



**Havering**  
LONDON BOROUGH

## Notice of Non-Key Executive Decision

<b>Subject Heading:</b>	Resumption of detached youth work
<b>Cabinet Member:</b>	Councillor Robert Benham, Deputy Leader, Lead Member for Children and Learning.
<b>SLT Lead:</b>	Robert South, Director, Children's Services
<b>Report Author and contact details:</b>	Anita Stewart  Anita.stewart@havering.gov.uk
<b>Policy context:</b>	To better engage with young residents of the borough.
<b>Financial summary:</b>	Service delivery costs on resuming the detached Youth Work Service will be met from within the existing Children's Social Care budget
<b>Relevant OSC:</b>	Children and Learning OSSC
<b>Is this decision exempt from being called-in?</b>	Yes due to Special Urgency

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

Communities making Havering	<input checked="" type="checkbox"/>
Places making Havering	<input type="checkbox"/>
Opportunities making Havering	<input type="checkbox"/>
Connections making Havering	<input type="checkbox"/>

## Part A – Report seeking decision

### DETAIL OF THE DECISION REQUESTED AND RECOMMENDED ACTION

#### **For the Youth Influence and Participation Service to resume a detached, outreach offer.**

Consistent with government guidance on Covid-19, the council's detached youth work in the borough ceased when lockdown began. Detached youth work operates remotely, in places where young people congregate and socialise. This can be at takeaways, cafes and outside other shops, parks, play spaces, estates and places familiar and where they feel safe to socialise. As lockdown measures began, young people largely adhered to the measures and youth workers kept in contact with those young people known to be vulnerable via telephone calls and social media, to both sustain a relationship and check their wellbeing.

Over the period of lockdown it has become apparent that some adults and young people are still meeting each other, particularly in the borough's parks and on the streets. As lockdown has been eased the level of calls to the police and the local authority relating to anti-social behaviour (and feedback from our own staff in parks and community safety) has increased markedly. Consequently we are seeking an urgent decision for youth workers to engage with young people. Many of the calls relate to premises and households but some relate to people continuing to meet and congregate outside. Young people tell us that they are doing this for a number of reasons:

- Home is not always a positive environment
- Constrained choice, i.e. meeting the demands of exploiters and perpetrators
- Not all young people are receiving guidance from parents
- Young people often feel invincible, and it is part of their neurological development to take risks and to not perceive that actions have consequences
- For young people, being with friends is a priority over their health and government guidance.

Feedback received from other local authorities contacted to draft this report clearly shows that physical detached youth work largely ceased as lockdown began. Since then, a number of voluntary organisations and commissioned organisations have resumed an element of detached work, in response to concerns similar to those identified in Havering. This is consistent with our approach and in the borough, the 'LifeLine' organisation are beginning to deliver a detached youth work offer locally. LifeLine are already commissioned to deliver youth engagement locally via the Mayor's Office for Policing and Crime, at no additional cost to the borough along with other programmes funded by Health and delivered in the borough's schools. LifeLine are currently operating in Redbridge and Barking and Dagenham and have reported positive engagement from young people in Havering since restrictions have been relaxed.

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We are now at a stage where a resumption of the council's detached youth offer would be beneficial both to community coherence and also the wellbeing of young people.

This decision seeks to resume the borough's detached youth offer, urgently in order to deliver the following benefits:

- To check on the welfare of young people, some of whom we know are vulnerable, and refer any safeguarding concerns through the appropriate channels
- To offer information, advice and guidance with the primary focus on the needs, rights and responsibilities of the young person
- Learn from young people to inform our recovery phase
- Engage with young people to return to school (when appropriate)
- Improve liaison across the council, for example with Parks Protection, the Safer Neighbourhood Teams and Community Safety to increase intelligence on where young people are congregating
- Reduce the need for enforcement / intervention by working with the Police in identified 'micro hotspots' thereby reducing the risk of more young people being potentially brought in to the criminal justice system.

### ***Restarting the detached youth offer***

Restarting our detached youth offer alongside LifeLine is dependent on effective planning and mitigating the level of risk as identified. LifeLine have already developed a risk assessment for their service delivery and Havering staff would deliver detached engagement consistent with its own stated corporate policies relating to Covid-19.

A virtual meeting will be held between LifeLine and the local authority prior to resumption, to discuss the operational plan which is included in this report as an Appendix. Risk assessments will be carried out by LB Havering staff prior to being deployed in the community with oversight by senior managers to ensure safety based on feedback from staff and young people.

The demographics of groups of young people who are meeting are mixed and can vary according to area and timing. In Central Park, Harold Hill, the young people are mostly male, with some small groups of females and are predominantly white. Romford is the major transport hub and in the centre of Romford more young people tend to be from a BAME background and are mostly male.

Consistent with government guidance, workers will exercise their judgement about meeting with young people, balancing risks to children and risks to themselves. Where face-to-face work is deemed necessary, workers should take account of Public Health England (PHE) advice on social distancing and minimising the spread of infection. This approach is consistent with similar roles where council employees deliver a service outdoors.

Government guidance (at 26<sup>th</sup> May 2020) is that the public is advised to consider wearing face coverings in enclosed public spaces such as shops, trains and buses to help reduce the spread of coronavirus. Face coverings are not a replacement for social distancing and regular handwashing, which remain the most important actions. Face

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masks do not need to be worn outdoors and, therefore, detached youth work should be restricted to outdoor areas, thus not requiring access to PPE including face coverings.

### **AUTHORITY UNDER WHICH DECISION IS MADE**

#### **3.3 Powers of Members of the Senior Leadership Team**

Members of the Senior Leadership Team (SLT) have delegated authority to act within the assigned service service/portfolio of responsibilities, subject to the general provisions and limitations set out in section 3.1 of the Constitution.

### **STATEMENT OF THE REASONS FOR THE DECISION**

This decision is required to allow the Council to plan and undertake effective strategies for working and service delivery during the current Covid-19 outbreak. Specifically, this decision will enable the borough's Youth Service to engage with young people about the spread of Covid-19 and staying safe.

### **OTHER OPTIONS CONSIDERED AND REJECTED**

The alternative option is to continue cessation of detached youth work. This option has been rejected because the timing and central government guidance is such that detached youth work can now commence, as outlined above.

Continuing service delivery as normal; without change we are likely to continue to see large numbers of calls to report anti-social behaviour particularly close to shops and in parks. The risk of spread of Covid-19 is also higher without this proposed intervention, as young people have been reported not adhering to social distancing measures.

### **PRE-DECISION CONSULTATION**

N/A

### **NAME AND JOB TITLE OF STAFF MEMBER ADVISING THE DECISION-MAKER**

Name: Anita Stewart

Designation: Head of Integrated Adolescent Safeguarding Service and Virtual School

Signature:



Date: 4<sup>th</sup> June 2020

## Part B - Assessment of implications and risks

### **LEGAL IMPLICATIONS AND RISKS**

#### **Employment**

Government guidance is currently that all employees should continue to work from home where at all possible. All requests that staff attend work must be in line with government guidance. Detailed legal advice has already been given regarding refusal to work and policy formulated. Legal advice to be sought on individual refusal to mitigate litigation risk.

### **FINANCIAL IMPLICATIONS AND RISKS**

Normal service delivery costs of resuming this service will be met from within the existing service budget within the Children's Social Services Directorate.

Any additional costs met by the service for staff, for public health implications of resuming the service, which are expected to be minimal, will also be met from within the existing service budget within the Children's Social Services Directorate.

### **HUMAN RESOURCES IMPLICATIONS AND RISKS (AND ACCOMMODATION IMPLICATIONS WHERE RELEVANT)**

Given the Coronavirus outbreak, the paramount consideration of the Council is the health and wellbeing of Members and officers. The proposals contained in this report will directly impact on all staff that work in the youth service who will be managed in accordance with the Council's published COVID-19 Managers Guidance.

### **EQUALITIES AND SOCIAL INCLUSION IMPLICATIONS AND RISKS**

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

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

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

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the

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Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

An EqHIA (Equality and Health Impact Assessment) is usually carried out when a current or planned service/policy/activity is likely to affect staff, service users, or other residents. It is acknowledged that in emergency or urgent situations it will not always be possible to carry out an EqHIA in advance of a relevant activity, however, managers will undertake the required EqHIAs at the earliest opportunity. Where managers are already clear that protected groups/users will be impacted negatively by the intended activity, then this will be noted in the next paragraph and/or put into EqHIAs. Where the negative impact of the intended activity can be mitigated, this too should be set out in this report and/or the EqHIA.

In all situations, urgent or not, the Council will seek to ensure equality, inclusion, and dignity for all.

An EqHIA has been carried out and there are no negative impacts on staff or service users that require mitigation.

### **BACKGROUND PAPERS**

N/A

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**Part C – Record of decision**

I have made this executive decision in accordance with authority delegated to me by the Leader of the Council and in compliance with the requirements of the Constitution.

**Decision**

Agreed

**Details of decision maker**

Signed



Name: Robert South

Cabinet Portfolio held:

CMT Member title:

Head of Service title: Director, Children's Services

Date: 10.06.20

**Lodging this notice**

The signed decision notice must be delivered to the proper officer, Debra Marlow, Principal Democratic Services Officer in Democratic Services, in the Town Hall.

**For use by Committee Administration**

This notice was lodged with me on \_\_\_\_\_

Signed \_\_\_\_\_



## Appendix One: Resumption of Detached Youth Work Programme

This six week detached youth work programme has been put together based on intelligence from the borough's Community Safety team and Lifeline (a voluntary organisation already providing detached youth work in the borough). This plan is subject to change in line with intelligence.

<b>Weeks 1&amp;2</b>	<b>Monday</b> <b>Time: 5 - 8pm</b>  Romford Station/High Street South Street/Exchange St	<b>Tuesday</b> <b>Time: 5-8pm</b>  Cottons Park, Romford	<b>Thursday</b> <b>Time: 5-8pm</b>  Harrow Lodge Park, Hornchurch	<b>Friday</b> <b>Time: 5-8pm</b>  Brettons Park, Elm Park
<b>Weeks 3&amp;4</b>	Petersfield Avenue, Harold Hill.	Harold Wood Station/Church Road	Central Park, Harold Hill	Romford Station/High Street South Street/Exchange Street
<b>Weeks 5&amp;6</b>	Upminster Hall Playing Fields	<b>TBC – depending on intelligence</b>	Romford Station/High Street South Street/Exchange Street	<b>TBC – depending on Intelligence</b>

Youth Workers will undertake a reconnaissance exercise the first week to determine the times when young people are congregating. The Youth Service will deliver this work with LifeLine so that resources can be maximised and more areas covered.

The service is applying **Contextual Safeguarding** approach to understand, and respond to, young peoples' experiences of significant harm beyond their families. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse. Youth Workers will be able to gather information and identify locations of concern. All intelligence would be shared with relevant partners. As well as building relationships with young people in different

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contexts, the Youth Workers will be giving public health messages in order to keep young people and the wider community safe during this period. This will include social distancing measures and only being in the proximity of people. The service will look to utilise the “Yellow Truck” when a full risk assessment has been undertaken.

The service will have conversations with young people about returning to Education, and identify any barriers. Other pieces of work will be based around young people’s mental health and wellbeing

<b>Micro hotspot</b>	<b>Timing Window</b>	<b>Days</b>	<b>12 week rationale</b>
Harold Hill – Petersfield Avenue	1200 - 1900	All	5 x Violence With Injury 2 x Knife Crime
Harold Wood – Church Rd/Avenue Road	2000 - 0000	All	3 x Robbery (knife enabled)
Romford – High Street	1200 - 1700	All	3 x Robbery
Romford – South St/Exchange Street	1300 - 0000	All	4 x robbery 4 x Violence With Injury