

MEETING

SAFER COMMUNITIES PARTNERSHIP BOARD

DATE AND TIME

FRIDAY 24TH APRIL, 2015

AT 2.30 PM

VENUE

HENDON TOWN HALL, THE BURROUGHS, LONDON NW4 4AX

TO: MEMBERS OF SAFER COMMUNITIES PARTNERSHIP BOARD (Quorum 3)

Chairman: Councillor David Longstaff

Board members

Kiran Vagarwal, London
Borough of Barnet

Mathew Kendall, LBB

James Mass, LBB

Duncan Tessier, LBB

Nicola Francis, LBB

Adrian Usher, Metropolitan
Police

Marcia Whyte, London
Probation Trust

Sam Denman, National
Probation Service

Steve Leader, London Fire
Brigade

Bridget O'Dwyer, Barnet
Clinical Commissioning
Group

Bradley Few, MOPAC

Roger Kemp, Barnet Safer
Neighbourhood Board

Dr Simon Harding,
Middlesex University

Tim Harris, North West
London Magistrates Court

Julie Pal, CommUnity
Barnet

Caroline Birkett, Victim
Support

Terry Cameron, Department
for Work and Pensions

You are requested to attend the above meeting for which an agenda is attached.

Andrew Charlwood – Head of Governance

Governance Services contact: Salar Rida, 020 8359 7113 Salar.Rida@Barnet.gov.uk

Media Relations contact: Sue Cocker 020 8359 7039

ASSURANCE GROUP

ORDER OF BUSINESS

Item No	Title of Report	Pages
1.	Introductions and apologies	1 - 2
2.	Minutes of Previous Meeting	3 - 6
3.	Youth Crime Prevention	7 - 36
4.	Child Sexual Exploitation (CSE)	
5.	Communities Together Network	37 - 52
6.	Update Multi-Agency Public Protection (MAPPA)	
7.	Prevent and the New Counter-Terrorism and Security Act 2015	
8.	Forward Programme and Any Other Business	53 - 56

FACILITIES FOR PEOPLE WITH DISABILITIES

Hendon Town Hall has access for wheelchair users including lifts and toilets. If you wish to let us know in advance that you will be attending the meeting, please telephone Kiran Vagarwal, 020 8359 2953 Kiran.Vagarwal@Barnet.gov.uk. People with hearing difficulties who have a text phone, may telephone our minicom number on 020 8203 8942. All of our Committee Rooms also have induction loops.

FIRE/EMERGENCY EVACUATION PROCEDURE

If the fire alarm sounds continuously, or if you are instructed to do so, you must leave the building by the nearest available exit. You will be directed to the nearest exit by Committee staff or by uniformed custodians. It is vital you follow their instructions.

You should proceed calmly; do not run and do not use the lifts.

Do not stop to collect personal belongings

Once you are outside, please do not wait immediately next to the building, but move some distance away and await further instructions.

Do not re-enter the building until told to do so.

Barnet Safer Communities Partnership Board (SCPB)

AGENDA ITEM 1

Date:	Friday 24 th April 2015
Time:	2.30pm to 4.00pm
Venue:	Committee Room 2, Hendon Town Hall, The Burroughs, London NW4 4AX

Agenda

	Item	Led by
14:30-14:35 (5 minutes)	Item 1: Introductions and apologies	Chairman of SCPB
14:35-14.40 (5 minutes)	Item 2: Minutes of the last meeting	Chairman of SCPB
14:40-15:00 (20 minutes)	Item 3: Youth Crime Prevention <ul style="list-style-type: none"> Barnet Youth Justice Plan Progress on work with gangs Update on Youth Justice Matters (standing agenda item) 	Duncan Tessier Assistant Director, Early Intervention and Prevention Family Services Delivery Unit Children's Service Barnet Council Kate Malleson Head of youth and Family Support Service
15:00-15:15 (10 minutes)	Item 4: Child Sexual Exploitation (CSE) Update on Barnet's approach to responding to CSE (Verbal)	Duncan Tessier Assistant Director, Early Intervention and Prevention Family Services Delivery Unit Children's Service Barnet Council
15.15-15:25 (10 minutes)	Item 5: Communities Together Network Presentation of annual report	Lesley Holland Commissioning and Equalities Policy Officer Barnet Council
15:25-15:45 (15 minutes)	Item 6: Update Multi-Agency Public Protection (MAPPA) SCPB to discuss links and impact on the 2015-2020 Community Safety Strategy out-come: <i>'Sustained reductions in re-offending.'</i>	Sam Denman Assistant Chief Officer National Probation Service Barnet, Brent and Enfield
15:45-15:55 (10 minutes)	Item 7: Prevent and the New Counter-Terrorism and Security Act 2015 Verbal update	Kiran Vagarwal Strategic Lead, Safer Communities Commissioning Group Barnet Council
15:55-16:00 (5 Minutes)	Item 8: Forward Plan and AOB Partners to identify/confirm agenda Items for next meeting : 24 July 2015	Kiran Vagarwal Head of Community Safety Barnet Council
16:00	Meeting Close	

This page is intentionally left blank

Safer Communities Partnership Board

Minutes of meeting held on 30 January 2015
Hendon Town Hall, The Burroughs, London NW4 4BQ

AGENDA ITEM 2

Minutes

Board Members Present:

Cllr David Longstaff (Chairman)	London Borough of Barnet
Kiran Vagarwal	London Borough of Barnet
James Mass	London Borough of Barnet
Duncan Tessier	London Borough of Barnet
Adrian Usher	Metropolitan Police
Roger Kemp	Barnet Safer Neighbourhood Board
Tim Harris	North West London Magistrates Court
Julie Pal	Community Barnet
Andrew Francalanza	Victim Support

Also Present:

Alan Bowley	London Borough of Barnet
Sean Madeley	London Fire Brigade
Peter Clifton	London Borough of Barnet
Rodney Rodricks	London Borough of Barnet
Salar Rida	London Borough of Barnet

1. INTRODUCTIONS AND APOLOGIES FOR ABSENCE

The Chairman of the Safer Communities Partnership Board, Councillor David Longstaff welcomed the Board members and thanked all guests for their attendance.

Apologies were noted from Steve Leader (Sean Madeley in attendance), Dr Simon Harding and Sam Denman.

2. MINUTES OF PREVIOUS MEETING

The minutes of the meeting held on 31 October 2014 were agreed as a correct record. The Board noted the list of actions set out in the previous minutes.

3. UPDATE ON NEW VICTIM SERVICE

The Chairman invited Andrew Francalanza (Senior Service Delivery Manager North Division - Victim Support) to present the item. Mr Francalanza provided the Board with an update on Victim Support Services.

It was noted that Victim Support has been delivering services to victims of crime for more than 40 years and supporting witnesses of crime attending court for more than 25 years.

Mr Francalanza informed the Board that Victim Support has been in receipt of a grant to run a revised victim service for London from October 2014 for a period of twelve months.

The Board noted the outlined key changes in enhanced and standard referrals and a new service for Children & Young People and new support service for tourists who are victims of crime during their stay in the capital.

Andrew Francalanza noted the positive feedback of the Victim Awareness Course which is designed to make offenders think about the consequences of crime and reduce reoffending.

Action: Andrew Francalanza to update Duncan Tessier on work undertaken at Victim Support to enhance partnership working, avoid duplication of work and improve efficiency of services.

Action: Kiran Vagarwal to liaise with Victim Support for further information and data about provision of services at Victim Support

Action: Liaise with MOPAC to request representation at Board meetings and partnership working with the Community Safety Team

4. UPDATE ON VIOLENCE WITH INJURY

The Chairman invited the Borough Commander to present the item. The Borough Commander for Barnet Adrian Usher introduced the item and noted the context of the increase in figures and partnership approach to addressing the increase.

The Borough Commander informed that the data clusters were attributable to a different system of reporting than previously conducted.

It was noted that a new set of instructions has been adopted which includes a change in what would constitute a violent crime.

The Committee heard that in policing terms, the figures do not reflect a substantial change in offences and that in general there had been low levels of crime in the borough.

5. BARNET POLICE RE-ASSURANCE STRATEGY IN RESPONSE TO RAISED COUNTER TERRORISM TENSIONS

The Borough Commander for Barnet updated the Board on the re-assurance strategy in response to raised counter terrorism tensions. The Board heard that daily patrols have been dispersed around faith schools in the borough and that intelligence is monitored closely.

It was noted that Police Officers have engaged positively with communities to provide re-assurance and that the overall message is to be alerted but not alarmed.

Roger Kemp Chair of the Safer Neighbourhood Board requested that a representative from the Metropolitan Police attend an SNB meeting to provide an update. **(Action)**

6. BARNET POLICE CONFIDENCE CAMPAIGN

The Head of Community Safety Kiran Vagarwal noted the importance of this campaign in light of the Community Safety Outcome:

'Residents and businesses feel confident that the police and council respond to crime and ASB in their area'

The Borough Commander introduced the item and briefed the Board about the Confidence campaign which is disseminated across London.

The Committee noted the importance of the delivery of the ASB communication to communities through advertising and tailored messages across Barnet.

7. UPDATE FROM YOUTH MATTERS

Duncan Tessier, Chair of Youth Justice Matters, Assistant Director Early Intervention & Prevention (LBB) informed the Board about the youth offending services statutory managing Board, Youth Justice Matters.

Mr Tessier updated the Board about the Home Office review project and noted that the Board would receive a report at a future meeting about the co-ordinated strategy for tackling youth offending.

The Chairman of the Board noted the importance of a joined up approach and work with young offenders and the need for good partnership working to reduce re-offending rates.

The Board heard about the need for MOPAC to share key developments and lessons in this area with the Safer Communities Partnership Board.

8. 2015-2020 COMMUNITY SAFETY STRATEGY

The Board noted the objectives and outcomes as outlined in the Community Safety Strategy 2015-2020 as set out in the report.

The Chairman briefed the Board about the consultation undertaken which included public meetings, on online surveys, workshops and stalls.

The Head of Community Safety Kiran Vagarwal informed the Board that following feedback additional content was added to the Strategy regarding CSE and substance misuse.

RESOLVED that the Board agree and sign off the final Community Safety Strategy 2015-2020.

9. BARNET SAFER NEIGHBOURHOOD BOARD

The Chair of the Barnet Safer Neighbourhood Board Roger Kemp provided the Board with an update following the SNB meeting in December 2014. Mr Kemp noted that following initial proposal of the application, no further feedback had been received from MOPAC about the mobile phone application.

Mr Kemp informed that the next meeting of the SNB will take place during March 2015 at Hendon Town Hall and members of the Board and the public are welcome to attend.

Action: Chair of SNB and Chairman of SCPB to receive a list of Senior Police Management from the Metropolitan Police

10. PERFORMANCE DASHBOARD

The Board noted the information published as part of the Performance Dashboard item in the Supplementary Agenda pack.

11. FORWARD PROGRAMME AND ANY OTHER ITEMS

The Board heard that the annual Magistrates' Court mock trial competition will start in March this year with the vast majority of heats taking place on 7 March, 14 March and 21 March.

The national final will be held in late June at the Victoria Law Courts, Birmingham.

The Chairman thanked Board members for their contributions to the discussion. The Head of Community Safety informed that members are able to put forward items or suggestions for discussions at future meetings of the Safer Communities Partnership Board.

The meeting finished at 4.00pm

Summary

The YOT has five strategic priorities, measured in the following ways:

- 1 **Reducing Reoffending:** Offending rate falls, especially for pre-court population, seriousness of offences committed decreases, numbers of young people in ETE increases, number of custodial sentences decreases
- 2 **Protecting the Public:** Case audits, absence of serious incidents, number of high risk young people decreases
- 3 **Protecting the Child or Young Person:** Reduction in numbers of young people judged to be of high vulnerability, case audits, absence of serious incidents
- 4 **Ensuring that the sentence is served:** Case audits, increased compliance and reduced number of breaches, increased number of satisfactorily completed orders
- 5 Including the **voice of young people** as offenders and victims: Increased number of victims engaged in RJ, case audits show victim perspective

It will also seek to strengthen outcomes achieved by the YOT partnership with the follow agencies, measured in the following ways:

CAMHS:	Increased numbers of referrals to CAMHS
SALT:	Numbers of referrals to Speech and Language Therapy
Health Screening:	Numbers of young people receiving a physical health screening, all to be registered with a GP
Health/Ed Psych:	Protocol to be in place between health and Ed Psych
YPDAS:	All cases with ASSET score of 1 referred for drug treatment
Police:	Increased number of interventions delivered to YOT young people, reduced reoffending in FTE cohort
Probation:	All cases transferred in a timely manner at 18
Children's Social Care:	YOT/CSC protocol in place with improved joint work
ETE:	Increased numbers in Education Training and Employment (ETE)
Court:	Sustain positive feedback from the Court by continuing to provide a good service
Community Safety:	Timely completion of MOPAC returns; effective joint work around new ASBOs
Targeted Youth Service:	Improvements in delivery of out of court disposals; reduced numbers of FTE reoffending
SERCO:	No outstanding curfew violations
Appropriate Adults:	All young people have an AA at point of arrest

1 Introduction

A whole service review of the YOT structure and governance arrangements was carried out during 2013/14 in consultation with staff and partners. The wide-ranging review considered whether the current YOT structure was fit for purpose as well as the feasibility of a cross borough re-organisation of services together with Court partners Harrow and Brent. It also included a comprehensive review of the membership and terms of reference of the YOT Management Board known as Youth Justice Matters.

Areas for development were identified and a robust improvement plan devised which incorporated preparation for HMIP inspection and an internal structural re-organisation.

The HMIP inspection took place between 23 and 25 June 2014 and found that there had been a significant improvement in performance in all aspects of the work of the YOT since the previous inspection in September 2011. The report confirmed that HMIP "*have confidence that Barnet has a well performing YOT.*" (Appendix A - HMIP Short Quality Screening of youth offending work in Barnet (SQS)). HMIP noted that these improvements have been delivered in a very challenging environment against a backdrop of increasing gang-related activity in the borough as evidenced by 5 Community Safeguarding and Public Protection Incidents (CSPPi) during 2013.

This annual plan seeks to build on the progress already achieved by consolidating and embedding the good practice which has been evidenced whilst seeking to further develop a strategic and operationally integrated response to those young people who are gang-affected or at risk of child sexual exploitation.

2 Governance

A comprehensive review of the membership, terms of reference, governance and reporting arrangements for the YOT Management Board has been undertaken and improvements implemented. Membership is now at an appropriately senior level with statutory partners in regular attendance. The strategic priorities for the YOT partnership are underpinned by the four core HMIP inspection criteria.

Newly configured and more robust governance arrangements have strengthened links with both Community Safety and the wider Children's Service including Children's Social Care and Education and post-16 partnerships. The remodeling programme has been informed by 'Modern Youth Offending Partnerships' and 'Partners in Crime', in addition to the criteria for HMIP judgments under the governance module of the inspection programme. A rolling programme of induction takes place with new Board members.

The Management Board has agreed the following principles of effective governance:

- a. Broad strategic thinking which goes beyond criminal justice objectives
- b. Strong productive relationships with board members willing to challenge each other

- c. Problem-solving culture across all agencies
- d. Good performance data, national and local
- e. Sub-groups working on joint issues
- f. Shared resources
- g. Induction for board members

The YOT Management Board reports to the Safer Communities Partnership Board, the Children's Trust Board and the Barnet Safeguarding Children Board. (Appendix B - YOT Management Board governance and reporting arrangements). In addition, the Chair of the YOT Management Board holds bi-annual briefings with the Chief Executive. The Serious Youth Violence and Gangs Strategy Group (SYVGSG) is a sub-group of the YOT Management Board which is driving Barnet's response to the increased seriousness of gang-related activity. Two operational groups report to the SYVGSG, one is the Gangs and Serious Youth Violence Panel (GSYVP), and the other is the Keeping Young People Safe (KYPS) in and around Burnt Oak project board. The Chair of the YOT Management Board attends the Safer Communities Partnership Board and also the Children's Trust Board. The Head of YOS and IFF attends the Safeguarding Children Board.

3 Strategic Priorities for the YOT Partnership

3.1 Reducing Reoffending

Reducing reoffending by children and young people improves their life chances and creates a safer community with fewer victims of crime.

The YOT Partnership will consider the initial findings of the analysis of reoffending data (see below) and draw up a 12 month action plan for review in 6 months' time.

- Look at the pre-court and custody cohort to review interventions and improve their effectiveness
- Review programmes of intervention for 17 year olds and improve their effectiveness
- Examine exit strategies for the 17+ group
- Explore the reoffending programmes of intervention for young people identified as being in the black/black British group to ascertain whether there is effective engagement and that these interventions are meeting criminogenic need
- Examine programmes of intervention addressing drug offences, violence against the person and robbery
- Explore assessment practice, particularly why 5 young people who went on to offend prolifically were not initially assessed as requiring intensive intervention and why 4 who did not reoffend were assessed as requiring intensive intervention
- Audit those cases where young people commit a further offence within one month, to ascertain whether any review was conducted to modify the level of intervention, once the further offending began
- Review the QA system to ensure processes are in place to check that assessments are of sufficient quality, trigger the appropriate level and type of intervention and that reviews are carried out quickly on those who reoffend early

3.2 Protecting the Public

Effective risk management protects the public from the harm caused by serious youth violence and organised gang-related crime and reduces the impact of harmful offending on the local community. The YOS will robustly supervise children and young people towards the successful completion of their court order aiming to achieve a reduction in the risk they pose.

- Staff and managers will ensure that all assessments and plans are reviewed when there are significant developments in the circumstances of the children and young people under supervision
- Monthly case audits will ensure continuous quality assurance of risk assessments, plans and interventions
- The absence of any further community public protection and safeguarding incidents (CPPSI) will evidence continued effective practice
- Effective management oversight will be sustained and will ensure that the assessment of risk is accurate and timely
- Effective management oversight will continue to ensure that the plan to manage identified risk is robust, achievable and being implemented

3.3 Protecting the Child or Young Person

Children and young people who are involved in offending or at risk of offending are often victims of abuse or neglect. They are also often likely to take part in risky behaviours such as drug taking, alcohol misuse, or inappropriate sexual activity which can make them vulnerable to sexual exploitation. They may also be affected by poverty, inconsistent parenting, reduced educational opportunities and mental health problems. The YOS will take action to reduce their vulnerability and keep them safe.

- Staff and managers will ensure that all assessments and plans are reviewed when there are significant developments in the circumstances of the children and young people under supervision
- Monthly case audits will ensure continuous quality assurance of assessments of vulnerability, plans to reduce vulnerability and interventions
- The absence of any further community public protection and safeguarding incidents (CPPSI) will evidence continued effective practice
- Effective management oversight will be sustained and will ensure that the assessment of vulnerability is accurate and timely
- Effective management oversight will continue to ensure that the plan to manage identified vulnerability is robust, achievable and being implemented
- The YOT and its partners will achieve the early identification of children and young people who are vulnerable to sexual exploitation
- Joint protocols with children's social care will be implemented which prevent the offending of Looked After Children, safeguard those affected by gang activity and manage children on remand

3.4 Ensuring that the sentence is served

The likelihood of successful outcomes from the sentence is increased by good quality engagement with the child or young person and their family to ensure compliance with their sentences. Compliance ensures that attention can be given to their health

and well-being, education, training, employment and other needs. Effective management and partnership work increases the likelihood of successful outcomes from the sentence.

- Maintain high levels of engagement and compliance by young people subject to supervision by sourcing and using interesting and relevant resources and adapting material to suit different learning styles and needs
- Consistent application of the compliance and enforcement policy to ensure successful completion of supervisory sentences
- Monthly case audits evidence sound judgements by case managers in the application of the compliance and enforcement policy
- National Standards auditing monitors performance annually

3.5 Including the voice of young people and victims

Many victims of youth crime are also children and young people. Many young offenders are also victims of crime. In order to be effective, the delivery and design of services which have an impact on young people as both offenders and as victims, and on victims more generally, needs to be shaped by an understanding of their perspective.

- Close collaboration between the Voice of the Child Coordinator, Restorative Justice Coordinator and Victim Support to increase the numbers of young victims who feel safe enough to contribute to restorative justice interventions
- Reviewing the feedback obtained during a YOT service user study and using it to influence and design YOT programmes

4 Structure

The reconfigured YOT structure was implemented on 1 April 2014 and includes the newly developed post of Youth Justice Manager. The proposal being considered under the wider Children's Service consultation is for this post to be managed by the Head of Youth and Family Support who will report to the Assistant Director Early Intervention who is also Chair of the YOT Management Board.

An expanded Referral Order, Reparation and Volunteer Coordinator post will deliver improvements in reparation programmes; develop work with victims thereby increasing victim engagement and satisfaction as well as the number of young people undertaking restorative justice interventions; and will make more consistent use of volunteers for Referral Order Panels, and to support Intensive Supervision and Surveillance and reparation activity. (Appendix C - Barnet YOT structure chart).

Barnet Children's Services are undergoing a Transformation Programme for implementation in April 2015 which will ensure fully integrated, joined-up assessment, planning and intervention for all of Barnet's children and young people. Consultation is currently taking place on the proposal to bring together the YOT, Targeted Youth Service (TYS), and Intensive Family Focus Service (IFF) under a newly designed Youth and Family Support Service. (Appendix D - LB Barnet Youth and Family Support Service proposed structure).

This provides an opportunity to apply the lessons of effective YOT practice to a wider service with a relentless focus on early and targeted intervention. The Youth and

Family Support Service will be commissioned by the YOT to deliver specific interventions which support YOT strategic priorities.

The YOT has been operating from a number of sites across the borough which is challenging and impractical for a small service. An accommodation review has identified new premises for the YOT and a number of key partners including police and health. This co-location of services will further enhance delivery of youth justice interventions for service users.

5 Resources and Value for Money

A detailed description of how the YJB Good Practice Grant will be used in accordance with requirements set out in the conditions of grant letter is contained within this plan and in the attached costed plan. (Appendix E - Costed Plan for LB Barnet). Also attached are tables showing cash, staffing and in kind contributions made by local partners. (Appendix F - Staffing Tables)

6 Partnership Arrangements

6.1 Health

Links between the health and justice agendas have been strengthened centrally and replicated locally. Barnet's Clinical Commissioning Group (CCG) attend YOT Management Board meetings and have worked closely with the Youth Justice Manager and YOT Management Board Chair to address the health needs of YOT service users. The commissioning strategy will develop an integrated model promoting early intervention and YOT caseworkers will further develop the skills, knowledge and confidence to identify and refer young people.

6.1.1 CAMHS

CAMHS are providing two sessions per week for YOT clients delivered at YOT premises. This service provision is included in the provider specification and a YOT representative will be part of the CAMHS Core Group. The staff support and outreach model being provided by the two psychologists is already having a significant impact on the level of engagement by YOT clients and is facilitating referrals into mainstream CAMHS services.

6.1.2 Forensic Services

Health commissioners are in discussion with NHS England about the provision of a forensic service to YOT clients. Ahead of these discussions being finalised, the Clinical Commissioning Group (CCG) will spot commission forensic services for those young people in current need.

6.1.3 Speech and Language Therapy Service

The YOT now benefits from a SALT service which includes children and young people up to the age of 19. The specification states that the service will be required to work with current and undiagnosed young people in the YOT with a target for referral to treatment of 4 weeks which is in line with the service for Looked After Children. A similar model to that undertaken by CAMHS is being provided at YOT

premises and SALT therapists will work closely with CAMHS psychologists.

6.1.4 Physical Health Screening

Ongoing discussions are taking place with Public Health commissioners to address physical health screening issues and to ensure that all young people receive their entitlement via the Child Health Programme. YOT young people are more likely to have missed out on the universal health screening programme delivered via the schools nursing service due to interrupted education. This gap in meeting their needs is acknowledged and a solution under development.

6.1.5 Referral Pathways

Information has been provided on GP registration from NHS Shared Business Services together with a list of dental and optician services in Barnet. It may be possible to develop a preferred provider for dental and optician services in due course.

6.1.6 Drug and Alcohol Screening and Treatment

The current service is commissioned from the Tavistock and Portman NHS Foundation Trust and delivered by the Young People's Drug and Alcohol Service (YPDAS). YPDAS and the YOT have a memorandum of understanding (MOU) in place for this targeted service and there is regular review of working arrangements and referrals. YPDAS also attend the monthly Gangs and Serious Youth Violence Panel to provide expertise on drugs and/or alcohol use as well as contributing to planning around individual young people. There is a need to develop a strategic and treatment response for those young people who are not only using substances but who are carrying or supplying substances as part of an organised network of business activity with the associated safeguarding concerns. The service manager will be attending the YOT Management Board to discuss future work and to provide expert advice on this particular strand of substance-related work.

6.1.7 Educational Psychologist Provision and Assessment

A Joint Working Protocol is to be agreed with LBB Education Psychology Service.

6.1.8 Future Plans

- Possible co-location of some health services when the YOT moves to new premises
- YOT inclusion in the Joint Strategic Needs Assessment (JSNA)
- Possible work around liaison and diversion activity if central funding becomes available
- Commitment to early uptake of the revised ASSET Plus health screening tools

6.2 Police

The YOT Management Board is regularly attended by a senior police officer who is committed to the work of the YOT partnership. The YOT is fully resourced with two FTE police officers and work has been ongoing throughout the year to ensure that

the most effective use is made of their time. Barnet has valued the support of the Metropolitan Police Youth Justice Central Support team in ensuring that the Police/Youth Justice partnership is effective and implements the recently published Role of Police document.

YOT Police are not located at YOT premises which means that the benefits of multi-agency working and effectiveness of information sharing are diminished. There is a commitment to co-location in the future and whilst new premises are being refurbished, Police and YOT staff have devised robust processes for information sharing via a 'Daily Briefing' which is circulated to all YOT staff. It contains information about outstanding bail to return dates; arrests/cautions in the previous 24 hours and circumstances surrounding the incident; disposals for the arrests and bail conditions; relevant missing persons information; details of overnight custody cases including bail conditions; and any relevant information from schools officers in relation to YOT clients. Information is transferred to the YOT database. This daily briefing practice is being monitored by the Metropolitan Police as it is seen as an example of good practice which may be rolled out more widely.

A revised, updated information sharing agreement has been written which will enable PNC information to be shared in support of the YJB's Reoffending Project.

In addition to delivering out of court disposals, YOT police deliver individual pieces of intervention with young people on statutory orders. These include sessions on stop and search, knife crime prevention and awareness and joint enterprise. YOT police also assist with overseeing police reporting for those on ISS timetables and are involved in the induction process, meeting all YOT clients during the early stages of their supervision. Future work is planned to involve police more regularly in breaches, home visits and supporting resettlement after release from custody.

6.3 Probation

Probation representatives attend the YOT Management Board and when the CRC private providers are in place they will also be invited to join the Board. The YOT seconded Probation Officer and the YOT Operational Manager have been fully engaged with NOMS via workshops to support staff through the Transforming Rehabilitation programme. The YOT Partnership welcomes the news that there is no plan to withdraw secondees from YOTs and that the current secondee will be remaining in post at least until April 2015.

A Senior Probation Officer has been seconded to the community safety team for 12 months as part of the strategy to develop Integrated Offender Management (IOM). Her role involves increasing the IOM cohort to include domestic violence and serious gang-related offending; devising an offender management strategy for the borough; monitoring IOM performance; supporting the IOM partnership chairing monthly IOM panel meetings. It is anticipated that the appointment will facilitate joined up work to tackle reoffending in the borough although the processes for transition from the YOT to Probation are already established and working well.

6.4 Children's Service

Children's Social Care and the YOT work closely across a range of work including looked after children, fostering, child in need, leaving care, remands, safeguarding,

housing needs assessments and responding to vulnerable gang affected young people and their families.

A strategic remand tasking group manages all aspects of the remand agenda and is responsible for highlighting risks in relation to the potential budget shortfall. This group has expanded its terms of reference in the last quarter and has evolved into a joint YOT/CSC strategic planning group to include development of a refreshed joint YOT/CSC protocol in the light of legislative changes and the need for improved joined up working around gang affected young people and sexual exploitation. Joint work has been informed by learning from the cluster of CSPPI cases during the Summer of 2013 and will be further informed by learning from a cross borough Serious Case Review involving the death of a gang affected young person at the end of last year. Themes from these cases have been presented to colleagues across the children's services partnership via learning workshops and presentations to senior managers as well as to YOT staff. A series of actions have been implemented and the absence of any further incidents in 2014 would indicate that this work has been effective.

The Safeguarding Children Board's Annual Report containing priorities for 2014/15 includes a focus on child sexual exploitation, neglect, domestic abuse, and e-safety. The YOT is fully engaged with the Board's work programme.

6.5 Education, Training and Employment

Barnet evidences strong performance in assisting young people to engage in education, training and employment. ETE performance remains a key local indicator as it is recognised as being fundamental in enabling young people to move away from an offending lifestyle.

The YOT has established an effective working relationship with the "Working Links Moving On Project" and this is delivering positive outcomes for some very challenging young people. This includes one to one work around identifying and supporting young people into suitable provision. The specialist post-16 team Barnet Employment Education Team (BEET) provides access and support to a range of provision.

6.6 Court

A revised Court protocol is in place and has been signed off by Court partners. There is good liaison between YOT and Court staff and the YOT Management Board benefits from the attendance of the former Chair and Deputy Chair of the Youth Bench.

6.7 Victims

There is a menu of work to develop and improve this area.

Starting in September 2014, Victim Support will provide YOT clients with a rolling programme which increases their awareness of the victim perspective. This will be delivered at the start of their periods of supervision.

The parents of a female victim of female violence attended a YOT team meeting. The exercise was mutually beneficial, keeping the victim's perspective central, and providing the victim's mother with an opportunity to express her feelings and to feel listened to. Following this a YOT police officer delivered a lesson in their home to her children on personal safety. The victim's mother has agreed to assist with the making of a film about their experience which will be used in sessions with offenders. It is also possible that the victim's mother will train to become a Referral Order Panel member.

The RJ Coordinator has designed a leaflet for YOT young people to introduce the principle of restorative justice at the outset of their Order. This will not only explain the concept of RJ but will include the expectation that an RJ conference will happen during the Referral Order. The plan is to introduce the victim to the conference at the review stage if the victim is ready and willing to participate. The RJ Coordinator will work with both the victim and the offender to prepare them for this.

6.8 Community Safety

Closer strategic linkages have been developed following the appointment of a new Head of Service in 2013 and her regular attendance at the YOT Management Board together with the attendance of the Chair of the YOT Management Board at the Safer Communities Partnership Board meetings. The SCPB is updating its Community Safety Strategy for 2015-18. During 2013-14 the SCPB carried out a strategic assessment and identified five emerging themes which affect crime and community safety in Barnet: reoffending; domestic violence and violence against women and girls; anti-social behaviour; youth crime and residential burglary. There are two additional 'cross cutting' themes which are relevant to each one of the above: repeat victims, offenders and locations and community confidence and engagement. The SCPB has three sub-groups reporting to it: burglary reduction group; reducing reoffending group; and domestic violence and violence against women and girls delivery group.

6.9 Targeted Youth Support

TYS deliver early intervention and diversion via triage and programmes for conditional cautions. A dedicated parenting resource has been identified to support the programme and engage parents. One to one work attempts to introduce and engage young people with positive activities and to improve school attendance. YYS deliver a range of positive activities which are attractive to the YOS client group and which provide alternative learning such as motor mechanics, boxing and music.

The team also deploy detached youth workers to address gang activity through the KYPs project and respond proactively to increased youth tension in key areas within the borough.

6.10 SERCO

Specific work has recently been undertaken to clear a backlog of outstanding violations and the local representative has attended a team meeting to discuss obstacles and barriers to effective working and to increase the team's understanding of electronic monitoring as a whole. This has contributed to overall improvements in enforcement and compliance practice.

6.11 Appropriate Adult Service

The service is commissioned and provided by The Appropriate Adult Service. The contract has recently been reviewed and the service recommissioned.

7 Performance

Barnet YOT is now part of the YJB Reoffending Project Year 2 which aims to:

- Gain a greater understanding of the reoffending cohort and
- Subsequently reduce reoffending across England and Wales

Locally, a management information dashboard has been developed which provides senior managers with oversight of key indicators on a monthly basis such as numbers of high risk of harm and high risk of vulnerability cases held by the YOT, total active caseload and caseload per practitioner.

7.1 Reducing Reoffending

The Reoffending Project PNC tool calculates the YOT's predicted binary rate for the April 2011 to March 2012 cohort as 34.6% and the YOT's actual rate as 38.7%. The national average rate is 35.5%. This suggests that the YOT has scope for improvement. Further analysis shows that the binary reoffending rate is above the national average for the pre-court and custody cohorts and that the frequency of reoffending rate is most effective in the community tier. Analysis of what is working with the community tier can be used to improve practice with the pre-court and custody cohorts. The most serious reoffences involved drugs, violence against the person and robbery. The data also confirms that assessments are of a good quality.

The data is consistent with previous analysis of the reoffending cohort undertaken by the YOT following the spate of CSPPI's during the Summer of 2013. The YOT is confident that the improvements to service delivery which have already been implemented, underpinned by the sound practice identified by the recent HMIP inspection, will in due course demonstrate reductions in reoffending. The YOT will use the live "real time" monitoring local tool to track offending by the current cohort and this information will be presented to the YOT Management Board.

The borough has seen an increase in gang activity which has placed Barnet at the top of those boroughs who are not identified as so-called "gang boroughs". This has prompted a Home Office Review. Barnet has seen a disproportionate increase in serious youth violence over the past 12 months together with a concomitant increase in sexual exploitation. A fast response to gang related incidents on the borough has developed via the Single Point of Contact (SPOC) email chain and the separate Tension Assessment. Both forms of communication ensure that relevant senior council staff from housing, children's social care, the YOT, targeted youth support and community safety, are aware at the earliest opportunity of increased tensions on the borough facilitating a fast, planned response. This is regularly proving to be an effective operational risk management and safeguarding tool.

The High Risk and Deter Panel and the Gangs Operational Forum have been merged and reconstituted as the Gangs and Serious Youth Violence Panel to create a more

effective, focused multi-agency response to high risk YOT and prevention clients. Membership is at a senior operational level and YOT caseworkers attend to present cases and achieve a multi-agency response to the management of risk and vulnerability. The Forum includes the MAPPA Chair and representatives from probation, housing, CAMHS, children's social care, police, and targeted youth support. The monthly forum has already resulted in some excellent partnership work leading to positive outcomes for young people and it has increased communication and integrated working between partner agencies.

The increase in the seriousness of offending by a small proportion of the borough's very large youth population, has raised awareness of organised crime in the borough and informed strategies to address gang activity and sexual exploitation.

The Keeping Young People Safe in and around Burnt Oak project was developed after analysis of police and YOT data showed that this postcode has historically seen the largest number of offences involving weapons injuries to victims. It is projected that targeted youth work in this postcode will bring down violent crime and reduce the numbers of young people who are either victims or perpetrators of serious youth violence. The project is funded for 9 months and an evaluation of its success will inform future developments. Serious youth violence and child sexual exploitation are both included in the terms of reference for this project.

7.3 Reducing Custody

The small size of the YOT population, currently standing at about 90 active cases, means that small numbers entering custody create disproportionate percentage swings. In general however, the custody rate has remained fairly static although from time to time there are spikes. As the YOT cohort is increasingly made up of more young people whose activities are driven by gangs and organised crime, the YOT and its partners are seeking effective strategies to tackle them.

7.4 First Time Entrants

Although the numbers are reducing, and performance under this indicator is good, the Reoffending Project has highlighted challenges with this cohort of young people for whom more robust and comprehensive interventions are required. A review of pre-court work with police partners will analyse the current position and identify improvements. More focused work with this group of young people, and structured programmes of intervention based on what works with the community cohort of offenders, will drive up performance in this area.

8 Risks to future delivery against the 3 outcome measures

The main risk to future delivery against the 3 outcome measures is in maintaining current successful performance within the context of an extended period of local authority and partner budgetary savings whilst at the same time being presented with an increasingly higher risk and more vulnerable cohort of young offenders. The Transformation Programme which brings the YOT, Youth Service, and former Troubled Families Services under one umbrella, will facilitate more effective joined up working thereby eliminating waste and duplication of effort. Joined up assessment, planning and intervention will ensure that interventions are targeted at the right population and that early intervention is more effective. Reliable and

meaningful data will be key to ensuring resources are accurately allocated and the proposal contains a dedicated YOT Performance Officer post.

The nature of offending by FTEs is becoming more serious and more frequent and may result in a change to police charging decisions. This has the potential to increase the YOT workload as fewer young people are diverted from the YJ system.

9 Approval and sign off

Name	Designation	Agency
Duncan Tessier	Assistant Director Early Intervention and Prevention	LBB Chair YOT Management Board
Steve Wallace	Detective Superintendent	Metropolitan Police Service
Jo Pymont	Assistant Director Children's Social Care	LBB Children's Social Care
Alison Dawes	Head of Access to School	LBB Education
Kate Malleson	Head of Youth Offending and Intensive Family Focus Services	LBB Youth Offending
Howard Ford	Children's Joint Commissioning Manager	Health
Sam Denman	Assistant Chief Officer	Probation
Kiran Vagarwal	Head of Community Safety	LBB Community Safety
Janet Leigh	Deputy Chair Youth Bench	Youth Court Bench
Annette Miles	Senior Service Manager	Victim Support
Ian Helcke	Housing Service Manager	Barnet Homes
Nicola Francis	Family Services Director	LBB Family Services
Andrew Travers	Chief Executive Officer	LBB

Appendix A

Report of Short Quality Screening (SQS) of Youth Offending work in Barnet

This report outlines the findings of the recent SQS inspection, conducted from 23rd-25th June 2014. We carried this out as part of our programme of inspection of youth offending work. This report will be published on the HMI Probation website. A copy will be provided to partner inspectorates to inform their inspections, and to the Youth Justice Board (YJB).

Context

As an independent inspectorate, HMI Probation provides assurance to Ministers and the public on the effectiveness of work with those who have offended or are likely to offend, promotes continuous improvement by the organisations that we inspect and contributes to the effectiveness of the criminal justice system.

Good quality assessment and planning at the start of a sentence is critical to increasing the likelihood of positive outcomes. The purpose of this inspection was to assess the quality and effectiveness of recent casework with children and young people who had offended. In order to do this, we examined 20 cases supervised by Barnet Youth Offending Team. In each case this was undertaken in conjunction with the allocated case manager, thereby increasing the effectiveness as a learning opportunity for staff.

We gather evidence against the SQS criteria, which are available on the HMI Probation website - <http://www.justiceinspectorates.gov.uk/hmiprobation/>.

Summary

Overall, we found that there had been a significant improvement in performance in all aspects of the work of the YOT since our last inspection in September 2011. Previously we had found several areas of practice requiring substantial improvement. An action plan to deliver the necessary changes had been put in place and we now have confidence that Barnet has a well performing YOT. These improvements have been delivered in a very challenging environment, most notably against a backdrop of increasing gang related activity in the borough. The cases we have inspected, which were broadly representative of the whole caseload, consisted of children and young people who were extremely vulnerable, while at the same time often displaying behaviour indicating that they posed a significant risk of harm to others. All cases in the sample were assessed by the YOT as having at least a medium level of vulnerability or risk of serious harm. No case was assessed as presenting low levels of vulnerability and low risk of harm. Developing structures and a culture that are able to manage these issues requires highly skilled staff, good leadership and the contribution of all partners. Barnet YOT has, to a great extent, achieved this.

Commentary on the inspection in Barnet:

1. Reducing the likelihood of reoffending

1.1. The initial assessment of the child or young person's likelihood of reoffending was sufficient in all 20 cases inspected. All assessments were timely and covered all the relevant factors. Most assessments were very thorough. An inspector commented that "There was excellent work in a complex case where the child's medical condition had directly impacted on their likelihood of reoffending".

1.2. Pre-sentence reports (PSRs) were prepared in 14 cases. Some of these were actually described as breach reports, although we judged that they were in fact comprehensive enough to be described as full PSRs. Of these, 12 were judged to be of a good quality.

1.3. Nearly all PSRs offered the sentencing court a range of credible proposals, with the pros and cons of various sentences described. Staff displayed a keen awareness of the courts' attitude to specific offences. In the two instances where we judged the PSR to be of a lesser quality, there had been an insufficient assessment of the risk of harm. Overall, we felt that management arrangements had been effective in ensuring the quality of most PSRs.

1.4. There was sufficient planning undertaken to minimise the likelihood of reoffending in all but two cases; in those, there was no evidence of a written plan describing the work that would be undertaken. Planning included the use of a variety of techniques. For example, one case manager had found material relevant to a particular individual from the media, a BBC documentary, and used this to work with the child on their own behaviour.

1.5. There was a review of the likelihood of reoffending in 12 of the 16 relevant cases. In four cases, there had been no review following significant changes in circumstances that should have prompted one.

1.6. There were several custodial cases where despite attending planning meetings, YOT staff had not been provided with, or were not able to obtain, initial training plans from the relevant institution. Managers were aware of this issue but had been unable to resolve it satisfactorily.

2. Protecting the public

2.1. In nearly all cases, there had been a sufficient assessment of the risk of harm the child or young person presented either to a specific victim or general members of the public. Over a third of the cases in the sample had been assessed as presenting a high risk of serious harm. Inspectors judged that in two cases the assessed level of risk of serious harm was too low.

2.2. We were pleased to note that case managers usually based their risk of serious harm assessments on both actual convictions and the supporting evidence in the Crown Prosecution statements, which in several cases included details of what were seriously aggravating factors.

2.3. There had been sufficient planning to manage the risk of harm posed by the child or young person in nearly all cases. We found that there was a specific risk management plan in all but one case where the YOT had assessed that it was necessary. We saw six cases where the child or young person was subject to a detention and training order. Despite the absence of sentence planning

documentation from the institution in many of these cases, inspectors judged that the YOT had in fact ensured that there was sufficient planning to manage the risk of harm posed by the child or young person in five of these.

2.4. Although no cases in our sample met the criteria for management through Multi-Agency Public Protection Arrangements (MAPPA), there were nevertheless a significant number who presented a high risk of serious harm that required a joint approach to the management of this level of risk.

2.5. Strategic managers and staff in Barnet were aware that the borough has a significant issue with gang related activity. Part of the response to this issue had been the development of a 'high risk and gangs' panel which was regularly attended by the local MAPPA coordinator. There was evidence in the cases we saw that this was an effective way of sharing information and developing joint plans to manage the risk of serious harm presented by relevant children and young people. Staff were confident of their ability to present their cases to the panel and understood the importance of a joint approach to the management of risk of harm.

2.6. Reviews of the risk of harm posed by the child or young person had been undertaken in three-quarters of relevant cases. The plan to manage the risk of harm presented had been reviewed in all but three relevant cases.

2.7. Management oversight of work to protect the public was effective in nearly all cases.

3. Protecting the child or young person

3.1. The initial assessment of vulnerability and safeguarding was well done in 16 of the 20 cases in the sample we inspected. In the four cases we assessed as having an insufficient assessment, the main reasons for this concerned the emotional and mental health of the child or young person or the arrangements for their care.

3.2. Suitable plans to manage safeguarding and vulnerability issues were put in place at the start of orders in 18 out of the 20 cases we inspected. An inspector commented in one case where a 17 year old girl had been subject to domestic violence from several partners that "There was a strong focus on developing healthy relationships to ensure that she was able to identify what she wanted from a relationship and protect herself in the future".

3.3. We found consistent evidence of good multi-agency working with Children's Social Care including joint planning meetings undertaken as required. All case managers were aware of local policies and procedures as well as the rights of Looked After Children. Case managers ensured that these children and young people received the support to which they were entitled.

3.4. In one case the YOT worker ensured that a vulnerable child was placed in a secure children's home rather than being released into the community after a custodial sentence, as there had been insufficient progress for them to be released safely. At the time of the inspection, work was in hand to manage the transfer into the community near the end of their supervision, to ensure they could be managed safely. In another, the YOT had liaised with housing services through the gangs and

high risk panel after shots had been fired at the home address of the child to ensure that the family had a safe address.

3.5. Reviews of assessments of safeguarding and vulnerability were not undertaken in 3 of the 16 cases where these were required. For example, in one case there had been no review following release from custody.

3.6. In most cases, management oversight was sufficient to ensure that the case managers were supported in ensuring children and young people were kept safe, even in very challenging circumstances.

4. Ensuring that the sentence is served

4.1. We judged that in every case, the case manager had actively involved the child or young person, and where appropriate their parents/carers, in the assessment process and the development of a plan to tackle their offending. This high level of engagement was also carried through to the development of a plan. Staff used the inputs of the children and young people to ensure that plans were relevant and jointly owned.

4.2. All PSRs paid sufficient attention to diversity factors and any potential barriers to engagement. This meant that the work started with the best possible chance of the case manager successfully facilitating the necessary changes in behaviour. Good use was made of the What do YOU think? self-assessment questionnaire in most cases.

4.3. Managers had recently produced a compliance and enforcement policy. Case managers had a clear and consistent approach to enforcement that was robust but fair. In seven cases in the sample the child or young person had not fully complied with the requirements of the order. In each of these cases the YOT took action to either ensure that the child or young person did comply, or returned them to court. There was clear evidence that case managers carefully explained to children and young people what they had to do to comply, and the difference between acceptable and unacceptable reasons for non-attendance.

Operational management

Barnet is a relatively small YOT with only five case-holding practitioners. Inspectors found that each of these staff had a good understanding of both the principles of effective practice and key local policies. Case managers understood the organisation's priorities as they affected their role. Staff considered that their managers had the necessary skills to support them and help them to improve the quality of their practice. They felt that the quality assurance and countersigning of their work was generally an effective process, although some thought that the level of oversight was perhaps too intense leading to a loss of confidence in their own professional skills. We agree with this assertion.

Most staff felt that they had the necessary skills to recognise and respond to most diversity or potentially discriminatory factors, although two felt they would benefit from training around the speech, language or communication needs of children and young people.

At the time of the inspection, several staff who were experienced YOT practitioners, with a limited knowledge of the particular system used by Barnet YOT, were not as confident with their recording of assessments and plans as they needed to be. The complexity of the system meant that it was not sufficient to expect staff to intuitively understand what was required. This had been an ongoing problem recognised in the previous post inspection action plan. Although there was an acknowledgement of the problem, and attempts had been made to provide specialist training, until very recently, it had not been possible to identify a suitable expert to help the YOT improve staff understanding.

Key strengths

- The YOT had ensured that it was supported by all of the relevant partners in protecting the public from the risk of serious harm presented by a significant proportion of the children and young people it supervised. The high risk and gangs panel appeared to be effective.
- Even though there was a necessary focus on risk of harm, where it was appropriate, vulnerability issues were also successfully managed.
- Children and young people were actively involved in their assessments and the plans that were developed to help them.
- Staff set clear boundaries for compliance, and the enforcement of court orders was well managed.

Areas requiring improvement

- Staff and managers should ensure that all assessments and plans are reviewed when there are significant developments in the circumstances of the children and young people under supervision.
- Managers should ensure that all staff are able to use the computerised recording system employed by the YOT to a sufficient standard.

We are grateful for the support that we received from staff in the YOT to facilitate and engage with this inspection. Please pass on our thanks, and ensure that they are made fully aware of these inspection findings.

If you have any further questions about the inspection please contact the lead inspector, who was Mark Boother. He can be contacted at mark.boother@hmiprobation.gsi.gov.uk or on 07771527326.

Copy to:

YOT/YOS Manager/Head of Service Kate Malleson

Local Authority Chief Executive Andrew Travers

Director of Children's Services Kate Kennally

Lead Elected Member for Children's Services Reuben Thompstone

Lead Elected Member for Crime David Longstaff

Deputy Mayor (London) for Policing and Crime Stephen Greenhalgh

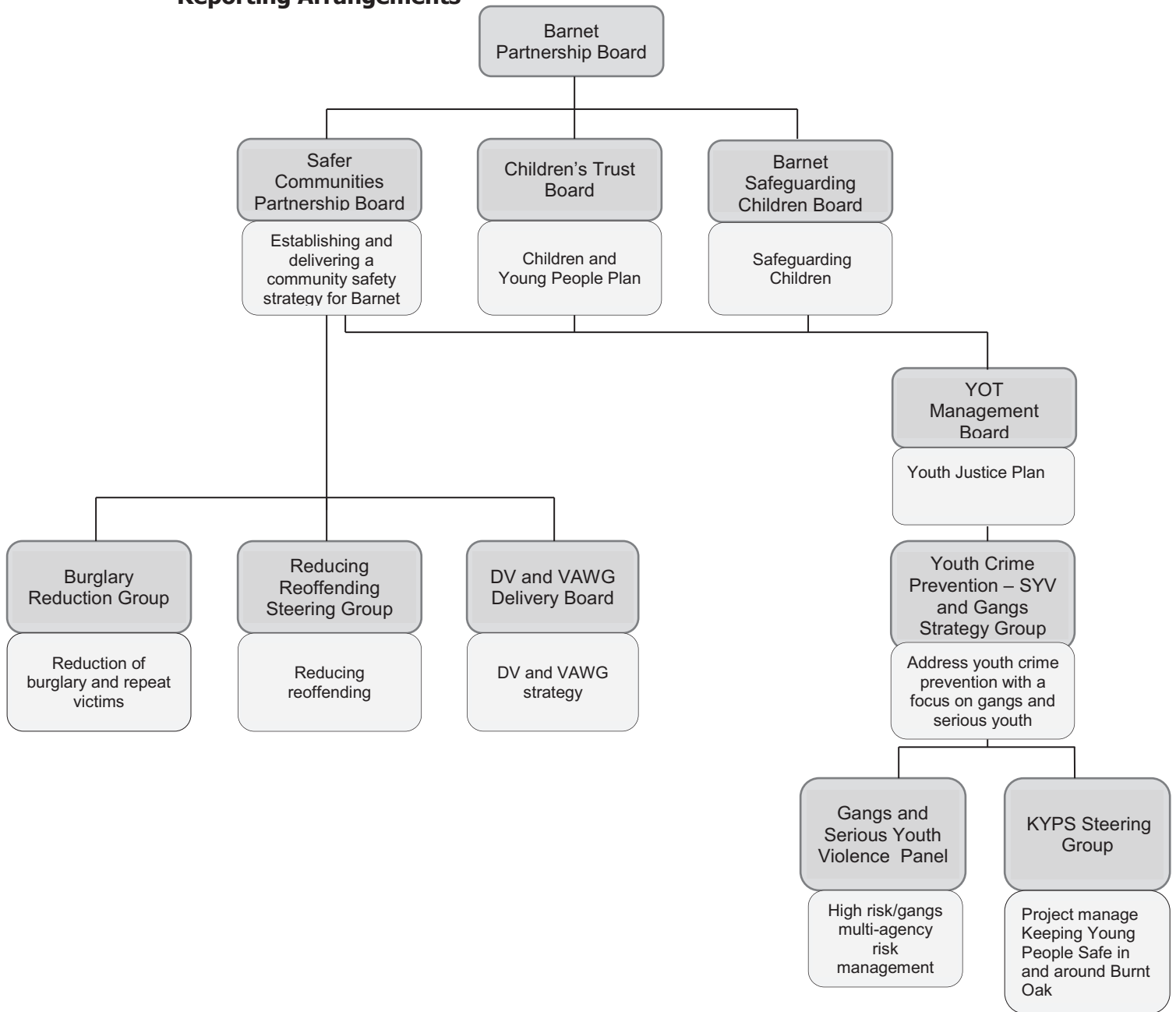
Chair of Local Safeguarding Children Board Chris Miller

Chair of Youth Court Bench Ken Battye

YJB Business Area Manager Lisa Harvey Messina
YJB link staff Malcolm Potter, Paula Williams, Linda Paris
Ofsted – Further Education and Learning Sheila Willis
Ofsted – Social Care Debbie Jones, Matthew Brazier, Carolyn Adcock
Care Quality Commission Fergus Currie
HM Inspectorate of Constabulary Paul Eveleigh
Note: to request a paper copy of this report, please contact HMI Probation
Publications at
publications@hmiprobation.gsi.gov.uk or on 0161 240 5336.

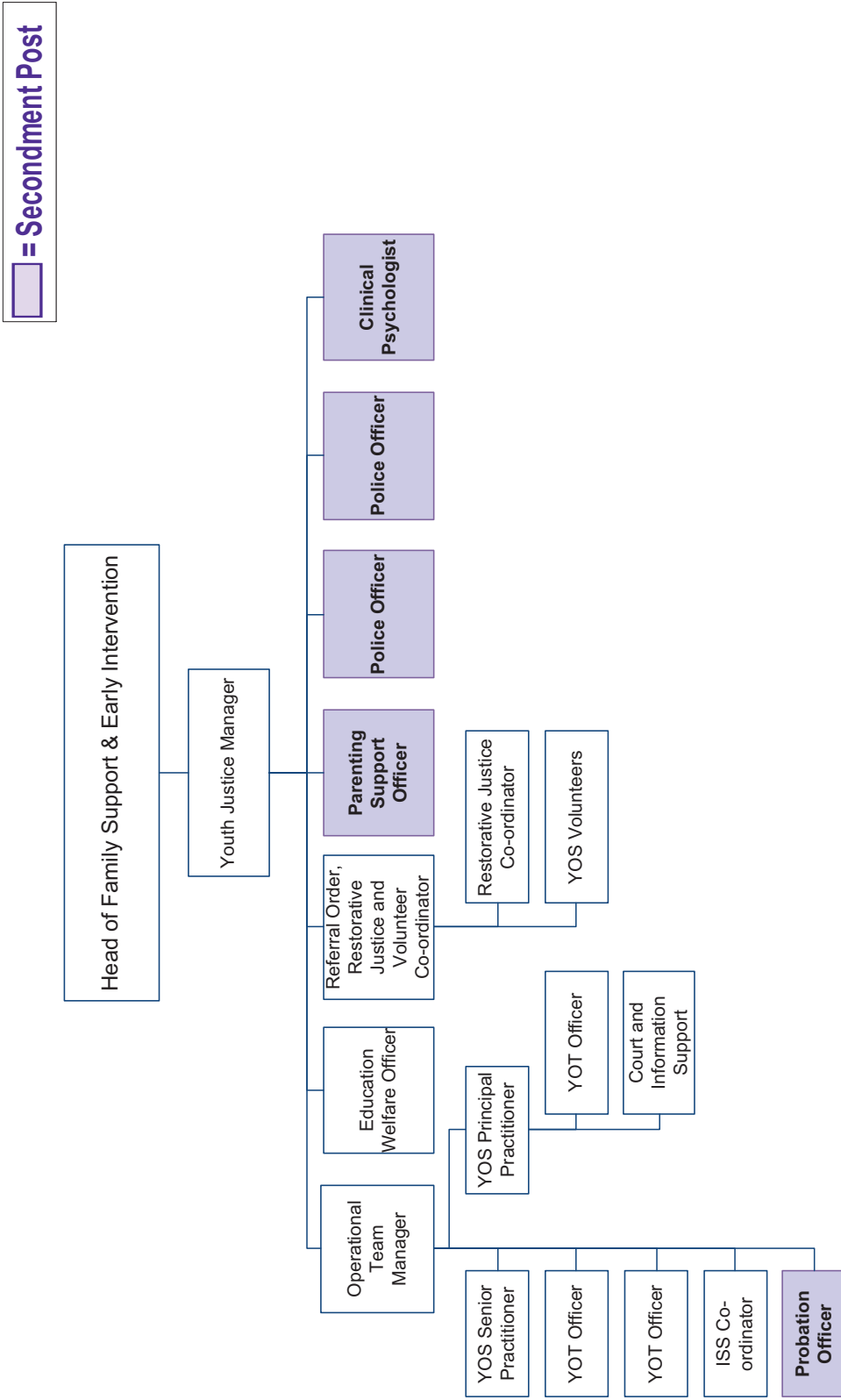
Appendix B

Youth Justice Matters – YOT Management Board Governance and Reporting Arrangements



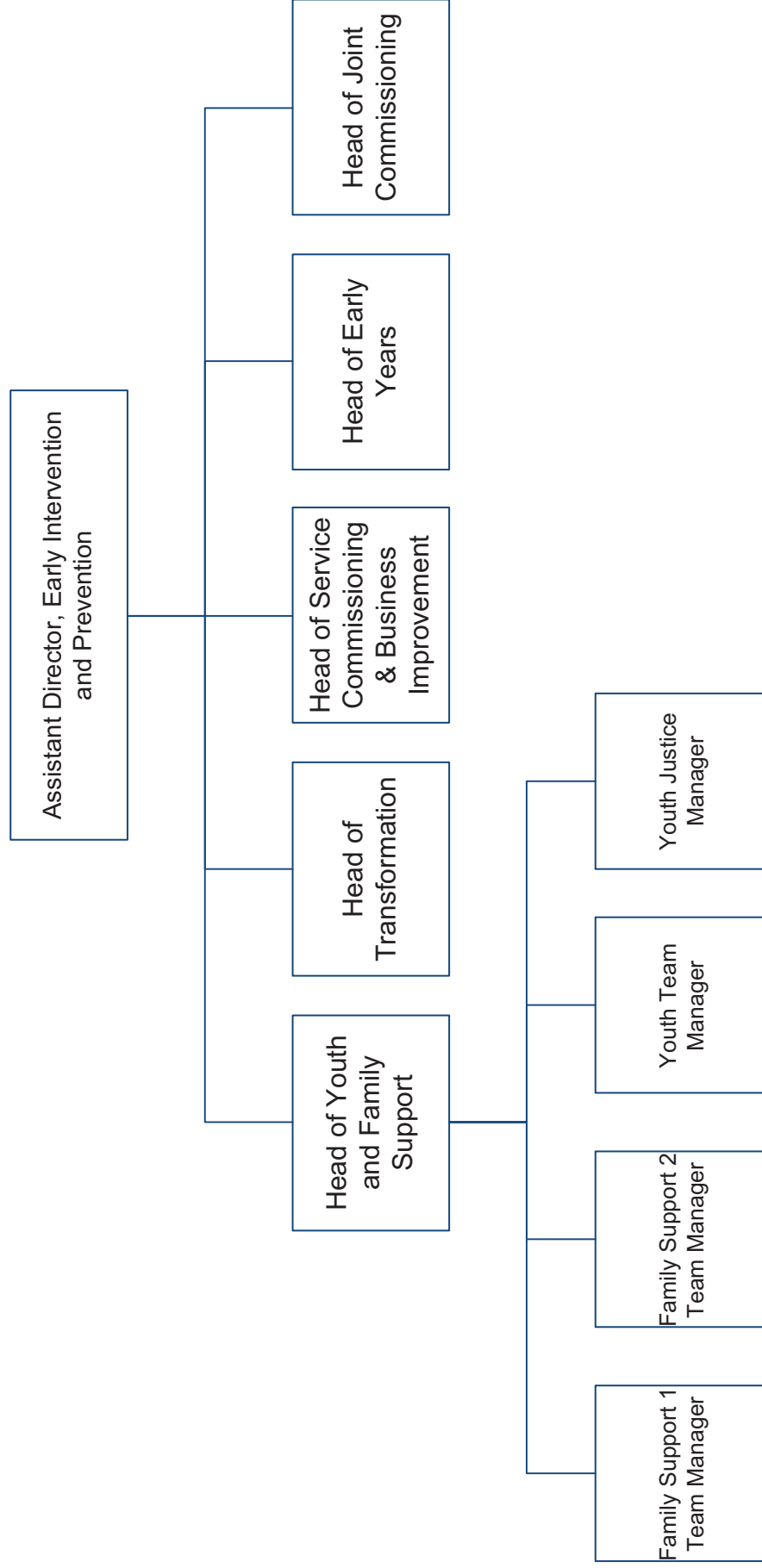
Appendix C

Barnet YOT Structure Chart



Appendix D

Youth and Family Support Service Proposed Structure



Appendix E

Barnet YOT Costed Plan 2014-15

Introduction

As part of the condition of grant set by the Youth Justice Board (YJB) for the good practice grant received by the LB Barnet Youth Offending Service for 2014/15 the service is required to submit a 'costed plan'. The terms and conditions of grant 2014/15 set out the purpose of the grant allocation as described within the Crime and Disorder Act 1998 and therefore clarify that the funding is not available for Local Authorities to utilise other than in accordance with the stated purpose.

The terms and conditions of the grant require sign off by the Chair of the YOT Management Board, Head of Youth Offending Service and Local Authority Chief Finance Officer to confirm compliance with the set terms. The YJB has provided guidance to Heads of Service of Youth Offending Teams to support compliance with the conditions of grant including the provision of this 'costed plan'. The good practice grant is considered as distinct from funding committed through the partnership and the allocation of this grant as set out below identifies how the grant is to be spent in line with the stated purpose.

Plan

Activity/Resource	Outcome Supported	Developing Good Practice/Research Benefit	Evidence	Associated Costs
	<i>Reduce FTE; Reduce Custody; Reduce Reoffending; Safeguarding & Public Protection</i>			
Training	Reduction in FTE Reduction in custody Reduction in reoffending Public protection Safeguarding	Training for all staff in recognising and addressing Child Sexual Exploitation; working with children and young people affected by gangs; referral order report writing for all staff following the organisational restructure which requires caseworkers to prepare referral order reports as distinct from PSRs. AIM2 training for 1 member of staff YJB inset training sessions to be identified	Training logs of individual staff Intervention materials Quality and brevity of referral order reports Specific assessments and interventions for those who commit sex offences	£1,000 1,000

Oversight, management of service quality and improvement in practice	Reduction in FTE	Induction, supervision and appraisal of staff	Induction programmes/appraisals up to date and personal objectives for all staff linked to YJ Plan and Corporate Plan	£87,500
	Reduction in custody	Further development of reflective supervision and observed practice		
	Reduction in reoffending	Development of effective processes for integrated services around joint assessment, planning and intervention	YOT is part of new integrated service by April 2015	
	Public protection		YJ Improvement Plan	
	Safeguarding	Developing and implementing training plan based on training needs analysis	Quality/performance reports	
	Ensuring that the sentence is served	Receiving feedback from service users, and aggregating feedback to inform service development	Use of Viewpoint embedded in practice	
		Internal evaluation of impact of strategies to reduce custodial remands	Probation protocols in place with NPS and CRC	
		Reviewing transitions protocol with new Probation arrangements	YOT/CSC protocol updated and implemented	
		Revise and update the YOT/CSC protocol to address increase in numbers of young people who are gang-affected	Plan in place for delivery of unpaid work	
		Work on MASE/KYPS projects to develop work to prevent sexual exploitation and gang affiliation	Plan in place for transfer of Attendance Centre management	
		Developing services to deliver unpaid work	OCD audited and monitored	
		Preparing for forthcoming changes in relation to the proposed transfer of Attendance Centres	CSE routinely identified and safely managed	
		Monitoring good practice in relation to Out of Court Disposals	QA Policy fully implemented and reported to YOT Management Board	
	Further developing robust approaches to CSE	References to HMIP recommendations/findings threaded through and evidenced in policy/guidance/protocol documents		
		Minutes of YOT Management Board Meetings, Safer Communities Partnership Board, Local Safeguarding Children Partnership Board		

		<p>Fully implementing the QA Policy and reporting audit outcomes to the YOT Management Board</p> <p>Benchmarking practice against HMIP reports, reporting to LSCB and YOT Management Board</p> <p>Monitoring performance and reporting to YOT Management Board and Safer Communities Partnership</p> <p>Attendance at YJB Practice development and Performance Improvement Meetings</p> <p>Attendance at YJB Heads of Service Business Meetings</p> <p>Monitoring newly commissioned health services and informing further development and commissioning decisions</p> <p>Developing plan for implementation of new assessment framework</p> <p>Development of reoffending project</p>	<p>Data in relation to health referrals</p> <p>Business continuity plan developed for ASSET Plus</p> <p>Reoffending project delivering data</p>	
Practitioner practice development	<p>Reduction in FTE</p> <p>Reduction in custody</p> <p>Reduction in reoffending</p> <p>Public protection</p> <p>Safeguarding</p>	<p>Further developing Intensive mentoring support and other packages following service reorganisation and expansion in use of volunteers with new Referral Order, Reparation and Volunteer Co-Ordinator post, supported by sessional workers at times of peak activity</p> <p>Practice development through induction, supervision, appraisals, attendance at team meetings, attendance at training, attendance at</p>	<p>Intervention materials</p> <p>Audit and improvement reports</p> <p>Supervision records and appraisal objectives</p> <p>JDs for Referral Order, Reparation and Volunteer Co-Ordinator, Principal Practitioner and Senior Practitioner</p> <p>YJILS accessed by all practitioners</p> <p>Case records evidence joined up casework</p>	£56,631

		<p>Evidence Informed Practice Group, attendance at YJB Practice Development Forum</p> <p>Attendance at resettlement forums</p> <p>Involvement in Effective Practice Audits</p> <p>YJILS study time in relation to ASSET Plus</p> <p>Joint assessment, planning and intervention delivery through development of more integrated working with Intensive Family Focus and CSC</p> <p>To ensure safe and secure cross borough working</p> <p>To ensure the use of the newly revised YOT compliance and enforcement policy</p>	<p>To ensure safe and secure cross borough working as per the revised YJB guidance</p> <p>Embedding the enhanced compliance and enforcement model</p>	
Books, publications and resources	<p>Reduction in FTE</p> <p>Reduction in custody</p> <p>Reduction in reoffending Gangs/CSE</p>	Books, publications and resources to inform good practice development as above.	Materials	£750
Increasing number of intensive programmes available	<p>Reduction in custody</p> <p>Reduction in reoffending</p> <p>Safeguarding</p> <p>Public protection</p> <p>Ensuring the sentence of the court is served</p>	<p>Increasing capacity to deliver Intensive mentoring programmes by developing a more integrated children's service</p> <p>Expansion of volunteer recruitment and accredited training programme</p> <p>Purchase and training in Rapid English programme to support volunteer delivery of ISS and ETE</p> <p>Expanding reparation</p>	<p>ISS enhances ETE and relies less on police station reporting</p> <p>Volunteer pool available</p> <p>Staff pool available from the wider Children's Service</p> <p>Rapid English being delivered – evidenced in case record</p>	<p>£38,361</p> <p>£5,000</p>

		Expanding parenting programmes		
Ensuring that operational practice remains effective, current and capitalises on opportunities to develop	Reduction in FTE Reduction in custody Reduction in reoffending Public protection Safeguarding Ensuring the sentence of the court is served	Implementing recommendation by HMIP that all assessments and plans are regularly reviewed when there are significant developments in the circumstances of the children and young people under supervision	QA policy fully implemented Reviews carried out regularly and responding to significant change in risk circumstances	£130,904
Information and performance management	Reduction in FTE Reduction in custody Reduction in reoffending Public protection Safeguarding Ensuring the sentence of the court is served	Implementing recommendation by HMIP in relation to Careworks and improving data quality Implementation of ASSET Plus National Standards Audit Reoffending Project MOPAC revised key indicators Development of Electronic Information Management Dashboard Implement recommendation by HMIP that managers should ensure that all staff are able to use the computerised recording system employed by the YOT to a sufficient standard	Service development reliably informed by accurate, up to date, meaningful data Data quality improved and readily accessible ASSET Plus implemented Reoffending project providing useful current information MOPAC indicators providing meaningful information Staff confident in use of case management system Management Dashboard being provided on a monthly basis	£9,000
Prevention – ensuring that operational practice remains effective, current and capitalises on opportunities to develop	Reduction in FTE Reduction in reoffending Public protection	Review and audit to be undertaken of OOC processes in light of increase in gang activity in the borough Action plan developed and implemented	Audit undertaken in partnership with police and action plan in place	£9,000

	Safeguarding Ensuring that the sentence is served			
Referral Orders	Reduction in reoffending Ensuring that the sentence is served	Development of victim engagement in RJ conferences during the RO panel process Development of reparation	Increase in number of RJ conferences	£9,000
Improving service delivery through investment in buildings and premises	Reduction in reoffending Reduction in Custody	YOT co-location at Barnet House	YOT co-located to enhance delivery of services	£5,000
Total				£353,146

Appendix F

Staffing of the YOT by Contract Type (Table B7)

Type of Contract	Strategic Manager (PT)	Strategic Manager (FT)	Operational Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Students/ trainees	Volunteer	Total
Permanent		1		1	0.5	6						8.5
Fixed-term						1						1
Outsourced												0
Temporary						1		1				2
Vacant						1						1
Seconded Children's Services												0
Seconded Probation						1						1
Seconded Police						2						2
Seconded Health (Substance misuse)												0
Seconded Health (Mental health)					0.2							0.2
Seconded Health (Physical health)												0
Seconded Health (Speech/language)												0
Other/Unspecified Seconded Health												0
Seconded Education												0
Seconded Connexions												0
Seconded Other												0
Total	0	1	0	1	0.7	12	0	1	0	0	0	15.7
Disabled (self-classified)												0

Staffing of the YOT by Gender and Ethnicity (Table B8)

Ethnicity	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British					5	3									5	3
White Irish															0	0
Other White		1		1		2									0	4
White & Black Caribbean						1		1							0	2
White & Black African															0	0
White & Asian															0	0
Other Mixed						1									0	1
Indian															0	0
Pakistani															0	0
Bangladeshi															0	0
Other Asian						1									0	1
Caribbean						2									0	2
African															0	0
Other Black															0	0
Chinese															0	0
Any other ethnic group															0	0
Not known															0	0
Total	0	1	0	1	5	10	0	1	0	0	0	0	0	0	5	13

This page is intentionally left blank

Report Name:	Communities Together Network (CTN) Annual Report	
Meeting:	Barnet Safer Communities Partnership Board	
Meeting Date:	24 April 2015	
Report Author:	Lesley Holland, Commissioning and Equality Policy Officer	
Responsible Officer:	Lesley Holland	
Outcome Required:	SCPB note the CTN Annual Report SCPB endorse the future key events described in the report SCPB give feedback and comments on the CTN future work programme	
Restricted	No	

1. Paper Summary

1.1 The annual report gives detail of the CTN’s activities in its first year in operation. It sets out background, purpose and terms of reference of CTN within the context of Barnet as a growing and changing borough where people from different backgrounds get on well together. It includes borough wide diversity and community cohesion data. It gives detail of how CTN operates at a proactive and reactive level in collaboration with council and borough partners and The Resilience Forum. The report outlines suggestions for future work programme and planned key events.

2. Decision(s)/ Action Required

- 2.1 That the SCPB note the Communities Together Network (CTN) Annual Report.
- 2.2 That the SCPB endorse the key events outlined in the CTN report, and agree that they will promote attendance at Peace One Day on 21st September 2015 and at the festival planned for 2016 to celebrate the diversity and richness of faiths and cultures in Barnet.
- 2.3 That SCPB offer verbal feedback on CTN’s proposed future work programme.

Communities Together Network (CTN) Annual Report LBB Safer Communities Partnership Board 24th April 2015

1. Introduction

This is the first annual report of Barnet's Communities Together Network (CTN). CTN was set up in October 2013 as part of the Council's continuing commitment to equalities. It is an important voluntary and informal communication channel and includes council representatives from Emergency Planning, Community Safety, Community Participation, Consultation and Engagement, and other strategic and community partners including Police, Fire, CommUNITY Barnet, Barnet Multi-Faith Forum, Barnet Homes, Re, Middlesex University, Barnet and Southgate College, NHS and community groups. It is jointly chaired with CommUNITY Barnet and is open to all statutory, voluntary and community organisations in the borough, of all faiths and none. Councillors are also welcome to attend. Councillors Old and Longstaff have attended open network sessions while Councillors Slocombe, Kay and Langleben have attended meetings about specific issues in West Hendon. Councillors have also fed in issues from their wards. More detail about these is presented in section 4 of this report.

CTN is designed to operate at a proactive and reactive level in response to any emergency incidents, so that emergency services and the community can work together to monitor, understand, reduce and prevent community tension.

2. A growing borough , where people get on well together

Barnet is a place where residents from different backgrounds get on particularly well together, and we are justly proud of our diversity and the strength and cohesiveness of our communities. The Residents' Perception Survey (RPS) showed that 84 per cent of residents agree that people from different backgrounds get on well together in Barnet, with 78 per cent of residents agreeing that people in Barnet treat each other with respect and consideration. 94 per cent of residents report that they feel safe in the daytime and 72 per cent in the dark.

By the end of 2015 Barnet is forecast to be the most populous borough in London. As the borough continues to grow and change, we need to ensure that we are tackling any issue. We are confident and celebrate the fact that our diversity will remain our strength. CTN will continue to bring together Barnet's strong local networks and build community capacity so that the Borough is well placed to respond to any emergency incidents and eliminate any community tension. Further demographic information is attached at Appendix One.

3. CTN's purpose and terms of reference

CTN's aims

The purpose of CTN is to promote community wellbeing and encourage cohesive and safe communities by sharing information and talking about what really matters to our communities and citizens. CTN promotes understanding and supports Barnet's communities to get on well together and maintain excellent community cohesion in the Borough. By supporting all our residents and businesses to live and work peacefully alongside one another, CTN helps to keep Barnet a great place to live, work and study for all our diverse cultural and faith communities.

In summary, CTN's aims are to:

- Improve understanding amongst the council, strategic partners and community groups of issues which matter to the different communities in the borough.
- Scan for early warning signs of community tensions to avoid escalation, respond to any incidents in a speedy and effective manner and prevent any future occurrences.
- Identify and use community expertise and resource to respond effectively to any incident by coming together, pooling support and offering a shared communication.
- Sustain good community relations.

CTN also plays an important role in partnership with the Borough Resilience Forum (including Police, Fire, utilities and health partners, multi-faith and security organisations) during any incident which requires a quick community response. Many members are common to both groups; for example emergency service and multi faith representatives and other community leaders can be included as necessary.

Background: why CTN was established

The importance of nurturing strong community networks was highlighted in May 2013 when a community centre, used by Barnet citizens from a Somali Bravanese background, was badly damaged in an arson attack. The group received many offers of support in response to the incident, including temporary accommodation, from local faith and community leaders, public sector organisations, individual residents and local and national charities. As a result, community and after school education activities were able to continue, with minimal disruption, from East Finchley Library and council premises in Whetstone. Barnet's Property Services Team is working closely with the Somali Bravanese Welfare group and community representatives to provide a longer term location which will provide shared and flexible facilities for the Bravanese group and others in the community.

Authority and terms of reference

Authority for CTN is outlined in a Barnet Council Cabinet meeting decision of September 2013 as part of a multi-agency/partnership approach. Details of this decision are available at:

<http://barnet.moderngov.co.uk/documents/g7464/Printed%20minutes%2024th-Sep-2013%2019.00%20Cabinet.pdf?T=1>.

CTN is designed to operate at a proactive and reactive level in response to any emergency incidents, so that emergency services and the community can work together to monitor, understand, reduce and prevent community tension. The terms of reference were agreed at the CTN meeting on 18th October 2013 and they are attached at Appendix Two.

4. How CTN operates

CTN meets in open session three times a year with regular virtual communication. Meetings were held on 18/10/13, 26/02/14, 03/09/14 and 03/12/14. The open network meetings have discussed themes such as gangs, youth culture and violence, and how the CTN can be involved in delivering the priorities set out in Barnet's Corporate Plan. Good schools, education, health, homes, jobs, community safety and cohesion are, for example, high on the agenda. In 2015 CTN will determine a forward work programme including, for example, how regeneration schemes and schools can support cohesive communities.

The September 2014 CTN meeting also looked at hate crime, including crime based on disability, sexual orientation, and race and religious hate. This culminated in support for the Barnet Multi-Faith Forum's joint Jewish and Muslim statement on race and religious tolerance in the Borough.

A pop-up exhibition was organised for the September meeting to demonstrate how CTN can get involved in Barnet Council's work. This covered:

- the Community Asset Strategy
- Area Committees
- Barnet Partnership Boards and service user forums
- Practitioner networks
- Data about Barnet citizens, such as the Barnet customer segments; Re's Observatory; and the Community Safety data dashboard which includes information on hate crime.

CTN also operates at a virtual level to improve both the reach of and feedback on important Barnet consultations. Regular communications are sent to the CTN mailing list so that members are made aware of council and other consultations and have the opportunity to feed into decisions about strategic change, spending priorities and how services are delivered in the borough. Subjects covered have included Barnet's fostering arrangements, growth as set out in Entrepreneurial Barnet, council tax support scheme, Sports and Physical Activity which led to the involvement of citizens with learning disabilities and multi-faith input into the strategy, housing and the needs

of older people, the future of Barnet Libraries, Education and Skills, the Housing Allocations strategy, the recommissioning of the Council's VCS development partner and parking.

Links about the new Area Committee structure and the availability of grant funding through the Area Committees' budgets were also communicated to CTN so that CTN members were aware of the opportunities this presented to apply for funding.

Responding to emergency issues

In any incident, the CTN responds alongside the Barnet Resilience Forum. For example, in January 2015, CTN worked with the Resilience Forum to respond to events at the offices of Charlie Hebdo in Paris. This resulted in the issue of a joint press release condemning acts of violence and demonstrated that the CTN emergency response model is working well in partnership with BRF.

Getting involved in community issues

CTN has responded to specific community issues in partnership with Community Safety, for example, discussing issues between residents of Montagu Road and parents at the Ayesha Community School (working with Cllrs Slocombe, Kay and Langleben), removal of racist graffiti (working with Cllr Davey), fly tipping at Northway/Fairway (working with Cllr Thompstone), and developing stakeholder engagement in the design and rebuild of The Old Barn so that it provides community space that is based on a common understanding of the issues and needs and facilities can be shared for joint and separate group activities for the mutual benefit of the whole community (working with Cllrs Longstaff, Rawlings and Moore).

A log is kept of all community issues where CTN has had an involvement.

5. Using data

CTN meetings have a standing item on crime statistics and use the LBB Community Safety data dashboard which can be found at:

<http://barnet.moderngov.co.uk/documents/s13055/Performance%20Dashboard.pdf>.

This keeps CTN members informed about developments in the borough and can highlight any change in trends such as, for example, the increased reports of both anti-Semitic and anti-Islamic hate crime which were considered in September 2014.

6. Public Sector Duty to prevent people being drawn into terrorism (Prevent Duty)

The Prevent Duty is part of The Counter-Terrorism and Security Act 2015 which received Royal Assent in February 2015. The Prevent Duty requires public bodies to pay due regard to the need to prevent people from being drawn into terrorism and to provide support to those at risk of radicalisation. Barnet's Community Safety team

lead on the Prevent Agenda and the Duty and CTN will continue to work closely with emergency partners in response to emergency incidents.

7. CTN successes

CTN has established excellent borough-wide working relationships and links with Council and community partners, including our strategic emergency service partners and voluntary and community groups of all faiths and none.

There is a good working relationship with the Barnet Resilience Forum in emergency response situations which is activated through Emergency Planning.

CTN works closely with Barnet Multi-Faith Forum in both CTN emergency and open meetings. As noted above, this has led to the adoption of two statements in September 2014 and January 2015 promoting religious tolerance and condemning acts of religious violence.

As shown at section 4, links have been established with Ward Councillors, and issues on schools, fly tipping and racist graffiti have been referred through the Barnet senior management team. We hope to build on this in future through ward level reporting.

8. Next Steps and Future Work Programme

We are reviewing the future plan for CTN and meetings, which are likely to be in May, September and December 2015, will be confirmed in due course.

We plan to consult with CTN on a future work plan which helps to identify community issues and how CTN can share practical solutions and be involved in delivering the priorities of Barnet's Corporate Plan. The following issues may be covered:

- Regeneration and locality projects which promote community cohesion.
- How communities are responding to issues for older people.
- Examples of community programmes with an intergenerational approach.
- Youth work to promote understanding and tolerance.
- Community issues and policing.

9. Celebrating our differences: key events

In June 2015 the work of CTN will be promoted in Barnet First.

On 21st September 2015 the CTN will adopt an intergenerational approach to mark International Peace Day in partnership with the Barnet Multi Faith Forum, Peace One Day and young people in the borough. The theme of the event will be 'Who shall I make peace with?'. The event will show how international principles for UN Peace Day affect the everyday lives of communities in Barnet. It will mark the borough's proposal to adopt the All Party Parliamentary Group for Faith and Society covenant

on community engagement between local authorities and faith based organisations, (<http://www.faithandsociety.org/covenant/full/>), the joint statement on peaceful religious coexistence and show how the neighbourhood justice programme has helped communities to work together to understand and accommodate different needs to keep Barnet a great place to live work and study, building on CTN's achievements of greater interfaith support and community resilience.

In 2016 CTN will work with Barnet Multi Faith Forum on a faith and culturally inspired festival to celebrate the diversity and richness of the faith and cultures of Barnet residents. This will involve all strategic partners, CTN stakeholders, the business sector, arts, sports and other civic organisations and all the faith communities.

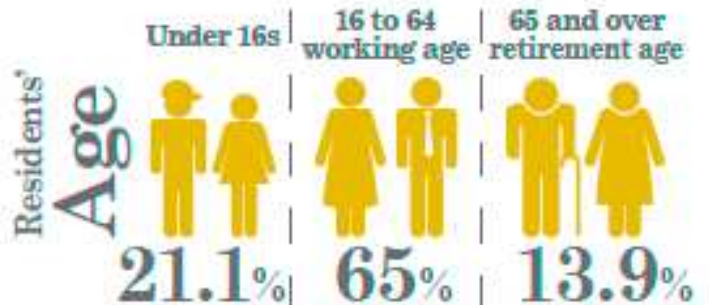
Appendix One

Equalities and cohesion data summary

Barnet's population in 2014

364,481

An increase of 1.9% from 2011 (6,829).
Between 2014 – 2018 5.0% increase in under 16s and 6.6% increase in 65+



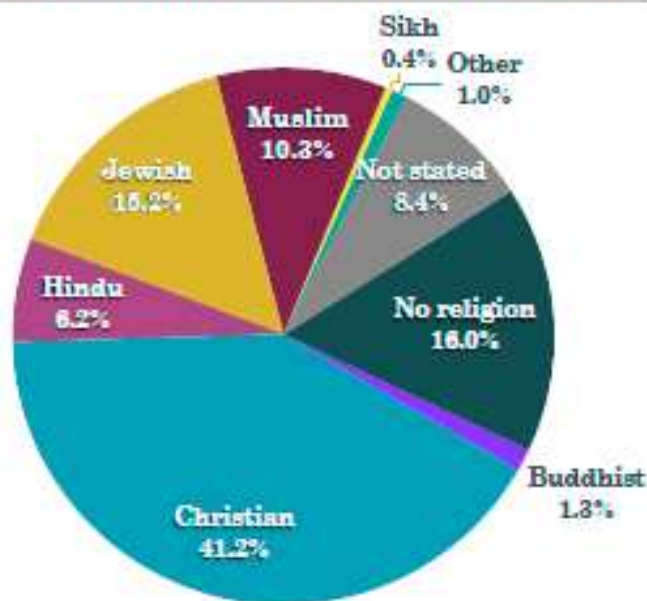
Households in Barnet in 2013

141,386

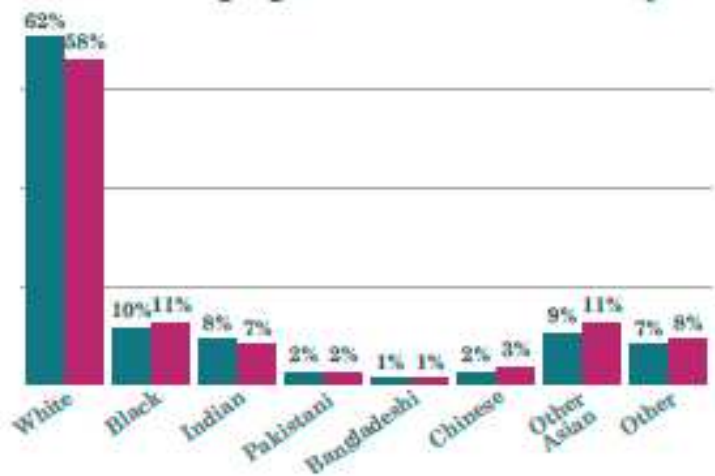
↑ **33,819**

Barnet population expected to increase by 2011-21 (Source: GLA)

Barnet female population in 2014

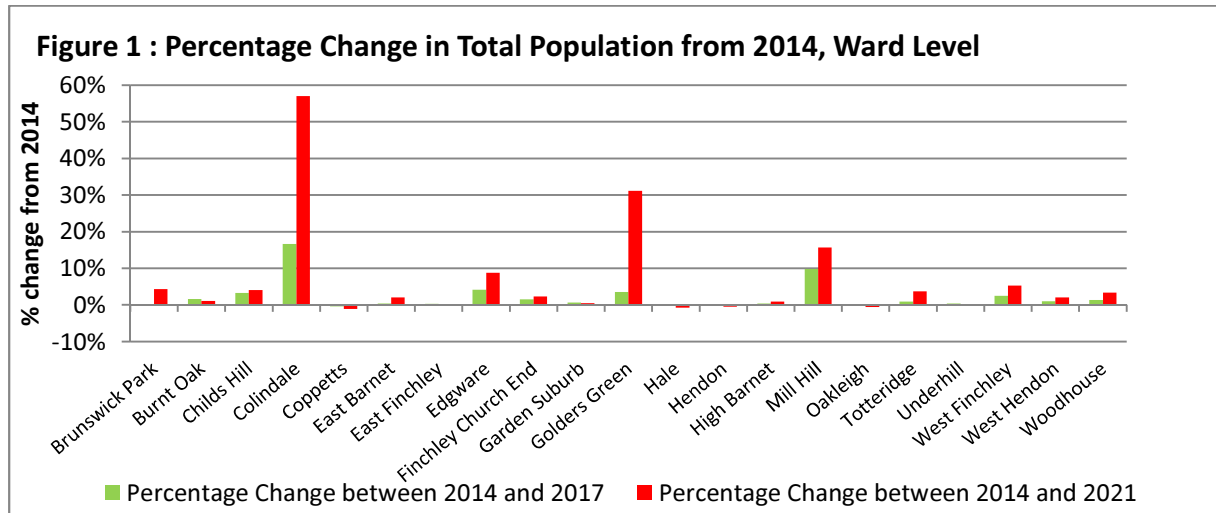


Barnet's population – ethnicity

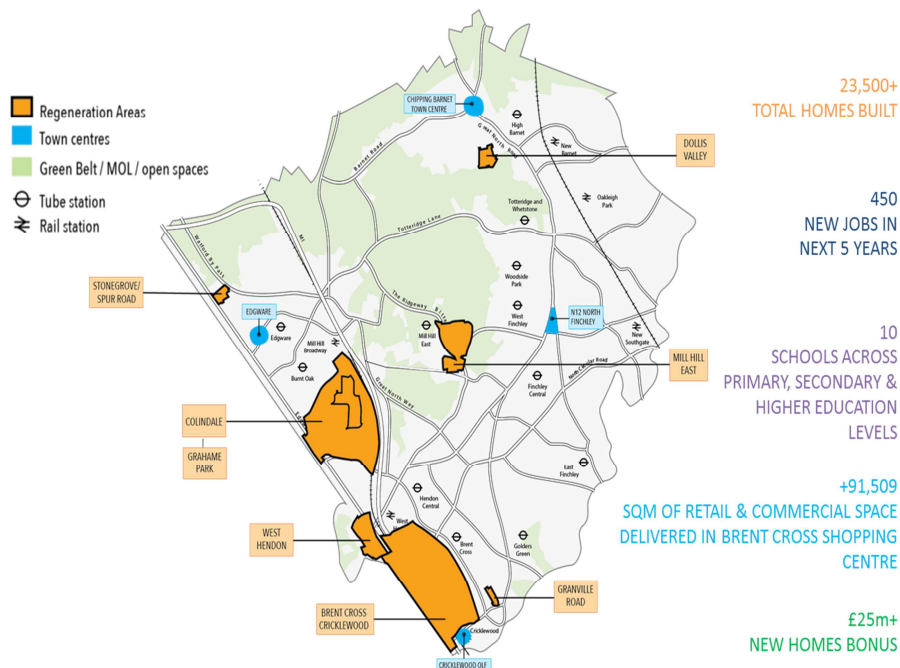


A growing borough

The 2013 round of GLA ward level projections estimated the population of Barnet to be 364,481 by the end of 2014, making it the second most populous borough within London¹. Barnet is forecast to continue to grow and by the end of 2021 the population is expected to reach 391,472. Growth is forecasted to spread across the borough, though varying in degree.



Barnet is an attractive place for young families and Inner Londoners who move away from Inner London as lifestyle changes and the cost of housing increases. Between 2014 and 2017, Colindale and Mill Hill are projected to show the greatest increase in total population. Between 2014 and 2021, Colindale is projected to increase by over 50%; while Golders Green is projected to grow by almost 30%. This population growth is driven by the Brent Cross Cricklewood regeneration scheme:



¹ The latest Barnet population projections can be accessed [here](#).

Age Structure

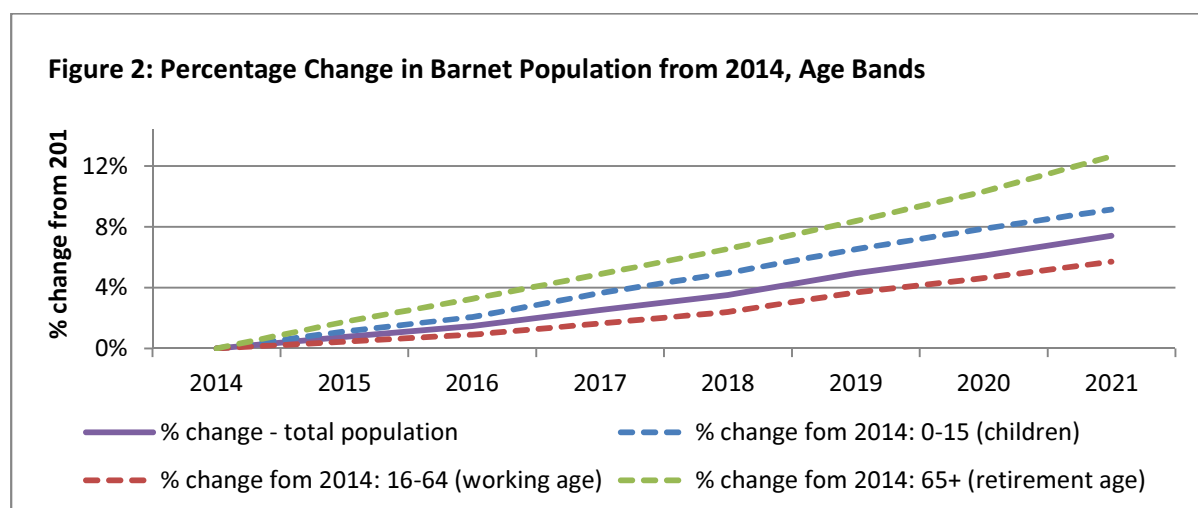
Barnet's projected population can be broken down into age groups. The age groups are:

- 0-15 (children)
- 16 – 64 (working age population)
- 65+ (retirement age).

The proportion of children in Barnet is projected to remain broadly the same from 2014 (21.1%) to 2021 (21.4%). Wards which see the biggest increase in the proportion of children are Hendon (1.7%), Colindale (1.5%) and West Hendon (1.2%). Wards which see a significant decrease in the proportion of children include: Golders Green (-1.8% (the population increase in this ward is likely driven by an increase in the population aged over 15)) and Brunswick Park (-1.1%). Golders Green already has the highest proportion of children (25.8%), and it is likely that this population of children is expected to age into working age before the next generation of children are born.

Across Barnet, the proportion of retirement aged residents is expected to increase from 13.9% (50,691) in 2014 to 14.6% (57,098) in 2021. Most wards are projected to see an increase in the proportion of retirement aged populations; Colindale and Golders Green are the only wards to have a decrease in the proportion of retirement aged residents.

Figure 2 shows the percentage change in the Barnet population for each age group during the period 2014 - 2021. It shows that even though a rise is projected in all age groups, the rise is not uniform. The 65 and over age group is projected to increase by 12.6% (6,407), whereas the 0-15 age group is projected a 9.1% (7,038) increase and the 16-64 age group is projected a 5.7% (13,546) increase.



A borough that continues to be diverse

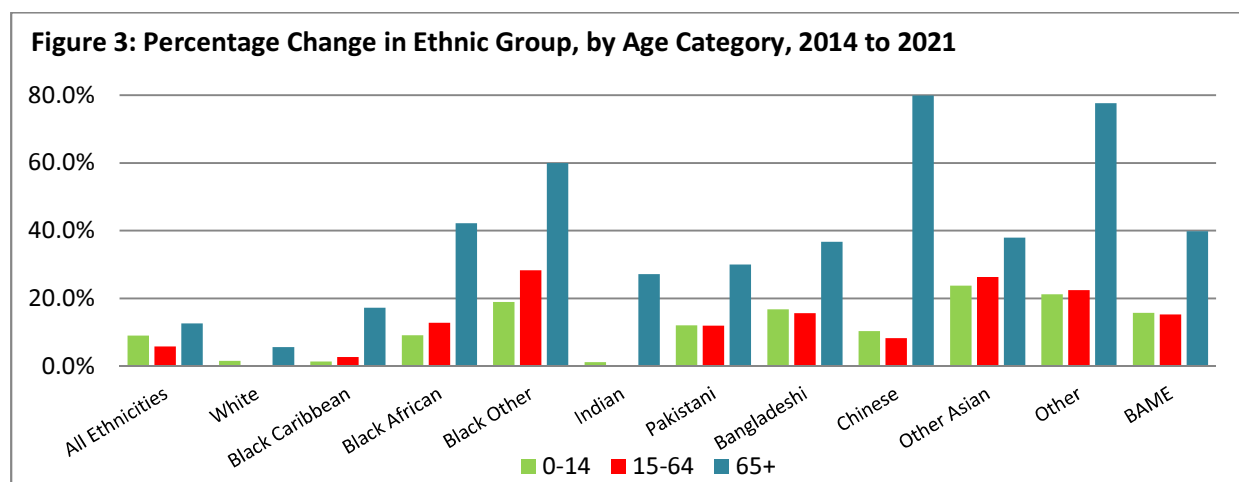
In 2014, 61.9% (225,697) of the Barnet population were from the White ethnic group ; with the remaining BAME population comprised of Other Asian (9.0% (32,904)), Indian (7.6% (27,586)), Other (6.9% (25,109)), Black African (5.7% (20,759)), Black Other (3.1% (11,161)), Chinese (2.4% (8,669)), Pakistani (1.5% (5,618)), Black Caribbean (1.3% (4,578)) and Bangladeshi (0.7% (2,400)).

Barnet’s population is more diverse in the south of the borough than the north. Barnet has a high percentage of households with multiple ethnicities and multiple languages spoken suggesting a higher level of ethnic integration than other parts of London, particularly other Outer London boroughs.

Barnet’s population is projected to become increasingly diverse and by 2021 the White British population is projected to decrease in proportion to the total population (from 62.9% to 58.4%). All other ethnic groups show a slight increase, except for Indian, which decreases slightly in proportion from 7.6% of the total population in 2014 to 7.3% of the total population in 2021. The “Other Asian” ethnic group is projected to see the greatest percentage increase (from 9.0% to 10.6%) between 2014 and 2021.

Figure 3 shows the percentage change in ethnic group, by age category during the period 2014-2021. The “Indian” ethnic group is the only ethnic group with a projected decrease in the number of residents aged 15-64 (-0.2%) and minimal change in the 0-14 population (1.2%). This is countered by an increase in the 65+ population of 27.2%. This indicates Barnet’s Indian population may already be in their late 50s, and are likely to move into retirement age by 2021 without having any more children.

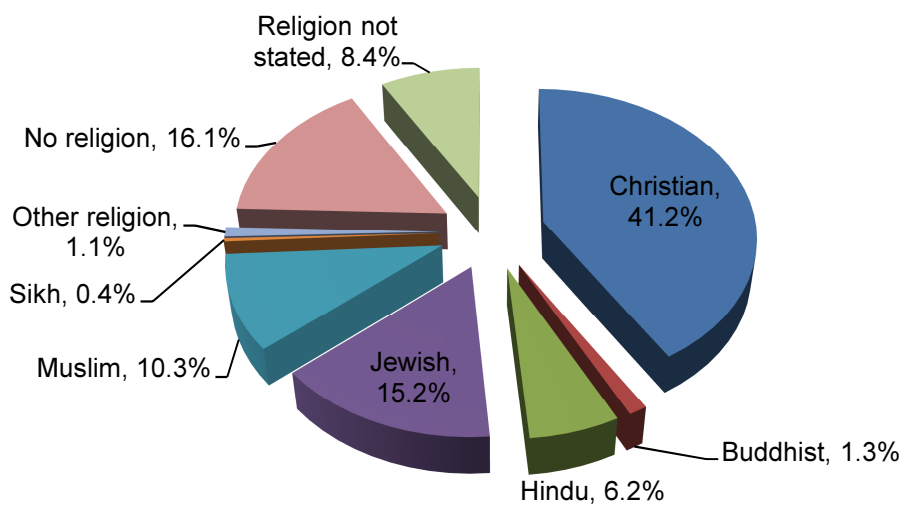
The “Chinese” ethnic group sees the greatest increase in its aged 65+ population (79.9%), whilst the “Other” ethnic group is projected to increase by 77.6% in this age range.



Those wards with a bigger ethnic minority population also have bigger migrant communities. In West Hendon and Colindale less than half of residents were born in the UK, while wards in the north of the borough have a higher proportion of UK born residents. The majority of people immigrate to the UK in early adulthood, for reasons of education, work and sometimes asylum and tend to stay in the country long term.

Based on the 2011 census data, Christianity remained the majority religion in Barnet with 41.2% (146,866 people) of the population identifying themselves as Christian. The next most common religions are Judaism (15.2%), Islam (10.3%) and Hinduism (6.2%). Barnet continues to have the largest Jewish population in the country. 16.1% (57,297) of the population said that they have no religion up from 12.8% in 2001.

Figure 5: Barnet's Population by Religion



Barnet Communities Together Network and Multi Faith Forum

The Communities Together Network, a group of partners representing Barnet's statutory (including police and fire services), community and faith organisations, work together to promote community cohesion in Barnet.

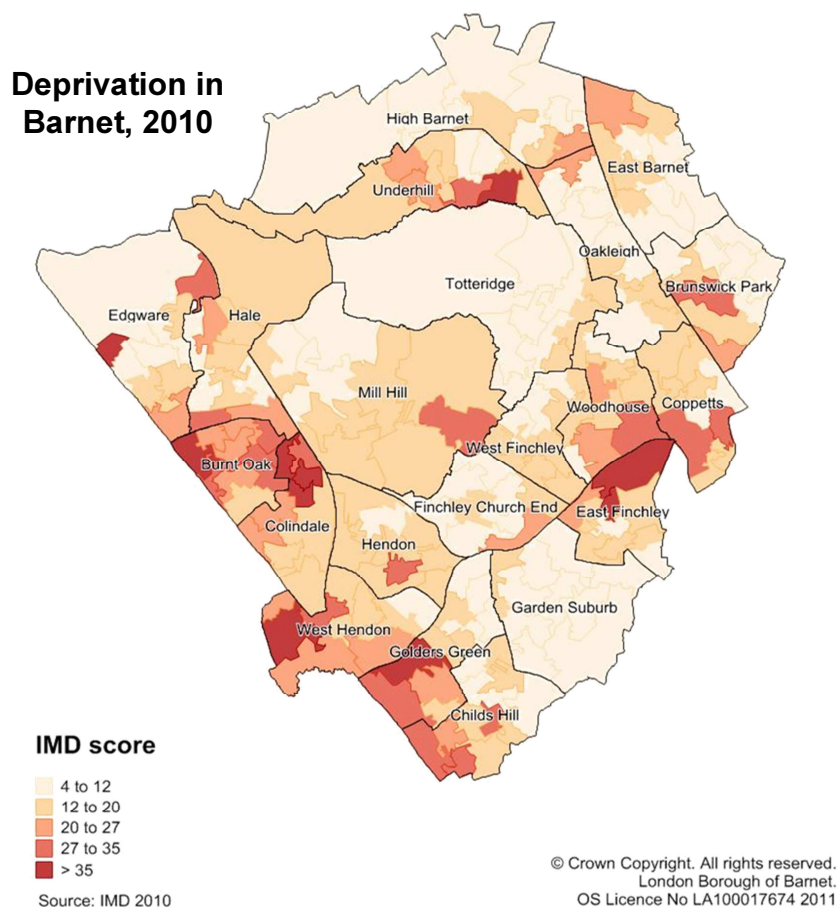
Barnet has a strong Multi Faith Forum which works with Communities Together Network. Together, we are determined that Barnet's diverse cultural communities should continue to live and work peacefully alongside one another and we will stand united in keeping Barnet as a great place to live. We will challenge all forms of religious and racial hatred and intolerant language or behaviour.

We will continue to work closely together to encourage and maintain the excellent work to promote and maintain our community cohesion in the Borough and promote the peaceful co-existence of the borough's community and faith groups.

Deprivation

The 2010 update to the Index of Multiple Deprivation², ranks 176th out of the 326 local authorities in England and Wales for deprivation – just slightly below the average (163; the authority ranked 1 is the most deprived). This is 48 places higher than 2007 (128th) and 17 places lower than 2004 (193rd).

Within Barnet, the 2010 figures show the west of the borough still has higher levels of deprivation in Colindale, West Hendon and Burnt Oak. These areas also include large scale regeneration projects. Under this index the Strawberry Vale estate in East Finchley is identified as the most deprived area of the Borough and falls within the 11% most deprived in the country.



Health, wellbeing and lifestyle

The 2011 census data suggests that the lifestyles of Barnet residents are typical of an Outer London borough. Marital status, occupation and health data all closely match the average Outer London borough profile. 47.2% (64,204) of Barnet residents aged 16 and over are married and 8.2% (28,889) of residents live in a lone parent family.

² The deprivation figures for 2010 can be found at the following address
<http://www.communities.gov.uk/publications/corporate/statistics/indices2010>

Self-reported health has improved across all parts of Barnet since 2001. 14.0% of Barnet residents suffer from a long term health problem or disability that limits their day-to-day activity. Of those people of working age 10% are affected daily by a long term illness or disability.

Barnet has a highly educated population and the occupations of Barnet residents match this profile. 40.3% of the population (aged over 16) are educated to degree level or higher which is above the London average (37.7%). Working residents tend to be in higher management roles in industries such as public service and health and a large proportion are self-employed.

These figures support data from the ONS on Business Demography that suggest Barnet has a high level of entrepreneurialism. This was demonstrated by an above average number of business start-ups (3,735 in 2013). However, Barnet also has an above average level of business failures (2,845 in 2012); the second highest in London. Only 53.4% of Barnet businesses currently survive more than 3 years, compared to 54.8% for Greater London and 57.1% for England. This is addressed in Entrepreneurial Barnet which aims to make the Barnet the best place for a small business in London.

According to the latest Annual Population Survey (June 2013 – June 2014), 168,300 (71.9%) of Barnet's working age population are currently employed, which is slightly higher than the London average of 71.8%. Breaking this down by ward, according to data from the 2011 Census, the wards with the highest levels of employment were East Finchley and West Finchley. The lowest rates of employment were in Colindale, Burnt Oak and West Hendon.

A safe and cohesive community

Feeling safe and accepted are important features of a cohesive community. Survey data suggests that the majority of people in Barnet feel safe in their local area. 72% of residents feel safe walking alone in the dark and 94% of residents report that they feel safe in their local community during the day. Barnet has cohesive communities; with 84% of residents agreeing that people from different backgrounds get on well together in Barnet. 78% of residents also feel that the police in Barnet can be relied on to be there when you need them.

Within Barnet, 22% of residents report being worried about anti-social behaviour (ASB) in their local area, whilst 72% of residents report being satisfied with the way that the Barnet police and the Local Authority are dealing with ASB in their area. For the 12 month period ending 25th February 2014, Barnet police received 11,798 calls regarding anti-social behaviour (ASB), which equated to 32 calls per 1,000 residents. This is the 8th lowest rate of ASB calls within London. This data, along with data on hate crime and national trends, especially around feelings to one particular community, provide a key tool to analysing areas where there may be a risk of increased community tension.

Advice

Please contact Lesley Holland, Equalities and Policy Officer if you require further information.

Barnet will use the data within this report is for completing Equalities Impact Assessments. Other useful sources of guidance and data are:

[Barnet's public equality pages](#)

[The Resident's Perception Survey](#)

Appendix Two: Communities Together Network Aims

The CTN Terms of Reference were circulated with the agenda for the meeting of 18th October 2013 and agreed as follows:

Network Aim

CTN will act as an insight and information exchange and discussion forum to contribute a positive influence in the community which supports community cohesion and prevents community tension in the borough. CTN will act to:

- Improve understanding amongst the council, strategic partners and community groups of issues which matter to the different communities in the borough.
- Scan for early warning signs of community tensions to avoid escalation, respond to any incidents in a speedy and effective manner and prevent any future occurrences.
- Identify and use community expertise and resource to respond effectively to any incident by coming together, pooling support and offering a shared communication.
- Sustain good community relations.

Membership of Communities Together Network

The Council, strategic partners and the wide range of community and voluntary organisations in the borough will be eligible to attend CTN.

LBB will act as an enabler and community leader. CTN will:

- Operate to shared ownership principles with all members sharing responsibility.
- Be jointly chaired by LBB and a representative from the community organisations (currently chairs are Stephen Evans, Director of Strategy and Julie Pal, Chief Executive, CommUnity Barnet).
- Meet on 3 occasions each year.
- Operate to confidentiality principles which share general learning and keep the specifics of any discussion confidential to network members.

Escalation Routes

CTN can escalate issues to:

- Community Safety Partnership Board
- Ward Councillors

Safer Communities Partnership Forward Plan: 2015/2016

SCPB Meeting Dates: All Meetings are at 2.30pm at Hendon Town Hall

24 April 2015	24 July 2015	30 October 2015	29 January 2016	AGENDA ITEM 8 22 April 2016
---------------	---------------------	-----------------	-----------------	--------------------------------

Proposed items for future SCPB:

24 July 2015-16		
Item	Purpose	Lead
Alcohol Strategy	Understanding the strategic and operational alignment with the 2015-2020 Community Safety Strategy.	Bridget O'Dwyer Senior Commissioning Manager Substance Misuse Service Barnet & Harrow Public Health Team
Drug and Alcohol related crime and ASB	Outcome of Joint Strategic Needs Assessment strategic To: -highlight the findings that the Safer Communities partnership should consider when responding to crime and anti-social behaviour <i>-Set out how public health will support the partnership in delivering the 2015-2020 Community Safety Strategy</i>	Bridget O'Dwyer Senior Commissioning Manager Substance Misuse Service Barnet & Harrow Public Health Team
London Fire Service	London Fire Service – priorities, performance and partnerships.	Steve Leader Borough Commander
MOPAC	Sharing key Pan London developments with the partnership	Bradley Few
Prevent Agenda	To understand the impact of the new statutory duty, the role of the partnership and the individual organisational accountabilities. <i>To support the 2015-2020 CS strategy commitment to prevent radicalisation and address counter terrorism</i>	Kiran Vagarwal Strategic Lead Safer Communities TBC Police Counter Terrorism Team
30 October 2015 SCPB		
<i>The following items should be delivered in the same meeting, they all focus on confidence:</i>		
Item	Purpose	Lead
Understanding and responding to the trends and performance of	<ul style="list-style-type: none"> • Introduction to the MOPAC tool measuring community confidence • <i>How will partners contribute towards increasing confidence?</i> 	Peter Clifton All members

Community confidence		
Barnet Safer Neighbourhood Board	Developing effective communication across the Community Action Panels and contributing towards the 2015-2020 Community Safety Strategy – <i>increasing community confidence.</i>	Roger Kemp Chairman Barnet SNB
Neighbourhood Policing	<ul style="list-style-type: none"> • Performance • Understanding their role and actions to <i>increase community confidence and reduce crime</i> 	Adrian Usher Chief Superintendent – Barnet Metropolitan Police
Community Rehabilitation Company	Outlining the approach to support non-statutory (under 12 month custody) offenders in Barnet, impact on/and how it will support the partnership outcome of sustaining reductions in re-offending	Cassie Newman Assistant Chief Officer CRC
National Probation Service	Same as above – statutory offender (over 12 month custody)	Sam Denman Assistant Chief Officer National Probation Service Barnet, Brent and Enfield
29 January 2016 SCPB		
Item	Purpose	Lead
Safeguarding	Annual update from the Children’s Safe Guarding Board and the Adult Safeguarding Board – understanding the strategic links (addresses the DV, VAWG links as well)	Chris Miller Chair of the Adult Safe Guarding Board Chair of the Children Safe Guarding Board
2014 ASB legislation	Progress update on implementing the– ASB Working Group	
Domestic Violence and Violence Against Women and Girls	Strategy performance and update on implementing the recommendations of the domestic violence homicide review	
Burglary and crime reductions	Crime reduction – Burglary performance and partnership action	
Community Safety Strategy	Annual Review and refresh	

Standing Agenda Items

1. Update from Youth Justice Matters
2. Strategy performance update – Exceptional reporting only
3. Performance Dashboard

This page is intentionally left blank