

**Appendix 1: Gangs and Serious Youth Violence Delivery Plan January 2016- January 2018**

<b>Prevention</b>				
<b>No.</b>	<b>Action</b>	<b>Accountability</b>	<b>Date of Delivery</b>	<b>Desired Outcome</b>
1	<p><i>Continue to implement Year 2 of Keeping Young People Safe project to:</i></p> <ul style="list-style-type: none"> <li>- <i>Work with 50 young people</i></li> <li>- <i>Provide parenting support to the parents of the young people</i></li> </ul>	<p>Karen Ali</p> <p>Family Support Team Managers</p>	<p>30 June 2016</p>	<p><i>70% of young people in cohort diverted from gang activity</i></p> <p><i>50% of parents complete a parenting intervention which leads to improved parent/child outcomes</i></p>
2	<p><b><i>Gangs screening tool to be shared with and used by partners especially children's centres, primary and secondary schools and colleges</i></b></p>	<p>Kate Malleson</p>	<p>Ongoing</p>	<p><i>Tool is shared and widely used and generates increased gang related referrals to MASH</i></p>
3	<p><i>Deliver gangs awareness training with specific reference to County Lines (London Gangs forum) to:</i></p> <ul style="list-style-type: none"> <li>- <i>Internal staff and <b>partners</b></i></li> <li>- <b><i>Schools: Deliver workshops with education partners for staff in schools on preventing youth violence and gang involvement</i></b></li> </ul>	<p>Flo Armstrong</p>	<p>3 days by July 2016</p> <p>Ongoing</p>	<p><i>Use evaluation forms to measure success of training.</i></p> <p><i>Training delivered and staff across Family Services and partner agencies have increased knowledge and confidence in recognising and addressing young people affected by gang activity</i></p> <p><i>School communities gain practical advice and guidance and develop strategies and confidence in tackling</i></p>

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	- Children's homes and foster carers with specific reference to vulnerabilities for LAC		31 March 2016	gang related issues within the school/college  Awareness raised amongst carers of this vulnerable group
4	CSE champions in schools to also be trained as gang champions	Training provider for CSE	31 August 2016	Every school has a gang champion
5	Engage with gang affiliated and affected young people, through YOT and KYPS cohort, especially around identifying effective interventions	Flo Armstrong	Ongoing	Engagement sessions held and feedback and intelligence from young people is reported to Gangs, CSE and Missing strategic board and YOT board and shapes service delivery
6	<b>Community Safety to scope plans for community engagement and resilience building with gang affected communities.</b>	Community Safety (Kiran Vagarwal) Craig Dixon (Victim Support)	31 December 2016	Local action plans developed and at least one event held in Graham Park, Burnt Oak, Dollis Valley, Grange Estate, and Finchley

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7	<i>Multi-Systemic and Functional Family Therapy currently being implemented. Full use to be made of places and outcomes robustly evaluated</i>	Elaine Tuck / Lindsey Hyde	Ongoing	<i>Barnet using full quota of places and improved outcomes evidenced through radar chart analysis</i>
8	<i>Map current provision, identify gaps and explore potential best practice interventions, particularly: - St Giles SOS Project Worker - Prevention in schools programmes (1<sup>st</sup> stage) such as Gang Resistance Education and Training - Gang Intervention programmes (3rd stage) such as Aggression Replacement Therapy (ART)  - Rehabilitative programmes for entrenched gang member exit strategies such as partnering with organisations such as Voluntary Services Overseas</i>	Strategy, Insight and Commissioning Team with Youth and Family Support team	31 December 2016	<i>Decision made to proceed with commissioning or not  Partnership in place and at least one young person engaged with a programme</i>
9	<i>Gather evidence and information to understand the risks and safeguarding issues for young people attending the PRUs and develop and implement action plan</i>	Paula Stacey	31 January 2016	<i>Gangs/CSE risk assessment of the PRUs completed, actions reported to CSE, Missing and Gangs board and action plan implemented</i>
10	<i>YOT to continue monitoring and management of gang members through business as usual</i>	Emel Fadil	Ongoing	<i>Gang members supervised by the YOT continue to show a reduction in rates of reoffending and there are no further serious offences</i>

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11	<p><i>Tackle and reduce exploitation of young people being used in the supply and movement of drugs:</i></p> <ul style="list-style-type: none"> <li>- <i>Drug treatment providers and offender managers to raise awareness of issue with their respective adult cohorts</i></li> <li>- <i>Drug treatment providers to develop process for passing information and intelligence to police / YOT</i></li> <li>- <i>Drug treatment providers to provide information and numbers of referrals for treatment in which the individual is not using drugs but involved for financial gain</i></li> <li>- <i>Offender managers (NOMS, NPS and CRC) include any known information on this issue in pre-sentence reports to ensure aggravated features result in an escalation to the crown court for sentencing</i></li> </ul>	<p>Bridget O'Dwyer (Drug treatment providers)</p> <p>CRC representative, National Offender Management Service representative and National Probation Service representative (Offender Managers)</p>	Ongoing	<ul style="list-style-type: none"> <li>- <i>Reduced numbers of children and young people carrying and supplying drugs</i></li> <li>- <i>Adult drug users understand how their substance user behaviour impacts on the vulnerability of children and young people</i></li> <li>- <i>Information is shared freely about the movement and supply of drugs and police are able to respond with a noticeable impact on drug supply in the borough</i></li> <li>- <i>Profile developed of the proportion of young people who are referred for treatment because of an association with drugs but who are proven not be users</i></li> <li>- <i>Influence brought to bear with sentencers and adult gang members and offenders and those using young people receive more serious penalties</i></li> </ul>
12	<p><i>Develop a clear pathway from the MASH for those who are at risk of or affected by gang activity which safeguards and leads to an effective intervention plan.</i></p>	Jo Pymont	30 June 2016	<p><i>Clear pathway in place, documented and delivering a streamlined and effective assessment and intervention plan</i></p>
13	<p><i>Create a flag in ICS to identify gang members</i></p>	Shirley Kean	29 February	<p><i>Flag is created and used</i></p>

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			2016	
14	<i>Work with the pan London consortium commissioned by MOPAC who are currently setting up the delivery model for a gang exit programme – casework, mental health, accommodation, trauma, ETE</i>	Kate Malleson	31 December 2016	<i>Effective delivery model implemented in Barnet and three gang members exited through this programme</i>

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<b>Enforcement</b>				
<b>No.</b>	<b>Action</b>	<b>Accountability</b>	<b>Date of Delivery</b>	<b>Desired Outcome</b>
15	<i>Police to continue to undertake enforcement and disruption activity on and around current and emerging gangs as led by intelligence</i>	Steve Cole	Ongoing	<i>Intelligence supports positive impact of disruption activity</i>
16	<i>Gangs and Serious Youth Violence Panel to continue to meet monthly in order to share information and undertake effective action planning around gang member's activity and to develop performance reporting mechanism to YOT Management Board</i>	Dave Lobb Kate Malleson	Ongoing	<i>Performance reporting mechanism to YOT Management Board and exception reporting to CSE, Missing and Gangs strategic forum established</i>
17	<i>Ensure the Single Point of Contact (SPOC) process is followed when sharing information and tension assessments about emerging or unexpected incidents</i>	Steve Cole	Ongoing	<i>Regular SPOC emails and tension assessments</i>
18	<i>Ensure full range of judicial restrictions and civil tools and powers are considered and used to tackle violence and gangs through attendance Gangs and Serious Youth Violence Panel</i>	Matt Leng, Community Safety Team	Ongoing	<i>Strategic and operational joint approach in place</i>

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Leadership, Partnership and Coordination				
No.	Action	Accountability	Date of Delivery	Desired Outcome
19	<i>Secure financial investment to enable longer term planning</i>	Kiran Vagarwal Duncan Tessier	31 March 2016	<i>Delivery plan receiving appropriate financial support</i>
20	<i>Share learning from other local authorities in terms of:</i> <i>- Engaging health partners in making preventing serious youth violence a priority</i>  <i>- London gangs forum (all London local authorities)</i>	Anita Harris  Kate Malleson Community Safety	30 June 2016  Ongoing	<i>Learning brought to CSE, Missing and Gangs Strategic Board</i>  <i>Regular meetings/updates informing operational and strategic planning through CSE, Missing and Gangs strategic forum, and YOT Management Board</i>
21	<i>Develop links and pathways with local British Transport and TfL ('Railway Children') to assist identification and interventions for missing, CSE, gangs</i>	CSE Coordinator Community Safety	30 June 2016	<i>Strategic and operational response delivering joined up approaches to CSE, missing and gangs around transport hubs</i>
22	<i>Develop strategic linkages with EIP and Neglect workstreams</i>	Karen Pearson Kate Malleson	31 March 2016	<i>Actions from this delivery plan, especially in terms of prevention, are picked up and developed through these workstreams</i>
23	<i>Develop an internal communications plan to raise awareness of the Youth Crime Prevention Strategy and Gangs and Serious Youth Violence Delivery Plan 2016-18</i>	Community Safety	31 January 2016	<i>Communications plan in place and actions to support are identified with leads and timescales</i>

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Understanding data and mapping gangs problem				
No.	Action	Accountability	Date of Delivery	Desired Outcome
24	<p><i>Continue to develop gangs' problem profile by:</i></p> <ul style="list-style-type: none"> <li>- Mapping vulnerable premises eg. Care homes, PRU, MISPER repeat venues (can also include railway stations, underground, transport hubs)</li> <li>- Using Home Office County Lines toolkit and local assessment plan (to include qualitative information from frontline staff)</li> <li>- Barnet Homes Estates Neighbourhood teams intelligence gathering</li> </ul>	<p>Community Safety Team</p> <p>Peter Clifton Aaron Cole Kate Malleson Steve Cole</p> <p>Ian Helcke</p>	30 June 2016	<p><i>Information reported to CSE, Missing and Gangs strategic forum so that partnership activity is informed by accurate, useful data</i></p> <p><i>Analysis and assessment complete and information reported to YOT Management Board and CSE, Missing and Gangs strategic forum</i></p> <p><i>Barnet Homes to report intelligence to YOT management board</i></p>
25	<p><i>Develop strategic and operational KPI's to ensure organisational integration and cross departmental commitment underpinned by strong analytical support</i></p>	<p>Strategy, Insight and Commissioning Team</p> <p>Peter Clifton, Community Safety Team</p>	31 December 2015	<p><i>Robust KPI framework in place and producing meaningful and accurate data</i></p>
26	<p><i>Evaluation of impact on gang activity of the strategy and action plan</i></p>	<p>Strategy, Insight and Commissioning Team</p>	31 January 2018	<p><i>Evaluation undertaken and reported to LBB strategic forums/commissioners</i></p>