



## COUNCIL MEETING

**7.30 pm Wednesday, 4 September 2024**  
**At Council Chamber - Town Hall**

Members of the Council of the London Borough of Havering are advised that a meeting of the Council is scheduled to take place on the date and time shown above. An indication of the business to be dealt with is given below. The final agenda, which forms the official summons for the meeting, will be published in due course, in accordance with the meeting timetable.

**Gavin Milnthorpe**  
**Monitoring Officer**

For information about the meeting please contact:  
**Anthony Clements tel: 01708 433065**  
**anthony.clements@oneSource.co.uk**



**Please note that this meeting will be webcast.**

**Members of the public who do not wish to appear  
in the webcast will be able to sit in the balcony,  
which is not in camera range.**

***Under the Committee Procedure Rules within the Council's Constitution the Chairman of the meeting may exercise the powers conferred upon the Mayor in relation to the conduct of full Council meetings. As such, should any member of the public interrupt proceedings, the Chairman will warn the person concerned. If they continue to interrupt, the Chairman will order their removal from the meeting room and may adjourn the meeting while this takes place.***

***Excessive noise and talking should also be kept to a minimum whilst the meeting is in progress in order that the scheduled business may proceed as planned.***

### **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:-

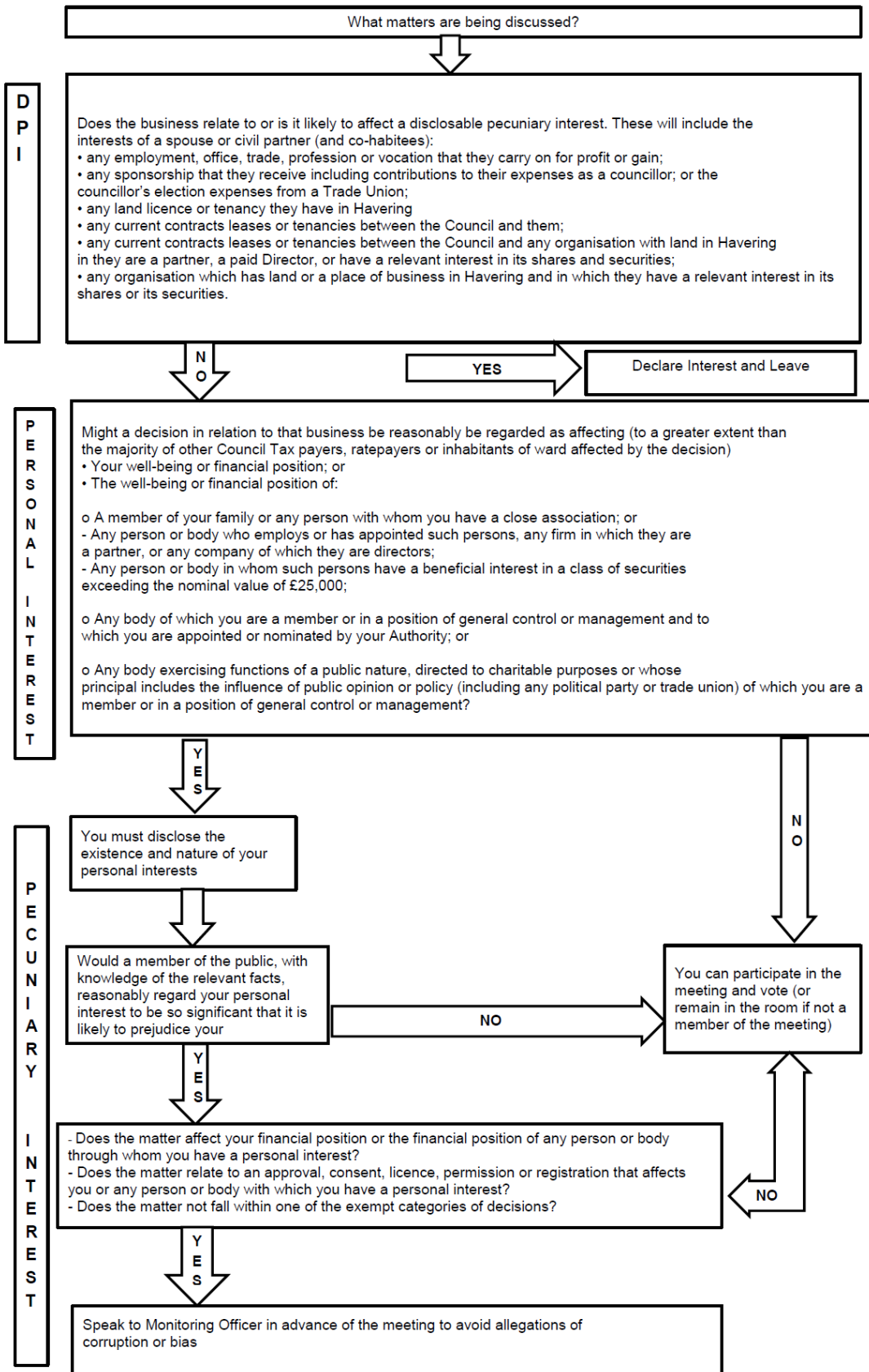
- filming, photographing or making an audio recording of the proceedings of the meeting;
- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing,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

**DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF**



## AGENDA

### 1 PRAYERS

### 2 APOLOGIES FOR ABSENCE

Apologies for absence have been received from Councillors Ray Best, Joshua Chapman and Trevor McKeever.

### 3 MINUTES (Pages 7 - 28)

To sign as a true record the minutes of the Meeting of the Council held on 24 July 2024 (attached).

### 4 DISCLOSURE OF INTERESTS

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.*

### 5 ANNOUNCEMENTS BY THE MAYOR, BY THE LEADER OF THE COUNCIL OR BY THE CHIEF EXECUTIVE

To receive announcements (if any).

### 6 PETITIONS

Notice of an intention to present petitions has been received from Councillors Darren Wise (two petitions) Matt Stanton, Mandy Anderson and David Taylor.

### 7 VACANT POSITION

To elect the Vice-Chairman of the Places Overview and Scrutiny Sub-Committee.

Nomination on behalf of the Labour Group

Councillor Matt Stanton

**8 RECOMMENDATIONS AND REPORTS** (Pages 29 - 88)

**NOTE: The deadline for amendments to all reports published in the final agenda is midnight, Monday 2 September 2024.**

- A. To consider a report of the Chief Executive on the Havering Youth Justice Service Strategy 2024-2027 (attached);
- B. **To consider any other report or motion presented pursuant to Council Procedure Rule 2(h).**

**9 ANNUAL REPORTS OF MEMBER CHAMPIONS** (Pages 89 - 104)

To receive the annual reports of the following Member Champions (attached):

- Member Champion for the Armed Forces
- Member Champion for the Over 50s
- Member Champion for the Voluntary Sector

Note: The annual report of the Member Champion for Young People will be presented at a later date.

**10 MEMBERS' QUESTIONS** (Pages 105 - 108)

Attached.

**11 MOTIONS FOR DEBATE** (Pages 109 - 112)

Attached.

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# Public Document Pack Agenda Item 3



## MINUTES OF A MEETING OF THE COUNCIL OF THE LONDON BOROUGH OF HAVERING Council Chamber - Town Hall 24 July 2024 (7.30 - 10.13 pm)

**Present:** The Deputy Mayor (Councillor Sue Ospreay) in the Chair

**Councillors** Councillors Mandy Anderson, Ray Best, Patricia Brown, Joshua Chapman, John Crowder, Philippa Crowder, Keith Darvill, Osman Dervish, Brian Eagling, Sarah Edwards, Gillian Ford, Oscar Ford, Laurance Garrard, James Glass, David Godwin, Martin Goode, Judith Holt, Jane Keane, Jacqueline McArdle, Paul McGeary, Trevor McKeever, Paul Middleton, Robby Misir, Ray Morgon, Barry Mugglestone, Stephanie Nunn, Sue Ospreay, Dilip Patel, Nisha Patel, Viddy Persaud, Keith Prince, Timothy Ryan, Carol Smith, Christine Smith, Matthew Stanton, Natasha Summers, Katharine Tumilty, John Tyler, Christine Vickery, Bryan Vincent, Michael White, Reg Whitney, Christopher Wilkins, Graham Williamson and John Wood

Approximately five Members' guests and members of the public and a representative of the press were also present.

The Mayor advised Members and the public of action to be taken in the event of emergency evacuation of the Town Hall becoming necessary.

The meeting closed with the singing of the National Anthem.

### 13 **PRAYERS (agenda item 1)**

Reverend Ken Wylie, of St Andrew's Church, Hornchurch opened the meeting with prayers.

### 14 **APOLOGIES FOR ABSENCE (agenda item 2)**

Apologies were received from the Mayor (Councillor Gerry O'Sullivan) and from Councillors Robert Benham, Jason Frost, Philip Ruck, David Taylor, Julie Wilkes, Jacqueline Williams, Frankie Walker, Darren Wise and Damian White

### 15 **MINUTES (agenda item 3)**

The minutes of the Extraordinary and Annual Meetings of the Council held on 22<sup>nd</sup> May 2024 were agreed as a correct record.

16 **DISCLOSURE OF INTERESTS (agenda item 4)**

There were no disclosures of interest.

17 **ANNOUNCEMENTS BY THE MAYOR, BY THE LEADER OF THE COUNCIL OR BY THE CHIEF EXECUTIVE (agenda item 5)**

The Deputy-Mayor did not make any announcements.

The Leader of the Council welcomed Councillor Michael White back to the Chamber.

The Chief Executive announced that the Improvement and Transformation Plan Report had been presented to the Overview & Scrutiny Board meeting the previous night and a recommendation had been made. It was announced the Chief Executive has delegated powers to make the changes to the report.

18 **PETITIONS (agenda item 6)**

The following petitions were received:

From Councillor Stephanie Nunn re the closure of Elm Park Library.

Two petitions from Councillor Dilip Patel re the closure of Collier Row Library from Parklands School and Crownfield School.

19 **VACANT POSITIONS (agenda item 7)**

Councillor Philippa Crowder was **ELECTED** as Chairman of the Licensing Committee by 23 votes to 9 votes for Councillor Jane Keane with 13 abstentions (see division 1).

As Councillor Jane Keane was referred to in error on the nomination paper, Councillor Christine Smith was **ELECTED** as Vice-Chair of the Licensing Committee (Councillor Keane would also continue in this role).

Councillor Julie Wilkes was **ELECTED** as Vice-Chair of the Overview & Scrutiny Board by 23 votes to 9 votes for Councillor Matthew Stanton with 13 abstentions (see division 2).

20 **OFSTED IMPROVEMENT PLAN (agenda item 8)**

The OFSTED Improvement Plan Report was **AGREED** without division.

21 **IMPROVEMENT AND TRANSFORMATION PLAN (agenda item 9)**

The Improvement and Transformation Plan Report was **AGREED** without division.



22 **NEW PRODUCTIVITY PLAN (agenda item 10)**

The New Productivity Plan Report was **AGREED** without division.

23 **POLITICAL BALANCE OF COMMITTEES (agenda item 11)**

**Deemed motion by the Administration**

That the report be adopted and its recommendations carried into effect.

**Amendment by the Labour Group**

That the Political balance table in the report be amended as shown on the table attached to the motion paper.

Following debate, the amendment on behalf of Labour group was **NOT AGREED** by 35 votes to 8 with 2 abstentions (see division 3) and the substantive motion in the wording of the Administration deemed motion was **AGREED** without a division.

**RESOLVED:**

**That the report be adopted and its recommendations carried into effect.**

24 **RESOLUTION TO EXTEND THE SIX MONTH ATTENDANCE RULE (agenda item 12)**

The report on the Resolution to Extend the Six Month Rule Attendance Rule was withdrawn with the agreement of Council.

25 **FLAG FLYING POLICY AND SOCIAL MEDIA PROTOCOL (agenda item 13)**

The Flag Flying Policy and Social Media Protocol Report was **AGREED** without division.

26 **OVERVIEW AND SCRUTINY RULES - EXCEPTIONS TO THE CALL-IN (REQUISITION PROCEDURE) (agenda item 14)**

The Exceptions to the Call-In (Requisition) Procedure Report was **AGREED** without division.

27 **ANNUAL REPORTS OF COMMITTEES AND MEMBER CHAMPIONS (agenda item 15)**

The following annual reports were received by Council:

Audit Committee  
Pensions Committee  
Overview and Scrutiny Board  
People Overview and Scrutiny Sub-Committee  
Places Overview and Scrutiny Sub-Committee  
Member Champion for the Equality and Diversity

The remaining Member Champion reports would be presented to Council at a future meeting.

28 **MEMBERS' QUESTIONS (agenda item 16)**

Fifteen questions were asked and responded to at the meeting. A summary, including of the supplementary questions and answers given, is attached as appendix 1 to these minutes.

29 **MOTIONS FOR DEBATE (agenda item 17)**

A. PAIRING SYSTEM FOR MEMBERS

**Motion on behalf of the Conservative Group**

This council agrees to implement a pairing system for members, to ensure that serious illness does not impact the political balance of the Chamber.

(No amendments received).

Following debate, the motion on behalf of the Conservative Group was **NOT AGREED** by 30 votes to 14 with 1 abstention (see division 4).

B. LIBRARY SERVICES

**Motion on behalf of the Conservative Group**

Council calls upon Cabinet to maintain the operation of all local libraries, acknowledging the critical social impact of their potential closure, and to encourage the use of financial reserves to ensure their continued funding.

**Amendment on behalf of the Labour Group**

Council calls upon Cabinet to maintain the operation of all local libraries, acknowledging the critical social impact of their potential

closure, and to encourage regeneration of the library sites to facilitate wider community use.

**Amendment on behalf of the Havering Residents' Association Group**

Please note that the amendment on behalf of the Havering Residents Association Group had previously been transcribed incorrectly and should have read as shown:

To maintain the operation of all local libraries, acknowledging the social impact of their potential closure, The Council encourages the new Government to review Havering's underfunding urgently, as it is not prudent or sustainable to use financial reserves to ensure their continued operation.

**The motion was withdrawn by the Conservative group.**

C. **FULL COUNCIL – FOLLOW UP QUESTIONS**

**Motion on behalf of the Conservative Group**

Council agrees to amend the Constitution to allow for 2 follow-up questions during full council meetings.

(No amendments received).

Following debate, the motion on behalf of the Conservative Group **NOT AGREED** by 30 votes to 14 with 1 abstention (see division 5).

D. **CHARTER AGAINST MODERN SLAVERY**

**Motion on behalf of the Labour Group**

This Council adopts the Co-operative Party's Charter Against Modern Slavery as shown on the attached.

**Amendment on behalf of the Havering Residents' Association Group**

This Council confirms the Council's Modern Slavery Transparency Statement for 2023/24 incorporates all applicable principles of the Co-operative Party's Charter Against Modern Slavery as shown on the attached.

**Amendment on behalf of the Conservative Group**

This Council adopts the Co-operative Party's Charter Against Modern Slavery as shown on the attached. Havering council will join the Salvation Army in marking Anti-Slavery Day on 18th October.

Following debate, the amendment on behalf of Havering Residents Association Group **AGREED** by 22 votes to 21 with 2 abstentions (see division 6) and **AGREED** as the substantive motion without division.

**RESOLVED:**

**This Council confirms the Council's Modern Slavery Transparency Statement for 2023/24 incorporates all applicable principles of the Co-operative Party's Charter Against Modern Slavery as shown on the attached.**

30 **VOTING RECORD**

The record of voting decisions is attached as appendix 2 to these minutes.

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**Mayor**

**FULL COUNCIL, Wednesday 24<sup>th</sup> July 2024**

## **MEMBERS' QUESTIONS**

### **Anti-Social Behaviour in Parks**

**1) To the Cabinet Member for Environment (Councillor Barry Mugglestone)  
From Councillor Viddy Persaud**

Could the Cabinet Member please outline what steps are being taken to tackle anti-social behaviour, drug use, and littering in our parks?

### **Answer**

Thank you for your question Councillor Persaud,

We are very proud of the parks in Havering, 16 of which have received and recently retained National Green Flag Awards for excellence. Our parks are there for the pleasure and enjoyment of all our residents and visitors to the Borough. But sadly on occasions this enjoyment is spoilt by unacceptable antisocial behaviour involving drug use and littering.

The council has 2 Parks Police who work on shifts and regularly patrol all of the Council's parks. The Parks Police Team is supported across the borough by a small number of council enforcement officer. They prioritise which parks they focus on based on the number of calls or complaints of anti-social behaviour they have received, which can be from a number of different sources. The Parks Police team will also change their shift patterns to accommodate the times complainants are reporting anti-social behaviour.

Complaints of anti-social behaviour such as drug use, scrambler bikes and nuisance gatherings that may require a multi-agency response are discussed at a bi monthly meeting of the Joint Enforcement Tasking Group which is attended by the Parks Police Team as well as the Council housing, youth service, public protect and licencing teams . Parks that have previously been experiencing high levels of antisocial behaviour have had additional resources allocated to them including increased patrols by the Police and the council's Enforcement Team.

I would encourage anyone, Councillor or residents who witness antisocial behaviour taking place in any of our parks to report it. Details of how to report antisocial behaviour can be found on the Council's webpage.

A supplementary question asked how many rough sleepers had been removed from Romford parks in the previous six months. The Cabinet Member responded that he would look into the numbers but any issues should be raised to him by ward Councillors.

## **Car Park Shutters at New Green**

### **2) To the Cabinet Member for Housing & Property (Councillor Paul McGeary) From Councillor Matt Stanton**

What arrangements are proposed to address the difficulties imposed on New Green Residents by the poor design and placement of 4 parking spaces in the area adjoining the shutters at the point of access and egress to the car park which impedes residents from travelling in and out of the car park when those spaces are being used?

#### **Answer**

The car park design was undertaken as per the planning approval, however we are aware of the issues occurring on site.

The proposal is to remove from use the four external car parking spaces. Initially the car park marking on the ground will be removed and a temporary barrier will be installed to prevent the spaces being used.

Given this action will be an amendment to the approved planning permission, an application to vary the permission will need to be made to the LPA to remove the 4 spaces. Discussions have taken place with the Planning Officers and an application is in the process of being drafted.

A supplementary question asked if the temporary barrier would be placed to not recreate the issue of cars parking in those spaces. The Cabinet Member responded that the barrier would be in place until the planning application has approval.

## **Response time for Planning Enquiries**

### **3) To the Cabinet Member for Regeneration (Councillor Graham Williamson) From Councillor Martin Goode**

Could the cabinet member please explain why responses to queries raised by Ward councillors and residents, requesting an update to an application (P0685.23) that went to the planning committee in February, still remains unanswered or being addressed adequately within the 15 days SLA despite numerous chasers to the case officers?

#### **Answer**

It is acknowledged that this application is sensitive and has given rise to significant interest from local residents and elected representatives. However, the Council is not aware of any significant delays in responding to queries raised by either ward councillors and residents with regard to this planning application. The application was subject of a Planning Committee site visit on 21 March. The most recent member correspondence on this case was from Councillor Wise on 24 June, to which a response was issued on 9 July. The most recent correspondence from a resident was received on 17 June and responded to on 9 July.

The case is also subject to a planning enforcement complaint. The planning enforcement team is dealing with a high volume of cases, which does have some impact on response times, but they confirm that updates have been given to both residents and ward councillors.

Staff are committed to providing timely responses to all enquiries raised by both ward councillors and residents and use best endeavours to respond to these within published timescales.

A supplementary question asked if the timeframe of submitting questions and having responses was unacceptable. The Cabinet Member responded that he could not comment on the acceptability of the timeframe but due to a lack of funding and resources there may be a delay in processes.

### **Payment Options for PCNs**

#### **4) To the Cabinet Member for Environment (Councillor Barry Mugglestone) From Councillor Dilip Patel**

Can the Cabinet Member for Environment please explain why the payment plan option is not extended to PCN recipients at the discounted rate if intention is made to pay within this discounted period?

#### **Answer**

The Councils main objective for parking and moving traffic enforcement is to ensure parking controls and traffic restrictions are observed. This helps maintain safety, secure parking space availability and the efficient operation of the road network by deterring motorists from breaking restrictions.

The risk of receiving a Penalty Charge Notice is designed to act as a deterrent and encourage compliance. In London the PCN level is set by London Councils and it has not increased since 2011. There is a mandatory 50% discount to the PCN value if it is paid within 14 days.

The true value of the PCN is therefore the full value. Payment plans allow the payee an extended period to settle the Penalty Charge. Customers can choose to pay half the discount immediately on receipt of the Penalty and pay the balance before the end of the 14 days. If a customer requires more than 14 days to make payment, then the full charge of the Penalty must be applied.

The Council currently has no plans to offer a payment plan at the discounted rate. If such an offer was made it is likely the deterrence would be reduced.

A supplementary question asked if Cabinet would consider reducing the discount to more than half the value of the PCN. The Cabinet Member responded that all options would be considered.

## **Air Quality Action Plan**

**5) To the Cabinet Member for Climate Change and Housing Need (Councillor Natasha Summers)  
From Councillor Keith Darvill**

When will the Administration publish its revised Air Quality Action Plan?

### **Answer**

The Air Quality Action Plan (AQAP) is currently under internal review by Environmental Health Officers, this is expected to be completed by 31<sup>st</sup> August 2024.

Once the draft has been finalised and briefed to Lead Members, the Greater London Authority (GLA) must review the document. The GLA Review is expected to take approximately 6 weeks.

After the GLA review and any changes, a Public Consultation can then take place. The Public Consultation Period is required to run for 12 weeks.

Any responses or recommendations from the Public Consultation will need to be incorporated into the AQAP as appropriate.

Approval of the final AQAP will then be finalised by our Democratic Process and published.

With the above time scales and no unforeseen circumstances which could cause delay, it is expected the report would be adopted no later than the end of March 2025.

A supplementary question asked if assurance could be given that Cabinet would not continue to delay to avoid the risk of being non-compliant. The Cabinet Member responded that officers would be consulted and a response would be given following the meeting.

## **Library Consultation Meetings**

**6) To the Cabinet Member for Digital, Transformation & Customer Services (Councillor Paul Middleton)  
From Councillor Martin Goode**

Would the Cabinet member, please explain why this council is advising the public and Library users, that they must apply on line to book an event ticket to attend the scheduled Library Closure consultation meetings and why the number of tickets are limited to 20 in some instances (as stated in *Living in Havering, Friday 5<sup>th</sup> July*).

### **Answer**

For these meetings we are using Eventbrite so that we can make sure the space allocated is sufficient to meet the demand. This was used for the most recent Budget Consultation and was very successful. We have ticketed seats at each meeting but



## Council, 24<sup>th</sup> July 2024

also standing room and we do not anticipate turning anyone away who wants to ask about the consultation. In the three consultations to date, attendance has been high from both ticketed and walk-ins.

Later on in the consultations we move to the bigger libraries which have larger capacity. There is over 500 places available to book across all of the events involved in the consultation and not including the capacity for walk ins.

The attendance at each event so far has been as follows

9<sup>th</sup> July - Town Hall – 37  
11<sup>th</sup> July – Gidea Park – 35  
12<sup>th</sup> July – Collier Row - 22  
18<sup>th</sup> July – Elm Park - 25  
19<sup>th</sup> July – Harold Wood – St Peter’s Church - 39  
19<sup>th</sup> July – South Hornchurch 14

We have listened to feedback and made it clearer there is walk in space and the website and Eventbrite have been updated.

Around 3,000 people have already responded to the consultation, which is one of the highest responses to a consultation we have published. Residents can continue to add their views to the consultation until it closes on 2 August

A supplementary question asked if the Cabinet Member would agree the information was false. The Cabinet Member denied the information was false but accepted it was not of a good enough standard and it had been updated.

### **Highway Weed Spraying Contract**

#### **7) To the Cabinet Member for Environment Councillor Barry Mugglestone) From Councillor Tim Ryan**

Will the Administration accept that the delivery of the annual weed spraying programme has proved ineffective at best, and commit to action to hold the contractor to account for their apparent failure to meet their obligations?

#### **Answer**

The current contract specifies three sprays per year, which officers are monitoring. These take place during March to October, on a cyclical basis around the borough.

The product used continues to be a clean label product, which is heavily diluted. Whilst the product is effective in killing off the weeds, it does not persist in soil and therefore does not prevent regrowth, which given the amount of rain experienced this year, is considerable. Officers are working with the contractor to identify alternative treatments and provide the cost impacts, with consideration being given to more bespoke treatments based on land use, rather than the current “one size fits all” approach.

A supplementary question asked when was the last time the weeds in Rush Green had been cut. The Cabinet Member responded that he was not aware when they had last been cut but any issues should be reported to him by ward Councillors.

### **Flood Risk at Brookside School**

**8) To the Cabinet Member for Children & Young People (Councillor Oscar Ford)  
From Councillor Keith Darvill**

Will the Lead Member report on progress of the proposed flood alleviation proposals in respect of Brookside School?

#### **Answer**

The council has no current proposals to carry out any flood alleviation works at this site.

As Brookside School is an Academy, any additional flood risk reduction measures would have to be carried out by the Department for Education (DfE) as part of their building relocation project.

DfE cannot give any further update on this, other than assuring that discussions are active and hope that there will be progress soon.

The Council will continue to work with partner agencies and support the school and academy trust in relation to current risk management arrangements, and in the negotiations with the DfE to relocate the school buildings.

A supplementary question asked if the proposals could be brought forward. The Cabinet Member responded that Cabinet would continue to work with partners on the issue.

### **Romford Market Management**

**9) To the Cabinet Member for Regeneration (Councillor Graham Williamson)  
From Councillor Nisha Patel**

Would the Cabinet Member for Regeneration please explain why it is necessary to employ three market managers at a time of significant financial strain at the same time that they have chosen to reduce the operating days of Romford Market?

#### **Answer**

The Market team comprises one Manager and two other personnel, responsible for physical operation of the market, including oversight of daily set up and dismantling, plus a variety of administrative tasks including management of licences, trader liaison and financial matters.

The headcount of the team has been reduced in recent years, and contrary to what the question might imply, was not increased when Sundays were added to the trading days in 2020. Reverting to a three-day market has however enabled the elimination of overtime and in conjunction with other changes should enable the Market to operate without a deficit for the first time in many years.

Resourcing within the service, as in all services, will continue to be monitored such that further operating efficiencies can be made when appropriate.

A supplementary question asked if the need for 3 staff in the team could be justified. The Cabinet member responded that there were 5 members of staff in 2019 and he had seen their work schedule and would keep the staff numbers under review.

### **Criminal Activity on Council Regeneration Sites**

**10) To the Cabinet Member for Regeneration (Councillor Graham Williamson) From Councillor Jane Keane**

Will the Cabinet Member advise the steps that the Council is taking to prevent buildings on its regeneration sites from being used for criminal purposes?

#### **Answer**

Where the Council is in the process of acquiring sites for regeneration purposes, it engages external property agents to manage the current premises pending demolition for subsequent redevelopment.

Premises occupied by existing businesses that continue to trade in the interim are subject to periodic, but less frequent inspection on the basis that ongoing occupation tends to ensure that the premises remain more secure and accordingly lower risk. Nonetheless, inspections by managing agents are required to ensure that there is no serious breach of covenant by the current lessee(s). Any substantive breach of lease covenant will be referred to solicitors for legal action.

A supplementary question asked if security would be reviewed following the incident. The Cabinet Member responded that nothing had been found at the site so no raid could have been conducted.

### **Road Traffic Accident, junction of Wennington Road and New Road**

**11) To the Cabinet Member for Environment (Councillor Barry Mugglestone) From Councillor Jackie McArdle**

Following the fatal RTC at the Wennington Road/New Road junction last April, can the Administration confirm that it is now in receipt of a Met Police report on suggested traffic calming measures and outline a timeline for the implementation of the recommendations contained therein?

**Answer**

It is unfortunately the case that road traffic collisions can lead to devastating consequences and life changing injuries. The Mayor of London's "Vision Zero" target is that there will be no one killed or seriously injured on London's roads by 2041. The council is aligned with this target and is using funding from TfL to try and achieve this.

The process following a fatality includes an officer site visit with specialist police officers, reviewing accident reports, assessment of data, development of a scheme and securing funding. As part of this process a consideration of scheme impact (benefits and any disbenefits) including consultation and other consequences, takes place.

In this case the Council has received recommendations and feedback from the police. The Council is in the process of procuring further detailed collision data for the area and will use this and other analysis to develop possible safety measures.

The Council has secured funding from TfL to complete a study and potential design this year. If a viable scheme is identified a further bid for funding next year (for implementation) will be made.

A supplementary question asked if it was possible to see the report. The Cabinet Member responded that he would have to consult officers as there could be confidential information contained within the report.

**Car Park Shutters at New Green**

**12) To the Cabinet Member for Housing & Property (Councillor Paul McGeary)  
From Councillor Matt Stanton**

What arrangements are proposed to address the difficulties imposed on New Green Residents by the failure of allocated Push Button Fobs and the inadequate replacement of such Fobs to residents?

**Answer**

All users of the car park have been issued with new fobs to operate the roller shutters which should overcome the issue.

The control systems and fob creator equipment is located in the estate management suite at New Green. The Council have purchased additional blank fobs which can, if required, be reprogrammed on site and given to residents.

A supplementary question asked if the fobs could operate the entrance and exits. The Cabinet Member responded that he would confirm the position with officers.

## **Locking of Park Gates**

### **13) To the Cabinet Member for Environment (Councillor Barry Mugglestone) From Councillor Dilip Patel**

Following the cancellation of the contract with National Enforcement Solutions, for litter enforcement and the locking of our parks, can the Cabinet Member please confirm what steps will be taken to ensure that Romford's parks are locked at night?

#### **Answer**

Parks Locking activity is an expensive yet non-statutory function and was therefore stopped in 2022 as part of financial savings suggested and accepted to assist with the current and future financial position of the council.

The activity was restarted at no cost to the Council under a wider Enforcement Pilot. This contract, which was delivered by National Enforcement Solutions (NES) started in May 2023 and ceased on 31<sup>st</sup> May 2024.

Benchmarking carried out with other London boroughs reveals that most Councils approached have scaled down or stopped parks locking.

Currently, Officers are assessing whether there is a pressing and justifiable need to recommence parks locking and unlocking. An update on potential options is due in September this year, when my Cabinet colleagues and I will consider any recommendations.

(No supplementary question asked)

## **Parking in Park Lane, Hornchurch**

### **14) To the Cabinet Member for Environment (Councillor Barry Mugglestone) From Councillor Judith Holt**

Following an email from the relevant Director, on 22<sup>nd</sup> March, which confirmed free parking on Park Lane, can the Cabinet Member please confirm why the free parking period has now been removed?

#### **Answer**

Thank you Councillor Holt for your question.

All parking controls are supported by a legal order. When prices for parking change it is necessary to advertise a statutory notice. This is usually done through a bulk order update following Council approval of new charges.

Unfortunately, when the notice for 24/25 was published it was not presented in the correct order in the press. This caused confusion and following publication it was also noted that Park Lane and Kyme Road were included in the wrong section, which was an administrative error.

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A new Notice was written and published to correct the error, stating that current paid parking arrangements will continue and that 30 minutes free parking does not apply to these roads.

The Administration has committed to reviewing this after the first 6 months of the financial year.

A supplementary question asked why other roads in the surrounding area had retained the free parking period. The Cabinet Member responded that there had never been free parking on the roads in question.

### **Grass Cutting in Cemeteries**

**15) To the Cabinet Member for Digital, Transformation & Customer Services  
(Councillor Paul Middleton)  
From Councillor Judith Holt**

Given that Upminster cemetery appears to have been looking neglected as of late, can the Cabinet Member confirm the mowing schedules for the public Cemeteries across Havering.

#### **Answer**

The London Borough of Havering manages four cemeteries, Upminster, Romford, Hornchurch and Rainham. The total acreage of the combined sites is approximately 80 acres.

The operations team consists of two Supervisors, four Bereavement Service Operatives and seven Gardeners. The team aim to cut to the grass 12 times in the growing season. This means the gardening team will have a turnaround timetable of three/four weeks for the ride on mowers and seven weeks for the strimming.

This year the weather in March and April was unusually wet which meant it delayed the team being able to use the ride on mowers. The impact of this was a 6 week delay to the start of cutting season on the larger accessible areas.

Over the last five years, there has also been an increase in weed and grass growth, primarily because of the extended growing season due to climate change . This has resulted in additional pressure on the gardening team being able to stay on top of the grounds maintenance. Historically the growing season was between April and September but the service is now actively cutting and weeding between March and October.

Staff are working hard to restore and maintain the grounds to the high standards customers expect while battling adverse weather patterns.

Upminster Cemetery is a working cemetery which has burial provision for a further 23 years. The operations team are committed to delivering an excellent service,

**Council, 24<sup>th</sup> July 2024**

testament to this is the 'Gold Standard' award in London in Bloom which the team won last year.

A supplementary question asked if Councillor Holt could meet with the gardeners of the cemeteries. The Cabinet Member responded that he would be happy to introduce the Councillor to the team.

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## CHARTER AGAINST MODERN SLAVERY

The London Borough of Havering will:

1. Train its corporate procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply.
2. Require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance.
3. Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.
4. Highlight to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.
5. Publish its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.
6. Require its tendered contractors to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.
7. Review its contractual spending regularly to identify any potential issues with modern slavery.
8. Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed.
9. Refer for investigation via the National Crime Agency's national referral mechanism any of its contractors identified as a cause for concern regarding modern slavery.
10. Report publicly on the implementation of this policy annually.

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VOTING RECORD

Minute Item 30

| <b>DIVISION NUMBER:</b>                              | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> |
|--|----------|----------|----------|----------|----------|----------|
| <b>The Mayor (Councillor Gerry O'Sullivan)</b>       | A        | A        | A        | A        | A        | A        |
| The Deputy Mayor [Cllr. Sue Ospreay]                 | ✓        | ✓        | X        | X        | X        | ✓        |
| <b>CONSERVATIVE GROUP (17)</b>                       |          |          |          |          |          |          |
| Cllr Robert Benham                                   | A        | A        | A        | A        | A        | A        |
| Cllr Ray Best  | O        | O        | X        | ✓        | ✓        | X        |
| Cllr Joshua Chapman                                  | O        | O        | X        | ✓        | ✓        | X        |
| Cllr Osman Dervish                                   | O        | O        | X        | ✓        | ✓        | X        |
| Cllr Jason Frost                                     | A        | A        | A        | A        | A        | A        |
| Cllr Judith Holt                                     | O        | O        | X        | ✓        | ✓        | X        |
| Cllr Jackie McArdle                                  | O        | O        | X        | ✓        | ✓        | X        |
| Cllr Dilip Patel                                     | O        | O        | X        | ✓        | ✓        | X        |
| Cllr Nisha Patel                                     | O        | O        | X        | ✓        | ✓        | X        |
| Cllr Viddy Persaud                                   | O        | O        | X        | ✓        | ✓        | X        |
| Cllr Keith Prince                                    | O        | O        | X        | ✓        | ✓        | X        |
| Cllr Timothy Ryan                                    | O        | O        | X        | ✓        | ✓        | X        |
| Cllr Carol Smith                                     | O        | O        | X        | ✓        | ✓        | X        |
| Cllr David Taylor                                    | A        | A        | A        | A        | A        | A        |
| Cllr Christine Vickery                               | O        | O        | X        | ✓        | ✓        | X        |
| Cllr Damian White                                    | A        | A        | A        | A        | A        | A        |
| Cllr Michael White                                   | O        | O        | X        | O        | O        | O        |
| <b>HAVERING RESIDENTS ASSOCIATION GROUP (23 + 2)</b> |          |          |          |          |          |          |
| Cllr John Crowder                                    | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Philippa Crowder                                | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Sarah Edwards                                   | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Gillian Ford                                    | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Oscar Ford                                      | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Laurance Garrard                                | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr James Glass                                     | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr David Godwin                                    | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Paul McGeary                                    | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Paul Middleton                                  | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Robby Misir                                     | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Raymond Morgon                                  | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Barry Mugglestone                               | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Stephanie Nunn                                  | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Christine Smith                                 | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Natasha Summers                                 | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Bryan Vincent                                   | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Reg Whitney                                     | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Julie Wilkes                                    | A        | A        | A        | A        | A        | A        |
| Cllr Christopher Wilkins                             | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr Jacqueline Williams                             | A        | A        | A        | A        | A        | A        |
| Cllr Graham Williamson                               | ✓        | ✓        | X        | X        | X        | ✓        |
| Cllr John Wood                                       | ✓        | ✓        | X        | X        | X        | ✓        |
| <b>LABOUR GROUP (8)</b>                              |          |          |          |          |          |          |
| Cllr Mandy Anderson                                  | X        | X        | ✓        | X        | X        | X        |
| Cllr Pat Brown                                       | X        | X        | ✓        | X        | X        | X        |
| Cllr Keith Darvill                                   | X        | X        | ✓        | X        | X        | X        |
| Cllr Jane Keane                                      | X        | X        | ✓        | X        | X        | X        |
| Cllr Trevor McKeever                                 | X        | X        | ✓        | X        | X        | X        |
| Cllr Matthew Stanton                                 | X        | X        | ✓        | X        | X        | X        |
| Cllr Katharine Tumilty                               | X        | X        | ✓        | X        | X        | X        |
| Cllr Frankie Walker                                  | A        | A        | A        | A        | A        | A        |
| <b>NORTH HAVERING RESIDENTS' GROUP (3)</b>           |          |          |          |          |          |          |
| Cllr Brian Eagling                                   | X        | X        | O        | ✓        | ✓        | X        |
| Cllr Martin Goode                                    | X        | X        | O        | ✓        | ✓        | X        |
| Cllr Darren Wise                                     | A        | A        | A        | A        | A        | A        |
| <b>RESIDENTS' ASSOCIATION INDEPENDENT GROUP (2)</b>  |          |          |          |          |          |          |
| Councillor Philip Ruck                               | A        | A        | A        | A        | A        | A        |
| Councillor John Tyler                                | ✓        | ✓        | ✓        | X        | X        | O        |
| <b>TOTALS</b>  | 55       | 55       | 55       | 55       | 55       | 55       |
| <b>✓ = YES</b>                                       | 23       | 23       | 8        | 14       | 14       | 22       |
| <b>X = NO</b>  | 9        | 9        | 35       | 30       | 30       | 21       |
| <b>O = ABSTAIN/NO VOTE</b>                           | 13       | 13       | 2        | 1        | 1        | 2        |
| <b>ID = INTEREST DISCLOSED/NO VOTE</b>               | 0        | 0        | 0        | 0        | 0        | 0        |
| <b>A = ABSENT FROM MEETING</b>                       | 10       | 10       | 10       | 10       | 10       | 10       |

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## REPORT OF CABINET

### Full Council:

#### Youth Justice Plan 2024 - 2027

Council have been asked to note and endorse the Youth Justice Plan 2024 - 2027.

Youth Offending Teams were established under the Crime and Disorder Act 1998 with the principal aim being to prevent offending behaviour by children. The Act imposes a duty on each local authority together with its statutory partners, Police, Health and Probation, to ensure Youth Justice Services are available in their area.

The legislation imposes a duty to submit a Youth Justice Plan each year. The Act states that the Youth Justice Plan should set out how youth justice services in Local Authority areas will be provided, funded, the leadership and governance arrangements, and include key information about the Youth Justice Service to ensure a quality and effective provision.

This Plan sets out the strategic direction of Havering's youth justice service, through Havering's vision and priorities, in particular to:

1. Provide Leadership and Governance
2. Reduce Re-offending
3. Address and tackle disproportionality
4. Improve Education Training and Employment (ETE) outcomes for children and young people
5. Reduce Substance Misuse and support preventative education and awareness raising
6. Improve outcomes for children and young people with SEND/SLCN or Mental Health Needs
7. Reduce serious youth violence and exploitation
8. Support Prevention and engaging communities
9. Evidence victim uptake in Restorative Justice process and increase the child's understanding of harm caused
10. Improve practice within the YJS and use learning from inspections and thematic inspections
11. Develop a 'Stable and Able' Workforce
12. Undertake Quality Assurance

The plan will be monitored via the Youth Justice Management Board which sits bi-monthly and is jointly chaired by Tara Geere, Statutory Director of Children's Service and Simon Hutchinson, Superintendent Neighbourhood Policing, East Area BCU.

**Accordingly, it is RECOMMENDED:**

**That Council approves and endorses the Youth Justice Plan 2024 - 2027 and associated actions.**

### Youth Justice Service (YJS) Strategy 2024- 2027

|                        |  |
|------------------------|--|
| Service                | Havering Youth Justice Service                           |
| Service Manager/ Lead  | Samantha Denoon  |
| Co Chairs of YJS Board | Simon Hutchinson (Superintendent Neighbourhood Policing) |
|                        | Tara Geere (Statutory DCS)                               |

## Introduction

Welcome to the Havering Youth Justice Plan 2024-2025. As with previous years, the plan evidences the range of work taking place in Havering and the continuing determination of partners to making a positive difference to the lives of children, young people and families engaged with our services. The contents of this plan have been developed from our self-evaluation and from consultation with key stakeholders of the Youth Justice Management Board (YJMB). We have jointly reviewed our priorities and agreed a process for the coming year, whereby a nominated lead board member will report in detail on themed areas to the YJMB on the progress made against agreed actions, timescales and outcomes.

This year has been notable in our success in reducing First Time Entrants to the Youth Justice Service (YJS), through combined joint work with partner agencies and delivery of early interventions to address the causes of crime. We anticipate some challenges ahead in this coming year with the continued cost-of-living crisis impacting families, the rise in referrals pertaining to child mental health, as well as Havering's growing youth population. The 2021 census data showed Havering's dependent child figures had risen by 15.2% in a decade, compared to 4.8% across London and 3.9% across England in the same period and our child population continues to grow.

As acknowledged in our 2022 'Good' graded HMIP inspection, we are confident that the work we are undertaking alongside our partner agencies will provide a strong foundation to continue to divert children from crime; alongside continuing to tackle over-representation of Black and Global Majority children within the YJS.

It is our continued vision to keep Havering's children safe, supporting them to lead happy and healthy lives and create positive pathways into adulthood. We want to ensure that children are not unnecessarily criminalised as a result of their vulnerabilities and the challenges they may face. We look forward to continuing our partnership expansion, joint working opportunities and delivering improved outcomes for our children, young people and families and are pleased to introduce the Havering Youth Justice Plan for 2024/2025.

***Simon Hutchinson, Superintendent Neighbourhood Policing, East Area BCU  
and Tara Geere Statutory Director of Children's Service  
Chairs of Havering Youth Justice Management Board***





## Context and legal framework

Youth Offending Teams were established under the Crime and Disorder Act 1998 with the principal aim being to prevent offending behaviour by children. The Act imposes a duty on each local authority together with its statutory partners, Police, Health and Probation, to ensure Youth Justice Services are available in their area. The core business activity of a Youth Justice Service (YJS) should include:

- Assessment, planning, interventions and supervision, in line with the Standards for Children in the Youth Justice System 2019
- Partnership work to reduce risks and vulnerabilities for children, the communities and victims of crime
- Recording and data analysis and effective use of information systems
- Communication with and support services for victims of youth crime
- Ensuring compliance with court orders and sentences
- Reparation and unpaid work including developing creative opportunities
- Working with partners and communities to improve inclusion for young people to reduce offending and anti-social behaviour
- Engagement and participation with children, young people and families to capture their voices and inform future practice and service delivery

The legislation imposes a duty to submit a Youth Justice Plan each year. The Act states that the Youth Justice Plan should set out how youth justice services in Local Authority areas will be provided, funded, the leadership and governance arrangements, and include key information about the Youth Justice Service to ensure a quality and effective provision.

This Plan sets out the strategic direction of Havering's youth justice service, through Havering's vision and priorities, in particular to:

1. Provide Leadership and Governance
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7. Reduce serious youth violence and exploitation
8. Support Prevention and engaging communities
9. Evidence victim uptake in Restorative Justice process and increase the child's understanding of harm caused
10. Improve practice within the YJS and use learning from inspections and thematic inspections
11. Develop a 'Stable and Able' Workforce

## 12. Undertake Quality Assurance

### Introduction, vision and strategy

This plan has been written with the explicit consideration of [The Youth Justice Board strategy for delivering positive outcomes for children by reducing offending and creating safer communities 2024- 2027](#).

The Youth Justice Board's Strategic Plan 2024-27, outlines how the Youth Justice Board intends to seek to achieve a Child First approach in the youth justice system with the vision of:

*'A youth justice system that sees children as children first, treats them fairly and helps them to build on their strengths so they can make a constructive contribution to society. This will prevent offending and create safer communities with fewer victims.'*

To achieve this, Havering's Youth Justice Board is committed to following an evidence-based approach, and drawing on evidence of what works in creating positive outcomes for children.

Havering Council's vision for the borough is 'The Havering you want to be part of'. The corporate plan was developed to set out how this vision will be delivered. The [latest version of the plan](#), was refreshed and adopted in April 2024 and incorporates the Council's new ways of delivering services to meet the ever-changing needs of our borough, based on a structure of "People, Places and Resources." The ambition for People services is "Supporting our residents to stay safe and well".

## The Havering you want to be part of



### Supporting our residents to stay safe and well

- We support residents of all ages to live socially connected, independent and healthy lives
- We engage with individuals, families, and our partners to help residents reach their full potential
- We respond fairly to changes in our growing population with a focus on both meeting and reducing need



### A great place to live, work and enjoy

- We are a clean, green, sustainable borough, where it is safe and easy to get around
- We deliver safe and affordable housing and community assets
- We attract and deliver investment and regeneration opportunities, whilst protecting the character of the borough



### Enabling a resident-focused and resilient Council

- We manage our resources well
- We will be an employer of choice, with a workforce that reflects our communities
- We will provide excellent customer service and engage effectively with our communities

A good start for every child

Families and communities looking after themselves and each other

Enabling our children and families to lead happy, healthy lives.



### Education and Learning

**Schools**

Ofsted GRADED GOOD

Shaping the school system to provide high quality education

Schools are inclusive

OPPORTUNITY

Foster partnerships between schools to help learners thrive

Children with disabilities and additional needs get the support they need

Support the aspirations of the most disadvantaged children

Act as a champion for children and families

Providing opportunities to thrive

**Havering**

Achieve better outcomes

### Supporting Families

Advice and information is available

So families can find their own solutions

Services are delivered more locally...

More children enjoy a stable family life

Families build positive relationships

Help families to make positive change

NEEDS of the family

to fit the

### Delivering Care Services

Interventions based on evidence and shaped to each family

Build consistent social care relationships

Those with additional needs get the right support

Partnerships that ensure the best quality care

Improve the life experiences of children in care

and listen to their voice

Help young people to grow up confidently

More children are cared for locally & in family settings

Hold the highest aspirations for children in our care

### Our Way of Working

Positively Work with families to identify strengths

Implement more face-to-face work with families

Staff are braver with risk taking through a culture of trust

Use information effectively to inform practice

Be open & transparent

Co-production & Collaboration - Doing 'with' not 'to' our people

Inspire Creativity & Innovation

Deliver the most efficient services

Work in a more thoughtful and analytical way that is the best value for money

Continue to develop our staff to become a centre of excellence



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Havering is an outer Borough in North East London. We have seen a significant population growth in the last decade resulting in increasing demands for services. This growth, coupled with the current government funding formula, market forces affecting recruitment of school, council and health staff and the cost-of-living pressures felt by residents means we are all facing significant challenges. Considerable pressures are impacting on services and the already stretched budgets. Forecasts are telling us that this increased need for services for our residents will continue to rise.

There have been several national reviews and policy changes which are shaping our Starting Well plan, which also underpin our YJS plan. These changes guide how we will deliver our services over the next three years.

The government [Stable Homes, Built on Love strategy](#) published in early 2023 supports earlier intervention and seeks to build upon strengths within a child's family network. This approach is consistent with [Havering's Face to Face model of practice](#) locally, which is based on working with families, engaging with them to identify strengths, and building relationships over time to stop problems escalating. The national strategy also focuses on greater ambition for care-experienced children and young people, with proposed changes to legislation to improve access to education and employment opportunities as well as access to stable homes and housing. Alongside this the Competition and Markets Authority Children's Social Care Market Study was published, noting the significant pressure of finding suitable homes for children in care.

In March 2023 the DfE published its [Special Educational Need, Disability and Alternative Provision Improvement Plan](#) and alongside this, Ofsted implemented a [new framework for Local Area SEND Inspections](#) from the start of 2023. A significant shift of the SEND Inspection Framework is a prominent focus on the experiences of children with SEND (and their families) and for us to consider what impact we have had on children's outcomes.

In December 2023, Havering Children's Services were inspected under the ILACS Framework, with the report published by Ofsted in February 2024. The overall Inadequate grading means Children's Services are now subject to formal intervention from the Department for Education (DFE). An improvement plan was submitted to Ofsted and the DFE in May 2024, with the YJS and its partners sited on the improvements which need to be made.

The implementation of the service improvements outlined in the government's strategies relies on strong, coordinated multi-agency partnerships. In 2022, Integrated Care Systems were established across England, bringing together organisations that deliver health and social care services. Havering Council is currently undergoing its biggest transformation to deliver to this agenda, with all services now being delivered under three pillars; People, Places and Resources. Within People, a life course approach has been adopted, with services re-organized into directorates for 'Starting Well' 'Living Well' and Ageing Well'. Locally, the Havering "Placed Based Partnership" is leading the integration of services across the borough. The vision is for Havering's residents to receive seamless health and social care when needed, designed around residents and their families.

## Havering demographics

### What our Data tells us about our Children and Young People

22.3% of our population are aged 0-17

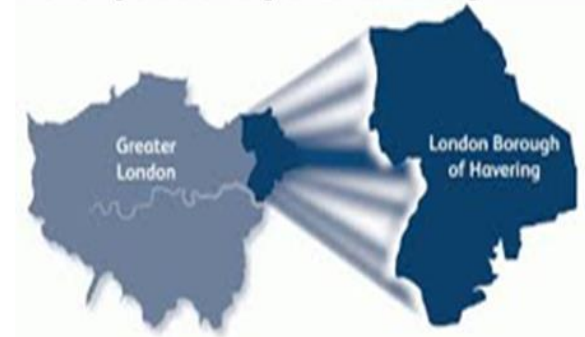


Between 2011 and 2021, Havering saw a **15.2% growth in population of 0-17 year olds**, this compares to increases of 4.8% in London and 3.9% in England



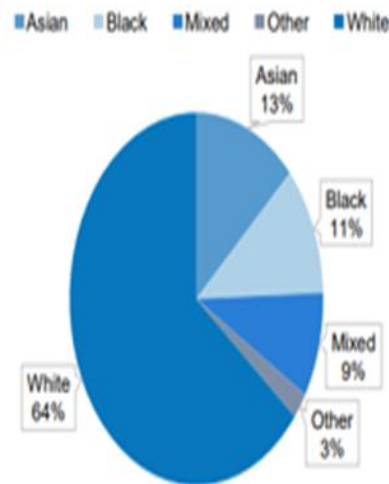
In 2022/23  
**8.7%** of Havering pupils receive SEN Support  
**3.9%** of Havering pupils have an EHCP

Havering is the 3<sup>rd</sup> largest London borough



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The majority of our children are White British/White Other however the proportion of children from Global Majority Ethnicities has increased in the last decade



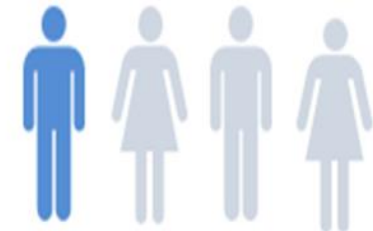
Source: Census 2021, Produced by: LBH PHI 2023

**98%** of our schools are Ofsted rated Good or Outstanding



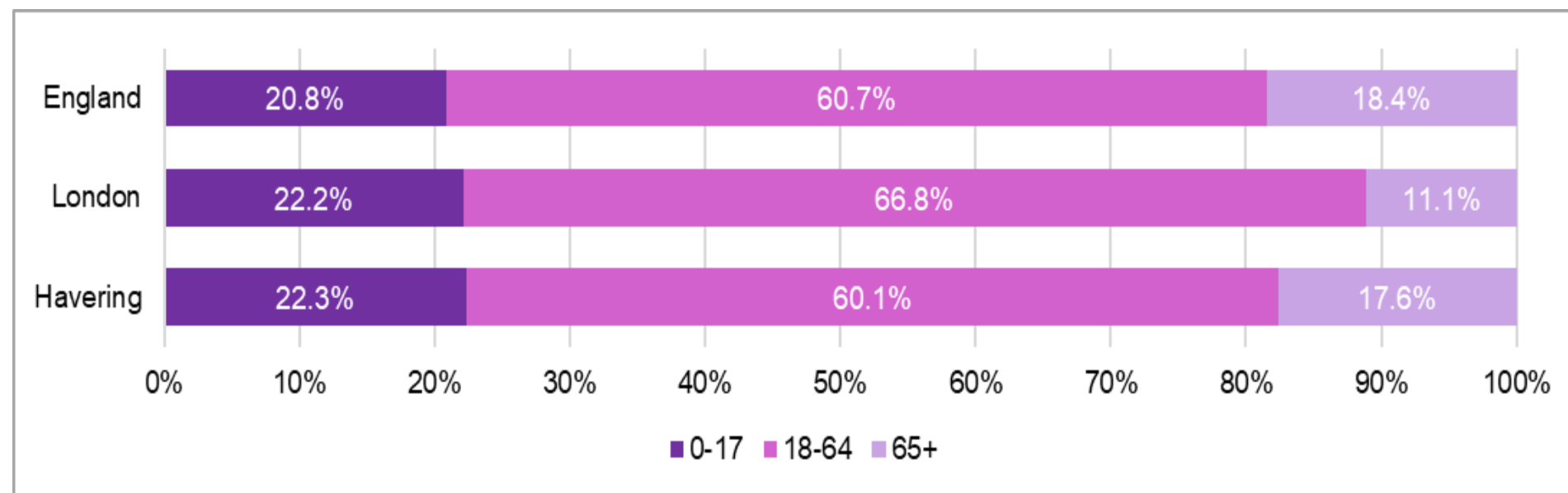
**8,500** children eligible for Free School Meals

**25.6%** of children under 16 live in absolute low income or relative low income families



**9.9%** of our children have English as an additional language

The number of children aged under 18 in Havering has seen an increase of 15.2% (from 50,827 to 58,550) between the last two censuses, greatly outpacing the 4.8% and 3.9% increases in London and England, respectively.



Havering now has a higher proportion of children aged 0-17 (22.3%) than 80% of local authorities in England. The ONS predicts that Havering's 0-17 population will grow to 61,350 by 2031. The total population count in Havering is 262,052, compared to 237,232 in 2011 (a 10.5% increase).

Alongside the changing demographic and increasing population, Havering has also experienced an increase in the number of children and young people at risk of harm from factors outside of the family home. This increased trend seen nationally was exacerbated by the pandemic. The increase in factors such as isolation, financial difficulties and mental ill health contributed to some children becoming more vulnerable to exploitation in the community. The use of technology is advancing at a rate that is positive, however it does raise concerns about the impact on the health and wellbeing of children growing up today and in the future. The safeguarding of adolescents against exploitation and criminal activity, alongside the safety of women and girls is a priority for our safeguarding partnership locally.

## Governance, leadership and partnership arrangements

Havering's Youth Justice Service is located within the Council's Early Help Service, which forms part of Havering's Starting Well Directorate. The YJS delivery is in line with requirements set out to statutory partners in the Crime and Disorder Act 1998. The Youth Justice Service is a co-located multi-agency team which includes staff from statutory partner agencies; the London Borough of Havering Council (LBH), the Metropolitan Police (Met/MPS), the National Probation Service (NPS), and Northeast London Foundation Trust (NELFT) as well as colleagues working within substance misuse, further education and community safety organisations.

In line with the requirements of the Crime and Disorder Act (1998) and revised guidance from the Youth Justice Board for Youth Justice Service Governance and Leadership, Havering has a Youth Justice Management Board to oversee the work of our Youth Justice Service.

Havering Youth Justice Management Board oversees the Youth Justice Services, providing oversight and scrutiny of the quality and effectiveness of child justice services across Havering, specifically monitoring:

- First time Entrants
- Reoffending rates
- Custody Rates
- Disproportionality
- Victim Engagement
- Locally agreed performance indicators
- Quality Assurance
- Improvement Plan

The Board meets bi-monthly, reviewing performance and progress against Key Performance Indicators (KPIs), identifying positive outcomes, sharing good practice and resolving any operational issues or barriers. The Board reports into multiple partner boards and partnerships, including the Havering Safeguarding Children Partnership, the SEND Board and the Community Safety Partnership. This ensures links with other Havering plans, providing a robust governance structure.

The Youth Justice Board is co-chaired by the Superintendent for Neighbourhood Policing, East Area BCU, and the statutory Director of Children's Services to ensure consistent and rigorous oversight of service delivery, effective partnership working, and to ensure a child first approach is integrated into practice delivery.



There is representation/delivery from partners in the Met Police, Health (NELFT), Social Care, Education, Probation and the Voluntary and Community Sector (VCS). This ensures that the service can deliver statutory youth justice work in collaboration with our partner agencies, under a shared understanding and commitment for improving positive outcomes for children, young people and families. The board understands that involvement in the criminal justice system can impact adversely on a child's life chances. Intervening at the earliest point provides the opportunity to deliver partnership models of preventative work, that consider risk outside of the home, desistance, and relational approaches. The work with young people encompasses a variety of themes, from substance misuse, exploitation, anti-social behaviour, crime, domestic abuse, and emotional/mental health to ensure that a holistic programme of support is available to children within Havering.

Other key partnership arrangements and activities include:

- Working with partners to identify alternatives to remand and more robust community bail packages.
- Working with partners to support vulnerable groups, including children in care, children leaving care, children who are unaccompanied and seeking asylum, and children identified as having SEND
- Maintaining close links with Children's Social Care and the Placements team to identify alternative placements that avoid remands to custody.

## Resources and Services

As an accountable and publicly funded body, the Youth Justice Service is committed to ensuring value for money via robust budget management and effective service delivery. The service ensures that resources are deployed appropriately within the partnership to meet the changing demands of a smaller convicted cohort, with increased preventative and out of court disposal interventions.

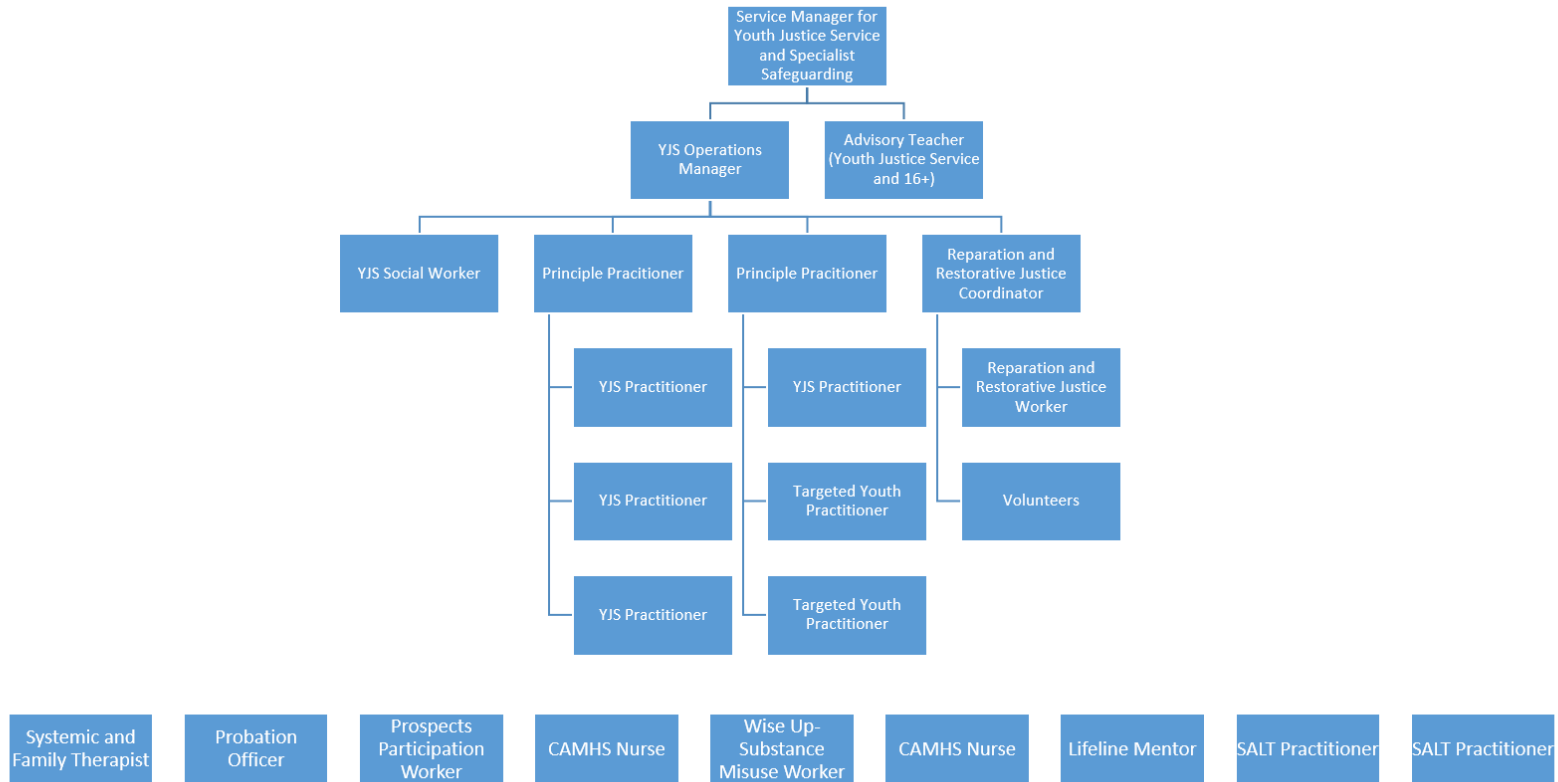
The Youth Justice Service continues to achieve a balanced budget comprised in the main from Local Authority core funding and the Youth Justice Board grant, supplemented by partner contributions and additional grant funding opportunities.

The partnership in Havering contributes the following to the Havering Youth Justice Service:

- ICB funding from the NEL NHSE Health and Justice funding for a Systemic Family Therapist
- MOPAC (VRU) contribute to the Mentoring programme
- Northeast London NHS Foundation Trust (NELFT) provide 1.2 FTE Speech and Language Therapists
- Met Police Service (MPS) provide a FT Police Officer, plus additional (0.4) Sergeant time
- National Probation Service (NPS) second a 0.5 Probation officer along with a 5k contribution to running costs
- IAG contract with a 0.2 FTE Prospects practitioner

- Change, Grown, learn (CGL) provide FT Substance Misuse support
- FTE Social Worker and a fulltime CAMHS nurse
- MoJ- Turnaround post

The YJS staff structure is made up for the following posts-



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During 2024-2025, the Youth Justice Service will be undertaking a service restructure to ensure there is sufficient capacity in place to meet the needs of children and families. There is a range of specialist staff supporting the delivery of youth justice services to children who become known to the service. A range of resources are used to provide restorative justice and reparation activities, to promote pro-social activities for children and young people building on their strengths, improving education, training and employment opportunities for children and young people within the youth justice system.

## Havering Budgets

At the time of submission of Havering's YJS plan, the Youth Justice Board have been unable to confirm this year's budget allocation due to the pending general election, therefore, the below is the predicted budget for 2024- 2025.

| Agency                        | Staffing Costs | Payments in kind | Other delegated funds | Total          |
|-------------------------------|----------------|------------------|-----------------------|----------------|
| Youth Justice Board           | 348,025        |                  |                       | 348,025        |
| Local Authority               | 390,430        |                  |                       | 390,430        |
| Police                        |                | 21,359           |                       | 21,359         |
| Police and Crime Commissioner |                |                  |                       | 0              |
| Probation                     | 5,000          | 21,533           |                       | 26,533         |
| Health                        | 73,000         |                  |                       | 73,000         |
| Welsh Government              |                |                  |                       | 0              |
| Other                         |                |                  | 83,928                | 83,928         |
| <b>Total</b>                  | <b>816,455</b> | <b>42,892</b>    | <b>83,928</b>         | <b>943,275</b> |

## Update on the previous year

### Progress on priorities in previous plan

The Havering Youth Justice Service continues to provide services that make a difference to children and their families. Our HMIP Inspection in October 2022 rated the service as Good, with the following summary from Justin Russell, HM Chief Inspector of Probation:

“The YJS staff team, together with partner agencies, are delivering holistic interventions that meet a broad spectrum of children and young people’s needs. Their focus on diversity and the work of the YJS specialist staff, in particular the Child and Adolescent Mental Health Service and speech and language and parenting support provision, was particularly impressive.

Partnerships and services are an area of strength, as is resettlement work. Resettlement was supported by a policy that sets out how to keep children safe, ensure the safety of other people and meet victims’ needs. It takes an individualised approach and is strengths-based.

Planning, service delivery and reviewing in relation to court cases was all rated as ‘good’, with a strong focus on desistance. However, improvements are required to ensure that the quality of assessment for post-court work and out-of-court disposals is consistently high. Managers should ensure that staff focus equally on desistance, children’s safety and wellbeing, and managing the risk of harm to others.

Out-of-court disposal processes require improvement. Not all children are assessed before their disposal is agreed, and children, their parents or carers are not engaged from the outset. This is a missed opportunity to gain the fullest understanding of the child and their circumstances prior to making decisions. The YJS would benefit from reviewing its out-of-court assessment tool and processes for recording information so that it can extract the data it needs to evaluate service delivery. The YJS needs a better understanding of why Black, Asian and minority ethnic children are under-represented among the diversion cohort, but over-represented in statutory disposals.

The Covid-19 pandemic had a severe impact on Havering’s Youth Justice Service and the wider local authority, with a significant number of staff being directly affected. As a result of this, as well as staff absences and recruitment difficulties, the YJS has been operating against a backdrop of considerable pressure. The management board needs to develop a better awareness of all risks to the delivery of effective youth justice services and put appropriate mitigations in place. Board members also need to better understand the needs of the children involved with the YJS so that they can actively advocate for them in their own services. More needs to be done to ensure that children are receiving the correct education provision and that any special educational needs are addressed.”

The Youth Justice Service and the partnership have been working hard over the last 12 months to address the recommendations in the inspection report and have made the following progress and achievements;

### **1. Leadership and Governance: address recommendations made by HMIP and improve accountability of the Youth Justice Board and engagement between the Board and the Youth Justice Service**

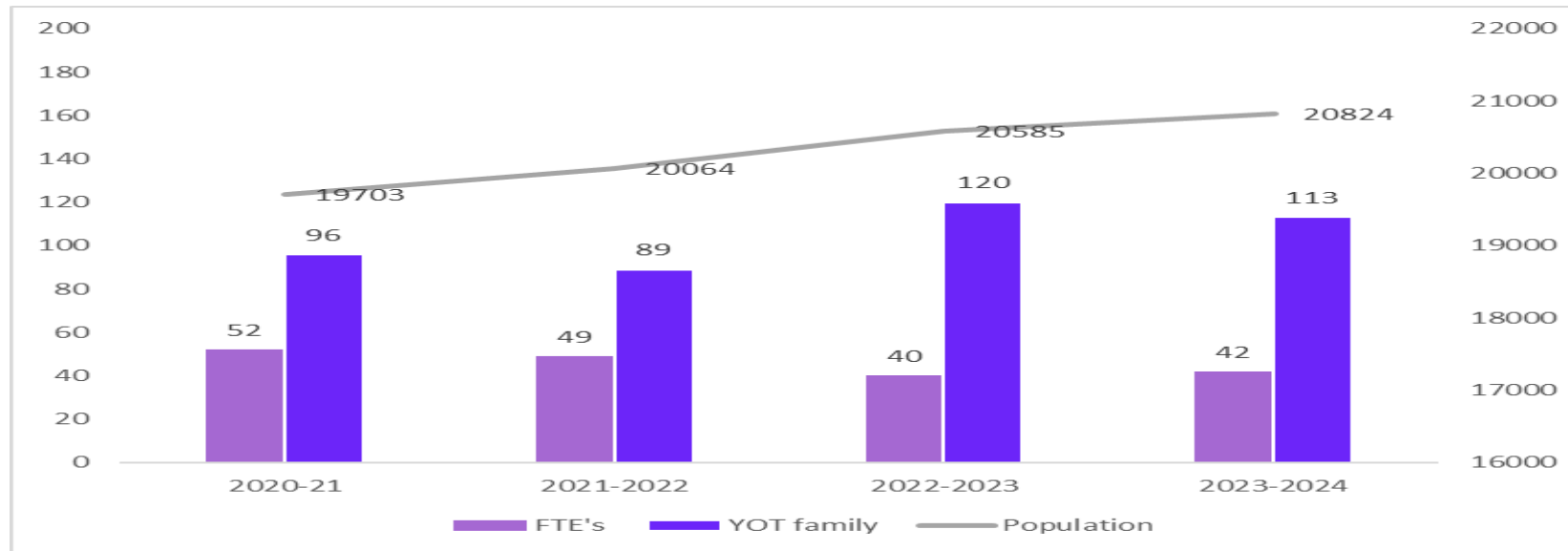
- The Youth Justice Management Board (YJMB) Terms of Reference were signed off on 12.09.2023.
- The board are now routinely reviewing any staffing challenges and the impact on service delivery at every board. An update is given in relation to plans to address these challenges and actions are monitored by the board to ensure progressing is made. The Youth Justice Service is due to undertake a re-structure as part of the Starting Well re-organisation, to help to ensure long term stability across the workforce.
- The improvement plan is now sent out to the partners prior to board meetings to highlight any items where there are concerns around drift and delay and how these are being addressed.
- The data the board receives has been reviewed and members have shared that they feel the information is more informative, supports discussions regarding any actions and priorities to be made and helps to give oversight. The data dashboard continues to evolve to reflect and highlight themes and patterns for the youth justice cohort.
- The youth justice service and partners have worked hard in 2023- 2024 to ensure the characteristics and diverse needs of children are being captured so the board can better target its resources.
- The Out of Court Disposal (O OCD) Protocol was updated in May 2023.
- The Custody, Resettlement and Transition Good Practice Guidance was updated in July 2023.
- The Youth Justice Service (YJS) currently hold monthly team meetings with YJS staff and operational partners.
- The London Accommodation Pathfinder now has a 'Spot Purchasing Agreement' in place.
- The Information Sharing Agreement between the Youth Justice Service and the British Transport Police is currently being reviewed to ensure the agreement is kept up to date and can continue to be implemented.

- Attendance at the YJMB has been reviewed to ensure regular and appropriate seniority in attendance
- Havering's child recording system had been updated following recommendations by our HMIP Inspection in 2022. Subsequently, data has been presented at each board to ensure the opportunity for scrutiny and to drive service delivery. Following the roll out of the new YJB prevention and diversion assessment tool for April 2024, we are currently in the process of updating our case recording systems to integrate the tool.
- Processes are now in place to ensure children's Education, Training and Employment is monitored weekly, helping to ensure a timely response any children not accessing appropriate provisions.
- The characteristics and the diverse needs of the children accessing the youth justice service are now being captured and checked against partner agency databases to ensure accuracy. This provides the board with the information required to effectively understand the characteristics of the youth justice cohort and to provide assurance that services are delivered accordingly.
- For 2024- 2025, the board have agreed to review a different YJB standard at each board meeting to ensure in-depth scrutiny for each area.
- All managers have completed the Best Practice in Auditing Training
- All managers within the Youth Justice Service are now allocated monthly audits, with alternative months focusing on one of the YJS standards and bi-monthly themes audits being held to include, management oversight and quality assurance, risk management, and exploitation and contextual safeguarding. Outcomes of the audits will be presented to the board and any actions added to the improvement plan.
- The link between strategic and operational delivery has been a focus for 2023- 2024. Monthly team meetings are in place, staff surveys have been promoted for feedback and meetings have taken place with the team to help staff feed into the plan meaningfully. Staff have shared that they feel this is an area they want to be a focus over the upcoming year.

## **2. Prevention and Diversion: Continue to reduce the number of children entering the justice system, and effectively work to address the disproportionate numbers of Black & Global Majority children especially within the 'Court Order' cohort**

- We have delivered the Turnaround Programme to meet our target of 29 children.

- Last year (2023/2024) we saw 42 First Time Entrants (FTE) access the Youth Justice Service in Havering compared to 40 in 2022-2023, evidencing an increase of 5% but still a noticeable reduction of 12% since 2021/2022. In addition, we are still seeing a reduction in FTE's in comparison to our population growth of 15.2% for 0–17-year-olds.



- Disproportionality is a standing agenda item at the YJMB. We currently have an over representation of children who are black in comparison to the school census at 16% and 11% respectively. Children of mixed ethnicity are also overrepresented at 18% in comparison to 8% of the school census. Children who are white and children who are Asian are underrepresented in the YJS cohort in comparison to the school census.
- The YJMB members are provided with information and updates in respect of disproportionality, and members can identify and implement actions to be undertaken to address this, which are then monitored via the YJMB action log.
- Havering's Youth Justice Service and Police have completed a deep dive audit on 10.10.2023 looking at children currently accessing interventions, exploring their sentencing to see if it was proportionate. In all cases the deep dive found that sentencing was proportionate for the offence committed. The next steps will be an audit to explore child characteristics in relation to disproportionality and sentencing.

- The YJS feeds into the Havering's SEND Self- Assessment and is working closely with this service area to ensure children are being supported appropriately. Actions include-
  - Regular reporting included as part of the YJS, SEND and Alternative Provision Dashboard to ensure that data is provided on all those children and young people accessing the Youth Justice Service who have identified SEND
  - Provisions to explore disproportionality for children who are accessing or are at risk of accessing the Youth Justice Service
  - A SEND representative will attend all Out of Court Disposal Meetings

### **3. Prevention and Diversion: divert more children into Out of Court disposals**

- The Out of Court Disposal (OOC) Protocol was reviewed in May 2023 to ensure all children's risks are effectively assessed and appropriate intervention implemented. As of 01.04.2024, the YJS rolled out the new YJB Prevention and Diversion assessment template for all OOC.
- A member of the Starting Well Senior Management Team and Metropolitan Police have completed quality assurance for a decision made at the Out of Court Disposal Panel. This process agreed with the decision made at the OOC panel and that appropriate use of thresholds was implemented. The OOC dates for 2024- 2025 scrutiny panel are now in place.

### **4. Voice of the Child: Improve how we capture and utilise the voice of children to improve services**

- As of 01.04.2024, Havering has implemented Mind of My Own Xchange. Xchange is a strengths-based participation tool that helps the youth justice services to understand the young person and their world. Xchange helps workers to understand the risk and resilience factors present in young people's lives and enables young people to tell their workers about things that are important to them, so they can play an active role in decision making and shaping their own future. Moving forward, we will be focusing on embedding this app across the service.
- We can now evidence a stronger focus on the child's voice throughout assessments completed by the YJS.

### **5. Workforce development: ensure that the staff team have the right skills for delivering high quality work with children and young people**

- The YJS have arranged AIM (Assessment/ Intervention/ Moving On) assessment refresher training for three staff members across, YJS, Youth Service and Specialist Safeguarding Service. AIM is a course targeted at practitioners working with families where harmful



sexual behaviour has occurred between siblings, it has been designed to support families to heal and move on from crisis through a shared narrative.

- All YJS staff have access to the training provided by the Academy for Social Justice.
- YJS managers have fed into the Starting Well 'Training Requirements for the coming year' sessions.
- As part of the framework for the Face-to-Face systemic model of practice, there is a corporate commitment to all permanent staff to access 10 days of learning per year.

## **6. Quality Assurance: Maintain and improve the quality of all interventions, ensuring National Standards are met and a strong focus remains on addressing disproportionality**

### **Achievements and Progress;**

- All managers are now routinely allocated monthly audits and work is ongoing to evidence the impact of interventions and outcomes for children and young people.
- The Youth Offending Service/ Court Liaison Meeting for Northeast London LJA sits quarterly at Barkingside Magistrates Court, this provides a forum for regular discussions and feedback with our local court. It was agreed at the Barkingside Court Users Group on 12.12.2023 that the court feedback form will be attached to the back of all Pre- Sentence Reports. YJS managers are currently in the process of devising a tracker for us to collate, track and monitor feedback.

## **7. Risk of Harm to Self and Others and Safety and Wellbeing of our children**

### **Achievements and Progress;**

- All assessments completed by the YJS are scored for Likelihood of Reoffending, Risk of Serious Harm and Safety and Wellbeing.
- Children are regularly discussed at the weekly Systemic Consultation multi agency meeting where the child's relationships, and family dynamics are considered, helping practitioners work holistically with the child and their family/ carers.

### **Universal and Targeted intervention across Havering 2023- 2024**

- Serious Group Violence Mentoring Programme – this provides support to young people aged 11-25 to reduce re-offending and gang involvement of those young people already open to services for criminal or violent behaviour. This is a split post between Children

and adults, with a total caseload of 20 young people (10 under 18's/ 10 over 18's) supporting the transition from the YJS to probation where appropriate. In 2023/24 – a total of 668 session hours were delivered (345 hours for under 18's)

- Youth Unity – Detached Outreach for young people. Games, Podcasting, Sports, Mentoring. Wednesday and now Thursday in Romford Town Centre. Engaged over 1,000 young people in 2023/24
- Street Doctors – First Time Knife Carriers Programme. Programme runs in schools when required and monthly at the YJS – Dangers of knife carrying and teach young people how to save a life through stemming a bleed. Run by Doctors and medical professionals. Within YJS number vary between 3-6 per month, reflecting the needs of the children.
- Air Network – Youth engagement and mentoring through Sport, Operating 3 x per week. Since January 2024, 81 separate young people have engaged in outreach sessions and 58 in sports programmes
- Box UP Crime – Engagement with Young people aged 7-19 through boxing. Focus on discipline, hard work and mentoring. Working with over 80 different young people in the borough.
- Junior Citizens – This a partnership initiative between LBH, Met Police, TFL, LAS, Fire, CGL etc. to prepare year 6 students transitioning into secondary school to deal with a range of life situations or emergency. This programme runs for 2 weeks with roughly 2,000 students who attend and is always oversubscribed. <https://www.youtube.com/watch?v=be7wDCALXkg>
- Night Marshals - provide extra support to keep residents and visitors safer at night in Romford Town. Friday and Saturday Night from 10:30 pm till 4:30 am.
- Street Triage – Medics and Security funded by the Business Improvement District covering Romford and Hornchurch Friday and Saturday Nights 10:30 till 4:30 am.
- Street Pastors - a citizen-led approach to public order maintenance. De-escalate outbreaks of violence and antisocial behaviour, help people to calmly sober up and ensure that vulnerable adolescents get home safely. Friday & Saturday night from 10pm -4am
- Safer Schools Officers – There are 25 Safer School Partnerships in Havering which are supported by 12 Safer Schools Police Officers and one Sergeant . Their role is to:
  - Develop positive relationships between young people and the Police.
  - Provide visible reassurance before, during and after school.
  - Work alongside the school and parents in early intervention, preventing young people becoming either victims or perpetrators of crime.

**Additional activity the Safer Schools Officers undertake includes:**

Risk assessing, doing targeting intervention (i.e. weapon sweeps), delivering assemblies, workshops, targeted group work and 1-2-1s in schools, covering a wide range of topics such as:

- Acid Attacks
- Decisions & Consequences
- Drug Awareness
- Child Criminal & Sexual Exploitation
- Gangs
- Internet Safety
- Joint Enterprise
- Knife Crime
- Offensive Weapons
- Social Media
- Stop and Search
- Sexting
- Domestic Violence/VAWG

Within the last 12 months, our Met police colleagues have presented to over 21,804 students in Havering Secondary Schools from School Years 7 up to 13.

- Events around personal Safety and Violence Against Women and Girls (VAWG) took place at a 10 of our education providers and in key hot spot areas. When working with colleges we have engaged approximately 200 young people at a time.
- The Council and partners work very closely with Schools around the topic of knife crime. The Schools Inclusions Team approved providers deliver the following programmes on this related topic:

**5 Day Direction** - The programme is designed to reduce suspensions whilst providing pupils with a period of development and learning, delivered outside of the school setting, rather than being sent home.

**10 Day Direction** - The programme was designed to reduce poor behaviour in school, reduce suspensions and avoid permanent exclusions whilst providing pre identified pupils, with a period of development and learning, delivered inside the school setting, off timetable

Both the 5 & 10 Day Directions cover the topics set out below


- Introduction & overview
- Rapport and team building
- Drug and alcohol awareness
- Avoid issue of immediate gratification
- Using ABC methods
- How to ask for help, motivate myself...
- Prevent impulsivity
- Assertive behaviour
- Life maps

- Knife crime and county lines
- Patterns of behaviour
- Child criminal & sexual exploitation
- Passive aggressive identification using language
- Future with change
- Future without change
- Using the cycle of change
- Motivation to change
- Goal setting
- Problem solving

**Behind the Lines** - A 12 week programme that is designed to give pupils the ability to identify influences and factors which have contributed to events and give them tools and support to influence change. Topics covered include:

- How do I see myself
- Victim Awareness
- Kyles Story
- MIA weapons
- What makes you happy
- When did I get angry
- County Lines
- How serious? Analysing offences
- Anti-social behaviour
- Gangs (pro's and con's)
- Cyber bullying and online safety
- Democracy

- Stay Safe Workshops -Delivered in primary schools to year 6 pupils. Workshop delivery to whole year groups to inform them of the danger around knife crime and how to keep themselves safe.
- Inspired Futures Knife Crime Workshop – Collaboration between Met Police, LAS and Inspired Futures Knife Crime Charity This is a four-hour intense workshop delivered to year 9 students in all Havering schools about the dangers of carrying a weapon from different perspectives. Session is delivered in assembly format to whole years at a time (i.e. 300 students)
- Bleed Kits - Following a stabbing outside of Ardleigh Green College in 2023, the student returned to the college for medical assistance. They used a bleed kit along with their training to keep the young man alive until the LAS could arrive. This work saved the young man's life. In 2023/24 Bleed Kits have been provided by LBH Community Safety to all secondary schools and colleges in Havering. Training over 230 staff in how to address a catastrophic bleed following a stabbing/ shooting/ car crash/ bad fall etc. Whilst we hope they never have to use one, it is important for them to be prepared.



A new and revised Code of Practice for Victims of Crime was introduced in April 2021 which introduced 12 new rights for victims. The Victims' Code sets out the minimum level of services victims can expect from criminal justice agencies. It details what each criminal justice agency must do for victims and the timeframe in which they must do it. It applies to all criminal justice agencies including Youth Justice Services.

The introduction of the Code of Practice and the new victim rights has been welcomed and is encompassed in every victim contact. In accordance with the Code of Practice, every victim who has consented to share their details are contacted, their views and impact sought, and a Restorative Justice intervention offered.

Police continue to refer victims to the YJS where consent to do so is provided, provide updates, support and advice where necessary.

### **Working with Victims**

Between, 2023- 2024, of the 94 individuals who accessed the YJS, there were 314 offences and 66 involved a direct victim. Of these, 26 gave consent to be contacted by the Youth Justice Service. Out of the victims we contacted, there were 20 we were able to engage with.

Although it is consistently offered, there has been limited response/uptake in terms of victims taking part in Restorative Justice Conferences. Generally, victims' state that they are happy that contact has been made with them and they are being kept informed of the process. In 2023- 2024, we successfully completed one conference.

Where requested by victims, they are updated on progress of young people and completion of Out of Court Disposals. All victims are asked if they would like any questions putting to the young person and whether a letter of explanation would offer them further support and reassurance.

All victims are also offered the opportunity to explain the impact the crime has had on them. This information is relayed to the child's allocated worker and with the victim's consent, the young person. This, alongside being kept informed of the young person's progress, is supporting the victim to come to terms with what has happened and move forward.

Reparation Projects 2023- 2024





Some of the reparation projects that took place in 2023- 2024 include

|  |
|--|
| <b>Bikes Fixed and Donated</b>   |
| Around 20 donated bikes have been fixed and cleaned at the Bike Shed and donated to a charity organisation Trail net   |
| <b>Brick BBQ area at St Kilda's Children's Centre</b>  |
| Young people have completed the building of a brick BBQ with small wall around. This is situated in the garden in St Kilda's Children's Centre, and can be used for youth and community use via Early Help         |
| <b>Bird Box Project</b>  |
| Completed Bird Boxes were put up in trees at Hedley Close YJS Office, St Kilda's Children's Centre and Ingrebourne Children's Centre. Birds have since nested in those boxes                                       |
| <b>Fences Fixed</b>  |
| Fences have been fixed at Ingrebourne Children's Centre and Hedley Close YJS Office. One of them was a mesh fencing, the other a wood panel fence.   |
| <b>Gardening and Raised Flower Beds</b>  |
| Young people have cut grass, cleared weeds, raked leaves, fixed the raised flower beds, and planted seeds to grow plants   |
| <b>Woodwork and Upcycling</b>  |
| The following items young people made and/or fixed – A new water & bird table, made a bug hotel from pallets at St Kilda's Children's centre, refurbished a table and doll's house to donate to charity            |
| <b>Community Centres Projects and Charity</b>  |
| Supported the creative arts holiday projects at MyPlace Youth and Community Centre, organised a new rep project at the Rainham Royals, YP made a banner for Mind Marathon Walk & also a Foodbank Box for Christmas |
| <b>Festive Activities</b>  |
| Making sleeping bags out of crisps packets to donate to homeless charity. Making festive decorations to donate to care home.   |
| <b>General Clearing</b>  |
| Young people have cleared areas – Filled up the Skip at St Kilda's CC, cleared the Bike Shed in Harold Hill, cleared litter from Hedley Close YJS Office, sorted out shed at St Kilda's CC                         |
| <b>Other Reparation</b>  |
| This included a young person completing a wooden seat made from pallets via his school, caring for siblings at home, gardening at home and charity work in Dubai (with agreement from courts),                     |



## Evidence-based practice and innovation

### Evidence-based practice and innovation

#### Systemic Intervention

As previously stated, Havering's Face to Face model of practice is based on working with families, engaging with them to identify strengths, and building relationships over time to stop problems escalating. Children are regularly discussed at the weekly Systemic Consultation multi agency meeting where relationships and family dynamics are considered, helping practitioners work holistically with the child and their family/ carers.

#### Tackling Knife Crime

Street Doctors – First Time Knife Carriers Programme. Programme runs in schools when required and monthly at the YJS – Dangers of knife carrying and teach young people how to save a life through stemming a bleed. Run by Doctors and medical professionals.

#### Youth Sessions

Air Network – Youth engagement and mentoring through Sport, Operating 3 x per week. Since January 2024, 81 separate young people have engaged in outreach sessions and 58 in sports programmes

Box UP Crime – Engagement with Young people aged 7-19 through boxing. Focus on Discipline, hard work and mentoring. Working with over 80 different young people in the borough.

#### Plan for 2024 – 2025

We will continue to innovate our practice and we will:

- build on our trauma informed approach
- consider the cost-of-living crisis within the work of our Strengthening Families team
- bid to the VRU for the child to parent violence project funding;
- implement a step-down process from the Youth Justice into Early Help to provide ongoing support for those children and their families post closure to the YJS
- pilot the use of the AQAs to recognise and certify children's learning within Youth Justice; and
- involve the YJMB partners within multi-agency practice reviews to help us to drive practice development.

## Evaluation

In Havering, evidenced based practice is at the heart of what we do, some of the work we are proud to have implemented are;

### Trauma informed Pre-Sentenced Reports

Our Pre-Sentence Reports are trauma informed, which looks at the child's life experience and how this could have impacted on the child's journey, whilst focusing on the child's strengths and future and identifying safeguarding and risk factors early to enable timely and appropriate interventions

### Mind of my Own Xchange

Mind of my Own Xchange is an online account that encourages self-reflection in children who have offended or are on the edge of offending, offering the child's perspective on their own life. This is used to gain an understanding of the young person's perspective which helps us target our services at an early stage, preventing escalation or further offending. By capturing the child's voice, we aim to help protect the public from harm and achieve better outcomes.

So far this year, when asked 'what has been good about working with youth justice', feedback has included;

- Learning new things
- Workers attitude
- One person in particular
- My attitude
- Understanding myself better

Children have also shared what they feel could stop them from re-offending and their hopes and ambitions for the future.

## Performance over the previous year

### Accommodation Suitability

Accommodation suitability at the end of their order. Havering's accommodation was suitable for 92% of the children throughout 23/24 in comparison to London at 89%. The unsuitable accommodation was where the child had been in custody and where a child was believed to be living in an exploiters home.

### Education

ETE suitability at the end of an order. Our local target is for 85% of our children to be in ETE at the end of their intervention. Our ETE suitability was around 59% for 23/24, where London was 56%. There were also a few data recording issues where the suitability wasn't noted. This is something that we will monitor closely going forward. In addition, the small numbers involved statistically has a significant impact on percentage outcomes.

### SEND

Havering's Special Educational Needs, Disability (SEND) and Alternative Provision (AP) Strategy 2024 – 2029, sets out our 6 priorities-

- Priority 1- A SEND and AP system where every school and setting is confident and skilled at supporting our children with SEND
- Priority 2- A SEND and AP system that includes a wide range of settings and services giving families the help and support they need
- Priority 3- A SEND and AP system which makes sense, which families can navigate, and which places families at its heart
- Priority 4- A SEND and AP system where children and young people with SEND and in AP are valued, visible, and prepared for adulthood
- Priority 5- A SEND and AP system where education, health, and social care teams do what matters well and in a timely way
- Priority 6- A SEND and AP system where leaders work together effectively to deliver what is needed for families of children with SEND and those accessing AP

In Havering, 43% of our SEN children were recorded as being on an Education, Health Care Plan in comparison to 52% of London's children. Most of Havering's SEND Service have completed two days of training with colleagues from Essex titled 'Trauma Perceptive Practice: The Essex Approach to Understanding Behaviour and Supporting Emotional Wellbeing '. We are currently in the process of rolling out this model of delivery and running engagement sessions with schools and partners.

## **Mental Health**

The HMIP inspection of Havering YJS (November 2022) highlighted strengths in partnership working between Havering YJS and Havering CAMHS & SALT, particularly in areas of access, communication and offer.

The same inspection highlighted an area of improvement of “no suitable provision that creates an effective link between the YJS and the education department to ensure that the school-age children’s educational needs and any learning needs are attended to swiftly.” In Havering we see the impact of this, anecdotally, in the amount of young people we come across at health screening with undiagnosed learning needs, neurodiversity, and communication difficulties. We know that early identification and intervention around such difficulties have a significant impact on positive outcomes for young people and their families and may, in turn, have avoided contact with criminal justice services in some instances.

To inform us on areas to target we plan to complete an audit on young people recently involved with Havering YJS and highlight their contact points with health and local authority services prior to contact with CJS to identify ‘missed opportunities’ for assessment and intervention and to share learning across the partnership.

Havering CAMHS are currently undergoing a Quality Improvement Project with the Royal College of Psychiatry focusing on demand, capacity and flow which incorporates parts of YJS recommended and National priority areas of focus of ‘Child First’, ‘Resources and Services’, ‘Prevention’ and ‘Working with families’.

The number of children screened or identified with Mental Health (MH) or Emotional wellbeing (EW) at the end of their order. This is an area of improvement for us in 24/25 as our data recording hasn’t been accurate as we would want. On average London sees 36% of their children screened for MH or EW. Where we have seen recording, our data tells us that 25% of children have been screened

## **Substance Misuse**

Looking at the number of children screened or identified with concerns around substance misuse at the end of their order, 40% of children were referred onto Wize Up throughout 23/24 in comparison to 24% of London’s cohort being screened or identified with substance misuse.

## **Out of Court Disposals**

Havering saw 74% of our children successfully complete their OOCID intervention plan, in line with London’s average. However, we will continue to explore any areas of disengagement to help build on our prevention and diversion offer.

## **Multi-agency Intervention**

In Havering, the percentage of children using wider services at the end of their order was 32% in comparison to London at 41%. This is a focus for 2024- 2024 to ensure long term sustainable outcomes for our children and families.

### **Youth Justice Management Board**

There are 5 senior managers expected to attend the quarterly board meetings. We've seen 4 of the 5 in the last 3 quarters, this is in line with London performance.

### **Serious Violence Offences**

Looking at the number of proven serious violence offences as a rate of per 100,000. SYV is recorded in line with the YJB definition as any drug, robbery or violence against the person offence that has a gravity score of five or more resulting in a caution or court sentence. Havering's rate per 100,000 was 67 for the year, London was 81 per 100,000. Although Havering is doing better than our London neighbours, the safety of the children, families and our community is paramount, therefore, this continues to be an area of focus of 2024- 2025.

### **Victims**

The number of victims engaged as a proportion of victims contacted at the end of the child's order closing remains something that we are monitoring. Last year we saw 88% of our victims engage, however this is a small cohort for us. London saw around 52% of victims engage.

### **Plan for 2024 – 2025**

#### **We are aiming to:**

- Improve our interface with Havering SEND & CAD teams
- Consider school nursing input with those at risk of exclusion and further improved working with Havering social care teams
- Develop school awareness of link between behaviour and communication/unidentified needs in the hope that these can be considered and where possible avoid exclusions and increasing numbers of NEET
- Work closely with NELFT health services to provide an improved offer of education and training on the above
- Improve our recording of substance misuse and interventions offered

**Benchmarking**

## Benchmarking

Data sourced from the 118 Final YDS for England and Wales Apr 23 -March 24  
 The YJS Data Summary (YDS) for England and Wales is produced each quarter to serve as a standard data set for YJS and the YJB (Youth Justice Board). Updated FTE and Reoffending data is not available from the MoJ (Ministry of Justice) for inclusion in this YDS.

### First Time Entrants April 23 - March 24

| Local YOT Area      | Number | Population 2022 | Rate per 100,000 |
|---------------------|--------|-----------------|------------------|
| Havering            | 47     | 26,092          | 180              |
| Barking and Dageham | 66     | 28,797          | 229              |
| Redbridge           | 60     | 33,930          | 177              |
| YJS Family Average  | 113    | 70,982          | 160              |

Havering did unfortunately see an increase in FTE's last year however what has been reported to the YDS is still being reviewed. Based on the data in the above chart, Havering's FTE's are higher than the YOT family average. We've also fallen to position 90 from 65 last year out of 154 total boroughs. Local data shows us to be inline with the family average at 160 rate per 100,000

### Custody April 23 - March 24

| Local YOT Area      | Number | Population 2021 | Rate per 1,000 |
|---------------------|--------|-----------------|----------------|
| Havering            | 3      | 26,092          | 0.11           |
| Barking and Dageham | 11     | 28,797          | 0.38           |
| Redbridge           | 6      | 33,930          | 0.18           |
| YJS Family Average  | 7      | 70,982          | 0.09           |

Havering's custody rate per 100,000 is marginally higher than the YJS family average. We're positioned at 98th out of 154 in the list of England and Wales YJB's which is an improvement in comparison to the same period last year where we were at 112.

### Reoffending rate - Three month cohort Apr 22 - June 22

| Local YOT Area       | Number in the cohort | Number of reoffenders | Number of reoffences | Reoffences per reoffender | Reoffences per offender | % Reoffending |
|----------------------|----------------------|-----------------------|----------------------|---------------------------|-------------------------|---------------|
| Havering             | 12                   | 6                     | 10                   | 1.67                      | 0.83                    | 50.0%         |
| Redbridge            | 22                   | 9                     | 77                   | 8.56                      | 3.50                    | 40.9%         |
| Barking and Dagenham | 31                   | 9                     | 36                   | 4.00                      | 1.16                    | 29.0%         |
| YJS Family Average   | 39                   | 14                    | 60                   | 4.29                      | 1.53                    | 35.9%         |

Havering's reoffending is higher than the YJS family average and our neighbouring boroughs for the % of reoffending. We were in position 55 in the same period the previous year and are now at 141 which is disappointing however this data is 2 years out of date. Unfortunately more recent data from the YJB is unavailable

### Reoffending rate - Aggregated quarterly cohorts Jul 21 - June 22

| Local YOT Area       | Number in the cohort | Number of reoffenders | Number of reoffences | Reoffences per reoffender | Reoffences per offender | % Reoffending |
|----------------------|----------------------|-----------------------|----------------------|---------------------------|-------------------------|---------------|
| Havering             | 54                   | 14                    | 30                   | 2                         | 0.56                    | 25.9%         |
| Barking and Dagenham | 128                  | 44                    | 145                  | 3                         | 1.13                    | 34.4%         |
| Redbridge            | 102                  | 37                    | 242                  | 7                         | 2.37                    | 36.3%         |
| YJS Family Average   | 144                  | 47                    | 187                  | 4                         | 1.30                    | 32.6%         |

Havering's reoffending is lower than the YJS family average for the annual time period of April 21 - March 22 and also lower than our neighbouring boroughs. We were in position 79 in the same period the previous year and are now at 25 which was an amazing improvement. Unfortunately more recent data from the YJB is unavailable

Havering did unfortunately see an increase in FTE's last year. However, what has been reported to the YDS is still being reviewed. Based on the data in the above chart, Havering's FTE's are now higher than the YOT family average. We have also fallen to position 90 from 65 last year out of 154 total boroughs. However, Local data shows us to be in line with the family average at 160 rate per 100,000.

### **Custody**

Havering's custody rate per 100,000 is marginally higher than the YJS family average. We are positioned at 98th out of 154 in the list of England and Wales YJB's which is an improvement in comparison to the same period last year where we were at 112.

### **Reoffending April 22 – June 22**

Havering's reoffending is higher than the YJS family average and our neighbouring boroughs for the % of reoffending. We were in position 55 in the same period the previous year and are now at 141 which is disappointing however this data is 2 years out of date. Unfortunately, more recent data from the YJB is unavailable. We will continue to monitor this closely, which includes an effectiveness of the plans of our cohort of young people who have the highest occurrence of reoffending.

### **Reoffending July 21 – June 22**

Havering's reoffending is lower than the YJS family average for the annual time period of April 21 - March 22 and also lower than our neighbouring boroughs. We were in position 79 in the same period the previous year and are now at 25 which was a significant improvement.

Unfortunately, more recent data from the YJB is unavailable for us to benchmark further.

## **Risks and issues**

Our Risk Log outlines our current challenges, risks and issues recognised by the Youth Justice Service. The risk log summarises the actions being taken to address existing issues and challenges and what proposed action may be needed to address potential risks should they emerge.

### **Youth Justice Grant 2024- 2025**

As of June 2024, the Youth Justice Board have been unable to secure a grant allocation for 2024- 2025 and therefore unable to confirm Havering's core grant settlement. This impacts on our ability to fully financially plan for the delivery of the Youth Justice Service. Our Youth Justice core grant is based on 2011 census population figures, therefore due to the recent unprecedented growth, our funding does not reflect the child population within Havering.

### **Delays in Sentencing**



Havering continues to see delays in children being charged for an offence and sentencing and will be focusing on diversionary work whilst a child is awaiting sentencing. Data is shared with the board to ensure oversight and scrutiny and where appropriate, implementing escalation.

### **Staffing**

There is a statutory requirement for an education provision to be within the YJS. This post is currently vacant and therefore, the education department within Starting Well is helping provide the required service to the YJS. Due to staff vacancies, there is a current reduction in capacity within the team. Starting Well is currently in stage two of a restructure where staffing structures are being revised to provide additional capacity.

### **Turnaround**

Turnaround funding is due to end in March 2025. Therefore, Havering are currently exploring how preventative services can continue beyond April 2025. This will remain an agenda item at the YJMB.

### **Disproportionality**

Havering continue to see an overrepresentation for children who are open to children's social care, from a Black or mixed ethnicity. This will continue to be a focus as the YJMB. A paper is going to be brought to the next Board meeting on disproportionality.

### **ICT/ Performance**

Havering's data and the YJS KPIs performance are not yet consistent. We are currently liaising with the YJSB and Childview to resolve these issues.

### **Victims**

Delays in sentencing could be impacting on victim engagement. We are currently reviewing victim engagement and sentencing timeframes to explore our hypothesis.

### **Resources**

The YJS are currently reviewing the offences being committed to ensure we have appropriate evidenced based interventions. Havering staff are linking with boroughs assessed as being 'good' or 'outstanding' to share and learn good practice.

## **Plan for the forthcoming year**

### **Board development**

During 2023- 2024, the board and partnership work has positively evolved and has shown a significant amount of co-production and collaboration that has positively impacted on services provided to children within youth justice.

### **Board Priorities**

- To ensure an effective local vision and partnership strategy for the delivery of a high-quality, personalised and responsive service for all children, families, victims and the community
- To ensure leadership and partnership arrangements actively support effective service delivery
- Appropriate information is shared at the board to ensure effective scrutiny to drive service delivery

### **Vision**

- The Board will champion the delivery of youth justice services through multi-agency working aiming to promote better outcomes for children and families, ensure effective safeguarding of children and the community and effective victim support.
- The Board will be a place to challenge and seek accountability from the membership applying a child first approach to improve outcomes for children.

### **Culture of the Board**

- To champion the needs of the children, families and victims within, or at risk of entering, the criminal justice system.
- To create a safe space to provide challenge and scrutiny in a constructive manner to achieve better outcomes for children in line with the YJB guidance.
- To focus on delivering the strategic objectives in-line with the YJB guidance.
- To maximize public and stakeholder trust and confidence in the delivery of Youth Justice Services

### **Objectives:**

- Promote the voice of the child (service users/victims) and facilitate their contribution to the functioning of the board
- Promoting decision making through a Child First lens.
- Actively respond to and address disproportionality within the youth justice system
- Identify emerging themes focusing on a multi-agency response (e.g., Child Exploitation).
- Routinely compare Havering's performance with equivalent services and neighbouring boroughs with a view to openness, honesty, and continuous improvement
- Identify best practice through HMIP Inspections and thematic reviews and incorporate it. Review and challenge the functioning of the Board against these criteria.

## Workforce Development

It is imperative that all staff have the knowledge and skillset required for their roles. In Havering we are committed to having a highly skilled workforce that can meet the needs of our children and families. Our workforce consists of a qualified social worker, a CAMHS nurse, Speech and Language therapists, a family support worker, a systemic family therapist, police officers, administration, managers and practitioners who are educated to degree level in relevant subjects e.g. criminology, youth justice, social care education.

All staff and volunteers have regular access to training. Most staff have completed the Youth Justice Effective Practice Certificate qualification and new staff are encouraged and motivated to do so. This is role specific and reflects the risk and complexity of working in Youth Justice.

Staff are trained in other key areas such as:

- Harmful sexualised Behaviour (Assessment/ Intervention/ Moving On- AIM3)
- Restorative Justice
- Resettlement
- Bail and Custody
- Safeguarding Children
- County Lines and Child exploitation
- Domestic Abuse
- Equality, Diversity and Inclusion
- Health and Safety matters
- Deprivation of Liberty and the Mental Capacity Act.
- Disproportionality and Unconscious Bias.
- Trauma Informed Practice
- Speech, Language and Communication Needs
- Child First Effective Practice
- Systemic Practice

Moving forward our aim is to attract and retain a highly skilled, diverse, and stable workforce through providing relevant training, effective recruitment, and positive employee engagement. We will identify gaps in knowledge via the thematic reviews, quality assurance process and staff feedback and respond to these needs in a timely manner.

**Priorities for the coming year**



## Standards for children

Standards for children in the Youth Justice System define the minimum expectation for all agencies that provide statutory services to ensure good outcomes for children within the YJS. Revised Standards for children in the YJS were implemented in 2019. The 5 standards set out in the [Standards for children in the youth justice system 2019](#) are:

### Standard 1

In our 2022 inspection, we were assessed as **'requires improvement'** for our assessments and policy provision, **'good'** in our implementation and delivery and **'outstanding'** in our planning. In early 2023, we reviewed this assessment tool to ensure risk was being assessed accurately and since 01.04.2024, we have implemented and embedded the new YJB prevention and diversion assessment tool. We have also reviewed our data to reflect the impact our Out of Court Disposals is having on our children, and this will be available for oversight and scrutiny at all future YJMBs. Moreover, Havering have dates for the 2024- 2025 scrutiny panels, with the first one taking place in July. We continue to monitor progress closely.

### Standard 2

On 31.10.2023, Havering submitted our self-evaluation which was reviewed, and the evidence was scored at the Youth Justice Management Board on 26.10.2023 where our overall rating was 'good'. At this meeting, the board fed back positively in relation to this process. We also received positive verbal feedback from our Youth Justice Board lead who shared that we carried out a thorough self-assessment and set a high standard at our Youth Justice Board. Although our self- evaluation was scored as 'good', as a reflective partnership, an action plan has been devised from the learning and will be monitored via the Youth Justice Management Board.

### Standard 3

In our 2022 inspection, we were assessed as being ‘**good**’ overall for our work in court disposals. In 2023- 2024, we continued to complete robust assessments to address the child’s safety and wellbeing needs. To ensure effective oversight, we have implemented a whole team weekly meeting to review children whose risk meets the threshold to be heard at the risk management panels to help prevent drift and delay.

#### **Standard 4**

As part of our quality assurance process, audits conducted in early 2024 highlighted areas of strengths with work the team and partnership are undertaking with our children in custody. It is acknowledged that children in custody are some of our most vulnerable cohorts and therefore, we will continue to focus on providing support and effective practice for these children.

#### **Standard 5**

In our 2022 inspection, we were assessed as being ‘**good**’ overall for our work in resettlement. In 2023- 2024, our findings from our audit reviews were that the work carried out with our children and families continued to be of a good quality. With a focus for 2024- 2025, we will be embedding standard guidance as part of the allocation and supervision process to evidence quality assurance and oversight for all children.

#### **Plan for 2024- 2025**

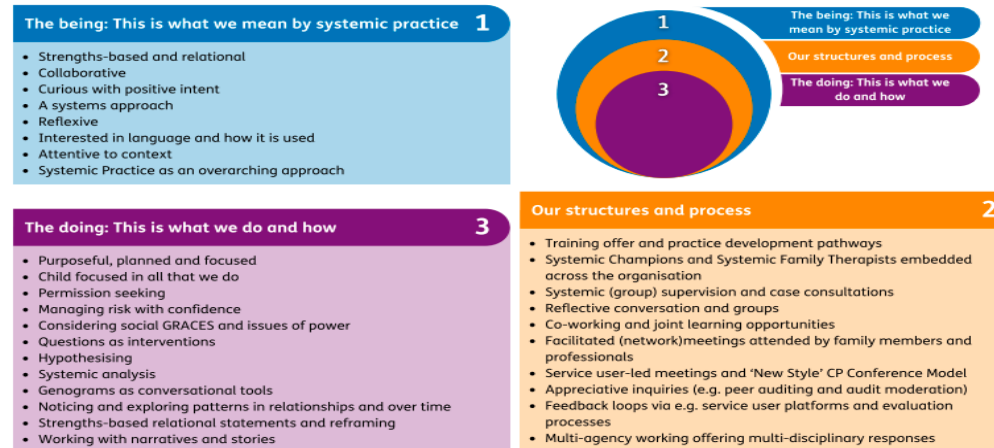
All managers within the Youth Justice Service are now taking part in monthly audits, with alternative months focusing on one of the YJS standards and bi-monthly themes audits being held to include: management oversight and quality assurance, risk management, and exploitation and contextual safeguarding. Outcomes of the audits will be presented to the board and any actions added to the improvement plan.

A focus for 2024- 2025 will be to ensure the all staffwith YJS will attend refresher training in relation to the standards and that management oversight reflects the standards set out by the YJB. We will be ensuring initial case direction reflects the standards and is tracked via supervision.

#### **Service development**

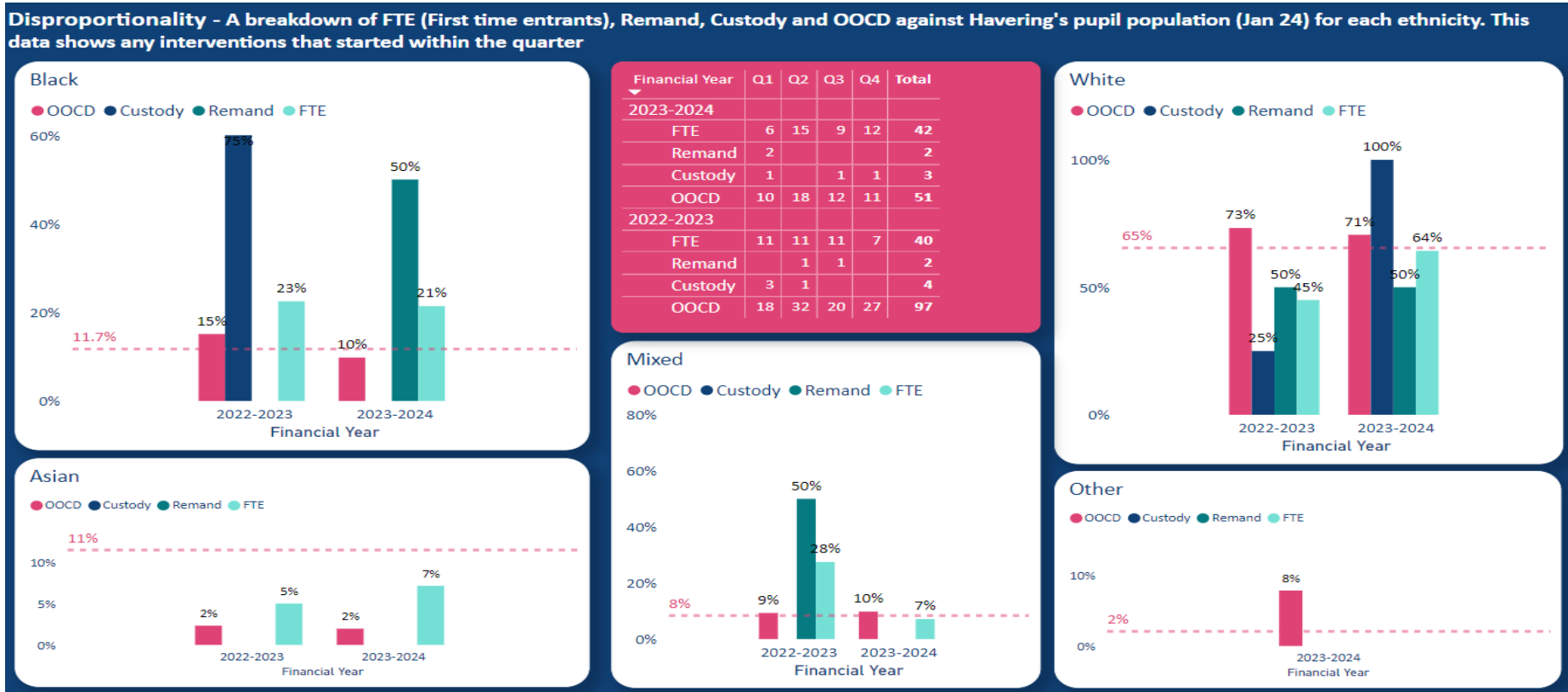
The Youth Justice Service is undertaking a service re-structure later in the year as part of the Starting Well re-organisation Phase 2 to strengthen service capacity and to continue to improve practice. We have continued to embed our Face to Face, systemic practice model, which is supported by having a full-time systemic therapist in the service.

# Our Model of Practice



Within the YJS, we have worked in collaboration to deliver the Havering Youth Justice Plan 2023-2024, with a particular emphasis on embedding systemic ideas as an overarching approach. To achieve this, we:

- Work jointly with the multi-disciplinary / multi-agency network as well as families to support diversion and desistance and to improve outcomes for children, young people, families and communities.
- To provide a systemic/relational strength-based approach to address and improve the mental wellbeing and resilience of young people and their families.
- To promote positive relationships between young people and their families.
- Assist in improving the quality of assessments, care plans/interventions and case formulations.
- Family Therapy intervention will assist in preventing offending behaviour and reduce re-offending.



**Plan for 2024- 2025**

We will;

- Review our resources and develop the service in response to local needs and opportunities;
- Work with the sector and YJB to support wider system challenge and improvement work; and
- Learn from the HMIP published inspection findings, serious case reviews and local reviews to bring learning into the work of the partnership as well as the service.

**Focusing on National priority areas especially in relation to Children from groups which are over-represented**

Our work in this area continues to be focused on disproportionality. The total Havering Population for under 18's that are non-white stands at 31%; however, the offending rate from non-white young people is 59% (all outcomes).

## Plan for 2024- 2025

Over the upcoming year, we will focus on improving our overall outcomes to help address over- represented children by

- Advocating for overrepresented children to improve outcomes for our children and young people from Black, Asian, Other or Mixed-Race heritages
- Ensuring a strong multi- agency, whole family response.
- Reducing school exclusions which disproportionately impact children and young people from Black, Asian or other categories
- Ensuring that children and young people receive appropriate outcomes, support and interventions

### Re-offending rates

In terms of unique children reoffending, our numbers remain low in comparison with national rates across Youth Justice Services in England and Wales. However, we will continue to explore ways to address re-offending to ensuring a timely early help and diversionary offer is available where possible.

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#### Reoffending rate - Three month cohort Jan 22 - Mar 22

| Local YOT Area       | Number in the cohort | Number of reoffenders | Number of reoffences | Reoffences per reoffender | Reoffences per offender | % Reoffending |
|----------------------|----------------------|-----------------------|----------------------|---------------------------|-------------------------|---------------|
| Havering             | 7                    | 1                     | 4                    | 4.00                      | 0.57                    | 14.3%         |
| Redbridge            | 28                   | 12                    | 85                   | 7.08                      | 3.04                    | 42.9%         |
| Barking and Dagenham | 31                   | 9                     | 31                   | 3.44                      | 1.00                    | 29.0%         |
| YJS Family Average   | 40                   | 14                    | 51                   | 3.80                      | 1.28                    | 35.0%         |

Havering's reoffending is considerably lower than the YJS family average for the time period of Jan 22 - March 22 for % of reoffending. We were in position 93 in the same period the previous year and are now at 8 which is a fantastic improvement. Unfortunately more recent data from the YJB is unavailable

#### Reoffending rate - Aggregated quarterly cohorts Apr 21 - Mar 22

| Local YOT Area       | Number in the cohort | Number of reoffenders | Number of reoffences | Reoffences per reoffender | Reoffences per offender | % Reoffending |
|----------------------|----------------------|-----------------------|----------------------|---------------------------|-------------------------|---------------|
| Havering             | 57                   | 12                    | 28                   | 2                         | 0.49                    | 21.1%         |
| Barking and Dagenham | 130                  | 49                    | 142                  | 3                         | 1.09                    | 37.7%         |
| Redbridge            | 116                  | 43                    | 208                  | 5                         | 1.79                    | 37.1%         |
| YJS Family Average   | 145                  | 45                    | 167                  | 4                         | 1.15                    | 31.0%         |

Havering's reoffending is lower than the YJS family average for the annual time period of April 21 - March 22. We were in position 111 in the same period the previous year and are now at 13 which is an amazing improvement. Unfortunately more recent data from the YJB is unavailable



## Children in Care

In Havering we take our duty as “corporate parents” seriously. All of us, across the Partnership and within the Council are focused on being good corporate parents to the 280 children in our care and over 350 care leavers. Our coproduced Corporate Parenting Strategy lists the six main areas that our children in our care want us to work on, with them. These are;

1. Every young person should feel safe in their homes, schools, and public spaces
2. Hear the voice of young people more, to better develop our services and the care young people receive
3. For every child to have a caring home
4. To provide aspiration, an excellent education, and opportunities for employment and learning for life
5. A clear and shared picture of our service

As part of the strategy, we have made a pledge to care leavers and children in our care. Our pledge was formulated with children and young people and outlines the commitment of staff, partners and Councillors by listing our promises to them. The pledge is based on the reality of the children and young people we work with and emphasises what is important to them.

We pledge to:

- Listen to you
- Look after you and treat you well
- Help you achieve your full potential in education
- Help you to keep healthy and well

One of our service priorities is to raise the aspirations of children. It is our role as corporate parents and ambassadors for children to be ambitious for and on behalf of our children. This reaches across every aspect of our practice, from education and universal services to care leavers and adopted children. Our corporate plan, supports the [Reducing criminalisation of looked -after children and care leavers- A Protocol for London](#) which will continue to be a focus for 2024- 2025.

## Policing

The Metropolitan Police Service (MPS) are committed to continuing to working towards a child first approach, ensuring that children are treated as individuals and any complex needs are considered when dealing with them for criminal matters whilst also upholding the principles of public safety. Locally police are fully engaged with the OOCB panel, RMP and YJB board to ensure that the right

outcomes are met for all children in the borough. Police fully acknowledge the need for the voice of the child to be heard and their opinions respected and looking for alternative outcomes for children where appropriate rather than the youth justice system.

## Prevention

Our fundamental aim is to promote a childhood removed from the justice system, using prevention, diversion and minimal intervention.

The Child First approach tells us that diverting children away from the formal criminal justice system using non-statutory disposals, where appropriate, delivers better outcomes for children, families, victims and the community. The Youth Endowment Fund has summarised the evidence:

*Pre-court diversion leads to greater reductions in reoffending than processing through the courts. The research suggests that pre-court diversion reduces reoffending by 13%. Furthermore, if children are diverted but do commit another offence, this offence is likely to be less serious. There is also evidence that pre-court diversion has a greater impact than diversion after a charge is made. This provides support for the argument that you can achieve greater impacts by limiting a child's experience of the criminal justice system.*

Local Police are involved in several diversionary and prevention work through the Safer Schools Teams, Youth Offending Teams, Child Exploitation Team, Police Cadets and beyond. Our Police colleagues continue to expand their engagement opportunities with the YJS in terms of the delivery of educational and diversionary work.

We continue to target the areas of highest offending, mapped against ward-level data. This is generally co-terminus with local indices of multiple deprivation. In terms of prevention work we are able to target areas through detached youth work; group work offers and work in schools through 3 focused patches: Romford and vicinity; Rainham and Elm Park; Harold Hill and Collier Row. Locations and hot spot areas are closely monitored through our exploitation and serious youth violence processes, engagement meetings with Housing and through the HARM and MACE panels so interventions can be targeted as required.

## Diversion

As shared on page 48, our diversionary offer remains a priority for Havering over the upcoming year. Our MASH provides an opportunity to divert and signpost young people from the earliest opportunity to universal and Early Help Services.

**Plan for 2024- 2025**

We will aim to:

- Increase the number of children engaging in diversionary and learning activities with universal or early help services.
- Continue to engage with children and young people on the cusp of or engaging in anti-social behaviour and or substance misuse via our Your Choice and Turnaround programmes, aiming to prevent escalation into serious youth violence or offending through supporting pathways to more positive outcomes.
- Continue to focus on school attendance and transitions
- Increase awareness sessions around the harm of drugs and alcohol for children and families
- Involve young people with local violence prevention work through youth council, youth independent advisory groups and media platforms.
- Focus on whole family model in relation to mental health and well-being supporting parents with their emotional resilience, improving family relationships and developing targeted response to domestic abuse.

## Education

Education for our children and young people continues to be a focus for the Youth Justice Service and the board. Over the last year, we have secured funding to create an education position within the youth justice service to focus on the educational needs of the children with our cohort. We now have provisions in place to review and monitor children's education arrangements weekly. This is currently being overseen at a senior management level to ensure effective monitoring.

### Plan for 2024- 2025

We will aim to:

Appoint to the Education post by September 2024

## Restorative approaches and victims

As previously stated, restorative approaches empower victims and support children to develop a 'pro-social' identity, and to help them to make a positive contribution to their community. Please provide information on the services delivered to victims and how you are delivering the rights to victims as required under the [Victims Code](#).

### Plan for 2024-2025

We will focus on;

- Developing a clear plan on improving engagement of victims
- Monitoring data, to be reviewed and scrutinised by the YJMB to develop further strategies for engagement
- Learn from best practice and disseminate across our service

## Serious violence, exploitation and contextual safeguarding

The phrase 'risk outside the home' (ROTH) remains incorporated in the December 2023 Working Together to Safeguard Children guidance. We know that alongside risks to children from within their family, children may also be vulnerable to abuse or exploitation from outside their families. This may include adults, groups of adults or locations that pose a risk to children. This may include schools and other educational establishments, peer groups, or more widely from within the wider community and/or online'. The Early Help and Targeted service has led on training and workshops exploring contextual safeguarding and exploitation risk and harm for professionals as well as in community settings as part of the Prevention offer.

Havering is on a journey to further develop the multi-agency approach taken towards risk outside the home (extra-familial harm). This approach is to ensure that across the partnership we broaden our response to child exploitation in its widest sense incorporating:

- Child Sexual Exploitation
- Child Criminal Exploitation
- Serious Youth Violence
- Child Trafficking
- Modern Day Slavery
- Online abuse
- Teenage relationship abuse
- Bullying
- Child on child sexual violence and harassment and harmful sexual behaviour
- Children vulnerable to radicalisation

Havering is currently implementing The Student Voice platform with over 20 schools across the borough signing up, including a majority of schools in Harold Hill, which is an area that has experienced high levels of youth violence. The Student Voice is a child-centred, preventative tool, addressing student concerns and promoting safe student communities in a simple and measurable way. The first 'theme' which will be rolled out in September 2024 will be looking at young people's sense of safety when travelling to and from school, which is something that children told us was a concern in our universal survey 'SHOUT – we are listening'. When asked what they would change about the local area, comments from children included '*I would have police outside Romford station at all times of day*' and '*make the buses feel safer*'. 57% of children who responded to the question '*Is there anywhere in Havering you feel unsafe*' said on the streets and 34% said bus stops and train stations.

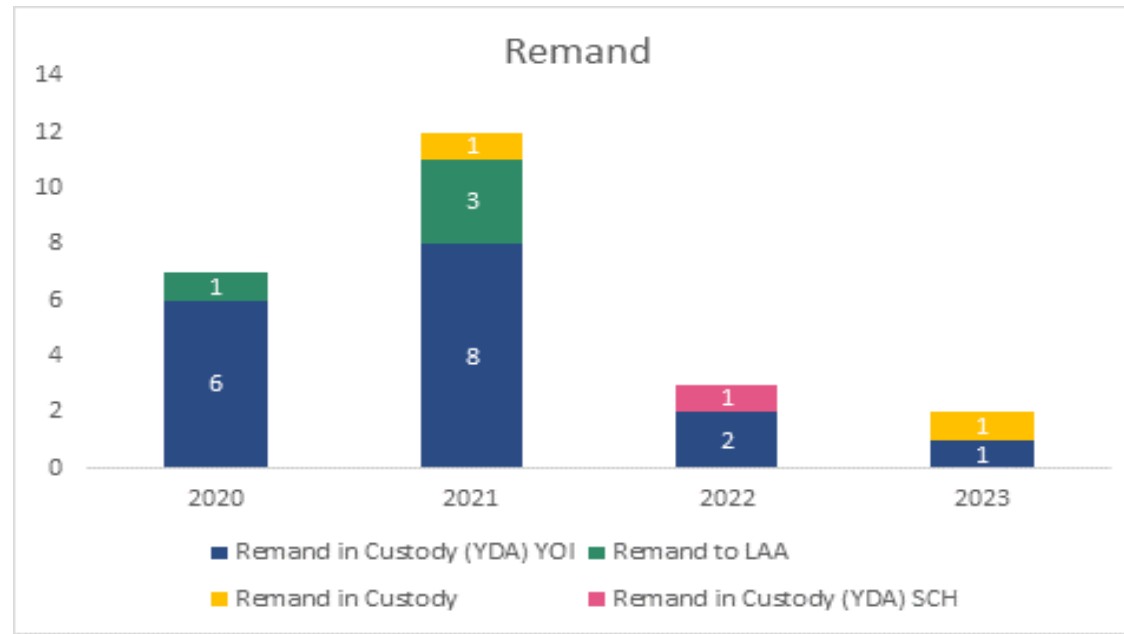
Havering has developed a screening tool to help professionals identify contextual harm and risk – the *Havering Risk and Vulnerability Assessment*. We recommend that as risk and harm is dynamic, the HARVA is reviewed with partners and updated when staff become aware of new risks. This enables practitioners to understand whether the risk and vulnerability has increased or decreased and whether the intervention needs to change or remain. Dependent on the level of risk, the outcome of the HARVA may require an Exploitation Episode being opened. The HARVA also includes a safety plan section which is mandatory to complete.

## Detention in police custody

Police partners are engaged in complying with the new C.H.I.L.D + protocols which include children being provided with a solicitor unless they explicitly opt out, ensuring where possible an appropriate adult that is known to the child is used, facilitating two way communication and information sharing with the local authority (Op Harbinger) to understand and assess all risks and welfare need, ensuring investigations whilst the child is in custody are progressed as expediently as possible amongst other welfare improvements.

## Remands

Last year 2 children were remanded into custody. Success of our low custody numbers is due to the partnership work informing risk and safety decision-making and planning and taking a Child-First approach.



## 2024 – 2025 Plan

We will

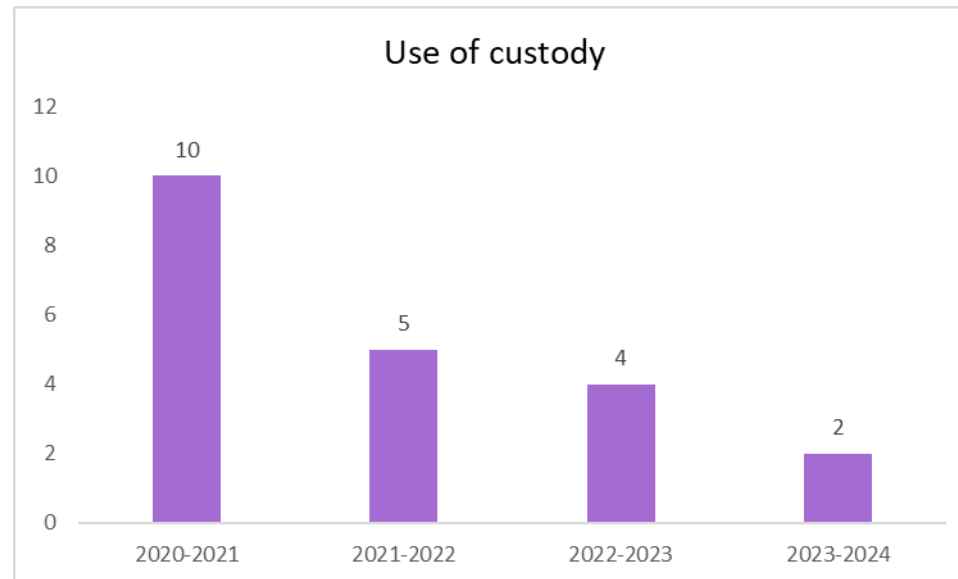
- Work with partners to identify alternatives to remand and more robust community bail packages.
- Maintain close links with Children’s Social Care and the Placements team to identify alternative placements that avoid remands to custody.
- Utilise the London Accommodation Pathfinder (LAP) at every opportunity

## Use of custody and constructive resettlement

In Havering we believe that when children do go to custody it can have a damaging effect on their lives, disrupting education and straining family relationships. We are aware that Children in custody are likely to be amongst the most complex and vulnerable children in society. Therefore, even in services where custody rates are low, reference should be made to strategic planning, including work across the partnership for these children and any analysis completed on their needs.

Children leaving custody often face challenges in relation to suitable accommodation and this section can include what work the partnership has achieved in implementing the principles of constructive resettlement in practice, maximising where possible the use of temporary release and how they plan to implement the constructive resettlement approach in the future. Case examples can be included.

Use of custody in Havering has decreased from 4 children in 2022- 2023 to just 2 children in 2023- 2023. This is particularly impressive as our population continues to grow. We believe our success is supported by our trauma informed pre-sentence reports, systemic model, being child focus and having good partnership working to plans around the child.



**Working with families**

Havering’s Youth Justice Service is interfaced with the Local Authorities Supporting Families programme, and sustained outcomes for children and families are evidenced against the agreed financial framework.

Whole family issues are identified through the Asset Plus Assessment and interventions are put in place to support families reach independence from statutory services. Evidence is collated through the Supporting Families team and a range of data sources where outcomes have been sustained for a 6-month period post intervention closure. Communication channels are in place through the two teams and data is provided to the service in respect of successful outcomes per financial quarter.

2024- 2025 plan

We will

- Increase referrals to the parenting service to ensure timely support to the carers needs whilst providing effective support.
- Explore step down plans to early help or family coaches helping families overcome challenges through improving their resilience through a provision of diverse range of practical support.
- We continue to focus on building children's strengths in the context of their family

## Business and Improvement Plan 2024 – 2025

| Priority  | Activity  | By when        | Outcome   | Lead                          |
|---|---|----------------|---|-------------------------------|
| <b>1. Leadership and Governance</b>   |   |                |   |                               |
| <b>Ensure recommendations made by HMIP are embedded, improve accountability of the Youth Justice Board and engagement between the Board and the Youth Justice Service</b> | 1.1 Review the Terms of Reference for the Youth Justice Board and ensure appropriate seniority of partnership to progress this Plan | September 2024 | <ul style="list-style-type: none"> <li>• All Board members to work with the Youth Justice Managers and demonstrate a good understanding of the work and Youth Justice cohort.</li> <li>• Effective engagement of all Board Members in identifying strong practice, and areas for improvement. Working collectively to improve outcomes and take back to their own organisations and can report on how this knowledge is disseminated throughout their own teams and organisations</li> <li>•</li> </ul> | Tara Geere / Simon Hutchinson |
|   | 1.2. Program of workshops, events and joint training opportunities to take place between April 2024 to March 2025                   | March 2025     | <ul style="list-style-type: none"> <li>• Youth Justice Management Board and Youth Justice staff members have a positive working relationship and can demonstrate a robust understanding of each other's roles.</li> </ul>   | Tara Geere / Simon Hutchinson |



|   |  |                |  |  |
|---|--|----------------|--|--|
|   | 1.3 Training to be delivered via workshop for the Board on Child First   | November 2024  | <ul style="list-style-type: none"> <li>Child First joined up partnership approach to be evidence across service delivery and evidenced via audits and outcomes for children</li> </ul>   | AD for Early Help and Partnerships                   |
|   | 1.4 Implement a program of work for Board members to meet with children to understand their lived-in experiences and consider what they could do as Board members to improve outcomes for children within delivery of services | January 2025   | <ul style="list-style-type: none"> <li>Evidence that the child's voice informs services for children and young people.</li> </ul>  | AD for Early Help and Partnerships and Board Members |
| <b>2. Prevention and Diversion</b>  |  |                |  |  |
| <b>2. Prevention and Diversion: Reduce the number of children entering the justice system, and effectively work to address disproportionality accessing the</b> | 2.1 Deliver Turnaround Program to meet targets and identify how this prevention work can continue as of April 2025   | March 2025     | <ul style="list-style-type: none"> <li>Reduced number of children re-offending</li> <li>Reduced number of children from disproportionate backgrounds being involved in the youth justice service</li> <li>Continued stabilisation and reduction in First Time Entrant's to the Youth Justice Service</li> <li>Improved engagement in education, training &amp; employment for children open to the Youth Justice Service</li> <li>Improved outcomes for children identified as part of the SEND cohort.</li> </ul> | AD for Early Help and Partnerships                   |
|   | 2.2 Development of an enhanced YJS dataset with KPIs for YJS and partners and effectively monitor via the YJMB.  | November 2024  | <ul style="list-style-type: none"> <li>Regular reports shared and discussed with YJMB to identify trends, challenges and responses to address any areas of disproportionality and areas for improvement.</li> </ul>  | YJMB members   |
|   | 2.3 Effective monitoring of the effectiveness of Out of Court Processes  | November 2024  | <ul style="list-style-type: none"> <li>Effective responses to divert children and increased the number of children subject to out of court processes</li> </ul>  | AD for Early Help and Partnerships                   |
|   | 2.4 Ensure all Pre-Sentence Reports reflect the individual needs   | September 2024 | <ul style="list-style-type: none"> <li>Increased understanding of the local population by the court which supports</li> </ul>  | YOT Operations Manager and                           |

|  |  |                |   |  |
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| <p><b>criminal justice system.</b></p> <p><b>2. Prevention and Diversion: Reduce the number of children entering the justice system, and effectively work to address disproportionality accessing the criminal justice system.</b></p> | of the child, empathising the adversity experienced by our children from a disproportional background  |                | areduction in the numbers of children from marginalized background receiving sentences that are differ from their peers   | Service Manager for Youth Justice                                    |
|  | 2.5 YJMB are provided with regular information and updates in respect of disproportionality, and are able to identify and ask for reports on any actions proposed or undertaken to address this, across the Youth Justice partnership  | September 2024 | <ul style="list-style-type: none"> <li>• Reports are scrutinised by the YJMB who identify and work across the partnership to reduce disproportionality within the YJS</li> </ul>  | Tara Geere / Simon Hutchinson  |
|  | 2.6. Safer Schools' Officers will continue to support schools affected by youth violence with specific focus on reducing robbery and knife enabled crime across both victims and suspected children through increasing patrolling and awareness raising amongst children within schools. | November 2024  | <ul style="list-style-type: none"> <li>• There will be a reduced number of reported incidents of robbery and knife crime.</li> </ul>  | Service Manager Youth Justice and Safer Schools partnership lead     |
|  | 2.7 Strengthen focus on prevention of substance misuse in schools and in communities and focus on recording interventions  | January 2025   | <ul style="list-style-type: none"> <li>• % of young people coming to notice for substance related offences decreases</li> <li>• % of preventative educational briefings delivered in schools increases.</li> <li>•</li> </ul> | YOT Operations Manager   |
|  | 2.8 Strengthen pathways and engagement with youth activities enabling young people to engage with mentors and develop life skills diverting them from crime.   | October 2024   | <ul style="list-style-type: none"> <li>• % of young people open to YJS attending My Place and other youth forums and engaging in life skills programs increases.</li> <li>•</li> </ul>  | Service Manager for Youth Justice and Service Manager for Early Help |
|  | 2.9 Increase number of children identified at risk of serious violence and   | October 2024   | <ul style="list-style-type: none"> <li>• Feedback from Parent school user forums increases</li> </ul>   | Service Manager for Youth  |

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| <b>2. Prevention and Diversion: Reduce the number of children entering the justice system, and effectively work to address disproportionality accessing the criminal justice system.</b> | positively engage them in diversionary activity in school and community projects   |                | <ul style="list-style-type: none"> <li>HARM panel actively identifies and proportionately responds to young people at risk of serious violence.</li> <li>Young people are aware of and are encouraged to attend diversionary activities in school and in community groups.</li> </ul> | Justice and Service Manager for Early Help            |
|  | 2.10. Regular quality assurance and thematic reports are undertaken on First Time Entrant's to the YJS and reoffending which are presented and scrutinised at the YJMB to identify work across the partnership | January 2025   | <ul style="list-style-type: none"> <li>Effective oversight of FTE to the YJS service and actions are effectively taken to divert children and reduce FTE</li> </ul>   | AD for Early Help and Partnerships                    |
|  | 2.11 Partners attend all YJMB meetings and are accountable for the work of the service   | September 2024 | <ul style="list-style-type: none"> <li>Regular attendance of YJSMB member effectively monitors and identifies areas of strength and areas for development</li> </ul>  | Tara Geere / Simon Hutchinson                         |
|  | 2.12 Pathways for specific cohorts (SEND) of children are reviewed   | September 2024 | <ul style="list-style-type: none"> <li>Children with SEND are appropriately managed in a coordinated approach by the partnership to ensure appropriate provisions are in place to support the child</li> </ul>  | AD for Early Help and Partnerships / AD for Education |
| <b>3. Prevention and Diversion</b>   |  |                |   |   |
| <b>3. Prevention and Diversion: divert more children into Out of Court disposal</b>  | 3.1. Update the Out of Court Disposal Protocol and ensure robust decision-making in place between Youth Justice Service and the Met Police   | September 2024 | <ul style="list-style-type: none"> <li>Less children become involved in the Criminal Justice System</li> <li>Clear evidence of joint-decision making between the YJS and Met Police is recorded and available for scrutiny</li> </ul>   | Service Manager Youth Justice                         |
|  | 3.2 The Early Help Partnership and the accompanying Early Help Strategy/Action Plan has a clear prevention offer in place to support children to understand  | January 2025   | <ul style="list-style-type: none"> <li>Regular monitoring and reporting on the outcomes of the Out of Court Disposal process in respect of marginalized children, highlights any</li> </ul>   | AD for Early Help and Partnerships                    |


|  |   |                |  |   |
|--|---|----------------|--|---|
| <b>3. Prevention and Diversion: divert more children</b> | their rights and are prevented from further offending   |                | disproportionality observed and appropriate actions are identified and actioned by the YJMB as required  |   |
|  | 3.3 Youth Justice staff complete robust Assessments for all children identified throughout the service for prevention, diversion work and interventions                       | October 2024   | <ul style="list-style-type: none"> <li>• Clear justifications for diverting children through the Out of Court Disposal process, are routinely evidenced and decisions are shared and agreed by managers in the Youth Justice Service</li> </ul>                      | YOT manager   |
|  | 3.4 The work of the Out of Court Disposal Panel is reviewed and scrutinised on a 6 monthly basis and reports made to YJMB   | March 2025     | <ul style="list-style-type: none"> <li>• Children are engaged in appropriate prevention programmes</li> </ul>  | Service Manager<br>Youth Justice  |
|  | 3.5 Review the profile of children involved in offending with specific focus on First Time Entrants to identify key drivers/trends to inform our local response               | March 2025     | <ul style="list-style-type: none"> <li>• Evidence that service delivery across the partnership reflects the identifying key drivers/ trends, helping to reduce/ maintain a low level of First Time Entrance</li> </ul>   | AD for Early Help and Partnerships;<br>Service Manager,<br>Youth Justice. |
|  | 3.6 Embed a 'child first' approach within delivery of Out of Court Disposals.   | September 2024 | <ul style="list-style-type: none"> <li>• Evidence of a Child First approach via audits and reviewed data set.</li> </ul>   | Service Manager,<br>Youth Justice and<br>YOT Operations Manager           |
|  | 3.7 Contribute to the development of practice guidance in line with our adolescence safeguarding strategy which reduces young people's extrafamilial risks outside their home | October 2024   | <ul style="list-style-type: none"> <li>• There is a clear plan addressing extra familiar harm and contingency planning for all children where there are Child Exploitation concerns. This will be reviewed and monitored via audits and the YJMB data set</li> </ul> | AD for Early Help and Partnerships  |
|  | 3.8 Undertake a practice review of our work in custody, resettlement, and prevention of remands.  | January 2025   | <ul style="list-style-type: none"> <li>• Outcomes of practice review will provide areas of good practice and focus areas for practice development and learning</li> </ul>  | YOT Operational Manager   |
| <b>3. Prevention and Diversion: divert more children</b> | 3.9 Undertake an annual profile of children involved in offending to  | March 2025     | <ul style="list-style-type: none"> <li>• Data set identifies characteristics of children accessing the YJS and at</li> </ul>   | AD for Early Help and Partnerships /                                      |

|  |  |               |   |                                |
|--|--|---------------|---|--------------------------------|
|  | identify trends and needs of children within re-offending cohort and ensure we continue to provide and commission the right resources and support.                           |               | risk of entering the criminal justice system. Early Help evidences a service offer in response to this to help ensure the right services are in place to help divert children from offending          | Head of Community safety       |
|  | 3.10 Continue to embed joint working protocol with social care with focus on joint supervision use to have a coordinated approach to care planning and keeping children safe | October 2024  | <ul style="list-style-type: none"> <li>Evidence of joint and coordinated whole family planning, ensuring plans are SMART across the partnership.</li> </ul>   | YOT Operational Manager        |
|  | 3.11 Strengthen our risk management panels to ensure that the continue to help young people to remain safe   | October 2024  | <ul style="list-style-type: none"> <li>Evidence that the risk management panels are having positive outcomes of children, their families and the community.</li> </ul>                                | YOT Operational Manager        |
|  | 3.12 Develop AQA accreditation to celebrate and accredit children's learning through the work they do with the Youth Justice Service   | December 2024 | <ul style="list-style-type: none"> <li>Evidence that children who access the youth Justice Service have improved skills and knowledge to help them achieve further education or employment</li> </ul> | Service Manager, Youth Justice |
| <b>4. Voice of the Child:</b>  |  |               |   |                                |
| <b>4. Voice of the Child: Improve how we capture and utilise the voice of children to improve services</b> | 4.1. The Voice of the Child is a recurrent agenda item at the Youth Justice Strategic Partnership Board  | March 2025    | <ul style="list-style-type: none"> <li>Children, both known or unknown to the YJS, have opportunities to share their voice and understand the impact this has on Youth Justice activity.</li> </ul>   | Tara Geere / Simon Hutchinson  |
|  | 4.2. Children are involved in recruitment and the shaping of service delivery  | November 2024 | <ul style="list-style-type: none"> <li>Children are routinely consulted with, to develop services and are routinely involved in recruitment of staff</li> <li></li> </ul>                             | Service Manager, Youth Justice |
|  | 4.3 Partnership assurance events to be developed focused on voice of the child and youth participation   | January 2025  | <ul style="list-style-type: none"> <li>The Voice of the child is evidenced and shared throughout self-evaluations</li> </ul>  | Service Manager, Youth Justice |

|  |  |               |  |  |
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|  | 4.4 Questionnaires are further developed to use with children and their families and are utilised to inform self- evaluations  | October 2024  | <ul style="list-style-type: none"> <li>Feedback is regularly collated and reviewed to inform self-evaluations, service reflection and future delivery opportunities. Children are confident that their voices are heard and that they are supporting effective change</li> </ul>   | YOT Operational Manager  |
| <b>5. Workforce development</b>  |  |               |  |  |
| <b>5. Workforce development: ensure that the staff team have the right skills for delivering high quality work with children</b>   | 5.1. Staff take up the 10-day learning offer in Havering in accordance with learning needs identified through the PDR process. | August 2024   | <ul style="list-style-type: none"> <li>Staff training and development needs are identified and met through a robust training programme and staff are able to apply learning to practice</li> <li>Quality Assurance activity demonstrates the impact of training on the quality of work and outcomes achieved for children</li> <li>The Havering Social Care Academy training offer is maximised with a good representative of attendance from Youth Justice professionals</li> </ul>                       | YOT Operational Manager  |
|  | 5.2 Reorganisation of the Starting Well department will incorporate a review of the YJS  | March 2024    | <ul style="list-style-type: none"> <li>Delivery of an effective service with skilled experienced professionals</li> </ul>  | AD for Early Help and Partnerships                                       |
| <b>6. Quality Assurance:</b>   |  |               |  |  |
| <b>Quality Assurance: Maintain and improve the quality of all interventions, ensuring National Standards are met and a strong focus remains on addressing disproportionality</b> | 6.1. Self-Evaluation is completed and regular internal audits completed  | February 2025 | <ul style="list-style-type: none"> <li>The Youth Justice Service remains compliant with all National Standards</li> <li>Recommendations made in the HMIP report are monitored via the YJMB</li> <li>The YJMB is confident that high quality services are being delivered through feedback from audits, staff, children and families</li> <li>Practice is reviewed on a regular basis to highlight alignment with National Standards, with key focus workshops/supervision sessions taking place</li> </ul> | AD for Early Help and Partnerships<br><br>Service Manager, Youth Justice |

| 7 Risk of Harm to Self and Others and Safety and Wellbeing of our children         |   |               |   |                        |
|--|---|---------------|---|------------------------|
| <b>7. Risk of Harm to Self and Others and Safety and Wellbeing of our children</b> | 7.1 Ensure that risk and harm is captured from multiple source information at assessment stage, and plans in place to address this, with clear and recorded management oversight for all cases. | November 2024 | Risk is identified, appropriate interventions are undertaken to ensure risk reduction and there is regular review | YOT Operations Manager |

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**Sign off, submission and approval**

Tara Geere

Chair of YJS Board -  
name  
Signature  
Date

28<sup>th</sup> June 2024

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## Armed Forces Champion Report 2023/24 (May 23 to May 24)

This year I have received more emails than usual requesting housing support from Ex-Service personnel. I would like to thank Patrick Odling-Smee and his team for the support that the ex-Service Personnel have received.

We are very fortunate to have strong Royal British Legion Branches in Collier Row, Elm Park, Harold Wood, Hornchurch, Romford and Upminster. All these branches do excellent work for our veterans and their dependents and take the lead in organising the Remembrance Sunday Parades across the borough. I also thank the Metropolitan Police who assisted and gave their services for road closures at the parades in 2023.

Sadly, this year we lost a very good RBL member, David King. David was the President of the Hornchurch RBL for many years, and I know from experience he had helped many other RBL Branches in Havering with their Poppy appeals, God bless David. Carole Barrett, Chair of the Hornchurch Branch asked me to recite the Exaltation at David's Service of Remembrance, which I was honoured to do for such a loyal servant to the RBL, David was typical of the Legion motto "Service not Self".

War Memorial at St Andrews Church – it was good to see the War memorial was repaired after it had been vandalised, thanks to James Rose and the team in securing the grants to get this important memorial restored. Work has also started on the clock faces on the Rainham War Memorial which should be ready for this year's remembrance



Armed Forces Day Flag Raising at Havering Town Hall 19 June 2023

The Armed Forces Day Parade was held on Saturday 24th June and it was a pleasure to see all the cadet and youth organisations being part of the parade, with some large groups involved. The parade was led by the Romford Royal British Legion Band.



Civic Party waiting for the Armed Forces Day Parade to march past in Romford Town Centre



Michael Gosling, Spider, Simon Moore and Cllr Barry Mugglestone

Regarding the London Borough of Havering Parade Marshal; Simon Moore undertook that position for many years and carried the role out in a very professional manner until he stepped down due to work commitments last year. Sincere thanks must go to Simon, but I am sure we will see him about. It was a challenge to find a new Parade Marshal, but as in my last year's report I mentioned a person called Adam Thorne who received an award at the Armed Reserve Forces Association. When I spoke to him, he was very pleased to take the role over, so Simon passed the baton on to Adam.





Merchant Navy Day Flag Raising 1<sup>st</sup> September 2023



Merchant Navy Day Sunday 3 September 2023

Remembrance Sunday was commemorated all over Havering on 12 November 2023. As Chairman of the Royal British Legion Branch Elm Park I was, as usual with Branch members for 2 minutes' silence and then we paraded to St Nicholas Church for our annual service.



I am confident going forward Remembrance Parades will be well supported, sadly Elm Park RBL Parade will be no more, many factors in this is the amount of Legionnaires attending and no band, but in true RBL spirit, there will be a service outside the legion and then a Church Service in Saint Nicholas Church, Elm Park



Congratulations to Carole Lawrence who received an award at the Reserve Forces Annual event from the Lord Lieutenant Sir Ken Oilsa. The award was for “Stepping up as Unit Chair amidst uncertainty, revitalising the Hornchurch and Upminster Sea Cadet Unit”. I was very pleased for Carole, who insisted it was a team effort. I was also pleased to have been able to help the Unit negotiate a new lease as well as a new kitchen.





At the end of May 2024, I was very pleased to attend the Presentation of the Mayor's Cadet Pin to Archie Gurney after a very successful year when he fully supported the Mayor and also achieved best Cadet in his Unit.

Cllr Barry Mugglestone, Archie Gurney and Cllr Stephanie Nunn Mayor



Flag Raising for 80<sup>th</sup> Anniversary of D Day – 6<sup>th</sup> June 1944-2024



D Day Commemorations at the Normandy Veterans Memorial in Mercury Gardens

Armed Forces Covenant, I am still pursuing this and the CE Andrew Blake-Herbert has confirmed a report will be coming forward shortly. We as a Borough need to support all the Armed Personnel past and present and their dependents.

Councillor Barry Mugglestone

Armed Forces Champion

## **Member Champion for the Over 50s – Annual Report 2023/24**

It has been a privilege to continue in the role of Member Champion for Over 50s during the past year. There have been many challenges with multiple examples of pragmatic resilience in the Over 50s group of residents that have offered great opportunities for me to listen, learn and grow as a Councillor serving all members of the community.

This year it has been my pleasure to make connections with residents at Holsworthy House, a retirement housing complex in my ward. I was first contacted by a resident who had a specific concern and have since been welcomed every 6 weeks or so to enjoy a cup of coffee and chat with residents in their communal lounge, often leaving with a list of queries and casework to take up on their behalf. It's a great way to communicate up to date information from the Council on topics and issues of interest to the residents and a terrific insight into the concerns, worries and good news of those who come along. I would like to make contact in the coming year with other settings across Havering that may benefit from similar visits in my role as Member Champion for Over 50s. I continue to be available at regular Heaton Ward and Harold Hill advice surgeries and I look forward to meeting many more residents there.

The Over 50s Forum continues to be a gathering of dedicated members and guests, with lively discussions and debate to represent, support and advocate for those aged 50 plus and their families, focussing on enhancing the quality of life for members. There continues to be a need for new members and volunteers to take up a managing role, to secure the future of this highly regarded group. I'd like to wish Chair Cliff Reynolds well, as he recuperates from recent ill-health and express my gratitude and thanks to Forum members who have taken up responsibilities and all who attend and contribute to keep these meetings going with understanding, respect and great humour. Details can be found at [havo50forum.org](http://havo50forum.org) and on Facebook 'Havering Over 50s Forum'. Meetings are at the Town Hall every 2<sup>nd</sup> Tuesday of the month between 10.30 and 12.30.

The Council must be prepared to support older residents with the challenges they face. Recent data from various sources including The Office of National Statistics, Age UK and Aegon UK tells us the cost of living crisis is affecting people over 50 in many ways, including:

- **Energy bills**

11.3 million people over 50 in Great Britain had trouble paying their energy bills, and 1.3 million were unable to pay a bill, standing order, or direct debit.

- **Food**  
4.2 million people over 60 have cut back on food or groceries to make ends meet.
- **Retirement savings**  
13% of 50–59-year-olds who are employed have stopped or reduced their contributions to retirement savings.
- **Lifestyle**  
Only 59% of 50–59-year-olds feel confident they can maintain their current lifestyle in a year, which is lower than the UK average of 70%.
- **Day-to-day spending**  
51% of 50–59-year-olds have reduced their day-to-day spending, which is higher than the average of 46% across all age groups.
- **Loneliness and isolation**  
People on a pension may only be able to afford essentials like food, housing, and bills, leaving nothing for leisure or transport.
- **Health and care**  
People aged 50–59 may have a hard time managing multiple health conditions and their care responsibilities.

I'd like to thank Havering's Resident Engagement Team who have continued to reach out to support older residents across the year and specifically during the winter months, conducting welfare calls to Over 70s.

Some outcomes of these calls were:

- 382 people were contacted (or contact attempted)
- 619 referrals were made internally and to partner organisations
- 24 heating systems repaired that were faulty
- 105 outstanding repairs chased
- 30 people expressed their home does not suit their mobility needs
- 32 requested a referral to the aids and adaptations team
- 30 people requested more information regarding the telecare system
- 36 people didn't have a working smoke alarm; details were given to the London Fire Brigade to follow up



- 34 people had security concerns that were referred to the 'handyman' to follow up
- 22 people would consider downsizing or moving to sheltered accommodation
- 55 people affected by the cost-of-living crisis were referred to the COL response team for a benefits entitlement check and pension credits check
- 21 referrals were made to the befriending service
- 51 people expressed interest in finding out about local activities
- 111 people requested a call from the Welfare Reform Team for benefits checks
- 29 people requested more information regarding warm spaces for the winter
- 86 Energy Doctor referrals were made
- 49 declared a sight difficulty that was recorded on Open Housing
- 76 declared a hearing difficulty that was recorded on Open Housing
- 50 people expressed they had difficulty moving round their home
- 98 people used a walking aid (frame, scooter, etc) recorded on Open Housing
- 25 people informed they would not be able to evacuate safely in an emergency and were referred for a home visit check.

The breadth of issues this brought to light exemplifies the range of challenges many older people face. Three key points from this list particularly resonated with me, having received casework over the year specifically linked to sight, hearing or mobility difficulties. The Over 50s Forum has benefitted from professional insight and information from professionals who gave presentations on these topics. I have also been able to signpost to various organisations that offer support and guidance for those living with conditions that impact on quality of life, including charities such as Royal National Institute for the Blind (RNIB - [rinb.org.uk](http://rinb.org.uk)), The Partially Sighted Society ([partisight.org.uk](http://partisight.org.uk)), Royal National Institute for Deaf People (RNID - [rnid.org.uk](http://rnid.org.uk)) and Age UK ([ageuk.org.uk](http://ageuk.org.uk)).

One group has been particularly helpful about a condition that is often misunderstood but can have a devastating effect on both physical and mental health of sufferers. 'Versus Arthritis' ([versusarthritis.org](http://versusarthritis.org)) is a registered charity that provides a helpline (0800 5200 520) and has a very informative 'online community' where friendly communication, answers to questions, advice and support is available on many different aspects of this condition that affects so many people. It is estimated that 43% of people aged 55 - 64 experience chronic pain and this rises to 53% in over 75s. There is currently a campaign to ask the Prime Minister to 'take arthritis seriously' with an open letter to sign on behalf of those already living with the condition and millions more who will be diagnosed in the years ahead. It can be found at [action.versusarthritis.org](http://action.versusarthritis.org)

Over 50s face the complex interaction of health, financial, and social challenges. Addressing these requires coordinated efforts and Havering Council must be at the forefront in leading policies and strategies to improve housing, social and healthcare access, combat ageism and foster inclusive communities that support healthy aging and social engagement. Many more organisations do so much to help. With a significant issue raising funds during the cost of living crisis, I urge everyone to support a chosen health and wellbeing related voluntary group or charity if and when you can, however big or small.

Once again, I would like to thank the many residents, Council officers, Over 50s Forum members and community volunteers who have shared insight and wisdom that has supported my work in the role as Member Champion for Over 50s this year. Our local communities are at their best when supporting each other and the dedicated leaders of local groups and activities aimed at helping older people are a credit and very much appreciated asset across our borough.

We are fortunate to live in an area with so many parks, open spaces and places celebrating Havering's heritage and culture right on our doorstep. I will close this report by wishing all good health, peace and safety to enjoy these in the coming year and to quote Franz Kafka, "Anyone who keeps the ability to see beauty never grows old."

Mandy

Councillor Mandy Anderson

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Tel: 07823 757215

When the vacancy for a member champion for the volunteer sector was advertised amongst the group last year, I believed it was just that, a vacancy. I had no idea I would be taking the role from someone else simply because the majority of the votes would fall to me regardless of whether I was the better candidate or not. Knowing what I know now I want to apologise to Councillor Taylor but also thank him for giving me support and the odd steer throughout the year.

The year started with a group of volunteers from the allotments that helped me supply and plant new plants in The Blind Garden after it had been vandalised. We were supplied with a free skip from B&P Skips a local Rainham skip company and we spent the day with HVC volunteers clearing the mountain of soil that was used to climb over the fence. We didn't return the garden to its former glory but we certainly gave it a boost in the right direction.



In July I was invited to a UKIM community event that was organised to celebrate the first anniversary of Dagenham Foodbank. There were other local Councillors in attendance from Dagenham & Redbridge and we all seemed to have a common bond which was to help those that needed it the most. I truly believed this was a meet & greet afternoon so I was surprised and honoured to be awarded a certificate in recognition of my services to the community



Anyone who volunteers to help others or help to make their community a better place never does it for recognition or credit they do it selflessly and with the best intentions, so this certificate with its few simply words meant more to me than if it was made in gold.



I was already along with my likeminded friends and volunteers working closely with a wonderful kind hearted caring Man called Nilesh who received an O.B.E. in Januaries New Year's Honours List. Through his own life experiences and setbacks he was determined that no child should ever go hungry and that if they worked hard and believed in themselves they could change their lives and others for the better. Nilesh founded "Icanyoucanto" and we are very very lucky to know him and be a part of his outreach team.

Every Easter and Christmas "Icanyoucanto" send food parcels, hygiene products, store cupboard ingredients and either Easter eggs or selection boxes to identified families throughout the holidays ensuring that no child goes hungry or feels left out

"Icanyoucanto" help us support our 5 identified local families and because we can outreach too many more groups we are able to support several elderly residents, local hostels and refuges, the homeless and veterans.

We have now extended this work to a weekly O.A.P.Club in The Ship Café in Rainham. Here pensioners can come and have a free hot meal, drink and company. No one goes home empty



handed and we try and ensure most people go home with three or four meals to help them through the week.

We are very fortunate to have local shop keepers who help us with monetary and food donations, we also benefited this year with funding from The Community Chest which has helped us to expand further.



icanyoucantoo CIC



I am at Rainham Hub every Wednesday holding surgeries and helping other health professionals Signpost people in the right direction.

Never underestimate the power of signposting and networking as before I took this role I never knew half of this help was available, now I am able to point people in the right direction and if I can't it is likely that I would know someone who could.

It sounds like I have only concentrated on Rainham & Wennington and to a degree this is true. I have though attended as many HVMF meetings as I could, meeting and networking with charities. I am under no illusion that the community group we run from The Ship benefitted from a community chest grant because of networking, my role as champion and my position as a councillor.

The volunteer sector plays a huge part in today's budget cut society. Not only are volunteers doing tremendous unpaid work across our borough they are also showing potential employees they have a willingness to learn and grow and a great work ethic, no employee wants to see gaps in a cv. Volunteering is also good for your mental wellbeing as it can give you back your sense of worth and achievement. You meet new people, you learn new skills, the worst thing in our society today is the feeling of not belonging, loneliness and not being worthy. Volunteering is not a medical miracle but it is certainly a step in the right direction.

I have heard many times that Havering and any other Borough for that matter cannot run without volunteers and this is becoming more and more evident as our outgoings far exceed our income.

This is why the funding for The Havering Volunteer sector is so very important.

HVC should technically hear by October the amount of funding they will receive the following year.

This notice has never come later than February but this year they had to wait until April which led to all sorts of uncertainty's and worries.

They had to run two budgets, one with funding, one without, creating unnecessary work.

If the funding never materialised by September HVC would have been eating into their reserves and contemplating redundancies.

External funding is extremely difficult to get so it really comes down to how much The Council values volunteers and The Volunteer Sector.

At the very least I would hope that they hear earlier than April next year whether they are receiving funding or not especially as this goes towards the almost 16k rent and rates they pay yearly to LBH.

Leases, parking, Council Tax and of course utilities have risen drastically in some cases up to 50%.

Receiving £56,272 per year for the past 8 years needs to also be raised dramatically to show HVC just how valued the volunteer sector is in Havering.

In the last 8 years HVC have accomplished an economic cost avoidance in Havering of £32.8m as a direct saving by volunteer hours.

If we make the maths simple HVC receive **£56k** per year minus £16k rent & rates back to LBH = **£40k**

An economic cost avoidance as a direct saving in volunteer hours of **£32m** in 8 year's = **£4m** per year.

**A £40k cost per year for £4m worth of man hours proves exactly how much HVC is valued by LBH! 1p per hour!!**

If other departments were this cost effective budget deficits would be a thing of the past, come on LBH lets give our most valued volunteer sector a rise to at least **2p** per hour!



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FULL COUNCIL, Wednesday 4<sup>th</sup> September 2024

## MEMBERS' QUESTIONS

### Visitor Parking Permits

- 1) **To the Cabinet Member for Environment (Councillor Barry Mugglestone)**  
**From Councillor Judith Holt**

Can the Cabinet Member for Environment confirm that the option of paper visitor parking permits is still available in Havering?

### Refurbishment of the A1306 Trunk Road

- 2) **To the Cabinet Member for Regeneration (Councillor Graham Williamson)**  
**From Councillor Matt Stanton**

Will the Cabinet Member for Regeneration confirm whether the Council will be taking advantage of the funding opportunities offered by Transport for London to progress the refurbishment of the A1306 Trunk Road?

### Urbaser Contract

- 3) **To the Cabinet Member for Environment (Councillor Barry Mugglestone)**  
**From Councillor Martin Goode**

With the first year's anniversary of the appointment of Urbaser Ltd approaching, would the Cabinet Member please confirm whether or not, this Council is satisfied with the weekly service being provided?

### East Havering Data Centre

- 4) **To the Cabinet Member for Regeneration (Councillor Graham Williamson)**  
**From Councillor Judith Holt**

Following the meeting at Top Meadow Golf Club on Monday 29th July about the proposed data centre being built on Green Belt land, please could the Administration confirm what progress has been made in setting up the pledged monthly meetings between the Planning Department and North Ockendon and Uppminster residents?

### London Climate Resilience Review

- 5) **To the Cabinet Member for Climate Change & Housing Need (Councillor Natasha Summers)**  
**From Councillor Keith Darvill**

Following the Final Report of the London Climate Resilience Review and the guidance and recommendations within that report to London Borough Councils, what action is being implemented in Havering?

## Highway Tree Maintenance

6) **To the Cabinet Member for Environment (Councillor Barry Mugglestone)**  
**From Councillor Martin Goode**

Would the Cabinet Member please clarify, what criteria is required for a tree that is located on a residential street to undergo a major prune or have its roots cutback to prevent the cause of any damage to residential property, or the surrounding area?

## Highway Tree Inspections

7) **To the Cabinet Member for Environment Councillor Barry Mugglestone)**  
**From Councillor Jackie McArdle**

Does the Cabinet Member for the Environment agree that the length of time between inspections of street trees (for the purposes of regulating their growth etc) is too long and the thresholds required for intervention lacking in clarity?

## Traffic Enforcement Globe Road, Grange Way & Francombe Gardens

8) **To the Cabinet Member for Environment (Councillor Barry Mugglestone)**  
**From Councillor Jane Keane**

Will the Cabinet Member arrange for Traffic Enforcement Officers to attend more frequently Globe Road, Grange Way and Francombe Gardens to act as a deterrent to those drivers who regularly park vehicles inconsiderately and in many cases dangerously to prevent the ever increasing risk of accident leading to personal injury?

## Council Tenants Home Maintenance

9) **To the Cabinet Member for Housing & Property (Councillor Paul McGeary)**  
**From Councillor Jason Frost**

Can the Cabinet Member for Housing please clarify whether or not Council tenants are exempt from seeking permission to paint, decorate and/or modify fencing belonging to an adjoining private property?

## Unregistered Children's Homes

10) **To the Cabinet Member for Children & Young People (Councillor Oscar Ford)**  
**From Councillor Mandy Anderson**

How many properties in Havering are known to be operating as unregistered Children's homes?

### **Parking Arrangements on the new Waterloo Estate**

**11) To the Cabinet Member for Regeneration (Councillor Graham Williamson)  
From Councillor Tim Ryan**

Would the Cabinet Member for Regeneration care to explain why the Administration have been reluctant to provide details on the scope and extent of parking provision to be made available to residents and visitors on the new Waterloo Road Estate, and will they commit to accompanying me to meet with residents on site to address their concerns?

### **Cottons Park Play Area**

**12) To the Cabinet Member for Environment (Councillor Barry Mugglestone)  
From Councillor David Taylor**

Could the Cabinet Member for the Environment please outline his plans to ensure that the children's play area in Cottons Park is fit for purpose, clean and safe for use by our younger residents?

### **Funding for Road Repairs**

**13) To the Cabinet Member for Environment (Councillor Barry Mugglestone)  
From Councillor Keith Prince**

Can the Cabinet member please identify the roads which have benefitted from the recent government grant of additional road repairs funding?

### **CCTV in the Borough**

**14) To the Cabinet Member for Environment (Councillor Barry Mugglestone)  
From Councillor Keith Prince**

Following the announcement of an update to Havering's CCTV network, can the Cabinet member please provide an update on the upgrade and expected completion dates?

### **Community Safety**

**15) To the Leader of the Council (Councillor Ray Morgon)  
From Councillor Keith Prince**

In light of the recent violence across the UK, can the Leader please outline what discussions he has had with the Borough Commander, regarding any response to potential local disturbances?

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## Council, 4 September 2024 – Motions

### **A. PROPOSED LIBRARY CLOSURES**

#### Motion on behalf of the East Havering Residents' Group

The members of this Council call upon the Administration to immediately call a halt to the closure of any libraries in the Borough and to convert the libraries under threat into multi-use venues for existing Council services.

(Received, 6/8/24, 1500)

#### Amendment on behalf of the Labour Group

The Members of this Council call upon the Administration to immediately call a halt to the consideration of the proposed closure of any libraries in the Borough until all public and private financial means and opportunities are examined to keep them open and the outcomes of the public consultation are known. The Administration to also review whether any proposal to convert libraries into multi-use venues for existing Council services is a viable option.

(Received, 21/8/24, 0929)

#### Amendment on behalf of the Havering Residents' Association Group

The Members of this Council recognise this Administration is considering all options before any closure of libraries in the Borough, including the conversion of libraries under threat into multi-use venues for existing Council services.

(Received, 23/8/24, 0817)

## **B. ANTI-SOCIAL BEHAVIOUR IN PARKS**

### Motion on behalf of the Conservative Group

This Chamber recognises Havering has reached unacceptable levels of antisocial behaviour in our parks. Council calls on the Administration to produce a detailed plan to reduce levels of antisocial behaviour, and to present a proposal at the meeting of Council.

(Received 15/8/24, 1945)

### Amendment on behalf of the Havering Residents' Association Group

The Council recognises some levels of antisocial behaviour in our parks. The Council calls on the Administration to report to the Council, details of ongoing work to combat and further reduce levels of anti-social behaviour.

(Received, 23/8/24, 0817)

### Amendment on behalf of the Labour Group

This Chamber recognises Havering has antisocial behaviour in parks, despite most residents' respect for and enjoyment of our social green spaces. Council calls on the Administration to produce a detailed plan of action that is to be implemented to prevent and reduce levels of antisocial behaviour and present this at the appropriate overview and scrutiny meeting.

(Received, 23/8/24, 2002)

## **C. BUILDING SAFETY**

### Motion on behalf of the Conservative Group

This Chamber recognises the publication of the Grenfell Inquiry report and reaffirms our commitment to ensuring the safety of residents across the borough. The Chamber calls for the Havering Local Plan to be updated to include stricter building safety requirements, going above and beyond those required by law, as achieved by Kensington and Chelsea.

(Received 15/8/24, 1945)

### Amendment on behalf of the Havering Residents' Association Group

This Chamber recognises the publication of the Grenfell Inquiry report and reaffirms our commitment to ensuring the safety of residents across the borough. The Chamber calls for the Havering Local Plan Masterplan to be updated to include stricter building safety requirements, going above and beyond those required by law, as achieved by Kensington and Chelsea.

(Received, 23/8/24, 0817)

### Amendment on behalf of the Labour Group

This Chamber recognises the publication of the Grenfell Inquiry report and reaffirms our commitment to ensuring the safety of residents across the borough. The Chamber calls for the Havering Local Plan to be updated to robustly evidence minimum regulatory building safety requirements and as far as practicable, go above and beyond those required by law, as achieved by Kensington and Chelsea.

(Received, 23/8/24, 2002)

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