



NAME OF BOROUGH - Community Safety Partnership Local Violence and Vulnerability Reduction Action Plan

2021/22	Name	Organisation	Role	Key Local Strategic Documents that support violence reduction
ACTION PLAN	Andrew Blake-Herbert	Local Authority	CSP Chair	
	Andrew Blake-Herbert	Local Authority	Chief Executive	
SENIOR LEADERSHIP	Damien White	Local Authority	Local Authority Leader/Mayor	
	Paul Trevors	MPS	BCU Commander	
	Robert South	Local Authority	Director of Children's Services	
	Mark Ansell	Local Authority	Director of Public Health	
	Barry Francis	Local Authority	Director of Neighbourhoods (covers Community Safety)	
	Paul McClenaghan	London Fire Brigade	Borough Commander London Fire Brigade	
	Steven Calder	Probation Service	Head of Service	
	Patrick Odling-Smee	Local Authority	Local Authority Housing Director	
	Viddy Persaud	Local Authority	Lead Member for Community Safety	
	Robert Benham	Local Authority	Lead Member for Children's Services	
	Laurence Piemonte	Victims Support	Local Senior Operations Manager	
	Shelly Hart	Safer Neighbourhood Board	Chair	
	Eve McGrath	Clinical Commissioning Group	Partnership lead	
	Helen Harding	Early Help & Prevention	Head of Service	
	Diane Egan	Local Authority	Community Safety and Intelligence Manager	

Ref	Theme	Action No	Actions	Outcomes	Named CSP Lead	Lead organisation	Start date	End date	Supporting organisation(s)	Progress	Comment	Document Reference(s)	Risk RAG status
		1	Set out the local co-ordination arrangements between the Community Safety Partnership, Local Safeguarding Children Partnerships and Safeguarding Adults Boards and the Health and Wellbeing Board, to support a public health approach to reduce violence	There is a joined-up approach to tackling knife crime and serious violence across all partnerships.	Diane Egan	London Borough of Havering	01/09/2020	31/03/2021	Police Health Probation/CRC Fire		Completed.	HCSP, Safeguarding Childrens and Adults Board Minutes	Green
		2	CSP Meeting agendas to include Violence Performance, consideration of repeat knife carriers, community tensions and stop and search as standing items	Knife/ Gun and Serious Violence is a regular CSP Agenda Item	Diane Egan	London Borough of Havering	April 1st	Continuous	Police		This is a continuous piece of work, which is regularly discussed Havering Council Approved a Serious Group Violence and Knife Crime Strategy in April 2019, this includes a comprehensive action plan. Regular reports are received by the HCSP, Safeguarding Adolescents and Children's Boards and YOS COG. A monthly Serious Group Violence Meeting is held.	HCSP SGV and Knife Crime Strategy	Green
		3	Implement daily violence assessment meeting attended by police BCU, relevant Local Authority colleagues and Probation	There is a joined-up approach to tackling knife crime and serious violence across all partnerships.	Borough Commander	EA Police	01/07/2021	Continuous	Local Authority Probation		Partnership meetings to review incidents of serious violence across the BCU take place three times a week; the terms of reference place a focus on serious youth violence, and discussions are ongoing as to the best way to use this time.		Green
		4	Hold an annual Local Leadership event (Elected members, Statutory Officers, CVS and local Businesses) to look at 'wicked issues' to ensure multi-agency response, e.g. Building community trust in statutory services	There is a joined-up approach to tackling knife crime and serious violence across all partnerships.	Diane Egan	London Borough of Havering		Continuus	Police Health Probation/CRC Fire VCS		Has been on hold due to COVID-19; last borough-specific event was November 2019; BCU event in February 2020.		Orange
		5	Monthly Tactical Tasking Co-ordination Group (or local equivalent) to include Violence Intelligence Briefing, tasking of partnership services to target offenders and hotspot locations; maintain and or review Events Tracker to identify and manage events of risk, monitor and review community tensions and community feedback	Monthly Intelligence Meetings (MIM) take place There are further partnership meetings for Gangs & Group Violence	Borough Commander	EA Police		Continuous	London Borough of Havering		TTCG continues to be a useful resource for productive partnership between police and council on key issues on a monthly basis; there has been challenges with emerging issues/council-identified concerns which, when left unresolved, have developed into significant issues. Romford appears as a hotspot location for key crimes including violence and VAWG, but is not discussed in detail.		Orange

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		1	Analysis to support a public health approach to violence reduction - including a Strategic Needs Assessment to understand patterns of violence and vulnerability, key local drivers, contexts where harm is occurring and communities/localities of greatest need, as well as a gap analysis against existing evidence of effective practice to inform the local action plan. The Community Safety Strategic Assessment to include serious youth violence, knife and gun enabled crime (to be refreshed annually)	Community Safety Strategic Assessment Produced. (Assessment is completed annually and includes Serious Youth Violence, Knife and Gun Enabled Crime)	Diane Egan	London Borough of Havering		Continuous	All HCSP Members		Analyst access to MPS systems is still suspended across London, severely limiting our work, including the next Strategic Assessment.	Havering Annual Strategic Assessment 2020	Red
		2	Use ISTV and wider public health data, social media intelligence, local drugs markets and local rescue and response county lines analysis, plus any other relevant local authority data i.e. Children social care, sources to inform the strategic assessment analysis and partnership tactical delivery	Community Safety Strategic Assessment Produced.	Diane Egan	London Borough of Havering		Continuous	All HCSP Members		Ongoing as Standard, as part of the work of monthly multi-agency panels, quarterly updates to the HSCP and the annual Strategic Assessment.	Mayor's Office for Policing and Crime London Borough Dashboards Official Crime Data British Transport Police CRC and Probation Assessments LAS data London Fire Brigade Data MET Data (CAD/DARIS, Call Data, ASB data, Cris etc.) Queens Hospital Data British retail Consortium, Business Crime Survey Crime Survey for England and Wales Met Police Public Att. Survey Havering IOM Data Havering SGV Panel data Proven Reoffending data Met Police Ward data Havering Council Data Tri-Borough Strategic Assessment 2020	Green
		3	Police tactical plan to be maintained to record, monitor and review key police tactical interventions and activity in support of the Violent Crime Task Force and local Violence Suppression Unit. •If using 4P's the different elements to read across into this partnership plan •MPS hotspot analysis to be shared with partners and subject of further analysis to support bespoke interventions •Problem Orientated Policing to be undertaken in key identified hotspots, collaborating with local authorities, housing providers, landowners, businesses and residents •Disruption of gangs to have SRO/LRO for each BCU and have partnership input and analysis as required	Police Tactical Plan is in place and up-to-date.	Borough Commander	EA Police	01/12/2021	Continuous	All HCSP Members		Police Action. The Violence Suppression Unit collaborate with council enforcement around days/nights of action, including operations in the town centre. Hotspot Analysis is shared through the TTCG, although the data is not shared for further analysis by council teams. The gangs unit attends the monthly SGV Panel for partnership input.		Yellow

ANALYSIS & ENFORCEMENT	4	Multi-Agency Panel response to those at risk of or involved in violence, as well as tracking and planning responses to locations of risk and harm, including Police, Community Safety, Adult's and Children's Services, YOT, Probation. Meeting minimum of monthly with TOR and menu of options to manage risk through enforcement, prevention and diversion activities. This could be a single meeting, or separate meetings for those involved in violence and those flagged as at risk and high harm and who could benefit from preventative support.	Monthly multi agency panel established	Diane Egan	London Borough of Havering		Continuous	All HCSP Members		Monthly meetings are held, membership includes all those listed above. TOR and information sharing is in place and regularly reviewed. Childrens Services are currently reviewing the number and scope of their panels, to ensure efficiency and address potential gaps		
	5	Compile a gangs problem profile for the borough, taking appropriate account of county lines. To be reviewed in-depth every three years and refreshed every 12 months	Prolem Profile is in place and up to date	Borough Commander	EA Police	01/12/2021	Continuous	Local Authority Probation		Police Action. The Council has not had access to MPS systems to complete our own profile, but we have produced borough-wide mapping of groups, individuals and locations of concern, which has been shared and reviewed by the Gangs Unit.		
	6	Conduct analysis to understand the disproportionate impact of violence within local communities and groups	Disproportionality Analysis is completed	Borough Commander	EA Police	01/12/2021	Continuous	All HCSP Members		Analysis around disproportionality is considered by several teams in the council: - the Youth Justice Service have been reviewing disproportionality in their service - The Community Cohesion team consider disproportionality as part of their work across the borough. This will also form part of the upcoming Strategic Assessment, provided we are able to access the relevant police data to complete this piece of work.		
	7	Analysis of the needs and risks of young women involved in violence to be able to develop appropriate interventions for young women	Effective interventions are in place	Diane Egan	London Borough of Havering	01/09/2020	31/03/2022	Police Health VCS		A bid has been completed to the Safer Streets Fund, to provide interventions around Romford Town Centre, which has the highest levels of VAWG in the capital by ward. The proposals are designed to build on an existing network of partnerships (BID, Safe & Sound) through additional frontline activity, enhanced training, education, communications and infrastructure. These will run alongside current schemes, with a view to curb VAWG offences and reassure the public. We are due to hear the results of this bid in November 2021. A new Safer Streets platform is also launching for Havering in October 2021; an interactive map allowing the public to comment and highlight locations they feel unsafe. This intelligence will inform our work around public safety, particularly in how we task patrols and redesign our CCTV offer.		
	8	Local Authority enforcement through use of all enforcement assets to target locations and offenders, for example CCTV, Enforcement Officers, Parking Enforcement, removal of abandoned vehicles	Effective enforcement activity	Diane Egan	London Borough of Havering	01/04/2019	31/03/2020	London Borough of Havering		The Council is currently reviewing its enforcement service and policy to ensure effective use of all available enforcement powers. The Council has agreed to fund S92 Officers for the next 3 years, Police regularly liaise with council enforcement officers through task and finish groups, case conferences and monthly MIM and local authority tasking and finishing group to tackle Serious Youth Violence and Knife Crime.		
	9	Licensing - If a specific venue is identified as being associated with an incident(s) of violence, and it is Licensed (For example a Pub, Nightclub, Betting Shop, etc), seek to contact & utilise the expertise of Local Council & Police Licensing Teams in order to mitigate this risk. These teams can offer a range of partnership & enforcement options in order to improve safety at the venue and reduce said violence. (Potential Enforcement Options include – Review of Licence, Emergency Closure Powers and prosecutions under the Licensing or Gambling Act).	Effective enforcement activity	Borough Commander	EA Police	01/12/2021	Continuous	Local Authority		This is actioned as and when specific venues are identified; there are currently several venues being considered under licencing in Romford Town Centre, for their contributions to increasing local offending and violence.		
	10	Training for front line staff, including partner agencies, on information sharing specific to violence and vulnerabilities so they are confident of what data can be shared and how. Where appropriate drawing on the ICO gangs checklist https://ico.org.uk/for-organisations/in-your-sector/police-justice/processing-gangs-information-a-checklist-for-police-forces/	Information is shared safely and effectively	Diane Egan	London Borough of Havering	01/09/2020	31/03/2021	All HCSP Members		Key staff attended a datasharing workshop led by ICO on information sharing specific to violence in Spring 2021.		

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REDUCING ACCESS TO WEAPONS	1	Develop an agreed joint programme of actions to remove weapons and provide reassurance including Trading Standards initiatives (e.g. knife or corrosive substance test purchases)	Knife Amnesties Community Weapon Sweeps Knife Bins Test Purchase Operations Responsible retailer agreements	Borough Commander	EA Police		Continuous	London Borough of Havering		Regular Community Weapon Sweeps are held and results are publicised through social media and council E-news letters There is a knife bin outside Romford Police Station, this is regularly promoted. Joint operations between Met Police, Police Cadets and trading standards in relation to test purchasing. Following a review of enforcement services, council staff will be trained to conduct weapon sweeps.		
	2	Target Hardening of retailers to prevent shoplifting	Reduced Crime in Town Centres	Diane Egan	London Borough of Havering	01/04/2019	31/03/2020	Police Local Businesses BIDs		Local business crime reduction partnerships are in place to manage day and night time economies, these are well attended by all partners and effective.		
	3	Physical improvements of localities to design out opportunities to store weapons	Reduced Crime in Town Centres	Diane Egan	London Borough of Havering		Continuous	Police BIDs		Actioned as and when we have intelligence about hotspots for weapon storage.		

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	1	Work to ensure education settings are safe inclusive places to learn, that build young people's resilience and have a trauma informed approach, and Children and young people have safe spaces/routes for them to speak to teachers around any concerns related to violence and vulnerabilities.	Young people are safe in Schools	Robert South	London Borough of Havering		Continuous	Ea Police You and me counselling Street Dr's Ben Kinsella Trust St. Giles Trust Safer Neighbourhood Board		Serious Youth Violence and Knife Crime is presented at the head teachers meeting. All Secondary Schools have knife wands A range of organisations are currently offering schools advice and workshops/ assembly's to raise awareness around the dangers of knife crime. Supporting organisations are listed on the left. All Secondary Schools have a named safer schools officer. Junior Citizen Scheme takes place annually to year 6 transition students (June/July)		
	2	Schools to include youth violence within their safeguarding plans as per Safeguarding children and young people in education from knife crime (2019) Ofsted guidance	Young people are safeguarded	Robert South	London Borough of Havering	01/04/2019	31/03/2020	Schools Police		Completed; Schools are aware of their responsibility and advice and support is available to schools completing their safeguarding plan.		
	3	Demonstrable partnership work to minimise school exclusions (and managed moves in place of exclusions), create inclusive settings and support young people back into education, employment and training, with schools and academies exclusions policy reflecting the practice set out in DfE statutory guidance	Exclusions are reduced	Robert South	London Borough of Havering	01/04/2019	31/03/2020	Schools Police		In 2020/2021 there were zero permanent exclusions in Havering.		

SAFEGUARDING AND EDUCATING CHILDREN AND YOUNG PEOPLE Recognising the importance of safeguarding and working alongside places of education	4	Monitor exclusions data, including any patterns around high rate of disproportionality, through local education arrangements and local authority, alongside partners, with clear processes and evidence of challenge where data or practice indicate exclusions do not align with statutory guidance.	Exclusions are reduced	Robert South	London Borough of Havering		Continuous	Schools		Data to be monitored through the Safeguarding Adolescents Board. In 2020/2021 there were zero permanent exclusions in Havering.		
	5	Due care and attention to corporate parenting principles, and ensure support to children in care and care leavers, through diversion and preventative work that is bespoke to the risk of them becoming involved in serious violence	Young people are safeguarded	Robert South	London Borough of Havering	01/03/2019	31/03/2020			A dedicated resource, the Cocoon has been established as a dedicated support hub for children in care and care leavers in Romford. The centre provides a safe drop-in space for children and young people living in care or leaving care, where they can meet with key workers and progress with personal development. The Cocoon will enable young people to develop key life skills, get access to training, receive additional education support, learn how to cook and get help with housing and health. It will provide new opportunities for children and young people as they move towards independent living. Workshop sessions have been delivered by Street Doctors at the venue. Staff are also trained in Gangs awareness.		
	6	Work with parents and carers, especially those deemed to be vulnerable, to effectively engage young people in diversionary activities and education and prevent harm, using a culturally competent trauma informed approach.	Parents are supported to safeguard young people	Robert South	London Borough of Havering			Continuous	Schools Police VCS		Ongoing as Standard; trauma-informed support for parents is available through statutory services, the council mentoring service, and several successful offers from partners including the police gangs parenting training, the Mind Parents Network and Champions Parents Network.	
	7	Universal and targeted evidence-based programmes delivered across schools, including as part of PSHE offer (new SRE curriculum from September 2020), based on local safeguarding issues and trends, with mechanisms in place for partners within borough and across London to support schools to assess quality and impact.	Young people are safeguarded	Robert South	London Borough of Havering			Continuous	Schools		Ongoing as Standard	
	8	Named Safer Schools Officer available to every school in the borough and actively engaged by schools within day to day safeguarding activity.	Young people are safe.	Lisa Rao	EA Police				London Borough of Havering Schools		Ongoing as Standard	
	9	Intelligence sharing and tension monitoring between education establishments and local authority through safer schools officers	Young people are safeguarded	Robert South	London Borough of Havering			Continuous	Schools Police		Ongoing as standard.	
	10	Promote the London Needs You Alive Campaign within local prevention awareness campaigns	Young people are safe	Diane Egan	London Borough of Havering				Schools		Complete	
	11	Promotion of membership of youth organisations e.g. Police Cadet Scheme, London Fire Brigade Cadet Scheme, Scouts local voluntary sector organisations	Diversionary Activities available for young people across the Borough	Robert South	London Borough of Havering	01/03/2019	31/03/2020		Police LFB Community Groups		Police Cadets are active within the borough and are actively promoted. The LFB Cadet Scheme is active and are actively promoted. There are a range of uniformed groups across the borough, the council promotes these groups through local youth services and also on the Havering Website through the Havering Directory.	
	12	Adoption of a restorative justice approach	Restorative Justice Approach is available	Robert South	London Borough of Havering	01/03/2019	31/03/2020		Police		The Youth Justice Service has 3 key aims for Restorative Justice: 1. Enabling Victims to have the choice to engage in a Restorative Process 2. Addressing youth offending behaviour through a Restorative Process and Victim Awareness 3. Implementing Reparation activities for young people that can be direct or indirect	
	13	Support work to promote healthy relationships to help address gender based violence in schools	Young people are safe	Robert South	London Borough of Havering	01/09/2020	31/03/2021		Schools VCS		Safer Schools Officers in every secondary school deliver presentations around key topics, including consent. Progress speeches in colleges deliver materials on subjects like this. They are	
	14	Equalities impact of programmes implemented are assessed and considered to ensure diverse needs of young people, families and communities are responded to contextually, with potential negative impact fully understood.	Diversionary Activities available for young people across the Borough	Robert South	London Borough of Havering			Continuous	VCS		Ongoing as standard.	
	15	Structural issues which contribute to disproportionalities within violence, service access and school exclusions are understood by the partnership, and clear action to address are outlined within key strategic departments and multi-agency plans, as well as public sector equality planning.	All young people are safeguarded; diversionary activities are available for all young people across the borough	Robert South	London Borough of Havering	01/09/2020	31/03/2020		Police Schools		Work has been ongoing around reviewing disproportionality in the Youth Justice Service. We have completed both parts of the research – partner audits of their work with the 9 children along with in-depth interviews with those children and their parent/carers who wished to be spoken with. We are compiling these documents into two reports. A detailed one which will identify the subjects for a practice improvement workshop for the YJS and the working group where we will put more detail into the Disproportionality Action plan and the YJS improvement plan. We are also going to share the higher level report to the YJS management board, adolescent safeguarding strategy group, safeguarding and community safety partnerships. We are also taking opportunities to disseminate the rational and findings of both reports and have been successful in a funding bid to run two groups; both co-created and delivered, one for parent/carers and one for children at risk of custody. These will work alongside the Ether Programme which is a leadership and mentoring programme for Black boys at risk of SYV, exploitation and custody. This will also link closely with the mentoring that Sparks 2 Life deliver.	
	16	A clear partnership response to identifying, assessing and responding to extra-familial harm is documented within a safeguarding partnership strategy; tools to effectively deliver the strategy are available to practitioners and professionals as recommended by Ofsted.	Young people are safe	Robert South	London Borough of Havering	01/12/2021		Continuous	Police Schools		The Adolescent Safeguarding Strategy Board is now in place and meets quarterly. There is a partnership Action Plan that is reviewed at each meeting and updated accordingly. We have also just completed the development of a new Contextual Safeguarding Risks and Vulnerability Indicators Tool that we are finalising and then we be embedded in LCS/EHM for internal purposes and then a digital version on our webpage for external partners. Once it is working and checked – we will roll out with some training. The aim of the new tool is to replace out of date risk tools, and create a standardised tool that helps professionals identify exploitation risks, with clear pathways for support. We will update partnerships regularly with progress and go-live information.	
	17	Demonstrable consideration by safeguarding and the community safety partnership of parental engagement approach; active strategies for engagement, including socio-education offer, across key partners, especially within schools, PRUs and colleges.	Young people are safe	Robert South	London Borough of Havering	01/12/2021		Continuous	Police Schools		Parental engagement forms part of the Attendance, Admissions and Inclusions + Offer for young people on the verge of exclusion, and the social care offer for young people.	

	18	Recognising the key role of parents and carers, and the extensive evidence on benefits of parental support and education, clear socio-education offer on local risks and themes relating to youth violence (in particular, grooming, exploitation and healthy relationships) as part of an effective prevention offer for young people	Young people are safe	Robert South	London Borough of Havering	01/12/2021	Continuous	Police Schools		<p>The gangs engagement team have continued to offer partnering support workshops and training; these have been heavily oversubscribed and well-received by parents and partners. Havering Mind and LifeLine Projects (funded by the VRU) also offer parents support networks, focusing on mental health and SYV/exploitation respectively.</p> <p>All secondary schools within Havering have a Safer Schools Partnership (SSP) including Olive, BEP, KORU; the team have recently offered SSP's to the SEN and private schools within Havering. Officers are regularly engaging with YP and delivering presentations and workshops on various topics however our focus is on Knife crime, County lines, YPSI & consent.</p> <p>The schools team creates termly newsletters for parents which is sent via the schools to distribute via parent mail. They will also attend parents evenings if invited by the schools to deliver presentations on the key areas mentioned above to parents. They are currently working on expanding this offer to create some online presentations that can be sent out to parents.</p> <p>At colleges, Progress coaches work closely with parent/guardians throughout the academic year and have a cooperative approach to safeguarding, attendance and early signs/symptoms. These are then cascaded up to the safeguarding team if any meet the threshold.</p> <p>Tutorials cover the themes mentioned including risks, prevention, signposting to help. Pastoral staff also signpost to support groups internally and externally and other partnership agencies committed to assisting young people at risk of CCE, County lines, CSE</p>		
	19	Supporting the transition from Primary to Secondary School, through programmes that introduce year 6 pupils to their new school and provide mentoring and pastoral support (e.g. Stepping Stones)	Young people are safe	Robert South	London Borough of Havering	01/12/2021	Continuous	Police Schools		Junior Citizen is delivered annually; this year it was delivered to 14 primary schools in the borough, with approximately 1000+ year 6 students participating. Workshops were delivered by police, community safety, lifeguards, substance misuse, council enforcement and environment teams covering a range of topics.		
	20	Support key transition stages in a young person life that can increase their vulnerability (changing schools, returning to education from young offenders institution; leaving care)	Young people are safe	Robert South	London Borough of Havering	01/12/2021	Continuous	Police Schools		Transitions between schools is covered within the AAPI offer. AAI's Support Programmes and Alternative Provisions are developed in consultation with Havering Primary and Secondary Schools to ensure they meet the needs of Havering's students and reduces exclusions and safeguards all.		
	21	Local safeguarding partnerships coordinate efforts to ensure local Early Help processes and referral pathways, and everyone's role within them, are clear and easily accessible to parents/carers, schools, PRUs and college staff.	Young people are safe	Robert South	London Borough of Havering	01/12/2021	Continuous	Police Schools		<p>Partners and families are able to refer to the Early Help Service through a number of different routes:</p> <ul style="list-style-type: none"> For Early Help Family Practitioner and the Universal Plus service referrals are received via a Multi-Agency Referral Form (MARF) that is usually submitted through partner agencies such as schools, PRU's, Police, Health etc but parents can also self refer by contacting MASH or completing the online MARF For parenting services parents can self refer or a referral form can be submitted through partner agencies, with consent, on the families behalf through the dedicated parenting mailbox/phone line For the 0-5 children's centre Universal Offer parents can access independently or for more targeted support, such as speech and language courses, workshops, a referral form can be completed independently or through partner agencies with consent. <p>Partners are made aware of these services through a number of different routes:</p> <ul style="list-style-type: none"> Relevant multi-agency partnership boards, such as the Havering Children's Safeguarding Board, Early Help Partnership Board, Early Help Operational Forum and the Community Advisory Group Through relevant education partnership groups such as the BAP (Behaviour, attendance, pastoral group), school cluster group meetings and the PVI forum Through multi-agency disciplinary meetings, Early Help TAF's, attendance at CIN/CP and LAC reviews Attendance at partner agency forums such as MARAC, SGV, Missing Panel, Out of Court Disposal Panel, VAWG, MACE etc Information sharing events, such as the MASH, Early Intervention and Edge of Care events for partner agencies, which are held 3 times a year to ensure the updated offer is shared with partners. Invites are open to all multi-agency professionals and circulated via a number of different routes, such as the heads education portal, global emails, word of mouth etc Information sharing events for parents, carers and families to share the Early Help Offer and how to access services, promoted through, email, partner 		
	22	Adoption/promotion of initiatives (such as a school watch) to promote safe journeys to/from school for children and young people.	Young people are safe	Robert South	London Borough of Havering	01/12/2021	Continuous	Police Schools		Safer Schools Officers are deployed to hotspots areas after school, to ensure safe journeys; this is largely focused on Romford Town Centre as a key transport hub and area young people look to socialise after school. Many schools have been reluctant to sign up to a school watch, due to the fact there are some areas of it they do not feel comfortable with (eg students		
	23	Bespoke support for students in PRU's/AP, including mentoring and transition back into mainstream education or on to further education, training, employment (e.g VRU PRU mentoring scheme)	Young people are safe	Robert South	London Borough of Havering	01/12/2021	Continuous	Police Schools		There is a comprehensive Admissions, Attendance & Inclusions (AAI) Offer for pupils who are at risk and those who are vulnerable. The AAI work is in alignment with all government legislation and is compliant with the Statutory Duties of the Local Education Authority.		
	24	Work to ensure locations such as parks, shopping centres, fast food outlets etc are safe places for children and young people.	Young people are safe	Robert South	London Borough of Havering	01/12/2021	Continuous	Police Schools		<p>Our detached outreach team continue to focus on parks, shopping centres and fast food outlets that have been identified as locations of concern through local intelligence; we also successfully applied to the Serious Incident fund to increase detached outreach provision around one specific park, following an uptick in SYV activity.</p> <p>Discussions are ongoing for a new dedicated youth space in Romford Town Centre.</p> <p>The current refresh of CCTV systems and stock includes a review of camera locations; this will include locations of concern for young people's safety, as identified through local intelligence and in direct consultation with young people through our panels and the Safer Streets Map.</p>		

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WORKING WITH COMMUNITIES AND NEIGHBOURHOODS TO REDUCE VIOLENCE

1	CSP to work with communities to reduce violence, including young people and the VCS, with appropriate programmes of community involvement, capacity building and regular engagement	Residents feel informed and are able to signpost for help and advice	Diane Egan	London Borough of Havering	01/04/2019	31/03/2020	SNB Voluntary Sector Police		The council approved a community cohesion strategy in 2018/19, regular community engagement forums are chaired by the lead member for community safety, topics discussed include knife crime and gangs. All council member briefings have been held to raise awareness of gang activity and county lines. Further community briefings are being held in community venues with the support of trident. A number of fledgling community groups are emerging following recent murders in the borough and we are working with them to support their development. Meetings are being held with faith groups across the borough.		
2	Community Tensions Monitoring - Community Impact Assessment by MPS to be shared with and informed by CSP partners so it is based on multi-agency data	Community Tensions are Monitored and addressed	Borough Commander	EA Police	01/04/2019	31/03/2020	HCSP SNB		Police liaise with council and wider HCSP partners to monitor community tensions, A joint council and police communications forum has been established to maximise opportunities for engagement with the public. IAG is effective and reports to SNB at every meeting.		
3	Facilitate community involvement in Stop & Search - including the monitoring of S60 by community representatives. This action should set out what the local arrangements are.	Stop and Search monitoring group established	Borough Commander	EA Police	01/04/2019	31/03/2020	HCSP SNB		Stop and search monitoring group has been established, Chair reports to the SNB as a standing agenda item, work has taken place between police and youth parliament to raise awareness of stop and search.		
4	Map key communities and leaders, review six monthly	Mapping is up to date and comprehensive across the borough	Diane Egan	London Borough of Havering		Continuous			Ongoing as part of Community Cohesion. We are awaiting the first tranche of Census data in early 2022 to inform our understanding of demographic changes in the borough.		
5	Implement hyper-local neighbourhood initiatives to support community cohesion in areas at high risk of violence. Co-produce with the community, projects within the neighbourhood designed to improve communication with and trust in statutory services, support for young people through mentoring, training and positive activities, enhance the physical layout and take opportunities to design out crime	Havering is a cohesive borough, with opportunities available for all	Diane Egan	London Borough of Havering	01/09/2020	31/03/2021	VCS		Funding has been available through the Fore's Havering Funding Round in partnership with Havering Compact. This offers grants of up to £15,000 to small local projects. Local Area Coordinators are in place for specific postcodes based on local deprivation.		
6	Promote Fearless as a crime information source and option for providing information about violence anonymously https://www.fearless.org/en	Fearless is promoted in the borough	Diane Egan	London Borough of Havering	01/09/2020	31/03/2021	Police		Completed		
7	With partners initiate a parents network that communicates on a regular basis to disseminate information about problems/ issues in the borough, to consult with them about contemporary parenting challenges and possible solutions and to ensure no-one feels alone in confronting these challenges.	Parents are supported to safeguard young people	Diane Egan	London Borough of Havering	01/09/2020	31/03/2021	All HCSP Members		Update pending from Public Health, who have previously completed work in this area; COVID-19 response has taken precedence.		
8	Develop a communications plan which engages communities in the programme, and supports a reduction in fear of crime through providing honest and positive messages about achievements and reduces risk of stigma and discrimination.	Communications Plan is in place and up to date.	Diane Egan	London Borough of Havering	01/12/2021	Continuous	Police		Monthly meetings are held with Communications Team. We plan to develop a refreshed comms plan for the year, based on the new Community Safety Plan. Issue/event-specific plans are developed around key areas of work, these are in place for the next quarter, including Autumn Nights, the VAWG Virtual Conference, the 12 Days of Christmas. Additional work is needed around violence and the local offer for young people. Work is taking place with the Safer Neighbourhood Board to restart physical community engagement post-COVID, increasing contact with residents face to face through events, public meetings and door to door.		
9	Involve young people within local violence prevention work, through both established forums such as youth councils/parliaments, youth Independent Advisory Groups and informal grassroots pathways including through social media platforms.	Young people are actively engaged in decision making.	Robert South	London Borough of Havering	01/12/2021	Continuous			We have several forums that feed into local violence prevention work, including a well-established youth parliament, and a new youth advisory panel for the Integrated Adolescent Safeguarding Group. As part of the IASS, young people sit on interview panels for new frontline staff. We are launching a mapping project around personal safety across the borough; as part of these, we will be engaging young people specifically and will be able to review where they do/don't feel safe in Havering, to target activity.		
10	Work with communities and other partners in hyper local areas to develop capacity building to support incident response in the community, through robust partnership approach, and to increase trust and collaboration between local communities, stakeholders, key local institutions, and statutory partners. (e.g VRU My Ends, VRU Capacity building programme)	Communities are strengthened.	Robert South	London Borough of Havering	01/12/2021	Continuous	All HCSP Members		We have submitted a bid to the VRU Capacity Building Fund, to focus on the Harold Hill area: The project incorporates the following local area based activities and programming: • Provision of enhanced detached youth work offer in local parks and spaces increasing young people's participation in diversionary activities in local spaces, and especially in the local Myplace. These sessions allow youth practitioners to build a foundation of trust with young people to give the relational licence and capacity to be able to respond to incidents of high tension as and when they arise. • Door-to-door outreach and engagement with residents to establish a reassuring presence and raise awareness of the project, and build collective responsibility, especially during the 'lost hours' between 3:00pm and 7:00pm • Hosting community workshops to bring young and old together with supporting agencies and professionals to develop a shared understanding of local tensions, risk factors and mitigation, a collaborative vision and proactive response, including trauma-informed training for residents • Recruiting and training adult residents to become community champions through understanding trauma and contextual safeguarding courses, helping to forge cross-generational understanding of issues, improved relationships and sense of safety; • Support to local education providers through training and targeted group work; • Training young people and Parent Champions to support the delivery of the above sessions and embed learning within communities post-funding; • Establishing a Rapid Response Plan with the Harold Hill Community Response Group, to ensure local residents and staff are trained and ready to provide victim support, witness support and community liaison for police and investigations (including tech tools/apps to coordinate and spread key messaging)		
11	Develop a local partnership response to serious violence critical incidents, making use of the VRU CSP Serious Incident Toolkit where appropriate. Consider applying to the VRU critical incident fund, for a small one off funding grant to directly support communities in the aftermath of a serious incident of violence.	Havering is prepared for serious incidents and action is taken swiftly when they occur.	Diane Egan	London Borough of Havering			All HCSP Members		We successfully applied for the Critical Incident Fund to support detached outreach for hotspot areas for violence over the summer; we are awaiting the results of this piece of work. We are currently reviewing the Serious Incident Toolkit to incorporate it into our emergency planning.		

Ref	Actions											Risk
Theme	Action No	Actions	Outcomes	Named CSP Lead	Lead organisation	Start date	End date	Supporting organisation(s)	Progress	Comment	Document Reference(s)	RAG status

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SUPPORTING VICTIMS OF VIOLENCE AND VULNERABILITY Ensuring co-ordinated referral and support to victims and those who are vulnerable	1	To have a multi-agency assessment and referral process through a Multi-Agency Safeguarding Hub or similar, with full partner sign-off of terms of reference and operating model. Local Safeguarding partners to ensure robust and relevant social care oversight for young people at risk of harm.	Young people are safeguarding	Robert South	London Borough of Havering	01/09/2020	31/03/2020	Police		All-Age MASH is in place as standard.		
	2	All young victims of violence and those vulnerable to exploitation, are referred to appropriate packages of support across both statutory and voluntary provision. This could include to the London Victim and Witnesses Service which supports victims and witnesses of crime in London to cope and recover from their experiences.	Victims of knife crime are safeguarded	Robert South	London Borough of Havering	01/04/2019	31/03/2020	Police		A dedicated victims worker is in place at the YOS and is jointly funded by MOPAC and the Council. Victims identified are referred and triaged by the MASH process Gang Awareness training is provided via the LSCB to ensure staff are aware of referral routes. Where there are further concerns around the victim being gang affected Spark2Life mentoring is available in borough.		
	3	Young victims of violence to have a trauma informed needs assessment, with referral to the Your Choice CBT programme or CAHMS where the assessment determines that to be appropriate	Victims of knife crime are safeguarded	Robert South	London Borough of Havering	01/04/2019	31/03/2020	Police NELFT		CAHMS worker is based in the YOS There is also a NELFT representative in the MASH		
	4	Provide front line staff within partner agencies with trauma and attachment training, in order to support practitioners working with young people to understand the 'Trauma Informed Approach'. This approach informs staff of how trauma in early life may affect current behaviour.	Young people are supported and safeguarded	Robert South	London Borough of Havering	01/12/2021	Continuous			The Integrated Adolescent Safeguarding Service (IASS) offer training and 1:1 case consultations to professionals, to support them to understand the trauma-informed approach. Mentors on the council mentoring service recently received trauma-informed training as part of their CPD..		
	5	Ensure there is a robust mechanism to identify and manage any risk when young people move to different areas by including effective handover between agencies.	Young people are supported and safeguarded	Robert South	London Borough of Havering	01/12/2021	Continuous			Exporting young people: where an individual is open to social care or YJS, the case worker will inform the new area that the young person is being moved there, and pass on any information requested. Where young people are coming into borough, the information shared and handover varies significantly depending on the location; this has previously been identified as a blockage through MACE.		
	6	London Trauma and A&E centres to provide safeguarding information to local partnerships through an agreed referral mechanism and hence maximise opportunities for "teachable moments" and rapid service referral/support	Early Identification of Victims	Robert South	London Borough of Havering	01/04/2019	31/03/2022	BHRUT Redthread		Initial discussions have taken place with Rethread and BHRUT to look at funding youth workers in A&E at Queens Hospital, we await feedback and costing from Rethread. Currently reviewing opportunities for external funding.		
POSITIVE DIVERSION FROM VIOLENCE Recognising that children and young people should be offered interventions which help them move away from criminality	1	Pre-court and post conviction violent crime offenders to be provided with bespoke community sentence interventions	Offenders supported, reduction in Habitual Knife Carriers	Robert South	London Borough of Havering	01/04/2019	31/03/2020	NPS CRC Police Spark2Life		For those under 18 we have the Spark2Life resource, for those over 18 we have the IOM Scheme, The Pan London LGE Service, MAPPA (Dependant on the holistic needs of the offender). Activities available include: Individual and Group Mentoring, Substance Misuse interventions, arts and sports programmes, Positive and negative conditions on CBOs and KCPOs, Sensible rehousing options for exit, community payback.		
	2	Develop a local schedule of intervention options taking account of available services, including these in the VRU Diversion Directory. Include referral to the Your Choice CBT programme, where that is an appropriate option	Range of options available for offenders	Diane Egan	London Borough of Havering	01/04/2019	31/03/2021	NPS CRC Police		Currently the borough work with a range of organisations which includes LGE, Rescue and response, Spark2life, You and Me Counselling, Advance Minerva as well as CSP Statutory agencies. New providers include: West Ham Foundation - supporting young people out of crime through sport and education Prospects - diversionary programmes for young people in alternative education LifeLine - 1:1 mentoring, workshops and leadership programmes in secondary schools - SWITCH Lives, SWITCH Minds, VIP Future - Youth Zone offering positive activities including sports, music, arts, currently based in B&D with consideration to expand into Havering and Redbridge BoxUp Crime - positive activities and alternative education through sport. B&D and Redbridge, with consideration to Havering but need to further explore concerns around safety Studio 3 Arts - theatre and creative arts programmes for all young people. Recently delivered at tri-borough conference Fairtykes - creative arts centre offering a range of open-access activities for young people. Spark 2 Life - Mentoring, Community Payback and workshops delivered through schools and the Youth Offending Service. Commissioned by Council (YOS, Community Safety and Education) Spark 2 Life, LifeLine and You and Me Counselling are all delivering work in the borough with the support of Young Londoners Fund. Youth Endowment Fund are also supporting local activity through LifeLine's SWITCH Lives programme. The Council is offering support to local individuals keen to address knife crime, providing capacity building advice and support to set up charities/ CICs - Champion's Charity, Take a Knife Save A Life, Jodie Chesney Foundation. New programmes available in the borough:		
	3	Use the MPS DIVERT programme to support referrals from police custody to local providers to support education, employment, training (will be rolled out to all BCUS in 2021).	Offenders are supported to engage with EET	Borough Commander	EA Police	01/12/2021	Continuous			Police Action		
	4	Use the new London IOM framework, which focuses partner agencies on persistent, violent offenders who pose at least a medium risk of violent reoffending as the core/fixed IOM cohort, to proactively manage local, priority offender and make best use of shared IOM resources and share information.	The new framework is implemented	Diane Egan	London Borough of Havering	01/09/2021	Continuous	Police Probation		The Havering IOM has a very proactive multi agency team which is supported by a wide verity of stakeholders. Recent pan London referral criteria changes will enable more violent offenders are considered for the scheme. Anyone with a Violence Score (OVP) of +30% and a reoffending score (OGRS) of +75% will be considered for the scheme. There is flexibility to take on persistent offenders outside of the stated criteria if a solid evidence based argument can be made. The changes should enable more youth-adult transition cases linked to serious youth violence. Going forward the council and partners should consider letting 18-25s' on the IOM to have access to their existing mentoring services or build this into commissioning contracts of new mentoring services. Whilst information sharing is good, the introduction of the ECINS pilot should improve this further, allowing stakeholders to exchange information on one platform. Training is taking place in October, with a rollout starting in November.		
	5	Partnership support for Police applications for post-conviction Criminal Behaviour Orders (CBO's) for repeat knife offenders, in order to create better levers for change, by including positive requirements in sentences and orders to support the opportunity for change.	CBOs are utilised to deter and engage offenders	Diane Egan	London Borough of Havering	01/12/2021	Continuous	Police Probation		Positive requirements are implemented well for IOM nominals, as are CBOs. In other areas we do not see CBOs used as consistently (gangs, YJS); this is likely due to court delays as well as lack of resources to complete them. Council teams can provide evidence but are not trained to write CBO applications.		

6	Co-ordination between Probation and other partners to ensure robust pre-release plans, in order to provide support for a positive transition from secured estate back into the community.	There is a robust and joined-up approach to offender rehabilitation	Steven Calder	Probation	01/12/2021	Continuous	Police Local Authority		Planning meetings with housing take place 6 months prior to release, around homeless prevention. Prison visits from probation officers and social workers, beginning 6 months prior to release. closer work between DWP, probation and prisons is taking place around access to Universal Credit, employment, training post-release • The probation service unified in June 2021 bringing together the CRC and NPS into one organisation		
7	Probation Service bespoke license conditions for violent offenders should include opportunities for training, employment, education and housing and to complete interventions within the new probation model specifically related to reducing the risk of violence, weapon offending and improved personal well-being.	There is a robust and joined-up approach to offender rehabilitation	Steven Calder	Probation	01/12/2021	Continuous	Police Local Authority		Knife crime tagging ended. However, GPS tagging can still be used with relevant violent offenders Probation service uses the EPF2 tool to identify and imposed appropriate licence conditions on those leaving custody		