36%	4	0.28%
Attitudes	1196	83.58%	140	9.78%	84	5.87%	11	0.77%

Criminogenic Needs by Gender: Male**Criminogenic Needs by Gender: Female**

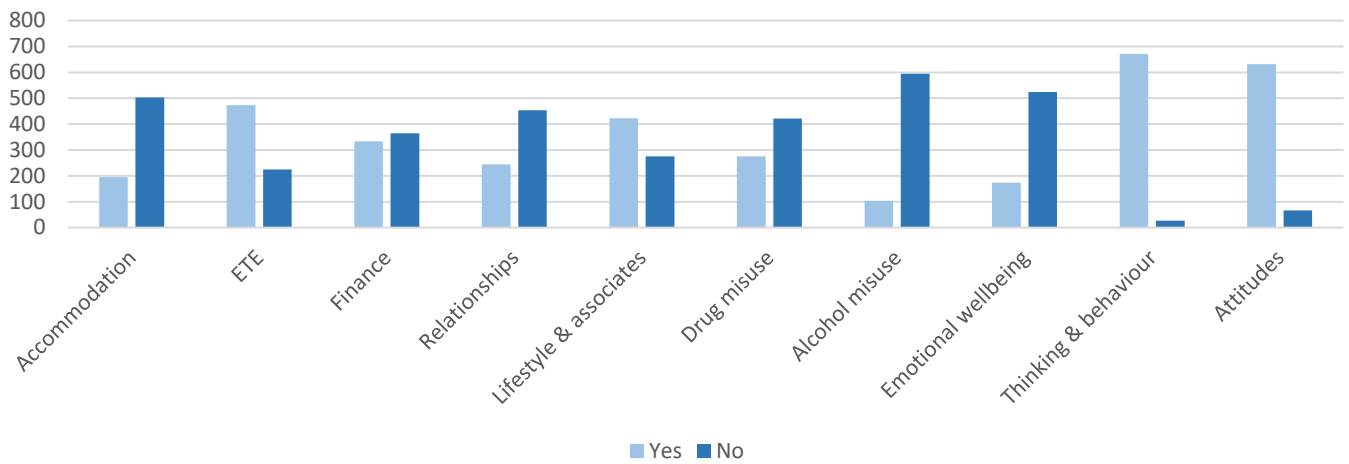
Ethnicity by Community & Custody

Ethnicity	Community	%	Custody	%
Arab	6	85.71%	1	14.29%
Asian or Asian British	47	71.21%	19	28.79%
Black or Black British	328	62.36%	198	37.64%
Mixed	77	71.96%	30	28.04%
Other Ethnic Group	51	70.83%	21	29.17%
White	356	68.73%	162	31.27%
Refusal	13	56.52%	10	43.48%
No Data	221	77.00%	66	23.00%

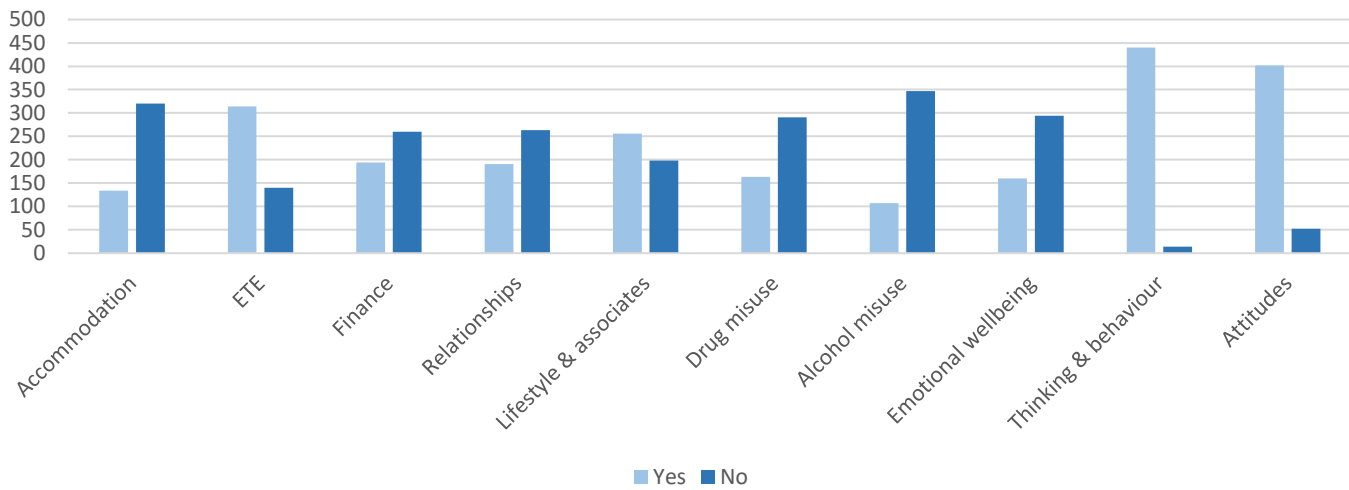
Ethnicity by Community & Custody**Criminogenic Needs by Ethnicity**

Criminogenic Needs	Black, Asian & Minority Ethnic				White			
	Yes	%	No	%	Yes	%	No	%
Accommodation	195	16.93%	503	43.66%	134	11.63%	320	27.78%
ETE	473	41.06%	225	19.53%	314	27.26%	140	12.15%
Finance	333	28.91%	365	31.68%	194	16.84%	260	22.57%
Relationships	245	21.27%	453	39.32%	191	16.58%	263	22.83%
Lifestyle & associates	423	36.72%	275	23.87%	256	22.22%	198	17.19%
Drug misuse	276	23.96%	422	36.63%	163	14.15%	291	25.26%
Alcohol misuse	103	8.94%	595	51.65%	107	9.29%	347	30.12%
Emotional wellbeing	174	15.10%	524	45.49%	160	13.89%	294	25.52%
Thinking & behaviour	671	58.25%	27	2.34%	440	38.19%	14	1.22%
Attitudes	632	54.86%	66	5.73%	402	34.90%	52	4.51%

Criminogenic Needs by Ethnicity: Black, Asian & Minority Ethnic

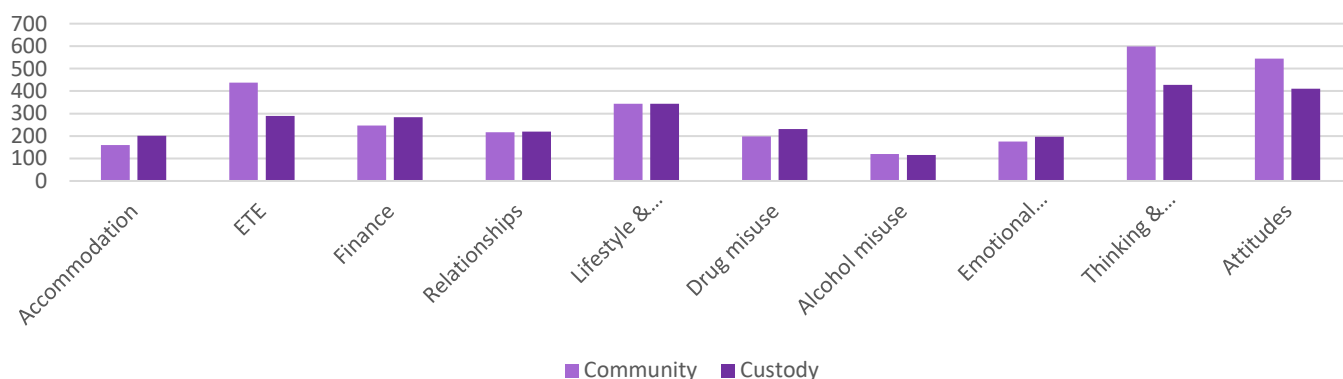


Criminogenic Needs by Ethnicity: White



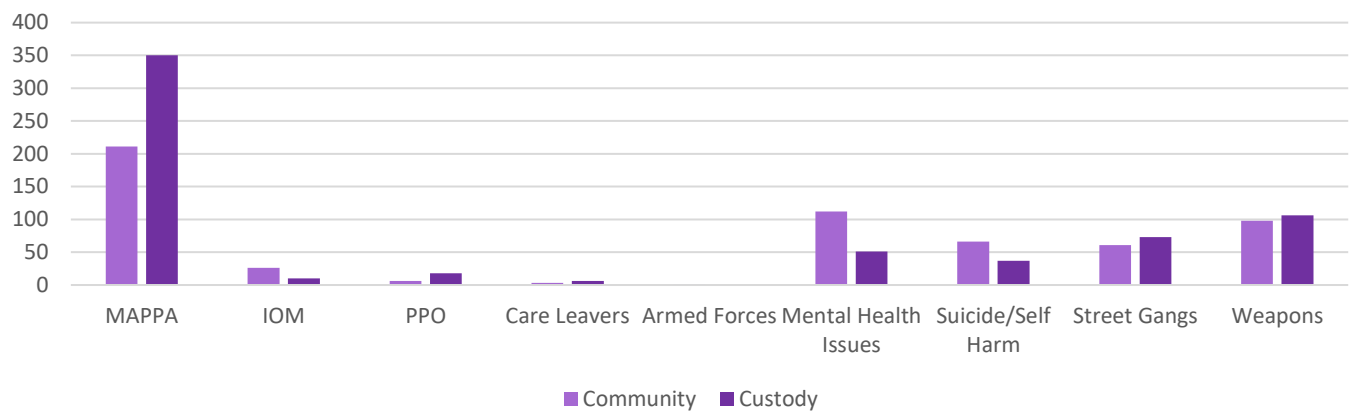
Haringey**Criminogenic Needs by Community & Custody**

Criminogenic Needs	Community				Custody			
	Yes	%	No	%	Yes	%	No	%
Accommodation	160	14.77%	476	43.95%	201	18.56%	246	22.71%
ETE	437	40.35%	199	18.37%	289	26.69%	158	14.59%
Finance	247	22.81%	389	35.92%	284	26.22%	163	15.05%
Relationships	217	20.04%	419	38.69%	220	20.31%	227	20.96%
Lifestyle & associates	343	31.67%	293	27.05%	343	31.67%	104	9.60%
Drug misuse	198	18.28%	438	40.44%	231	21.33%	216	19.94%
Alcohol misuse	120	11.08%	516	47.65%	116	10.71%	331	30.56%
Emotional wellbeing	175	16.16%	461	42.57%	197	18.19%	250	23.08%
Thinking & behaviour	598	55.22%	38	3.51%	428	39.52%	19	1.75%
Attitudes	545	50.32%	91	8.40%	410	37.86%	37	3.42%

Criminogenic Needs by Community & Custody**NDelius Registrations**

Registrations	Community				Custody			
	Yes	%	No	%	Yes	%	No	%
MAPPA	211	17.11%	474	38.44%	350	28.39%	198	16.06%
IOM	26	2.12%	657	53.68%	10	0.82%	531	43.38%
PPO	6	0.49%	677	55.31%	18	1.47%	523	42.73%
Care Leavers	3	0.24%	682	55.31%	6	0.49%	542	43.96%
Armed Forces	1	0.08%	684	55.47%	0	0.00%	548	44.44%
Mental Health Issues	112	9.08%	573	46.47%	51	4.14%	497	40.31%
Suicide/Self Harm	66	5.35%	619	50.20%	37	3.00%	511	41.44%
Street Gangs	61	4.95%	624	50.61%	73	5.92%	475	38.52%
Weapons	98	7.95%	587	47.61%	106	8.60%	442	35.85%

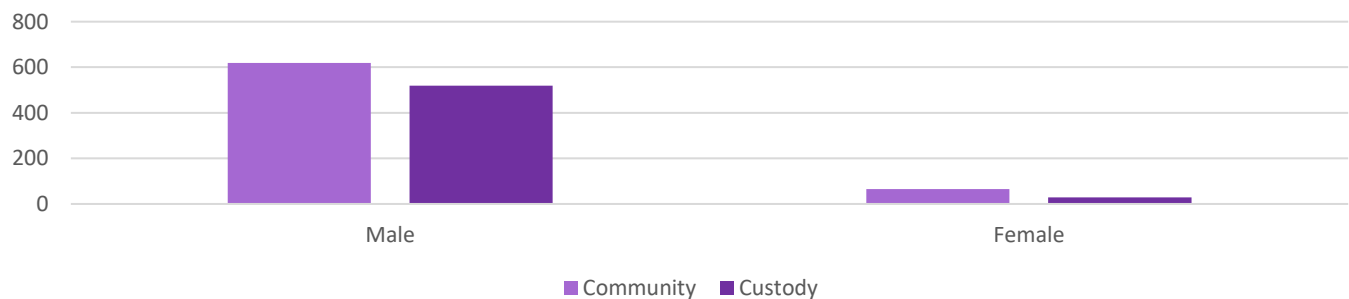
Registrations by Community & Custody



Gender by Community & Custody

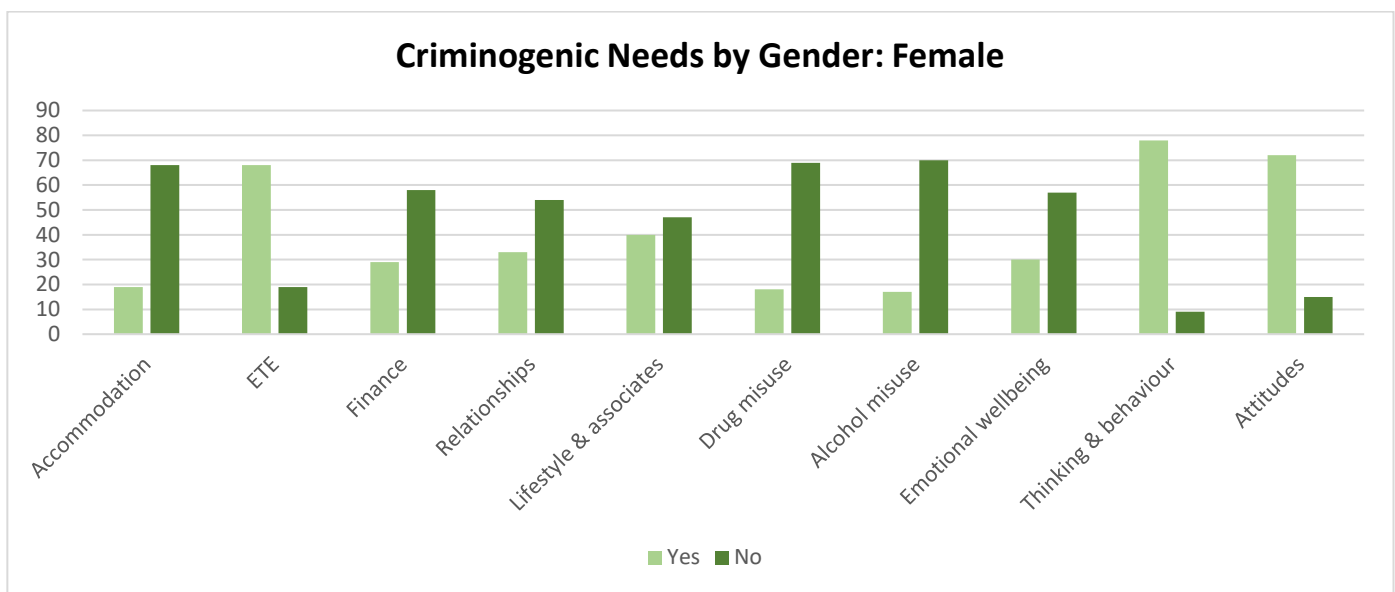
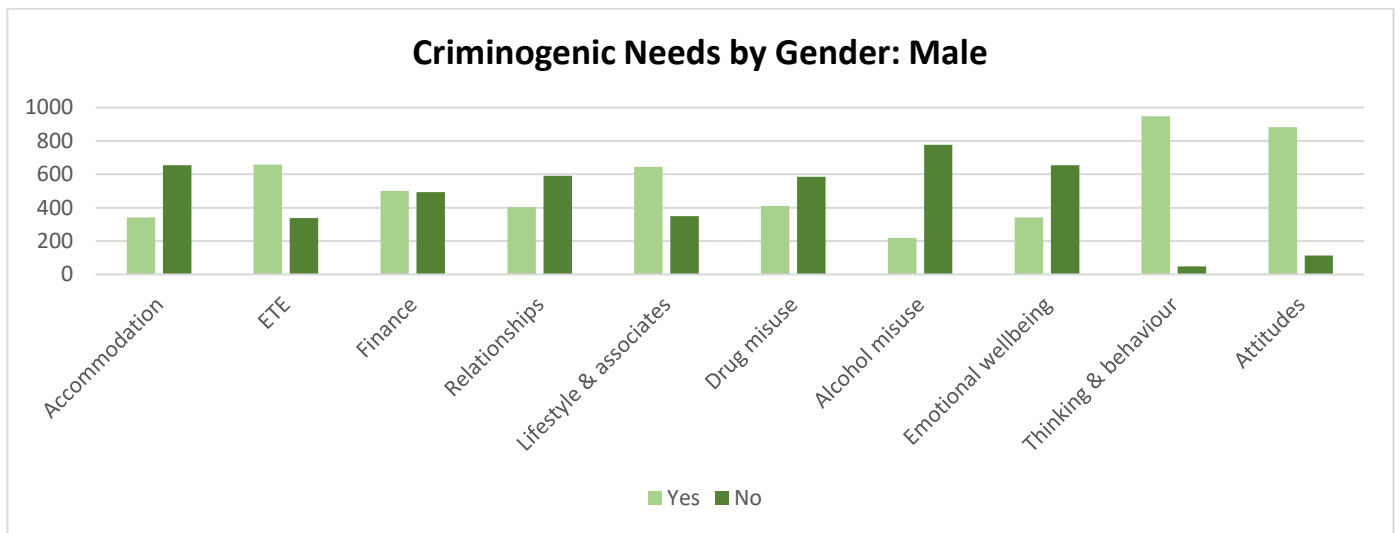
Gender	Community	%	Custody	%
Male	619	54.39%	519	45.61%
Female	66	69.47%	29	30.53%

Gender by Community & Custody



Criminogenic Needs by Gender

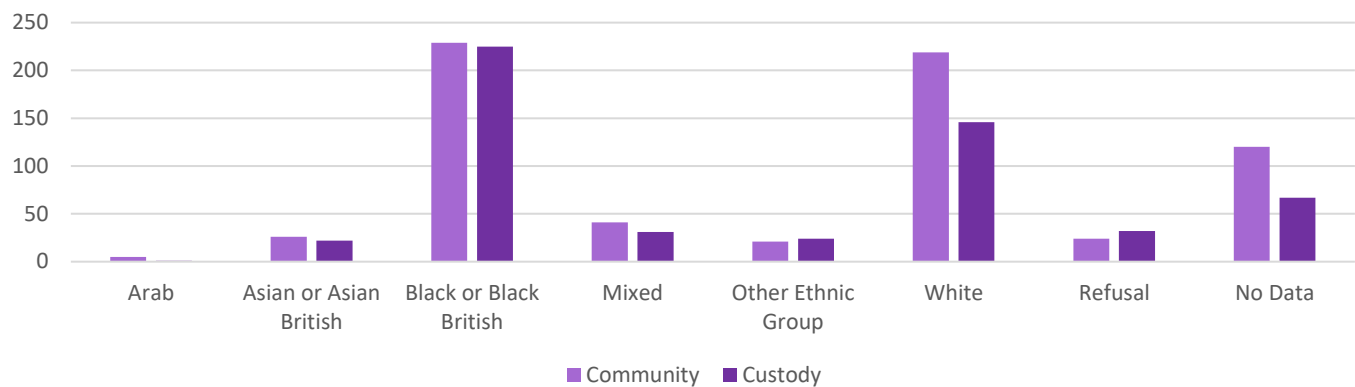
Criminogenic Needs	Male				Female			
	Yes	%	No	%	Yes	%	No	%
Accommodation	342	31.58%	654	60.39%	19	1.75%	68	6.28%
ETE	658	60.76%	338	31.21%	68	6.28%	19	1.75%
Finance	502	46.35%	494	45.61%	29	2.68%	58	5.36%
Relationships	404	37.30%	592	54.66%	33	3.05%	54	4.99%
Lifestyle & associates	646	59.65%	350	32.32%	40	3.69%	47	4.34%
Drug misuse	411	37.95%	585	54.02%	18	1.66%	69	6.37%
Alcohol misuse	219	20.22%	777	71.75%	17	1.57%	70	6.46%
Emotional wellbeing	342	31.58%	654	60.39%	30	2.77%	57	5.26%
Thinking & behaviour	948	87.53%	48	4.43%	78	7.20%	9	0.83%
Attitudes	883	81.53%	113	10.43%	72	6.65%	15	1.39%



Ethnicity by Community & Custody

Ethnicity	Community	%	Custody	%
Arab	5	83.33%	1	16.67%
Asian or Asian British	26	54.17%	22	45.83%
Black or Black British	229	50.44%	225	49.56%
Mixed	41	56.94%	31	43.06%
Other Ethnic Group	21	46.67%	24	53.33%
White	219	60.00%	146	40.00%
Refusal	24	42.86%	32	57.14%
No Data	120	64.17%	67	35.83%

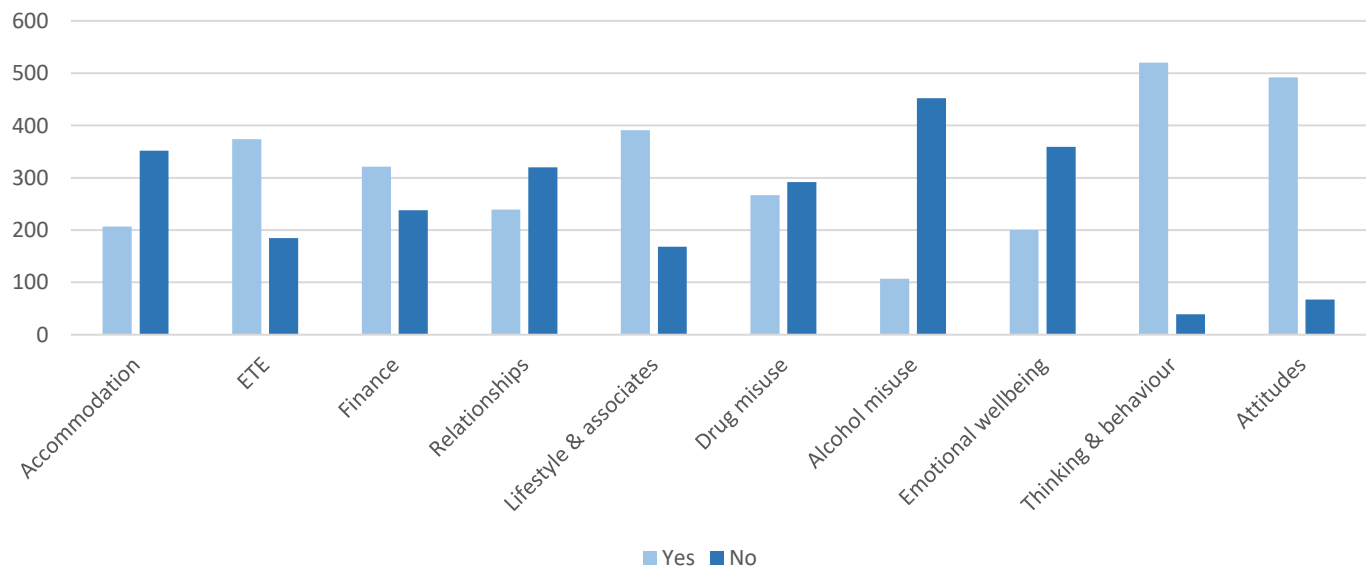
Ethnicity by Community & Custody

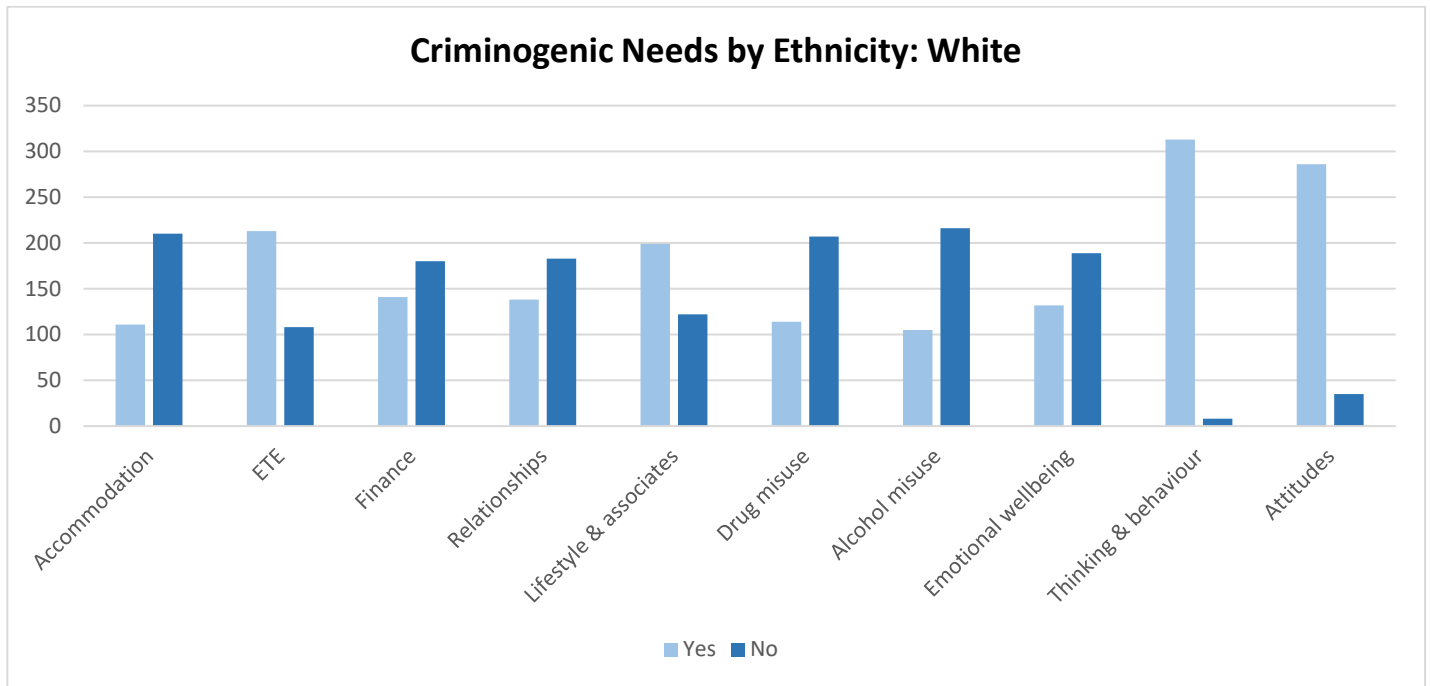


Criminogenic Needs by Ethnicity

Criminogenic Needs	Black, Asian & Minority Ethnic				White			
	Yes	%	No	%	Yes	%	No	%
Accommodation	207	23.52%	352	40.00%	111	12.61%	210	23.86%
ETE	374	42.50%	185	21.02%	213	24.20%	108	12.27%
Finance	321	36.48%	238	27.05%	141	16.02%	180	20.45%
Relationships	239	27.16%	320	36.36%	138	15.68%	183	20.80%
Lifestyle & associates	391	44.43%	168	19.09%	199	22.61%	122	13.86%
Drug misuse	267	30.34%	292	33.18%	114	12.95%	207	23.52%
Alcohol misuse	107	12.16%	452	51.36%	105	11.93%	216	24.55%
Emotional wellbeing	200	22.73%	359	40.80%	132	15.00%	189	21.48%
Thinking & behaviour	520	59.09%	39	4.43%	313	35.57%	8	0.91%
Attitudes	492	55.91%	67	7.61%	286	32.50%	35	3.98%

Criminogenic Needs by Ethnicity: Black, Asian & Minority Ethnic







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HM Prison &
Probation Service

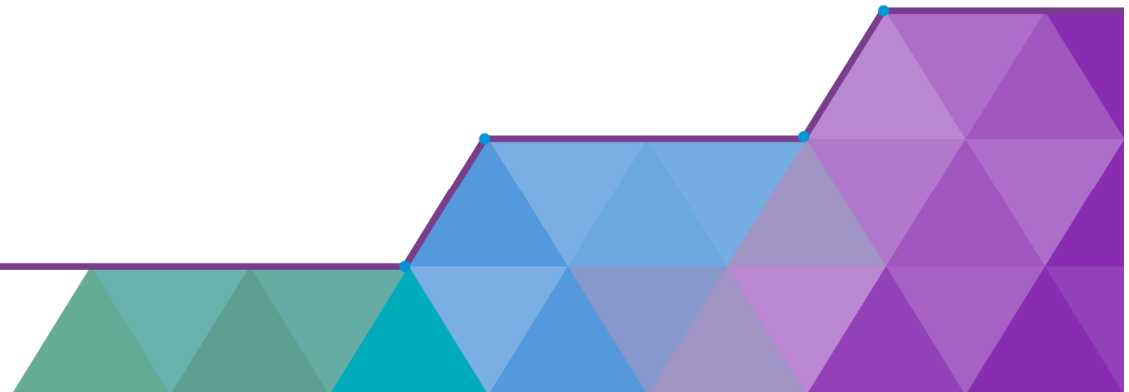
Probation
Service



London's Needs Analysis

24th November 2021

Preventing victims by changing lives



Need Analysis - London

- The report provides an overview of PS London according to nDelius and OASys (Needs and Responsivity) data.
- The data set is based on a snapshot of caseloads as of 15 October 2021.
- The Risk-Need-Responsivity (RNR), principle helps us to know **what** to do, with **whom** and **how** to provide support, focusing on issues relevant to offending behaviour. With the dataset available we have explored each of these RNR principles for specific cohorts within the caseloads.



Data Limitations

There are some limitations to the data set provided in the Needs Analysis document which we hope to address over time.

Data is only as good as our recording practices, and regionally this is an area of focus for us. We know that especially for some of our Golden Thread cohorts recording needs to be improved.

P&Q were able to identify needs for 89% of the PS caseload, data for legacy CRC cases that are yet to have an OASys assessment was not captured in the Needs data.

Golden Thread Cohorts: Armed Forces Personnel, Care Leavers, Gypsy Roma Travellers, Personality Disordered & Transgender POPs.

Report Structure

Each section provides a caseload overview, Community/Custody, Risk, Gender breakdowns. For certain sections, the categories have been widened to provide further insight of that need.

- **Caseload Overview**
- **Risk**
- **Criminogenic Needs Overview**
- **Disability**
- **Vulnerabilities**
- **Ethnicity**

- **Accommodation**
- **ETE**
- **Finance**
- **Relationships**
- **Drug Misuse** - Including frequency, how significant the use is, type of drug used
- **Alcohol Misuse** - Including frequency and how significant the problem is, type of drug used
- **Lifestyle**
- **Thinking & Behaviour** - including how significant a problem, Interpersonal Skills, Impulsivity, Aggressive / Controlling Behaviour, Temper Control, Ability to Recognise Problems, Problem Solving Skills, Awareness of Consequences, Understands Other People's Views, Concrete Thinking.
- **Attitudes** - including Pro-criminal Attitudes, Attitude to Supervision / Licence, Attitude to Community / Society, Understands Their Motivation for Offending.

- **Females**
- **Black, Asian & Minority Ethnic**
- **Ex- Armed Services Personnel**
- **Care Leavers or Care Experienced**
- **Young Adults**
- **Gypsy Roma Travellers**
- **Personality Disordered POPs**
- **Transgender**





General Findings

The overall PS caseload is 38,160 and the majority of cases (67%) are currently in the community. Across the districts the community/custody split is relatively similar although the North West/ West has a slightly higher custodial caseload than that of the other two districts by 2%.

Medium risk cases account for 64% of the community caseload.

Within the caseload London has POPs with over 150 different nationalities, 27% are non-British with the following nationalities ranking the highest: Romanian (2% - 624), Irish, Albanian, Polish, Jamaican, Somalian (1% each - 387 - 525).

A large percentage 61% of the Probation caseload is made up of POPs who identify as Black, Asian or other Minority Ethnic (BAME). Whilst this is relatively consistent across the districts, the East/North East is 1% higher (89%) than the other two districts.

5% of the PS caseload are recorded as requiring an interpreter with, Romanian, Albanian, Polish, Arabic being the most required languages.

24% of POPs on the PS Caseload has been identified by a PP as having a disability.
1% of POPs on the PS Caseload has been identified by a PP as being Vulnerable.

Across the PS caseload Thinking & Behaviour, Attitudes and ETE are the top three needs for POPs.

This changes when looking at needs across different risk categories:

- High-Risk - Accommodation, Relationships and Emotional-Wellbeing.
- Medium & Low Risk – Have the same top three needs ETE, Thinking & behaviour, Attitudes.

Top three needs of the PS custody caseload - Thinking & behaviour (30%), Attitudes (27%), Lifestyle & associates(19%).

Community Caseload - Thinking & behaviour (67%), Attitudes (59%), ETE (45%).

Accommodation Need

- 8703 (26%) recorded as having this need.
- 18% were Female
- 26% were Male
- 21% were aged 18-25
- 34% were aged 26-35
- 45% were aged 35+
- Accommodation need within high risk POP's is 48% however, within the Probation caseload it is one of the lowest needs, highlighting the complexity of finding appropriate housing for his group.

LDU/Function	Count	%
Stakeholders	1	50%
ACO	9	47%
HACKNEY LDU	493	36%
CAMDEN & ISLINGTON LDU	581	34%
HAMMERSMITH & FULHAM LDU	281	34%
HARINGEY LDU	361	33%
BRENT LDU	444	31%
LAMBETH LDU	456	31%
KENSINGTON CHELSEA & WESTM LDU	242	30%
SOUTHWARK LDU	397	29%
NEWHAM LDU	462	29%
WANDSWORTH LDU	226	29%
CROYDON LDU	488	28%
EALING LDU	337	28%
HILLINGDON LDU	240	28%
LEWISHAM LDU	384	28%
GREENWICH LDU	289	28%
HOUNSLOW LDU	272	28%
TOWER HAMLETS LDU	356	27%
MERTON & SUTTON LDU	239	26%
WALTHAM FOREST LDU	248	26%
BARNET LDU	215	26%
ENFIELD LDU	364	25%
KINGSTON & RICHMOND LDU	143	25%
BEXLEY LDU	162	25%
HARROW LDU	136	24%
BARKING DAGENHAM HAVERING LDU	364	22%
REDBRIDGE LDU	227	22%
BROMLEY LDU	156	21%
Partnerships	104	11%
Unallocated Level 3(N07)	8	11%
Unpaid Work	18	1%
Grand Total	8703	26%

Finance Need

LDU/ Function	Count	%
ACO	10	48%
Partnerships	534	44%
HARINGEY LDU	532	43%
CAMDEN & ISLINGTON LDU	833	43%
HACKNEY LDU	667	43%
SOUTHWARK LDU	651	42%
LAMBETH LDU	701	42%
HAMMERSMITH & FULHAM LDU	373	39%
WANDSWORTH LDU	342	39%
LEWISHAM LDU	597	39%
EALING LDU	507	39%
ENFIELD LDU	604	38%
KENSINGTON CHELSEA & WESTM LDU	342	37%
BRENT LDU	607	37%
GREENWICH LDU	440	37%
NEWHAM LDU	661	36%
TOWER HAMLETS LDU	532	36%
BARNET LDU	336	35%
BEXLEY LDU	245	35%
CROYDON LDU	678	35%
WALTHAM FOREST LDU	368	34%
BARKING DAGENHAM HAVERING LDU	605	34%
BROMLEY LDU	271	34%
HARROW LDU	214	34%
HOUNSLOW LDU	367	34%
REDBRIDGE LDU	381	34%
KINGSTON & RICHMOND LDU	210	33%
HILLINGDON LDU	316	33%
MERTON & SUTTON LDU	329	33%
Unallocated Level 3(N07)	11	7%
Stakeholders	1	7%
Hub	1	3%
Unpaid Work	6	0%
Grand Total	13272	35%

- 13272 (35%) recorded as having this need.
- 4% were Female
- 95% were Male
- 22% were aged 18-25
- 38% were aged 26-35
- 40% were aged 35+
- 25% of the PS caseload is identified as having significant problems with finances.
- Burglary, Robbery & Theft (19%), Drugs (14%), Sexual (11%) are the offence types with largest percentage of POPs with significant financial problems.

Drug Misuse

- 11100 (29%) recorded as having this need.
- 4% were Female
- 96% were Male
- 23% were aged 18-25
- 37% were aged 26-35
- 40% were aged 35+
- Highest need is in the medium risk group at 49%.
- Only 12% of POPs with significant problems were identified to have motivation to address their drug misuse.
- 50% of POPs are using drugs at least weekly.
- Cannabis (14%) and Heroin (4%) are the most frequently used drugs across the caseload and on a daily basis.

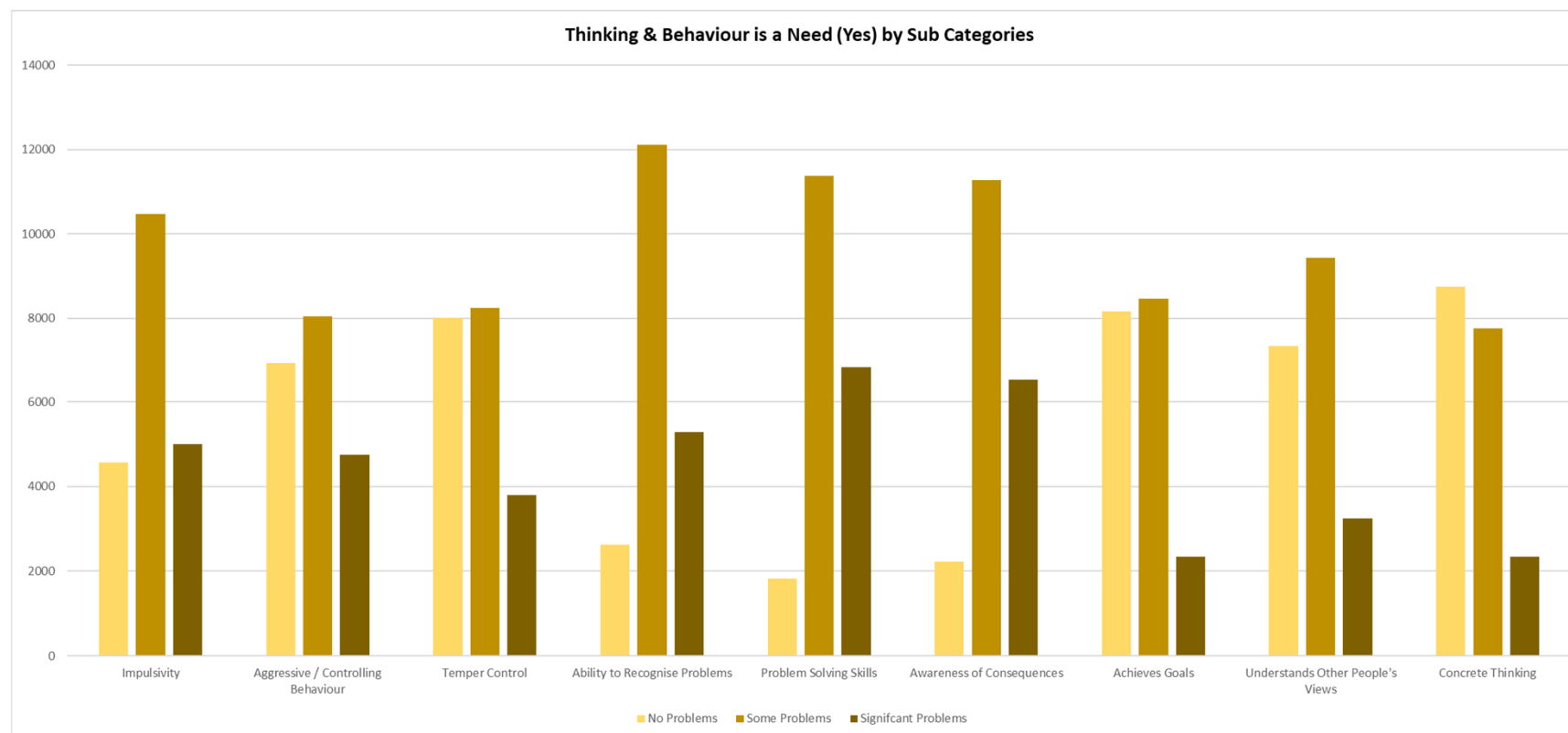
LDU/Function	Count	%
ACO	9	43%
CAMDEN & ISLINGTON LDU	709	37%
LAMBETH LDU	601	36%
HACKNEY LDU	562	36%
HARINGEY LDU	430	35%
LEWISHAM LDU	534	35%
BEXLEY LDU	240	34%
HAMMERSMITH & FULHAM LDU	322	34%
TOWER HAMLETS LDU	493	34%
SOUTHWARK LDU	515	34%
WANDSWORTH LDU	293	33%
BRENT LDU	533	33%
EALING LDU	421	32%
GREENWICH LDU	373	31%
MERTON & SUTTON LDU	314	31%
KENSINGTON CHELSEA & WESTM LDU	285	31%
KINGSTON & RICHMOND LDU	195	31%
NEWHAM LDU	563	31%
ENFIELD LDU	494	31%
BARNET LDU	287	30%
CROYDON LDU	592	30%
HILLINGDON LDU	283	30%
WALTHAM FOREST LDU	320	30%
HOUNSLOW LDU	320	30%
BROMLEY LDU	230	29%
BARKING DAGENHAM HAVERING LDU	506	28%
HARROW LDU	171	27%
REDBRIDGE LDU	299	26%
Partnerships	192	16%
Hub	2	7%
Stakeholders	1	7%
Unallocated Level 3(N07)	9	6%
Attendance Centres	1	2%
Unpaid Work	1	0%
Grand Total	11100	29%

Thinking & Behaviour

LDU/Function	Count	%
Structured Interventions	1	100%
Unpaid Work	2682	97%
BEXLEY LDU	632	90%
Attendance Centres	52	90%
BROMLEY LDU	709	89%
BARKING DAGENHAM HAVERING LDU	1566	88%
EALING LDU	1147	87%
MERTON & SUTTON LDU	879	87%
HARROW LDU	551	87%
HILLINGDON LDU	826	87%
REDBRIDGE LDU	987	87%
WANDSWORTH LDU	764	87%
LAMBETH LDU	1433	87%
KINGSTON & RICHMOND LDU	544	87%
TOWER HAMLETS LDU	1268	87%
HOUNSLOW LDU	934	86%
ENFIELD LDU	1384	86%
NEWHAM LDU	1559	86%
ACO	18	86%
SOUTHWARK LDU	1313	86%
HACKNEY LDU	1336	86%
CROYDON LDU	1674	86%
BARNET LDU	809	85%
CAMDEN & ISLINGTON LDU	1645	85%
GREENWICH LDU	1013	85%
LEWISHAM LDU	1309	85%
BRENT LDU	1377	84%
WALTHAM FOREST LDU	901	84%
HAMMERSMITH & FULHAM LDU	796	84%
KENSINGTON CHELSEA & WESTM LDU	767	84%
HARINGEY LDU	1027	83%
Legal Team	6	75%
Hub	22	73%
Partnerships	859	71%
Unallocated Level 3(N07)	74	50%
Stakeholders	2	13%
CRC BRENT		0%
Grand Total	32866	86%

- 32866 (86%) recorded as having this need.
- 7% were Female
- 93% were Male
- 22% were aged 18-25
- 35% were aged 26-35
- 44% were aged 35+
- Highest need is in the medium risk group at 56%.

Thinking & Behaviour



This section has been broken down to provide greater insight to this need.

POPs identified as having “some problems” scored notably higher for ability to recognise problems, problem solving skills and awareness.

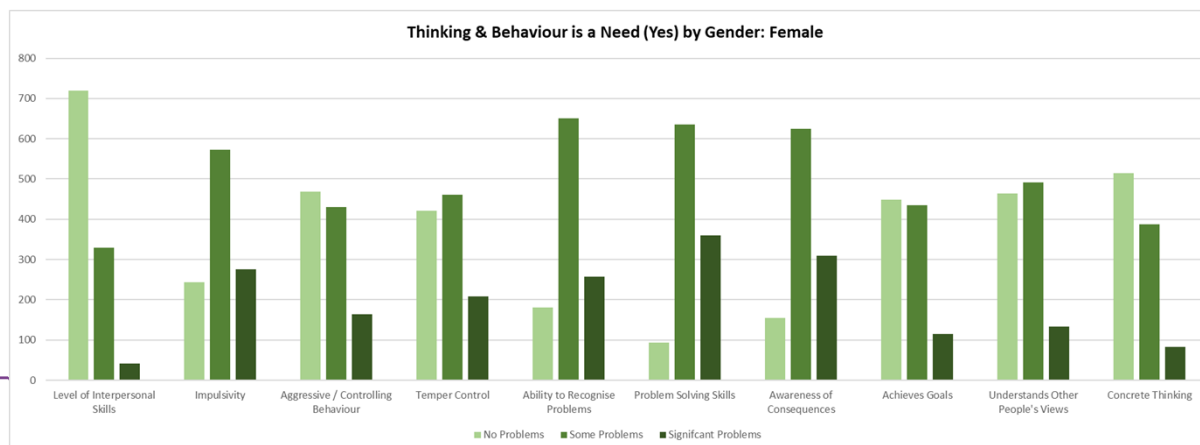
Females

Female POPs represent 7% of the Probation caseload. Which accounts for 2% of cases in each district.

85% of the female caseload is currently in the community and this is 2% higher in the South/South East than in the other two districts.

Burglary, Robbery & Theft and Violence are the highest (56%) offence categories for females on the PS caseload.

34% of female caseload identify as having a disability.



Young Adults

Young Adults account for 22% of the PS caseload. 46% of this group is categorised as medium risk and 20% high risk.

52% (4412) of the Probation Young Adult caseload identified as Black, Asian or other Minority Ethnic (BAME).

Violence (36%), Drugs (28%), Burglary, Robbery & Theft (28%) were the highest offence categories for this group.

Young Adults represent 21% off the PS custody caseload, 17% of Licences and 24% of Community Orders.

Thinking, Behaviour & Attitudes and Lifestyle & Associates are the areas with the greatest need.

Gypsy Roma Travellers

Gypsy Roma Travellers account for 0.44% of the PS caseload. 31% of this group contribute to the custody caseload.

55% are categorised as medium risk and 20% as high. 7% of the POPs categorised as high are between the ages of 26-35.

Burglary, Robbery & Theft (31%), Violence (29%) and Motoring (20%) were the highest offence categories for this group.

Thinking & behaviour, Attitudes and ETE are the areas with the greatest need with Accommodation being the lowest.

NEXT STEPS

Use your LDU overview document and start thinking and having discussions about what you need.

Interventions for
BAME Service
Users?

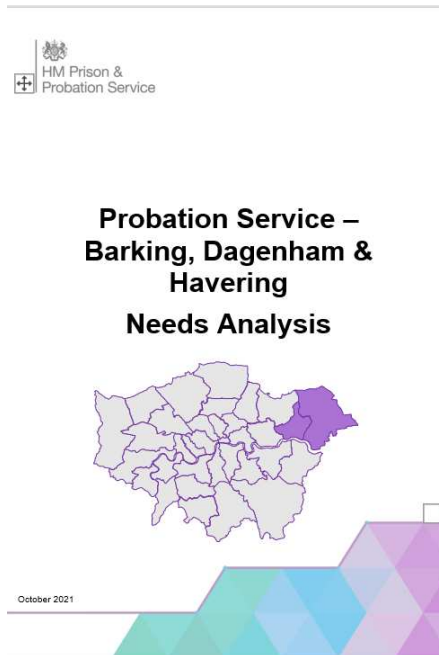
Mentors?

Services to help us
work with Service
Users with Learning
Difficulties?

Interventions to
address:
Violent & Sexual
offending?

Women's Support?

Interventions to
address relationship
issues?



LDU Focus

LDU/Function	Accommodation	ETE	Finance	Drug Misuse	Substance Misuse
BARKING DAGENHAM HAVERING LDU	20%	60%	34%	28%	22%
BARNET LDU	23%	61%	35%	30%	19%
BEXLEY LDU	23%	57%	35%	34%	26%
BRENT LDU	27%	57%	37%	33%	20%
BROMLEY LDU	20%	54%	34%	29%	17%
CAMDEN & ISLINGTON LDU	30%	61%	43%	37%	23%
CROYDON LDU	25%	59%	35%	30%	18%
EALING LDU	26%	62%	39%	32%	22%
ENFIELD LDU	23%	62%	38%	31%	15%
GREENWICH LDU	24%	57%	37%	31%	19%
HACKNEY LDU	32%	62%	43%	36%	19%
HAMMERSMITH & FULHAM LDU	30%	62%	39%	34%	21%
HARINGEY LDU	29%	59%	43%	35%	19%
HARROW LDU	22%	58%	34%	27%	19%
HILLINGDON LDU	25%	57%	33%	30%	26%
HOUNSLOW LDU	25%	62%	34%	30%	23%
KENSINGTON CHELSEA & WESTM LDU	26%	62%	37%	31%	15%
KINGSTON & RICHMOND LDU	23%	55%	33%	31%	25%
LAMBETH LDU	28%	60%	42%	36%	17%
LEWISHAM LDU	25%	59%	39%	35%	18%
MERTON & SUTTON LDU	24%	61%	33%	31%	22%
NEWHAM LDU	25%	59%	36%	31%	18%
REDBRIDGE LDU	20%	59%	34%	26%	19%
SOUTHWARK LDU	26%	58%	42%	34%	18%
TOWER HAMLETS LDU	24%	58%	36%	34%	21%
Unpaid Work	1%	42%	0%	0%	1%
WALTHAM FOREST LDU	23%	57%	34%	30%	17%
WANDSWORTH LDU	26%	58%	39%	33%	23%

LDU/Function	Relationships	Lifestyle	Emotional Well-Being	Attitudes	Thinking, Behaviour & Attitudes
BARKING DAGENHAM HAVERING LDU	34%	49%	26%	77%	88%
BARNET LDU	34%	48%	29%	75%	85%
BEXLEY LDU	43%	55%	37%	77%	90%
BRENT LDU	33%	50%	29%	75%	84%
BROMLEY LDU	32%	48%	27%	77%	89%
CAMDEN & ISLINGTON LDU	35%	53%	32%	77%	85%
CROYDON LDU	31%	48%	26%	77%	86%
EALING LDU	31%	52%	27%	77%	87%
ENFIELD LDU	31%	48%	24%	80%	86%
GREENWICH LDU	31%	51%	28%	75%	85%
HACKNEY LDU	34%	53%	30%	79%	86%
HAMMERSMITH & FULHAM LDU	32%	48%	33%	77%	84%
HARINGEY LDU	35%	56%	30%	77%	83%
HARROW LDU	30%	48%	23%	73%	87%
HILLINGDON LDU	36%	50%	31%	77%	87%
HOUNSLOW LDU	33%	46%	28%	75%	86%
KENSINGTON CHELSEA & WESTM LDU	25%	44%	26%	75%	84%
KINGSTON & RICHMOND LDU	40%	52%	34%	76%	87%
LAMBETH LDU	34%	54%	28%	78%	87%
LEWISHAM LDU	34%	53%	28%	77%	85%
MERTON & SUTTON LDU	37%	47%	30%	76%	87%
NEWHAM LDU	31%	49%	24%	78%	86%
REDBRIDGE LDU	31%	49%	25%	75%	87%
SOUTHWARK LDU	33%	54%	30%	75%	86%
TOWER HAMLETS LDU	32%	53%	28%	77%	87%
Unpaid Work	0%	0%	1%	97%	97%
WALTHAM FOREST LDU	28%	46%	25%	75%	84%
WANDSWORTH LDU	35%	51%	31%	74%	87%

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Your Choice: CBT- enhanced practice



We must change the current paradigm in which children and young people most at risk of experiencing violence - those in most of need of therapeutic interventions - are least likely to access them.



Why is this needed in London?

Research undertaken by LIIA noted:

- 2021/22 is likely to see a peak in serious youth violence in London
- 3290 young people in London identified in County Lines exploitation in 2019 –the unidentified remain unqualified
- London has double the number of children in custody compared to the national average
- Young (under 25) African-Caribbean male knife crime victims make up 41% (31 of 73 victims) of London knife homicides in 2017 (excluding terrorist & domestic) yet only make just 1.4% of the London population.
- 90% of London children remanded in custody are Black, Asian and minority ethnic

The project partners

- ▶ Children and young people
- ▶ NAVRG Violence Reduction Unit
- ▶ Family Psychology Mutual
- ▶ Brandon Centre
- ▶ Parent Champions
- ▶ Haringey Gold
- ▶ Youth Justice Service
- ▶ Schools

Your Choice - CBT

- ▶ £10 million to support London's children and young people at most risk of serious violence
- ▶ 2 ½ year project
- ▶ Jointly funded by Home Office and Youth Endowment Fund
- ▶ Reducing involvement in violence through high intensity therapeutic based intervention
- ▶ Delivered by local authority services
- ▶ All 32 London boroughs invited to take part
- ▶ Project formulation commenced in November 2021 (training & briefing of practitioners)
- ▶ Evaluation by Anna Freud Centre and Institute for Fiscal Studies

The Requirement and Resource

£5 million year one funding from Home Office (7 months)

- ▶ £5m over years 2 & 3 from YEF
- ▶ 15 Tier 1 LAs to receive £200K in year one
- ▶ 17 Tier 2 LAs to receive £100K in year one
- ▶ Year 2 and 3 funding allocation (£5m YEF funding) to be reviewed after year 1
- ▶ Year 1: Tier 1 = 20 interventions : Tier 2 = 10 interventions
- ▶ Year 2 &3: Tier 1 = 40 intervention pa : Tier 2 = 20 interventions pa

Adolescent services and Your choice: CBT-enhanced practice

- ▶ Children and young people most at need of high intensity therapeutic services are least likely to access them in a clinical setting
- ▶ Builds upon existing multi-disciplinary adolescent services
- ▶ CBT-enhanced practice will allow young people to access services within a broader context of support and behavioural change.
- ▶ 20 practitioners across the children and young people services from Haringey will undergo 5 days training in CBT principles
- ▶ Programme designed with NHS Violence Reduction Programme

Referral pathway

- ▶ Those most at risk of violence and exploitation
- ▶ 100 young people age 11-17 targeted in year 1
- ▶ Referred through Edge of Care and aligned with the Pre Mace-Exploitation Prevention Panel
- ▶ Identification through schools and alternative provision will support education settings
- ▶ Aligned to the Youth at Risk Strategy, Early Help Strategy & Edge of Care approach

Intended long term outcomes for this cohort

- Reduction in repeat serious violence
- Reduction in knife crime and serious injury and loss of life
- Reduction in the disproportionate impacts of serious youth violence and involvement in the youth justice system for Black, Asian and Minority Ethnic children and young people.
- Reduction in racial disparities in access to therapeutic interventions
- Reduction in substance Misuse
- Improved opportunities for young people who have displayed increased risk of involvement in serious violence to engage constructively and positively within their communities

Children, young people and their families will have the tools to positively change patterns of thinking and behaviour, leading to:

- Reduction in vulnerabilities
- Improved emotional and mental health
- Reduction in re-offending
- Improved social and emotional skills
- Improved engagement with young people's services
- Improved engagement with family and community
- Improved education and employment opportunities

Haringey families/carers will also be able to access these tools, which will lead to

- Reduced likelihood of extra familial harm pull factors for siblings
- Amelioration of family and environmental issues causing behavioural problems
- Improved parenting/carer capacity and ability to safeguard children experiencing extra-familial harm and exploitation

What young people say about Your Choice

- ▶ 'I smoke every day, as it helps my stress I would like to talk and learn how to deal with my stress without smoking .'
- ▶ 'Emotions are pointless' , so I smoke weed 6/7 times a day to help with stress I would meet with my worker if they helped me to cope with what I am dealing with'
- ▶ 'What is the point of me talking to someone - I won't hear from again'
- ▶ 'I am worried about how much power the psychologist from CAMHS has in my life and how the information is used .'
- ▶ 'I am refusing CAMHS intervention because I thought this was mandatory and when speaking to other children they have all regretted it.'
- ▶ 'I feel repeatedly frustrated and angry especially towards my parents, I feel that they don't trust me and I don't know how to talk to them. '

What do we need from CSP

- ▶ Ensure multi-agency risk panels are fully on board – Your Choice Pledge to be signed
- ▶ Enable practitioners to fully participate in training and clinical supervision
- ▶ Ensure data collection and reporting requirements are resourced
- ▶ Promote the programme within all relevant services
- ▶ Partners including the police to support the identification of young people

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Summary of Outreach Recruitment activity- Haringey

1. Our operating model for 2022 is that we hold one large 4 day public (consecutive) street event per month. This is in an area of high footfall and where we will engage with our target demographic candidates- black, Asian and multiple ethnic heritage communities and females.

These prospective candidates are invited to attend one Saturday morning insight session at a community venue, a midweek evening insight session or a lunchtime webinar, all held every month, to support people in their applications and to have honest conversations with local officers about policing.

We also hold other street recruitment events, community sessions and school/6th form events. School sessions are for 6th formers only- we need to recruit in the here and now.

2. Between 21st-24th October inclusive, the first large scale street recruitment event took place outside the Old Library, High Road, Wood Green. Engagement was excellent! People were able to register their interest in applying as a police officer, using a QR code, which put them into an online "talent pool" for us to engage with.



3. We held a "Behind The Badge" event on 28th October at a primary school in Edmonton. Some of the people we met at the Wood Green street event came for more conversations about policing careers, over a hot drink and patty, with a DJ playing and a Q and A panel with senior and black local officers, hosted by comedian Quincy.



4. To follow up with these prospective candidates, we have so far held 3 “insight sessions,” whereby they have been invited in to community venues to sit and discuss the recruitment process, eligibility and career options with officers from the recruitment team. Mayor Adam Jogee opened the event at the Alevi centre on Saturday morning 20th November 2021. These are very informal, friendly sessions and people are made very welcome.



5. Our next large scale street event is 10th- 13th February inclusive, again at the High Road, Wood Green location. This promises to be bigger and better than before. As this falls within National Apprenticeship Week, we are being supported at the event by staff from the Haringey Works Apprenticeship team. We are already working closely with them, with great success and also hosting a joint webinar with them that week.

6. March's 4 day event will be at Edmonton Green and we return to Haringey in April, for a 4 day event at Tottenham Hale.
7. We have offered the delivery of bespoke sessions to every 6th form in Haringey, talking to learners about the Degree Apprenticeship, which has a starting salary of circa £30k. We have had particular success at Haringey 6th form. Further sessions and attendance at careers events are planned, for example St Thomas More, Harris Academy, Fortismere and CONEL
8. We are now looking to hold smaller events at community centres across Haringey and would look for community and partners to influence and support attendance. We are here to open minds, to bust myths, to talk about the roles available and what support is there. Our officers are from many different backgrounds. We always have an authentic, honest conversations about why we need Haringey residents to be part of the change that they want to see, especially in terms of representation from their communities in policing.

Debbie Jacyna
Outreach Recruitment lead
Enfield and Haringey

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