



Haverling

LONDON BOROUGH

CRIME & DISORDER SUB-COMMITTEE AGENDA

7.00 pm

Thursday
28 February 2019

Committee Room 2,
Town Hall, Main Road,
Romford

Members 6: Quorum 3

COUNCILLORS:

Bob Perry (Chairman)
John Tyler (Vice-Chair)
Tele Lawal

Michael Deon Burton
Timothy Ryan
David Durant

**For information about the meeting please contact:
Victoria Freeman 01708 433862
victoria.freeman@onesource.co.uk**

Protocol for members of the public wishing to report on meetings of the London Borough of Havering

Members of the public are entitled to report on meetings of Council, Committees and Cabinet, except in circumstances where the public have been excluded as permitted by law.

Reporting means:-

- filming, photographing or making an audio recording of the proceedings of the meeting;
- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing, so that the report or commentary is available as the meeting takes place or later if the person is not present.

Anyone present at a meeting as it takes place is not permitted to carry out an oral commentary or report. This is to prevent the business of the meeting being disrupted.

Anyone attending a meeting is asked to advise Democratic Services staff on 01708 433076 that they wish to report on the meeting and how they wish to do so. This is to enable employees to guide anyone choosing to report on proceedings to an appropriate place from which to be able to report effectively.

Members of the public are asked to remain seated throughout the meeting as standing up and walking around could distract from the business in hand.

What is Overview & Scrutiny?

Each local authority is required by law to establish an overview and scrutiny function to support and scrutinise the Council's executive arrangements. Each overview and scrutiny sub-committee has its own remit as set out in the terms of reference but they each meet to consider issues of local importance.

The sub-committees have a number of key roles:

1. Providing a critical friend challenge to policy and decision makers.
2. Driving improvement in public services.
3. Holding key local partners to account.
4. Enabling the voice and concerns to the public.

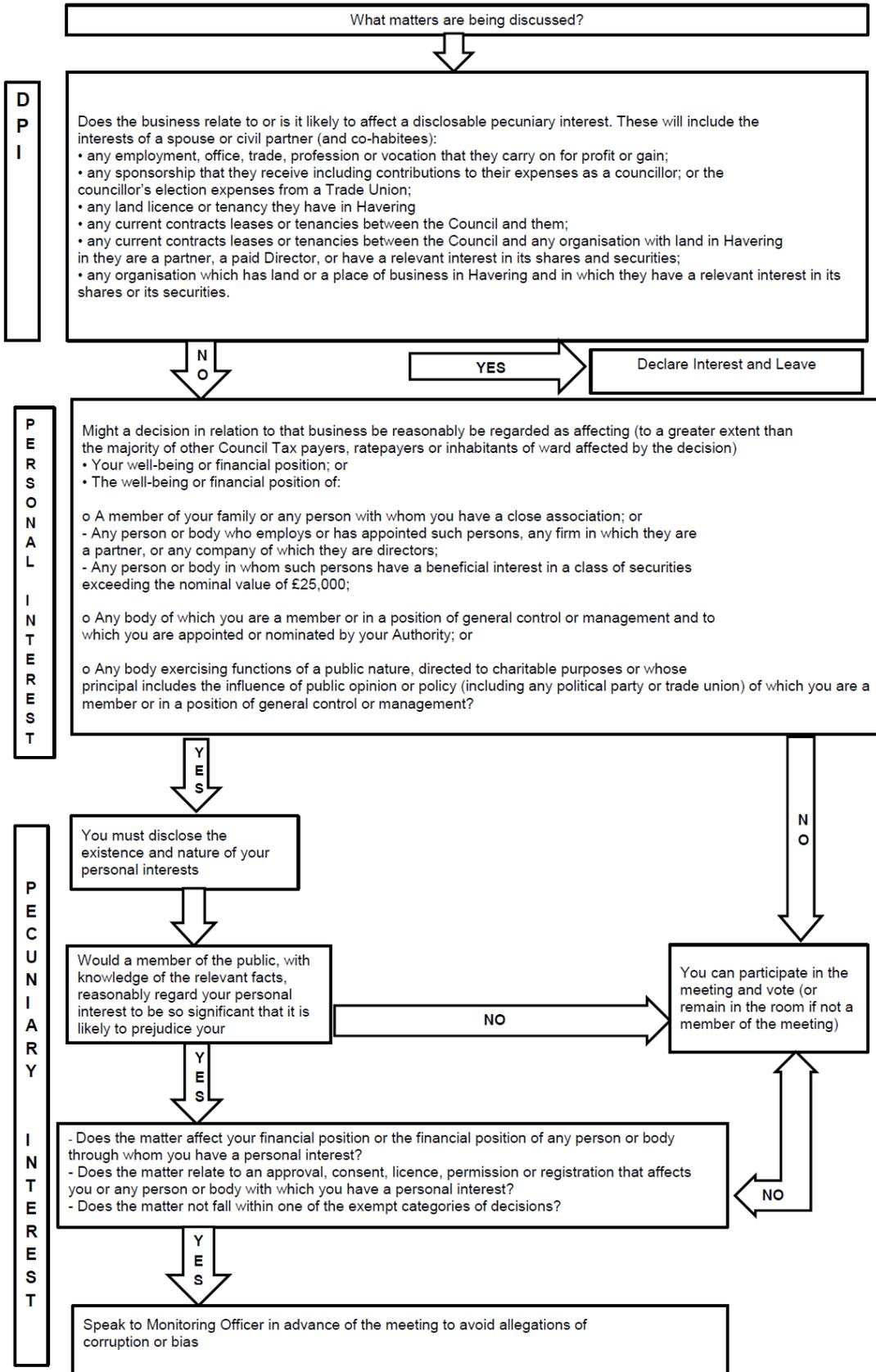
The sub-committees consider issues by receiving information from, and questioning, Cabinet Members, officers and external partners to develop an understanding of proposals, policy and practices. They can then develop recommendations that they believe will improve performance, or as a response to public consultations. These are considered by the Overview and Scrutiny Board and if approved, submitted for a response to Council, Cabinet and other relevant bodies.

Sub-Committees will often establish Topic Groups to examine specific areas in much greater detail. These groups consist of a number of Members and the review period can last for anything from a few weeks to a year or more to allow the Members to comprehensively examine an issue through interviewing expert witnesses, conducting research or undertaking site visits. Once the topic group has finished its work it will send a report to the Sub-Committee that created it and will often suggest recommendations for the Overview and Scrutiny Board pass to the Council's Executive.

Terms of Reference

The areas scrutinised by the Committee are in exercise of the functions conferred by the Police and Justice Act 2006, Section 19-22 and Schedules 8 & 9.

DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF



AGENDA ITEMS

1 CHAIRMAN'S ANNOUNCEMENTS

The Chairman will announce details of the arrangements in case of fire or other events that might require the meeting room or building's evacuation.

2 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

(if any) – receive.

3 DISCLOSURE OF INTEREST

Members are invited to disclose any interest in any of the items on the agenda at this point of the meeting.

Members may still disclose any interest in an item at any time prior to the consideration of the matter.

4 MINUTES OF THE MEETING (Pages 1 - 4)

To approve as correct the minutes of the meetings held on 20 November 2018 and authorise the Chairman to sign them.

5 QUARTER 3 PERFORMANCE REPORT (Pages 5 - 14)

6 ANNUAL STRATEGIC ASSESSMENT (Pages 15 - 36)

7 MODERN DAY SLAVERY (Pages 37 - 56)

Andrew Beesley
Head of Democratic Services

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**MINUTES OF A MEETING OF THE
CRIME & DISORDER SUB- COMMITTEE
Committee Room 3B - Town Hall
20 November 2018 (7.00 - 8.14 pm)**

Present:

Councillors Bob Perry (Chairman), John Tyler (Vice-Chair), Tele Lawal, Timothy Ryan and Melvin Wallace

Apologies for absence were received from Councillor Michael Deon Burton.

8 MINUTES OF THE MEETING

The minutes of the meeting of the Sub-Committee held on the 11 September 2018 were agreed as a correct record and signed by the Chairman.

9 QUARTER 2 PERFORMANCE

The Sub-Committee received information on performance against indicators during Quarter 2 (July – September 2018).

The Sub-Committee received, and noted, the number of working days lost to aid abstractions from ring fenced roles and data on neighbourhood officers abstracted by rank and officers abstracted for aid, court and training, as detailed in the report.

It was highlighted that January to March had seen the lowest levels of abstractions in the year. There had been a significant amount of postings in June, due to a significant sporting event placing demand on police resources. July saw a particular increase for PC's regarding 'Aid' abstractions, however this reduced in both August and September.

There was currently a shortage of police officers and a disproportionate number of non-deployable staff in Havering, however this was being addressed by a recruitment drive. The Sub-Committee requested a breakdown of reasons for non-deployability.

For the week commencing 24 September 2018, Havering had seen a reduction in the number of I calls reaching the target time with a rate of 76%, which was slightly below the overall BCU improvement which saw response rates of 81.4% for the week.

The rolling averages since September 2017 for S-grade calls were 81.7% met within an hour, against 78.3% for the BCU; and for Domestic Abuse S

grades this figure was 79.2% against 78.4% for the BCU. There was concern that the grading of some 'as soon as responses' had been graded inappropriately and these would be challenged. It was expected that the recruitment of new call centre staff and training would lead to an improvement in the classification of calls.

With regards to anti-social reports relating to traveller incursions, there had been two calls made in Pettits ward, two in Emmerson Park ward, two in Gooshays ward and two in Havering Park. One report in Havering park reported links to nuisance vehicles whereby quad bikes were being driven through the park.

RESOLVED:

That the contents of the report, be noted.

10 SERIOUS GROUP VIOLENCE AND KNIFE CRIME TOPIC GROUP - TERMS OF REFERENCE

The Sub-Committee received a report which requested they agree the terms of reference for the Serious Group Violence and Knife Crime in Havering topic group.

RESOLVED:

That the terms of reference for the Serious Group Violence and Knife Crime in Havering topic group, be agreed.

11 UPDATE ON TRAVELLER INJUNCTION AND POLICING OF TRAVELLER INCURSIONS

The Sub-Committee received an update on the Traveller Injunction by the Local Authority and the Policing of Traveller Incursions by the Metropolitan Police.

Members were taken through the legislation that applied to traveller incursions as outlined in the report. It was noted that the Police Authority and the Local Authority were working closely together to ensure that the Court had the evidence needed to make an informed decision on whether to grant the Traveller Injunction. It was explained that if granted, the injunction would provide the local authority with civil powers to remove certain travellers immediately from public areas.

Members questioned the inconsistencies in decision making of officers in respect of traveller incursions and it was explained that the decision was based on individual circumstances at the time and was often based on the officer's subjectivity and discrepancy.

The Sub-Committee took the opportunity to thank officers for their work towards securing a traveller injunction in the borough.

RESOLVED:

That the update on the Traveller Injunction and the Policing of Traveller Incursions, be noted.

12 HATE CRIME IN HAVERING

The Sub-Committee received a report which outlined hate crime in the borough, in line with the Hate Crime Problem Profile as commissioned by the Havering Community Safety Partnership (HCSP).

Although Havering was ranked relatively low in the volumes of crime for most of the five hate crime motivations, and Havering had the third highest rate per 1,000 Muslim populations for Islamophobic Offences behind, Westminster and Kensington and Chelsea. Despite Havering having the third highest rate, it had the smallest Muslim population; therefore it was evident that Muslims were over represented as victims of Hate Crime in Havering.

There also appeared to be a correlation when a national event occurred, such as terrorism, to an increase in Hate Crime in Havering over the following month.

The Prevent and Hate Crime role sat within the Corporate and Community Resilience Team who were carrying out a number of wide-ranging community engagement events around Hate Crime with different communities. There have been roadshows in the night time economy around LGBT hate crime and a Hate Crime stall was at Romford Pride in July. It had also sought to educate young people in the borough about Hate Crime through the Junior Citizen Scheme and highlighted how social media could play a role. It was essential that people's confidence to report crimes was built on. Councillors were encouraged to talk to residents and provide them with reporting information.

It was explained that Hate Crime came under the Police's emergency response team and depending on whether victimisation was involved, might come under Community Safeguarding.

The Sub-Committee requested that data be provided from 2017 to enable any trends to be identified. Unfortunately it would not be possible to provide this data as the MOPAC data was unavailable back to 2017, however the MOPAC website link would be provided on future reports. The level of Hate Crime in Havering compared to other boroughs was relatively low with 675 incidences reported in Barking and Dagenham, 843 in Redbridge, 1,202 in Hackney and 620 in Havering. In respect of homophobic hate crime incidences, 63 incidences had been reported in Havering, 59 in Barking and Dagenham and 81 in Redbridge. There had been 4 reports of antisemitism in the borough over the past 14 months, compared to 308 reports in Barnet.

RESOLVED:

That the report be noted.

13 WORK PROGRAMME

The Sub-Committee reviewed the work programme for 2018-19 and agreed that the following reports be presented to the next meeting:

- Quarter 3 Performance Report
- Annual Strategic Assessment
- Serious Group Violence and Knife Crime in Havering Topic Group Report
- Homelessness and Rough Sleeping
- Sub-Committee Work Programme

Chairman

CRIME AND DISORDER OVERVIEW AND SCRUTINY COMMITTEE

Subject Heading:	Crime and Disorder Overview and Scrutiny Committee Performance Indicators - Quarter 3 (2018/19)
SLT Lead:	Caroline Bruce (Director of Neighbourhoods)
Report Author and contact details:	Megan Nasskau, Community Safety Tactical Analyst, Community Safety and Development Team, 01708 431 751, megan.nasskau@havering.gov.uk
Policy context:	The report sets out Quarter 3 performance for indicators relevant to the Committee.
Financial summary:	<p>There are no direct financial implications arising from this report. However adverse performance against some performance indicators may have financial implications for the Council.</p> <p>All service directorates are required to achieve their performance targets within approved budgets. The Senior Leadership Team (SLT) is actively monitoring and managing resources to remain within budgets, although several service areas continue to experience financial pressures from demand led services.</p>

The subject matter of this report deals with the following Council Objectives

Communities making Havering	[X]
Places making Havering	[X]
Opportunities making Havering	[]
Connections making Havering	[]

SUMMARY

The report provides information on performance against the indicators previously requested by the Crime and Disorder Overview and Scrutiny Sub-Committee during Quarter 3 (October – December 2018).

RECOMMENDATIONS

That the Crime and Disorder Overview and Scrutiny Committee note the contents of the report; consider the performance information required going forward; and request information as set out in the report.

REPORT DETAIL

Deployable Police resources compared with establishment

Information has been requested by the Committee on the following police resourcing information:

1) Shifts where minimum staffing strength is met

This information is not available in an accessible format on the Metropolitan Police internal 'dashboards' which are used to obtain information for points 2 and 3 of this report. An attempt was made to obtain this information for the July meeting of the *Overview and Scrutiny Committee* through a request submitted in good time to the department of the Metropolitan Police concerned with resourcing performance, however completion of this request was postponed on the grounds that it was not;

- a) a Met led request
- b) a legal requirement (FOIA)
- c) a HMICFRS request
- d) a MOPAC Board request
- e) an Met wide requirement.

Under Section 4 of the *Local Authorities (Overview and Scrutiny Committees) (England) Regulations 2012*, a written request from the Committee to police would make provision of this information a legal requirement, and would also ensure that this information could be prepared using a consistent method by the police department which handles this information.

2) Working days lost to aid abstractions from ring fenced roles / Neighbourhood officers abstracted by rank

For those officers posted to Dedicated Ward Officer (DWO) roles, the number of working days lost due to abstractions each month are as shown in *table 1*, based on converting the figure provided in hours into eight-hour working days.

Table 1. Working days abstracted by rank

	PC		PCSO		Acting Sergeant	
	Days Abstracted	Not Abstracted	Days Abstracted	Not Abstracted	Days Abstracted	Not Abstracted
Jul 17	48.63 (7.3%)	616.8 (92.7%)	34.2 (9.6%)	323.8 (90.4%)	1.25 (8.2%)	14 (91.8%)
Aug 17	195.9 (29.9%)	458.6 (70.1%)	27.5 (8.3%)	303.8 (91.7%)	2.4 (14.6%)	14 (85.4%)
Sep 17	79.5 (13.4%)	511.7 (86.6%)	16.9 (5.6%)	284.9 (94.4%)	0 (0%)	19.3 (100%)
Oct 17	232.6 (36.4%)	407.1 (63.6%)	96.8 (32.3%)	202.8 (77.7%)	7.3 (32.4%)	15.2 (77.6%)
Nov 17	151.3 (21.7%)	545 (78.3%)	63.3 (18.5%)	279.3 (81.5%)	0 (0%)	18.2 (100%)
Dec 17	49.8 (8.9%)	509.2 (91.1%)	7.8 (2.4%)	316.9 (97.6%)	2.6 (15.2%)	14.5 (84.8%)
Jan 18	36.8 (5.5%)	639.9 (94.5%)	13.8 (4%)	331.9 (96%)	No one is shown in the data as performing as an Acting Sergeant during Q4 17/18 onwards	
Feb 18	37.8 (5.8%)	609 (94.2%)	7.3 (2.3%)	313.2 (97.7%)		
Mar 18	21.5 (3%)	676 (97%)	5.8 (1.8%)	335.8 (98.2%)		
Apr 18	45.1 (7.4%)	573.2 (92.6%)	14.3 (4.6%)	294.2 (95.4%)		
May 18	96.9 (13.3%)	631 (86.7%)	49.8 (14.2%)	299.7 (85.8%)		
Jun 18	84 (12.4%)	591 (87.6%)	52 (14.4%)	310 (85.6%)		
Jul 18	135.25 (21.9%)	480.92 (78.1%)	74.81 (21.4%)	274.66 (78.6%)		
Aug 18	30 (5%)	564.45 (95%)	9.38 (3.1%)	293.69 (96.9%)		
Sep 18	26.88 (4.63%)	553.02 (95.37%)	9.75 (3.14%)	300.81 (96.86%)		
Oct 18	N/A – Request made.					
Nov 18						
Dec 18						

The table below shows the % of abstraction for East Area BCU as the data for Havering is currently unavailable. The highest level of abstraction in quarter 3 was seen in November at 11.7%.

Abstraction/ Month (EA)	Total Abstraction %
Oct 18	8.7%
Nov 18	11.7%
Dec 18	4.6%

Data from MOPAC DWO Abstraction Dashboard

3) Number of officers abstracted for aid, court and training (eight-hour working days) / officer roles abstracted

The number of officers abstracted for each duty is difficult to provide in a simple form due to various shift patterns being worked such as part-time or compressed hours, or an abstraction only taking up part of a shift; therefore the number of officers abstracted would not have provided a uniform representation and the figure is shown in *table 2* as the number of eight-hour shifts for which each role is abstracted from ward duties.

January to March saw the lowest levels of abstractions in the year monitored so far, and the first three months of the calendar year are, in theory, unlikely to have the same level of abstractions for demonstrations, sporting events, or festivals, as the summer months. The *local aid* figures for June include a significant amount of postings shown as *world cup aid*; however it is not known if these postings relate to activity on-borough or events elsewhere in London. In either case, it is wholly understandable that this significant sporting event would have placed a demand on police resources. Additionally, abstractions are recorded if officers are moved to a different ward across the borough and therefore this could reflect the increase or decrease in the figures. July saw a particular increase for PC's regarding 'Aid' abstractions. However, this reduced in both August and September.

Table 2. Working days abstracted by type and role.

	Aid		Local Aid		Training		Court		Staffing-up	
	PC	PCSO	PC	PCSO	PC	PCSO	PC	PCSO	PC	PCSO
Jul 17	-	-	4.25	13.5	41.4	20.7	-	-	2.4	-
Aug 17	11.9	-	36.1	2.6	76.6	24.9	-	-	71.4	-
Sep 17	2.25	-	8.9	1.25	55.6	14.7	1.1	-	11.6	-
Oct 17	-	-	161.3	70.1	65.5	23.7	5.8	1.1	-	-
Nov 17	19.4	5.9	83.3	40.1	51	20.4	1.1	-	-	-
Dec 17	13.1	-	11.6	5.5	27	4.7	1.3	-	-	-
Jan 18	2.9	-	-	-	33.9	12.9	-	0.9	-	-
Feb 18	7	-	-	-	28.4	7.3	2.4	-	-	-
Mar 18	3.5	1.3	-	-	13.5	4.6	4.5	-	-	-
Apr 18	3.13	-	-	-	40	12.1	2	2	-	-
May 18	72.5	31.8	-	-	24.4	18	-	-	-	-
Jun 18	1.13	-	37.75	38.6	40.13	13.3	4.8	-	-	-
Jul 18	74.31	17.88	31.06	25.25	19.13	30.56	3.75	1.13	7	-
Aug 18	10.19	-	6.56	-	12.38	9.38	0.88	-	-	-
Sep 18	17.13	-	-	2.25	9.75	8.63	-	-	-	-

Oct 18	N/A – Request for data made.
Nov 18	
Dec 18	

The data for table 2 is not currently available and has been requested to the central data insight team at Metropolitan police. However, data from a DWO abstraction dashboard is shown in the table 3 below for the EA (not available for Havering alone).

Abstraction Type/ Month (EA)	Aid	Local Aid	CAD	Custody	Staffing- Up
Oct 18	1.8%	0.0%	0.0%	6.8%	0.1%
Nov 18	1.6%	0.0%	0.0%	10.0%	0.0%
Dec 18	1.3%	0.0%	0.0%	3.1%	0.1%

Table 3: Data from MOPAC DWO Abstraction Dashboard

As the table shows, for all three months, the highest percentages of abstractions were for cover in the custody suites which saw the highest abstraction in November at 10%. Local Aid both saw 0% abstraction for all three months in quarter 3.

4) Working days lost to sickness (FTE – Havering and East Area Command)

This information can only be provided as a total figure for the East Area Command Unit. As with point 1 in this section; if this figure is required then it is recommended that a written request is submitted for police to provide this in a consistent format.

Response time to Immediate (I) and Significant (S) Grade Incidents

The MPS has a target to reach 90% of “Immediate” (I) graded calls within 15 minutes of the call being made. The MPS target for “Significant” (S) grade calls is to reach 90% within one hour of the call being made.

Data from police is no longer available as a percentage figure for each month; however is now provided as a rolling average for I and S grades of calls met within target times, and also domestic abuse calls in each of these gradings. The rolling average is provided from 4th September 2017, when revisions to the tri-borough model came into effect.

I-grades:

For the week commencing 10th December 2018 Havering has seen an improvement in the number of I calls reaching the target time with a rate of 85.9% (compared to 76.9% for the week commencing 24th September 2018, an increase of 9%). This is slightly below the overall BCU improvement which saw response rates of 87.4% for the week (an increase of 6% compared to the previous period reported).

For the same period, Havering DA I grade calls have seen an increase in the number of calls reaching targets with a rate of 87.8% compared to the 84.2% reported for the week commencing 24th September 2018. This is an improvement of 3.6%.

Comparing this to the overall East Area BCU figure which saw a slight reduction in response times of 0.2% for the same period seeing a response average of 84.8%.

By comparison, as an average since September 2017 Redbridge saw an average of 87.1%, and Barking and Dagenham an average of 85.6%. Havering has seen an improved average of 82% however still sits at least 2.4% lower than the other two boroughs.

S-grades:

The rolling averages since September 2017 are as follows: Locally, 79.3% of S grades are met within an hour, against 79.2% for the BCU; and for Domestic Abuse S grades this figure is 80.0% against 79.4% for the BCU.

Redbridge has an average rate since September of 77.3%, while Barking and Dagenham has a rate 76.6%.

Percentage of anti-social behaviour (ASB) reports relating to traveller incursions

Calls to police are recorded on the Computer Aided Despatch (CAD) system. CAD records are given a series of '*opening codes*' which relate to the information the call handler is given, and '*closing codes*' which relate to the situation the officer who attends actually assesses it to be. The '*opening codes*' and '*closing codes*' can be different, such as if a member of the public telephones the police regarding what they perceive to be anti-social behaviour, but when police attend they find that criminal offences have been committed and a crime report is recorded – thus meaning the closing code reflects crime rather than ASB. Choice of which codes to use can also be subjective depending on the call-despatcher closing the record down.

Reported levels of ASB calls in relation to traveller incursions to the police were extremely low in Quarter 3 of 2018/19, whereby there was only 1 call. The location was as the south of the borough and a known site by both police and the council for incursions to take place and thus action is already in place to tackle this.

The 1 call made specifically regarding unauthorised incursions (recorded under the trespass code), accounted for 0.1% of overall ASB calls and accounted for 12.5% of all trespass codes, of which only 8 calls were made in quarter 3.

For comparison with previous year 17/18; levels were 1% in Q1; 0.58% in Q2; 2.1% in Q3, and 7.8% in Q4 2017/8. For this year to date 2.5% of Q1 2018/19 and 1.2% for Q2 2018/19 were made regarding ASB calls relating to traveller incursions. Therefore, again this quarter saw a significant reduction and shows very little activity over this period.

APPENDICES:

Appendix 1 Demand Pressures (Q3 2018-19)

IMPLICATIONS AND RISKS

Financial implications and risks:

There are no financial implications arising directly from this report which is for information only. However adverse performance against some performance indicators may have financial implications for the Council.

Legal implications and risks:

Whilst reporting on performance is not a statutory requirement, it is considered best practice to review the Council's progress against the Corporate Plan and Service Plans on a regular basis.

Human Resources implications and risks:

There are no specific Human Resource implications or risks arising directly from this report.

Equalities implications and risks:

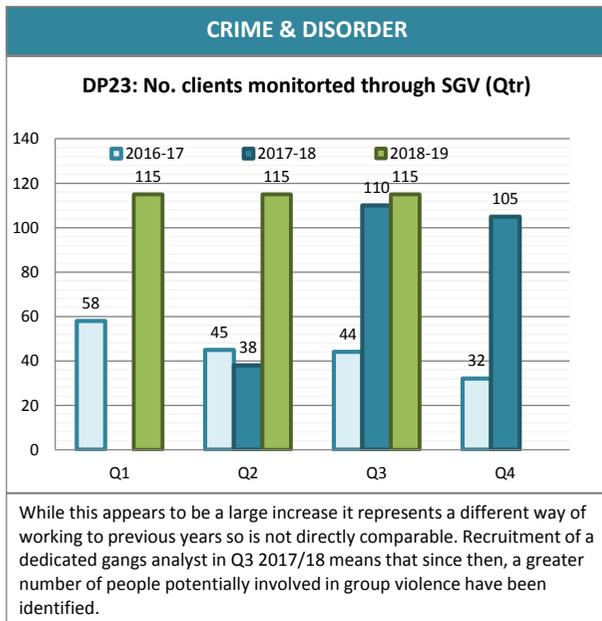
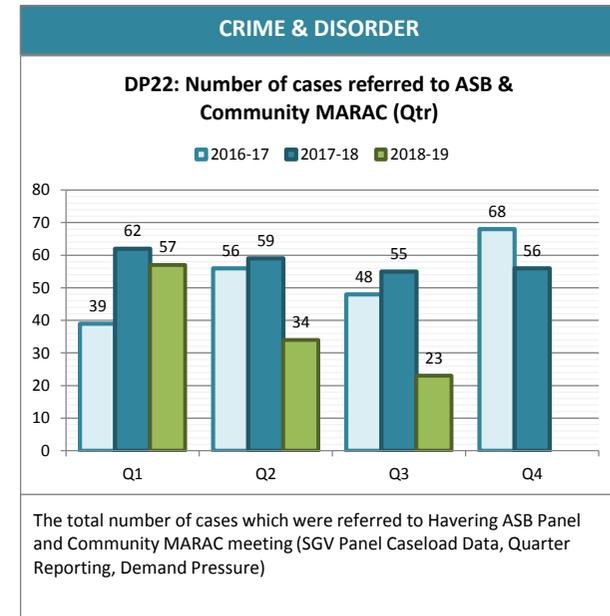
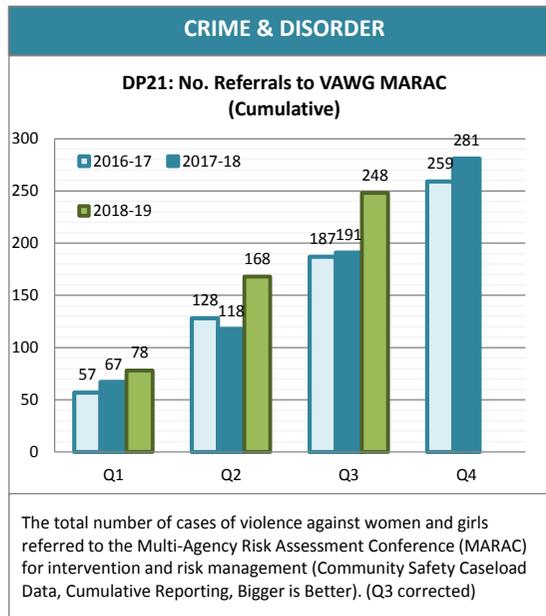
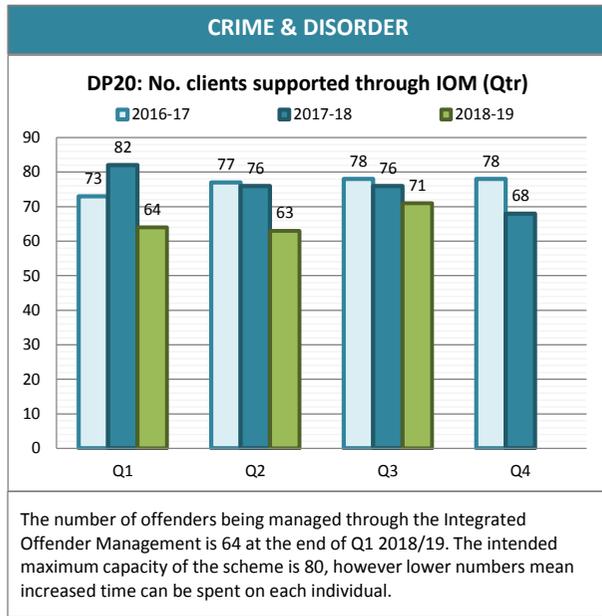
This report relates to information requested by the committee rather than policy. There are no direct equalities implications or risks associated with this report.

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Appendix 1: Quarter 3 2018/19 Demand Pressure Dashboard

Taken to Crime and Disorder Overview Scrutiny sub-committee

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CRIME AND DISORDER O&S COMMITTEE

Subject Heading:

Havering Community Safety Partnership,
Annual Strategic Assessment 2018

SLT Lead:

Caroline Bruce, Interim Director of
Neighbourhoods

Report Author and contact details:

Diane Egan
Community Safety and Development
Manager
Diane.egan@havering.gov.uk
01708 432927

Policy context:

Our vision is focused around the borough's communities, places, opportunities and connections. The Council has a statutory duty under the Crime and Disorder Act 1998 to produce an annual analysis of crime and disorder in the area, which will then be used to create a strategy to reduce these. This is relevant to our vision by ensuring the safety of our communities, and creating safer places; thereby improving opportunities for individuals and businesses.

Financial summary:

No direct financial implications arising from this report

The subject matter of this report deals with the following Council Objectives

- | | |
|-------------------------------|-----|
| Communities making Havering | [X] |
| Places making Havering | [] |
| Opportunities making Havering | [] |
| Connections making Havering | [] |

SUMMARY

The Council has a statutory duty under the Crime and Disorder Act 1998 to produce an annually refreshed community safety plan. In order to produce this plan, the Council is required to carry out an analysis of crime and disorder in the local area.

The Strategic Assessment 2018 uses data from partner agencies as well as publicly-available information to consider crime levels and trends in Havering. The findings of the Strategic Assessment are set out in the PowerPoint presentation in the appendices and will be used to refresh the Havering Community Safety Plan 2017-20.

RECOMMENDATIONS

That the members note the Strategic Assessment 2018.

REPORT DETAIL

Havering Community Safety Partnership is comprised of five responsible authorities¹ who, by law, are required to work together to tackle crime, disorder, substance misuse and reoffending. There is also a statutory requirement that the Havering Community Safety Partnership produces an annual strategic assessment of these issues in coordination with a community safety strategy (or plan).

The strategic assessment assesses and evaluates the progress towards priorities set out in the community safety partnership plan and recommends any changes required to the strategic priorities, if applicable, for the forthcoming years. The Havering Community Safety Partnership Strategic Assessment 2017 identified three strategic themes together with one cross-cutting area. The findings of the Strategic Assessment 2018 are that our strategic themes are still very relevant and there is no necessity to alter these. The partnership plan will now be updated in a '2019 refresh' in order to refine actions based on what has been achieved over the past year, and presented to the Community Safety Partnership in April.

The strategic themes and cross-cutting area identified are as follows:

¹ London Borough of Havering, Clinical Commissioning Group, Metropolitan Police, London Fire & Emergency Planning Authority and National Probation Service/Community Rehabilitation Company.

- **Protecting vulnerable individuals/victims** – we want to reduce the number of victims and repeat victims of crime and anti-social behaviour in Havering. Areas of particular focus, where volume and risk of repeat victimisation are greatest, will be violence against women and girls, serious group violence, child sexual exploitation, and preventing hate crime and extremism. Tackling youth violence and weapon enabled crime are also key areas under this theme.
- **Supporting the most prolific and/or high harm offenders** – we want to reduce the harm and risk of reoffending posed by known offenders residing in Havering and work with neighbouring boroughs to minimise the impact of offenders travelling into Havering. Areas of particular focus, where risks associated with reoffending and harm are highest, will be offenders with drug and alcohol misuse, reoffenders, and those with links to gangs. The Mayor’s Policing Plan for London includes the priority area *a better Criminal Justice Service for London*, which aims to reduce reoffending and support persistent offenders with chaotic lifestyles.
- **Creating Safer Locations** – we want to reduce the volume of crime in areas which are disproportionately affected. Our town centres are known to experience violence linked to night-time economy hours; and burglary is also a prevalent crime which affects both the individual location and wider area. Therefore, *Non-domestic violence with injury*, and *residential burglary* will be two priorities under this theme.
- Throughout this work, a key cross-cutting area will be **community engagement and public confidence**. This is to enable communities to report and receive information, as well as being part of potential solutions. This will also help to close the gap between perceptions of crime and actual levels of crime in the borough.

Havering’s identified strategic priorities are broadly aligned to current and emerging regional and national strategies. Both within the national and regional context there continues to be a greater emphasis on prioritisation of crimes that present the highest levels of risk and harm, notably Violence against Women and Girls, Ending Gang Violence and Exploitation and reducing knife crime. In addition to this the MOPAC Police and Crime Plan for London has prioritised tackling extremism, hatred and intolerance.

Appendices

- 1 Havering Strategic Assessment 2018 PowerPoint presentation

IMPLICATIONS AND RISKS

Financial implications and risks:

There are no financial implications arising from this report which is for information only. Whilst delivery of the plan itself will have financial implications the expectation is that it delivered within existing resources within both the Council and the Metropolitan Police service. Certain initiatives within the plan are funded via a

grant by the Mayor's Office for Policing and Crime. We expect confirmation of funding from MOPAC in February for the 2019-2021 allocation of the London Crime Prevention Fund. Any funding received will be governed and coordinated by the Community Safety Partnership.

Legal implications and risks:

This strategy is in line with sections 5 -7 of the Crime & Disorder Act 1998, Police and Justice Act 2006 and The Crime and Disorder (Formulation and Implementation of Strategy) Regulations 2007/1830. Under regulation 5 of the Regulations the Local Authority has a duty to prepare a strategic assessment on behalf of the responsible authorities with the purpose of assisting the strategy group in revising the partnership plan.

Under Regulation 7 the Strategic Assessment should include:

- (a) an analysis of the levels and patterns of re-offending, crime and disorder and substance misuse in the area;
- (b) an analysis of the changes in those levels and patterns since the previous strategic assessment;
- (c) an analysis of why those changes have occurred;
- (d) the matters which the responsible authorities should prioritise when each are exercising their functions to reduce re-offending, crime and disorder and to combat substance misuse in the area;
- (e) the matters which the persons living and working in the area consider the responsible authorities should prioritise when each are exercising their functions to reduce re-offending, crime and disorder and to combat substance misuse in the area;
- (f) an assessment of the extent to which the partnership plan for the previous year has been implemented; and
- (g) details of those matters that the strategy group considers should be brought to the attention of the county strategy group to assist it in exercising its functions under these Regulations. There are no apparent legal implications in noting the content of the Assessment.

Human Resources implications and risks:

There are no HR implications directly arising from this report.

Equalities implications and risks:

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;

- (ii) the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants. The Equalities Impact Assessment for the Havering Community Safety Partnership has been completed and is an appendix within the Havering Community Safety Partnership Plan.

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Havering
LONDON BOROUGH

Overview of Havering Community Safety Partnership Strategic Assessment

January 2019

Overview of strategic assessment content

- Performance and recent trends
- Crime Harm Index
- Community Safety Problems
 - Victims
 - Offenders
 - Locations
- Safeguarding and Vulnerabilities
- Suggested priorities and recommendations

Performance and recent trends (highest harm problems)

- Violence (Serious Youth Violence) , Domestic Abuse Crime, Hate Crime, Robbery seeing increases in reporting and recording levels
- Serious Youth Violence 10th worst London borough as rate per 1,000 moving from 14th the previous year, with Acid Attacks rating 13th worst rate.
- Burglary has remained stable seeing only a 4.4% increase.
- Reduction in Sexual offences, Drug offences, Theft and Handling and Arson and Criminal Damage.

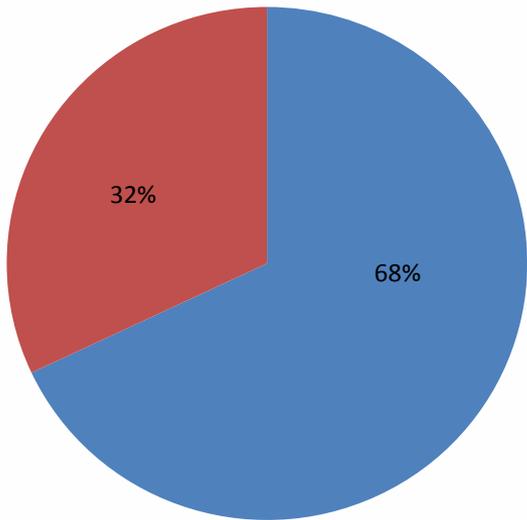
Other areas increasing

- Theft/ Taking of Vehicle (2nd highest in London, moved from 4th last year), Public Order Offences, LFB Deliberate and Malicious fires (4th highest in London)

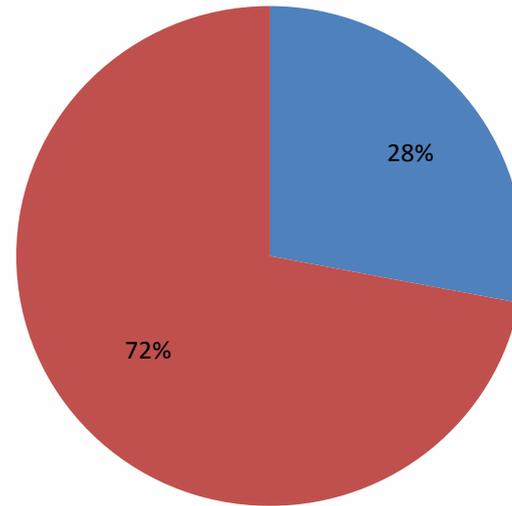
- Romford Town ward is the largest contributor to total notifiable crime in Havering, with 3,603 offences in the previous 12-months (19% of all crime in Havering, the same as last year).
- Romford Town ward ranks in the top 20 volumes out of 630 wards in London.
- It has the 7th highest volume of all total notifiable offences in London
 - 6th highest volume of *criminal damage* offences (8th when including Arson offences)
 - 6th highest volume for both possessions of weapons and *sexual offences*,
 - 7th highest for *public order* offences
 - 10th highest for *robbery* and
 - 13th highest for *drug* offences.

Cambridge Crime Harm Index

A. Crime



B. Harm



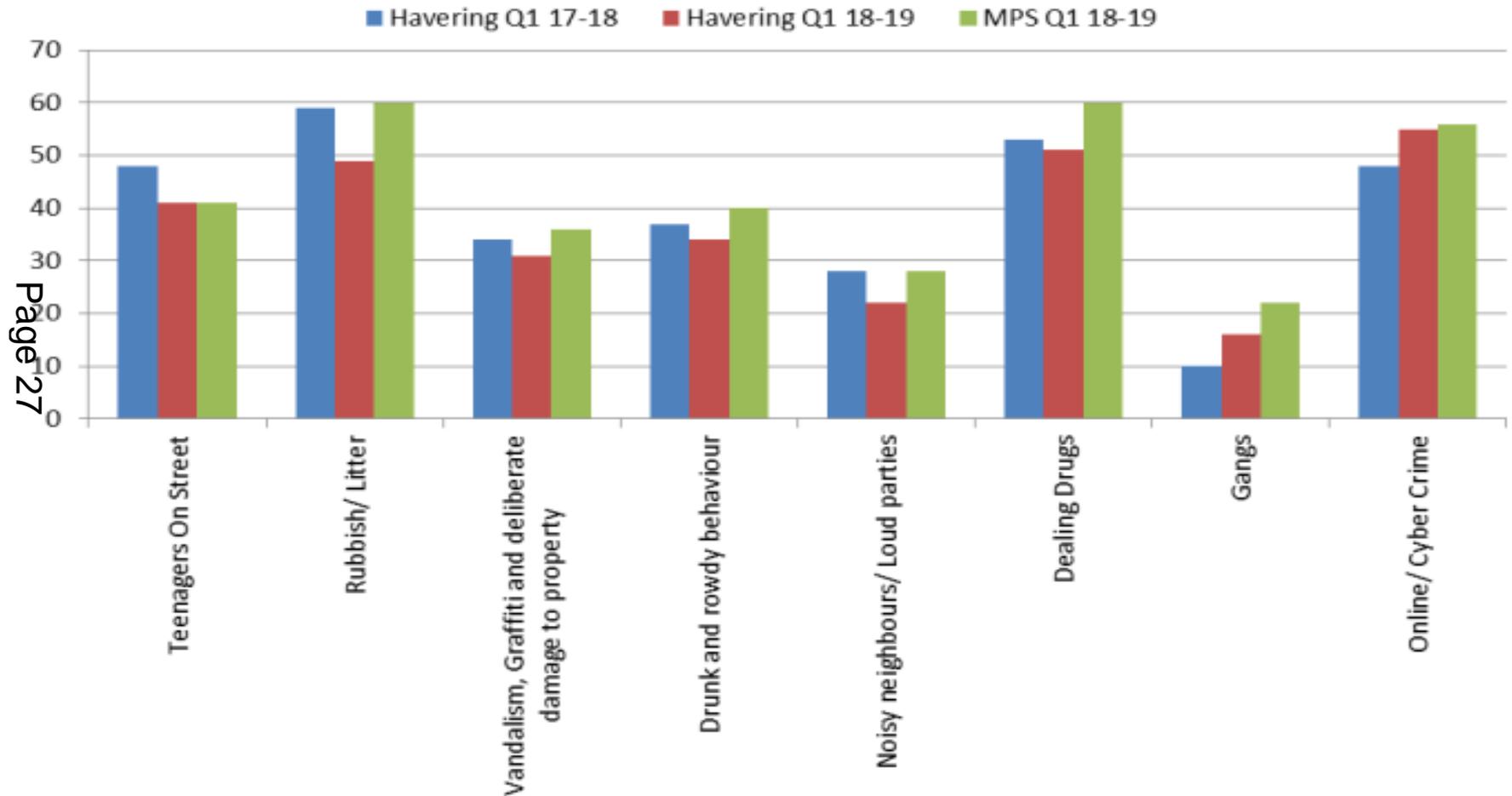
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Serious Violence, Personal Robbery, Sexual Offences & Burglary – 32% of crime and 72% of harm

All other crimes including thefts, motor vehicle crime, criminal damage, business crime – 68% of crime and 28% of harm

- 20-40 are at greatest risk of victimisation from harmful / high risk problems, Victimisation rates decline as age increases beyond this group
- 25 and over at greatest risk of household / home based acquisitive crimes
- Domestic abuse (76%), sexual offences (87%) were more likely to be reported by females, whereas serious violence against the person (58%) and robbery (84%) was more likely to be reported by males.
- 59% of Personal Robbery offences were committed against those aged 12-21.
- 89% of victims recorded were White – British slightly less than last year which recorded 71%, followed by 8.1% self-classified as ‘Other White’.
- Jewellery, Currency and Laptop computers most stolen items from residential burglary
- Credit cards and currency made up of 21% of all property stolen.
- The most common make of car to be stolen in a theft of motor vehicle offence were Fords.
- The most common type of motor vehicle stolen were saloon cars (35%) and vans (25%).

Public Perceptions



- Crime offending rates are above average for those aged 15 to 39. The peak offending age is 16 – 28 with offending rates declining beyond this point.
- For more serious violence the predominant age range is 17-32, but for domestic abuse remaining higher in 18-46. For Robbery the predominant age range is 16-20.
- Males account for a total of 81% offenders, ranging from 74%-97% depending on category of crime
- Categories of crime where offenders are most likely to know victims are sexual offences and domestic abuse
- Criminogenic Needs data (both Barking and Dagenham and Havering) shows 87% of the cohort were male. Majority of the cohort were being worked with for violence (28.3%), followed by non-motor theft (10.4%) and drug possession/ supply at 9.2%.
- The largest criminogenic need recorded for Barking and Dagenham and Havering were 'Attitude, Thinking, Behaviour, Relationships', followed by 'Lifestyle'.
- Substance misuse – for all alcohol related crimes, the largest percentage are violent (ABH and common assault).
- Key youth offending committed between 1500-1800hrs

- Ages 15/16/17 are the most frequent ages of youth offenders, accounting for combined 61% of all youth suspects.
- The number of FTE to the criminal justice system in Havering has risen during the past five years, from 317 in 2012-13 to 382 in 2016-17. This represents a rise of 20.5%.
- In 2016-17 Havering ranked 19th amongst London boroughs for having the highest volume of FTE.
- There has been a dramatic rise in the volume of offences across most categories of crime since 2013-14, overall up 50% from 773 in 2013-14 to 1152 in 2016-17.
- Violence against the Person is the most common offence with a youth suspect (47.8%), followed by Theft & Handling (18.8%), Criminal Damage (11.6%), Robbery (5.80%) and Drugs (5.7%).
- In the previous 12-months there has been notable percentage rises in Violence Against the Person (+95%, from 284 to 555 suspects), and rises in Theft & Handling (42%, including +100% for Theft/Taking from M/V) and Sexual Offences (+72%).
- In the last two years the number of youth disposals within the borough has increased. In the most recent 12-months the total number of disposals rose by 25% from 178 to 238.

- Offending gang profile within the borough has changed from a historical single known gang operating within Havering, between 2012 and 2017 into various different collectives and associations.
- At least 15 known gangs now operate within the borough. These gangs are from boroughs in close proximity such as Barking & Dagenham, Redbridge and Newham, and ones further afield such as Enfield and Greenwich.
- Understanding the nature of gangs or offending groups within the borough is dependent on professionals becoming aware of how Havering is perceived externally.
- The phenomenon of County Lines (where criminal gangs set up a drug dealing operation in a place outside their usual operating area) has come to prominence recently with numerous reports in the media describing London gangs operating out of the city. Although Havering is a London borough is utilised in a similar way by offending groups. Its transport links, geographical location, night time economy and policing constraints make it unique within London.
- It is now believed that a collective known as ‘The Hellbanianz’, are the major operating force within the borough.

- The Hellbanianz have due to their direct supply of high quality drugs and their use of violence in turf wars, established themselves as the prima facie gang and now distribute drugs to smaller collectives and individuals. It is also believed that they have purchased real estate within the borough.
- The migration of gangs into the borough has led to a rise in violent crime occurring. Many of those entering the borough have on going disputes with each other, or have birthed new conflicts due to clashes over claiming Havering as their territory.

Maps 1-3 Left to Right: Map 1 – Total Notifiable Offences; Map 2 – Household Crime; Map 3 – Personal/Violent Crime

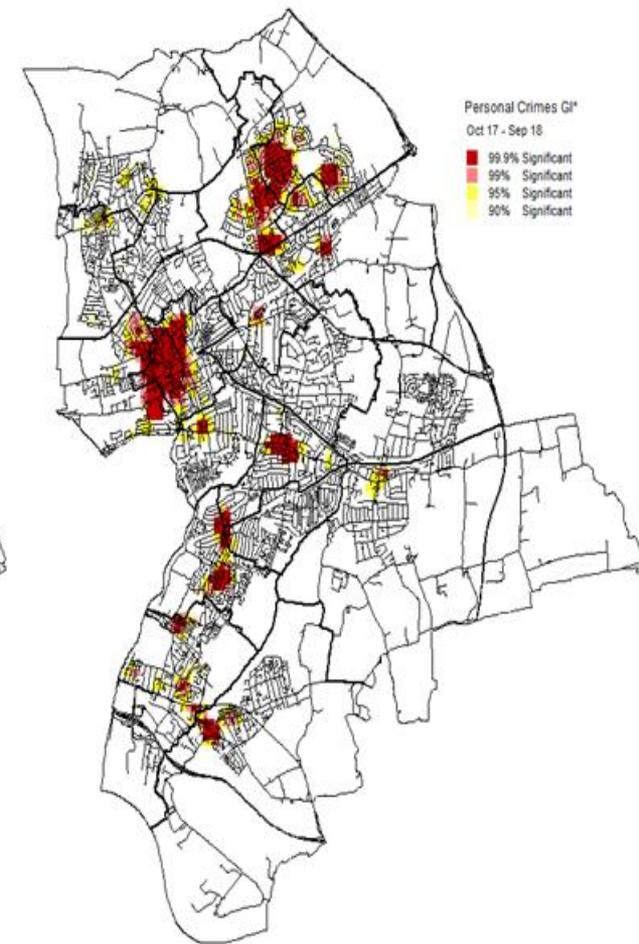
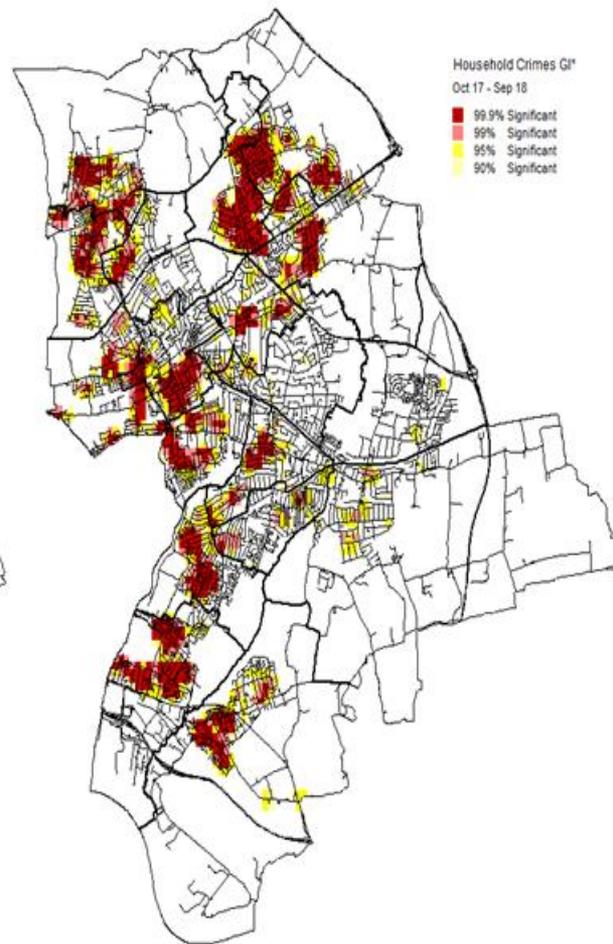
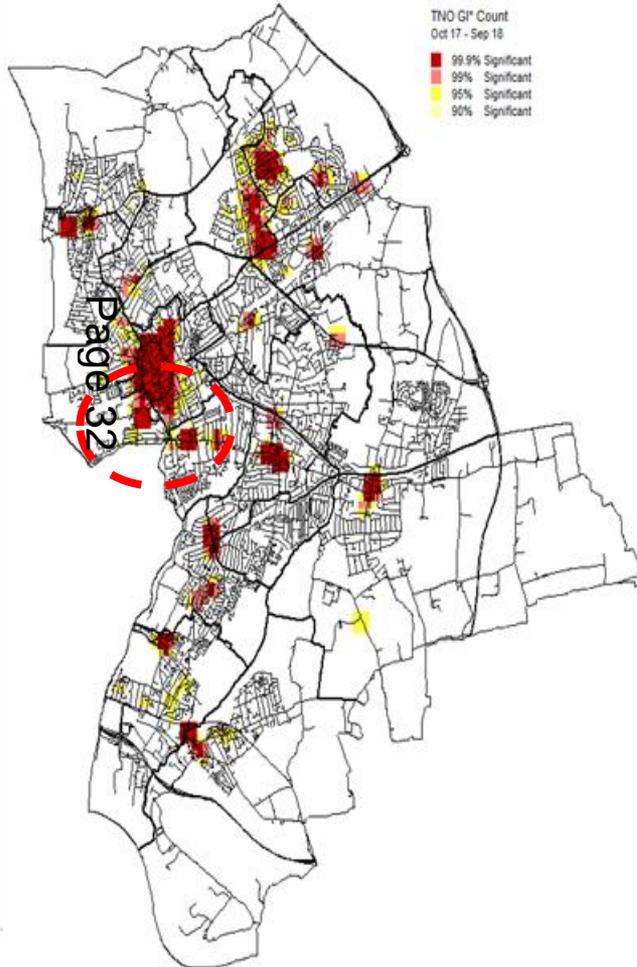


Table 3.12 Top 10 Wards, by volume, for selected areas of crime in Havering, 12-months to Sep-18 (Metropolitan Police ward data)

Violent Crime		Burglary		Motor Vehicle Theft of/from		All Theft & Handling		Total Notifiable	
Romford Town	999	Romford Town	172	Rainham & Wennington	212	Romford Town	1,201	Romford Town	3,603
Gooshays	507	South Hornchurch	158	South Hornchurch	185	St. Andrew's	303	Gooshays	1,495
Brooklands	435	Harold Wood	151	Romford Town	177	Gooshays	284	Brooklands	1,289
Heaton	353	Brooklands	144	Gooshays	170	Hylands	278	St. Andrew's	1,149
South Hornchurch	323	Heaton	142	Harold Wood	155	Upminster	222	South Hornchurch	1,108
St. Andrew's	308	Mawneys / Rainham & Wennington	130	St. Andrew's	154	Mawneys	207	Heaton	1,054
Rainham & Wennington	278	Pettits	118	Heaton	145	Brooklands	190	Harold Wood	1,038
Harold Wood	273	Havering Park	115	Brooklands	135	Harold Wood	177	Rainham & Wennington	1,036
Havering Park	238	Gooshays	112	Mawneys	129	Rainham & Wennington	167	Hylands	889
Mawneys	220	Hylands	110	Upminster	128	Pettits	136	Mawneys	851

Safeguarding and Vulnerability Issues

- CSE
- Increase in Modern Day Slavery and Human Trafficking to agencies such as Hestia however not to police as crime reports
- Domestic Abuse levels continue to increase placing increase demand on agencies such as at the DV MARAC.
- Prevent and Counter-Extremism – increase in referrals of 68% in March 17-18, the highest volume and increase of volume as a non-priority borough in London.

Proposed Priorities	Outcomes
<ul style="list-style-type: none"> Protecting vulnerable individuals / victims – we want to reduce the number of victims and repeat victims of crime and anti-social behaviour (local focus young people, domestic abuse) <i>The Mayor’s Police and Crime Plan (2017-2020) priorities for London include ‘Keeping children and young people safe’ (knife crime, gangs, CSE, serious violence); ‘Tackling Violence against Women & Girls’ (victims of domestic abuse, protecting victims); and ‘Standing together against hatred, intolerance and extremism’ (reducing hate crime, preventing extremism)</i> Support the most prolific and/or high harm offenders – we want to reduce the harm and risk of reoffending posed by known offenders, and support offender needs to desist from offending and become active citizens of Havering (local focus drug and alcohol needs, reoffending) <i>The Mayor’s Police and Crime Plan for London (2017-2020) includes the priority area ‘A better Criminal Justice Service for London;’ aiming to improve support for victims and repeat victims, reduce reoffending, and support persistent offenders with chaotic lifestyles.</i> Create safer locations – we want to reduce the volume of crime in areas which are disproportionately affected (local focus town centres and burglary hotspots) <i>Since last year’s assessment, The Mayor’s Office for Policing and Crime has empowered boroughs to select two local priorities, for which residential burglary and non-domestic violence with injury were selected for Havering due to the volume and potential for harm.</i> Community Engagement and Public Confidence - we want residents and visitors to report crime and receive information which empowers them to prevent themselves becoming victims, as well as being part of potential solutions (communications strategy) <i>The London Borough of Havering has been using our External Communications Officer to disseminate ‘Stay Safe Friday’ messages to the public. The Metropolitan Police East Area Command Unit has also appointed a Media & Communications Lead to ensure partners are informed of relevant information.</i> 	<ul style="list-style-type: none"> To ensure people are free from crime, disorder and substance misuse To ensure residents are free from harm To support people to become active citizens To create a safe environment To create a supportive family environment To create cohesive communities

Cross-cutting themes throughout the analysis that the strategic priorities consider

- Identification of agencies and resources best suited to respond and deliver improvements to community safety
- Responses that include short, medium and long term solutions and more importantly sustainable solutions that can maintain improvements and reductions over time
- A balanced consideration between enforcement, prevention, risk-reduction and reassurance methods
- Each problem requires consideration of how responses can better control offenders, improve guardianship, and improve the management of places.
- A strong focus on prevention of crime through enhanced communication and active citizenship

- To agree on the strategic priorities for Havering; unchanged from last year.
- To commission problem profiles for domestic violence, robbery, and gang crime/serious youth violence.
- Maintain a strong focus on reducing reoffending, especially for adults and those involved in gangs
- Reducing repeat victimisation, especially *violence against women and girls, child sexual exploitation* and anti-social behaviour
- Reducing problems in communities experiencing disproportionate levels of crime
- Improving feelings of safety through communications particularly around awareness of crime prevention and self-awareness regarding safety.

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CRIME AND DISORDER SUB-COMMITTEE

Subject Heading:	Modern Day Slavery
SLT Lead:	Tim Aldridge, Director of Children’s Services
Report Author and contact details:	Kate Dempsey 01708431096 kate.dempsey@havering.gov.uk
Policy context:	A Modern Day Slavery Policy is being written and this paper gives background
Financial summary:	There are no additional financial implications envisaged

The subject matter of this report deals with the following Council Objectives

Communities making Havering	[x]
Places making Havering	[]
Opportunities making Havering	[]
Connections making Havering	[]

SUMMARY

This report sets out a brief background to the Modern Slavery Act 2015, outlining the duties it places on local authorities and specifying different types of modern day slavery. There is a brief account of what is happening in Havering and the wider London context along with plans for next steps. The intended outcome is to apprise Members of the current position with regard to Modern Slavery.

RECOMMENDATIONS

The Sub-Committee is respectfully requested to note the contents of this report.

REPORT DETAIL

The report detail is in the attached slides. In addition to the outline summary above there is an explanation of how referrals to the National Referral Mechanism work. There is reference to the challenges of maintaining a reliable dataset with some local and regional statistics and information on current themes in Havering. The Modern Slavery Act also requires Councils to be vigilant as service commissioners and proactively vet supply chains. The Corporate Policy and Strategy also needs to reflect our duties as an employer. The report gives a headline account of how we in Havering are responding to the duties placed on the Local Authority under the Act, along with future plans to ensure we comply with our duties and keep abreast of emerging requirements.

See attached Power Point slides (Appendix A).

IMPLICATIONS AND RISKS

Financial implications and risks: No additional financial outlay is anticipated, all work can be covered from within existing resources of the service. Any risk to the council's financial position caused by a material change in reported activity will be managed on an ongoing basis as part of the regular financial management and reporting process.

Legal implications and risks: The legal duties the Act places on Local Authorities is set out within the report.

Human Resources implications and risks: In collaboration with the service leading on the Corporate policy, HR is developing an e- learning training pack to raise awareness of the issues around Modern Slavery. Training booklets will be provided to those without internet access; the training pack will be finalised alongside the Corporate Policy. This legislation may cover council staff and in particular, certain areas of the workforce, therefore, a process needs to be developed in the corporate policy for staff on how they can access services confidentially, and include sign posting to other support services i.e. EAP access etc.

Equalities implications and risks: The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;

- (iii) foster good relations between those who have protected characteristics and those who do not.

‘Protected characteristics’ are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants. A full Equalities Assessment will be conducted as part of the policy completion approval and roll out.

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Modern Slavery

Presentation to Crime and Disorder Sub-
Committee February 2019
Kate Dempsey

Background

- ▶ Modern slavery is an umbrella term, encompassing human trafficking, slavery, servitude and forced labour.
- ▶ In March 2015 the Modern Slavery Act 2015 received Royal Assent and became law.
- ▶ The Act consolidated and clarified existing modern slavery and human trafficking offences and increased the maximum sentences for committing these offences

Modern Slavery Act 2015

- ▶ introduced slavery and trafficking **prevention orders** and slavery and trafficking **risk orders** – which can be used to disrupt activities by modern slavery perpetrators
- ▶ created the role of the **Independent Anti- Slavery Commissioner**
- ▶ introduced **support and protection for victims** including a defence for victims of slavery or trafficking who commit an offence,
- ▶ Introduced measures on the presumption of age of child victims of modern slavery and introduced the role of **Independent Child Trafficking Advocates**
- ▶ Introduced a **requirement for certain businesses** to produce and publish a modern slavery statement on what they are doing to tackle modern slavery and trafficking in their supply chains.

Provisions for local authorities

- ▶ **Section 52 of the Act** places a duty on LAs to identify and refer modern slavery child victims and consenting adult victims through the National Referral Mechanism (NRM).
- ▶ Councils also have a duty to notify the Home Secretary of **adults who do not consent to enter the NRM.**
- ▶ Different forms for the NRM for adults and children and another form for adults who do not consent, called the MS1 form.
- ▶ Section 43 of the Act states that specified public authorities (including councils) have a duty to cooperate with the Commissioner.

National Referral Mechanism(NRM)

- ▶ To be referred into the NRM, potential victims of trafficking must first be referred to one of the UK's two competent authorities (CA)
- ▶ The United Kingdom Border Agency (UKBA)
- ▶ UK Human Trafficking Centre (UKHTC).
- ▶ A Single Competent Authority (SCA) has just been set up - an expert case working unit within the Home Office to ensure quicker more certain decision making. A gradual transitioning process from the 2 CAs is underway.
- ▶ This **initial referral** will generally be handled by an authorised agency such as a police force, the UKBA, **social services** or certain NGOs. The referring authority is known as the '**first responder**'. A number of organisations are 'first responders' under the NRM .

Referral

- ▶ Referrals are made by the first responder submitting a completed NRM Referral Form to the appropriate CA:
- ▶ Separate forms for adults and for children,
- ▶ They includes a check list of human trafficking indicators.
- ▶ Anyone whom the CA finds has “reasonable grounds” to believe has been trafficked will be entitled to a 45 day reflection and recovery period, during which they can access services such as provided by children’s services, the Salvation Army and Poppy Project (for women) and Migrant Help (for men).
- ▶ A ‘conclusive decision’ may be later reached by one of the CAs which, if a positive decision, is a formal recognition of an individual’s trafficked status.

Tackling modern slavery A council guide (LGA guidance 2017)

- ▶ identification and referral of victims
- ▶ supporting victims – this can be through safeguarding children and adults with care and support needs and through housing/ homelessness services
- ▶ community safety services and disruption activities
- ▶ Ensuring that the supply chains councils procure from are free from modern slavery

Types of Modern Day Slavery

- ▶ **Sexual exploitation:** victims may be forced into prostitution, pornography or lap dancing for little or no pay. They may be deprived of their freedom of movement and subjected to threats and violence.
- ▶ **Labour exploitation:** a victim is made to work with little or no pay, and may face violence or threats. If they are foreign nationals, their passports may be confiscated by their exploiters and they may be made to live in terrible conditions and under constant threat.
- ▶ **Forced criminality:** victims can be forced to participate in a range of illegal activities including pick pocketing, shop lifting, cannabis cultivation, county lines exploitation and other activities. The Modern Slavery Act provides for a defence for victims who have been forced into criminality.
- ▶ **Organ harvesting:** victims are trafficked in order for their internal organs (typically kidneys or the liver) to be harvested for transplant.
- ▶ **Domestic servitude:** victims work in a household where they may be ill-treated, humiliated, subjected to exhausting hours, forced to work and live under unbearable

- ▶ **Debt bondage** can be present in many forms of exploitation, and can take a range of forms : may arise out of the exploitation itself, e.g. for accommodation or travel fees, with victims having little or no control over their debt/ways to pay it back. Deductions from wages, leading to further debts being accrued. A person may be forced to work to pay off the debt and it can also be used as a means of controlling a victim and keeping them enslaved.

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Other forms of exploitation include:

- ▶ **forced marriage:** where people are forced into marriage for a range of reasons including exploiting the rights conferred on them by citizenship or for domestic servitude
- ▶ **Financial exploitation:** for example benefit fraud, where benefits are falsely claimed by perpetrators on behalf of their workers; bank accounts being opened in a victim's name but used by perpetrators; or workers' wages being paid directly into the exploiters, own bank accounts by companies who think they are paying a worker individually

The London Picture from Hestia & Met Anti-Slavery Unit data

- ▶ Hestia has supported victims of modern slavery in London (excl. City) since 2011,
- ▶ 624 individuals in 2016 (+100 since 2015).
- ▶ 870 adults & 315 dependent children in 2017 (78% women 22% men)
- ▶ The Metropolitan Police's Anti-Slavery Unit report the number of suspected victims of modern slavery rose to 1,715 in 2017; a 70% increase compared to 2016.

East London

- ▶ Individuals accessing Hestia's services in 2016: LBN (46) LBBD (34) LBR (31) LBH(8)
- ▶ In 2017 this increased: LBN (54) LBBD (44) LBR (48) LBH(11)
- ▶ An increase of 3 people accessing services in Havering in 2017 from 2016.
- ▶ In Strategic Assessment (October 2017–September 2018), there were three reports recorded in Havering on the police CRIS which were flagged as human trafficking.

In Havering,

- ▶ 11 individuals (10 females and one male) accessed Hestia's services although this is not necessarily where they were enslaved or trafficked to.
- ▶ Of the females, three were victims of domestic servitude, while seven were victims of sexual exploitation. The one male was a victim of forced labour
- ▶ The key area of concern for Havering currently relates to young people being exploited into criminality and selling drugs (County Lines).

Referrals to NRM from Havering

Adult referrals

- ▶ 4 referrals in 2018–2019 thus far ; 3 were referred to NRM (2 with consent of the individual); individual not referred withdrew allegation

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- ▶ An organisation was referred with MDS concerns in 2017/18 Police visited MDS concerns unsubstantiated

Referral of young people

- ▶ July 2017 to November 2018 Havering has referred 13 young people to the National Referral Mechanism

The Way Forward

- ▶ A Modern Day Slavery working group has been established under the governance of the Safeguarding Boards chaired by the Principal Social Worker . Membership is drawn from a wide range of council departments.
- ▶ An infographic of referral pathways is being drawn up to include routes for children and adults safeguarding teams, and housing services this will inform external and internal referrers.
- ▶ An e-learning training package has been developed, once the referral pathway infographic is complete the e-learning package can be finalised. This will be augmented by face to face training for relevant staff groups delivered via the Safeguarding Boards.
- ▶ A number of Single Points of Contact (SPOCs) have been identified and a representative attended a MOPAC Pan London working group at the end of January

Next Developments

- ▶ A Corporate Modern Day Slavery Strategy and policy will be completed - expected in April 2019 - this will need to include how employees can access services confidentially and signposting to support services i.e the Employee Assistance Programme .
- ▶ The strategy /policy launch will be supported by a comprehensive communications campaign which will comprise both internal and external strands.
- ▶ We are working to develop a reliable dataset : it is challenging to produce meaningful statistics on such a covert and illegal phenomenon.
- ▶ Staff will be encouraged to consider modern day slavery in their day to day work. For example Landlord licensing visits to homes of multiple occupation (HMOS) include consideration of modern day slavery in all their assessments.

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