



BRENT - Safer Brent Partnership Local Violence Reduction Action Plan

2020/21	Name	Organisation	Role	Key Local Strategic Documents that support violence reduction
ACTION PLAN SENIOR LEADERSHIP STRUCTURE	Carolyn Downs	Local Authority	CPS Chair and Local Authority Chief Executive	Listed below in document reference in addition; Safer Brent - Community Safety Strategy 2018-2021
	Sarah Leach	MPS	BCU Commander	
	Gail Tolley	Local Authority	Strategic Director Children and Young People	
	Melanie Smith	Local Authority	Director of Public Health	
	Colin Wilderspin	Local Authority	Head of Community Protection	
	Jamie Jenkins	London Fire Brigade	Borough Commander London Fire Brigade	
	Kathryn Hunt	National Probation Service	Head of Service, London Probation Service	
	Hakeem Osinaike	Local Authority	Operational Director Housing	
	Cllr Muhammed Butt	Local Authority	Leader of the Council	
	Cllr Promise Knight	Local Authority	Lead Member for Community Safety	
	Cllr Mili Patel	Local Authority	Lead Member for Children's Safeguarding, Early Help and Social C	
	Sue Kayser	Brent Magistrates Court	Bench Chairman for NW London Local Justice Area	
	Ezinne Chukuka	Victims Support	Local Senior Operations Manager	
	Gill Close	Safer Neighbourhood Board	Chair	
	Duncan Ambrose	Clinical Commissioning Group	Partnership lead	
	Lorna Hughes	Local Authority	Head of Strategy and Partnership	
	Sue Gates	Local Authority	Head of Early Help	
Chris Murray	Community Voluntary Sector - Young Brent Foundation	Chief Executive Officer		

Theme	Action No	Actions	Outcomes	Named CSP Lead	Lead organisation	Start date	End date	Supporting organisation(s)	Progress	Comment	Document Reference(s)	Risk RAG status
GOVERNANCE	1	Local co-ordination arrangements between the Community Safety Partnership, Safeguarding Children and Adults Boards and the Health and Wellbeing Board, to support a public health approach to reduce violence	A bespoke arrangement which enables resources to be consolidated and new approaches to be adopted locally.	Public Health / Strategy and Partnership	Safer Brent Partnership	Oct-20	Oct-21	Safer Brent Partnership members	Public Health will support strategic development through the analysis of impact of violence and the impact on local health care systems within the JNSA and where appropriate public commissioned services will contribute to key objectives especially in relation to early identification and intervention. The borough's strategic partnerships support a multi-agency public health or contextual approach to violence reduction by: - The Safer Brent Partnership receives updates from the Safeguarding Children's Forum, Safeguarding Adults Executive and Health and Wellbeing Board on violence reduction work in the borough and agreeing partners' contributions where appropriate. March 2021: the Safeguarding Children Forum is co-ordinating multi partnership response in relation to the activity undertaken to safeguard children and young people at risk of serious violence. This was requested by Downing street and ministers following recent increases in serious youth violence and county lines.	A public health approach looks at and tackles the causes of serious violence - the BP and tier 2 plans (Equality Strategy, Poverty Commission and Black Community Action Plan all aim to tackle causes and drivers of serious violence. The developing Joint Health and Wellbeing Strategy will also tackle health and wider determinant of health inequalities - as informed by the JSNA (there are chapters on serious violence). The SBP will have oversight of Project Horizon which aims to incorporate a Public Health approach at a local level.	HWB Board knife crime prevention joint report (July 2018) Project Horizons Projecy Initiation Document	Yellow
	2	CSP meeting agendas to include violence performance, consideration of habitual knife carriers, community tensions and stop and search as standing items	The SBP meets four times a year and ensures that it's representing organisations committed to and aware of the severity of crime and violence.	Brent Community Safety	Safer Brent Partnership	Jul-20	Mar-21	MPS, Probation, Public Health, Fire Brigade, Local Authority, BSCF & LSAB	Key points of serious violence are discussed at the SBP to ensure we capture wider understanding of its impact. Actions are recorded in minutes and are fed down to local monthly operational boards for implementation. March 2021: The VRAP is reviewed twice a year and was presented to SBP in October 2020 and due May 2021	Completed - To be reviewed on a six monthly basis	Agenda and meeting minutes	Green
	3	Monthly Violent Crime Partnership Tasking Meeting (or local equivalent) to include Violence Intelligence Briefing, tasking of partnership services to target offenders and hotspot locations; maintain and or review Events Tracker to identify and manage events of risk, monitor and review community tensions and community feedback	Monthly TTCCG, fortnightly VVP and daily risk management meetings with oversight of violence support local tasking and key awareness raising at other partnership meetings to enable proportionate response and planning.	Brent Community Safety	Safer Brent Partnership	Jul-20	Mar-21	MPS, Probation, Public Health, Fire Brigade, Local Authority, BSCF & LSAB	March 2021: The Violence and Vulnerability Programme and the Child Exploitation Missing Panels are now aligned under the Exploitation, Violence and Vulnerability Panel (EVVP) held fortnightly. The EVVP provides operational support and challenge to the multi-agency safeguarding in response to children, young people and adults who are at risk of CCE, CSE, serious youth violence and offending behaviour. The introduction of the daily Integrated Gangs Unit meetings with NWBCU partners has demonstrated effective information sharing and supports with making informed decision making and risk management of gang affected individuals involved in serious violence. Brent are a member of two monthly Cross Borough Information sharing panels with neighbouring boroughs including Barnet, Harrow, Ealing, Hounslow, Hillingdon, Westminster, RBKC and Camden. There is an increased focus and need for more integrated cross borough partnership working to deliver more effective disruption, information sharing, safeguarding, intervention and preventative work.	Completed - all activity ongoing as part of core delivery	BJAG, VVP Delivery Group, CEMP, CMARAC, meeting minutes	Green

	4	Hold an annual Local Leadership event (Elected members, Statutory Officers, CVS and local Businesses) to look at 'wicked issues' to ensure multi-agency response, e.g. Building community trust in statutory services	Local key issues are identified, leading to the creation of a strategy with shared approaches which are cross cutting across the sector to support change.	Community Safety / Strategy and Partnership	Safer Brent Partnership	Sep-20	Sep-21	MPS, community rep, councillors, Public Health	September 2020: Initial discussions are scheduled with the lead member for Community Protection to align proposed leadership event with the consultation on the Safer Brent Community Safety Strategy and its publication. March 2021: Due to the ongoing impact of Covid this has been under review until September 2021. Project Horizon will be exploring engagement activities as part of the pilot and exploring how to improve interaction with communities regarding violent crime reduction.	We are looking at Disproportionality within the community safety landscape in Brent. Due to be discussed at Q1 SBP. Engagement plan to be developed by September 21	Safer Brent Community Safety Strategy		
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ANALYSIS & ENFORCEMENT	1	Analysis to support a public health approach to violence reduction and targeted enforcement - including a Strategic Needs Assessment to understand patterns of violence and vulnerability, key local drivers and communities/localities of greatest need, as well as a gap analysis against existing evidence of effective practice to inform the local action plan. The Community Safety Strategic Assessment to include serious youth violence, knife and gun enabled crime (to be refreshed annually)	A targeted response analysis and strategic assessment is created to better inform and support targeted enforcement specifically in relation to serious violence, gun and knife crime.	Public Health/ CCG/ Community Safety	Safer Brent Partnership	Sep-20	Apr-21	Police, Probation, Public Health, Fire Brigade, Local Authority, BSCF & LSAB	August 2020: The Community Safety Strategy will be reviewed annually. The 2019/20 Strategic Assessment incorporates serious violence, gun and knife enabled crime and is used to strategically plan for the upcoming year. Data available from public health on hospital admissions due to violence, and specific intervention support at Northwick Park by St Giles Trust. March 2021: The Strategic Needs Assessment is to be completed and presented at the SBP July 2021, which will provide a better understanding of risk and need, to support the Public Health approach with current data.	Regular monitoring of data and hotspot locations are considered as part of tasking of outreach providers. Hotspot mapping also used as part of Borough Joint Action Group, and other partnership meetings to manage contextual risk and in creating response plans .	Community Safety Strategic Assessment 2020 and annual report. Quarterly update of the Gang and Knife Crime SBP Action Plan, BJAG minutes, CMARAC minutes, EVVP.		
	2	Use ISTV and wider public health data, social media intelligence, local drugs markets and local rescue and response county lines analysis, plus any other relevant local authority data sources to inform the strategic assessment analysis. Risk Terrain Modelling software will also be available within the MPS to support local analysis from late Autumn 2020.	The enhanced data set for the strategic assessment will be utilised to support delivery approaches and to build our local strategy.	Community Safety/ MPS/ Health/ CNWL	Safer Brent Partnership	Aug-20	Jun-21	Police, Probation, Public Health, Fire Brigade, Local Authority, BSCB & LSAB, Rescue and Response, WDP	August 2020: A newly commissioned service is providing an embedded youth violence hospital worker based within Northwick Park hospital and an outreach mental health team. Data will be collected to support the strategic assessment. Monthly hotspot mapping takes place on local drug markets and ASB for BJAG and the Community MARAC to ensure effective interventions by partners and services. An annual strategic assessment has been completed by Community Protection and the Safer Brent Community Safety Strategy is currently under review, pending Mayoral Election. March 2021: The above actions are ongoing, no further updates.	revised timescale from April 2021 to present at the next SBP July 2021. All other activity is ongoing	Community Safety Strategy and annual report		
	3	Police Activity Tracker to be maintained to record, monitor and review key police tactical interventions and activity in support of the Violent Crime Task Force and local Violence Suppression Unit	Tactical interventions are reviewed and the outcomes either support and direct future interventions or suggest modified approaches to take	MPS	MPS	Aug-20	Sep-20	Community Safety	This process is now part of the standard monthly TTCG (tasking and allocation) process that includes officers from the Brent Community Protection Team. March 2021: This work continues as part of the Monthly TTCG	Completed - built into core delivery	Police Activity Tracker, Police Tasking Meeting Minutes		
	4	Multi-Agency Panel response to those at risk of or involved in violence, including Police, Community Safety, Adult's and Children's Services, YOT, Probation, Meeting minimum of monthly with TOR and menu of options to manage risk through enforcement, prevention and diversion activities. This could be a single meeting, or separate meetings for those involved in violence and those flagged as at risk and who could benefit from preventative support. The MPS Violent Harm Index should be referenced as part of this process for the highest harm offenders.	All referred cases are discussed at fortnightly and monthly at multi-agency panels that focus on contextual safeguarding, reducing serious violence, preventing re-offending and safeguarding victims through an intelligence led, coordinated intervention approach.	Community Safety/MPS	Community Safety /MPS	Aug-20	Sep-20	CYP, YOS, Probation, AIR Network, St Giles Trust, YBF, WDP, Health	December 2020: The Violence and Vulnerability Programme and the Child Exploitation and Missing Person have aligned into one meeting, enabling an enhanced and cohesive overview of all cases including those at risk of exploitation. Health colleagues attend, providing specialist knowledge. March 2021: The Police lead a daily Integrated Risk Management panel to discuss cases that impact under 18s. A daily crime and gangs NW- Borough Command Unit (BCU) meeting has been set up to discuss risk across the BCU and serious harm offenders.	Completed - The EVVP Panel is held every 2 weeks, it is well established and integrated into core delivery. It is aligned to wider partnership meetings and daily risk management forums.	Safer Brent Partnership Annual review, MOPAC Annual reporting. Notes from VVP, VAP, CEMP meeting, terms of reference for the Daily Crime and Gangs BCU meeting		
	5	Compile a gangs problem profile for the borough, taking appropriate account of county lines. To be reviewed in-depth every three years and refreshed every 12 months	An improved understanding and awareness of the gang profile in Brent and of those with links to drugs and county lines for a targeted and informed response.	MPS	MPS	Aug-20	Sep-20	Community protection, CYP, WDP	August 2020: Currently - this exists on the Op Jaguar document and is refreshed every week, key intelligence is shared with local authority and partners through a weekly briefing document. A new daily integrated crime and gangs BCU meeting will further enhance data sharing and a shared response to serious crime.	Completed - currently included within the strategic assessment annually next annual assessment due to be presented at SBP in July 2021	Local gangs problem profile, terms of reference for the Daily Crime and Gangs BCU		
	6	Use of intelligence led Stop and Search including use of S60 in accordance with NPCC guidance	Increased intelligence is utilised for S60 enforcement, which is responsive and proportionate.	MPS	MPS	Aug-20	Apr-21	IAG, SNB, Local authority, community partners and leaders.	August 2020: Ongoing. Each S60 authority is reviewed by the authorising officer (Insp rank). Speedier and more targeted information of s60 to the community is being developed March 2021: The MPS is looking to improve the quality of intelligence received. This is done by engaging with the community and explaining what intelligence is useful. This will in turn provide more grounds for S60s.	Completed - Stop and Search as an item is due to be discussed at the May 2021 SBP.	Policing IAG meeting minutes review of stop and search on the agenda		

	7	Local Authority enforcement through use of all enforcement assets to target locations and offenders, for example CCTV, Enforcement Officers, Parking Enforcement, removal of abandoned vehicles	Clear coordinated and effective use of all Local Authority enforcement tactics proportionate to tackle offenders and locations that results in an improved response to local issue	Community Safety	Brent CSP			Local authority, MPS	<p>April 2020: Multiagency teams across Regeneration and Environment have issued 307 Fixed Penalty Notices in street drinking hotspots with 44 individuals referred for prosecution. Two premises were issued closures as a result of nuisance and drug dealing, ten Community Protection Warnings were issued and a Community Protection Notice was given for drug dealing and nuisance.</p> <p>Since this period there has a further 18 days of action in Churchend, Kingsbury, Harlesden, Willesden and Wembley. A further 243 FPNs have been issued for street drinking with approximately 5 court prosecutions a week for persistent offenders since Feb 2021. In total over 50 Days of action across the borough.</p> <p>Since July 2021 there has been a weekly tasking meeting with police and LA enforcement to provide a timely response to emerging issues. This is alongside the EPG which continues to develop and discuss issues including highways, enforcement, regulatory and community safety and includes other appropriate stakeholders</p>	Completed - Following the success of the multi agency Day of Actions these will continue 2021 / 22.	Community Safety Strategy and local action plans		
	8	Analysis of the needs and risks of young women involved in violence to be able to develop appropriate interventions for young women	Earlier identification and intervention offered to young women at risk, with resources tailored to their needs to promote positive lifestyle choices	Community Safety/YBF	Community Safety			CYP, YBF, YOS, WDP, IAG	<p>August 2020: WDP have launched their Elev8 service for young people which includes a focus on working with young women who find it difficult to engage in services through the use of social media and other tools. A new referral tool to CEMP simplified to increase assessment and allocation of resources.</p> <p>March 2021 Brent Council continues to commission the Global Thinking project which offers support to young women and girls aged 10 – 25 at risk of all forms of gender based exploitation and violence. 34 young women and girls referred into Global Thinking (since July 2020) The project is monitored quarterly against agreed outcomes and the provider reports on the specific needs and trends of this cohort. During this time the project also trained yp, 100% of whom reported increased understanding of the risks to young women and girls.</p>	<p>Completed - YOS and WDP are developing a group or one to one programme as part of the Elev8 service but focusing on children who are being exploited.</p> <p>YOS have been making referrals for Global Thinking Programme to support girls who are involved in offending behaviour and those who are at risk of being groomed by gangs and CSE.</p> <p>Update : 34 young women and girls referred into Global Thinking (since July 2020) The project is monitored quarterly against agreed outcomes and the provider reports on the specific needs and trends of this cohort.</p>	Qtrly monitoring reports for Elev8, Global thinking and minutes from EVVP meetings		
	9	Training for front line staff on information sharing specific to violence, to ensure staff of all partners are aware of what data can be shared and how	Confidentiality agreements in place with partners able to share information under the umbrella of safeguarding. All partner meetings begin by reiterating the terms of confidentiality.	Community Safety	Community Safety			LSAB, BSCF	<p>August 2020: An annual review and refresh of all data sharing agreements was conducted. All meetings clarify data sharing remit and confidentiality at the start. Further developments to understand learning from data breaches are in action. Mandatory staff training on DPA is completed for Brent staff annually.</p> <p>March 2021: Information sharing refresher training provided to all members of the Exploitation, Violence and Vulnerability Panel (EVVP) which includes front line staff.</p> <p>Awareness raising and training session conducted alongside the CYP Contextual Safeguarding Lead provided to council colleagues who provide front line support, this will be ongoing.</p> <p>Regular Peer Mapping exercise meetings held with partner agencies to discuss young people and associates, contextual safeguarding and serious youth violence concerns. Within this forum front line staff are regularly supported and made aware of how to share information on serious violence concerns.</p>	Completed: An annual review and refresh of all data sharing agreements was conducted. All meetings clarify data sharing remit and confidentiality at the start. Further developments to understand learning from data breaches are in action. Mandatory staff training on DPA is completed for Brent staff annually.	ISA, TOR, Council DPA training		
	10	Coordinated prison visits undertaken as a matter of course. Where appropriate joint partnership visits will be undertaken prior to release.	Increased access to a number of prisons for joint partnership visits where appropriate and to ensure a clear release plan with support for violent offenders returning to Brent	NPS / CRC	NPS/CRC			Local Authority, MPS	<p>August 2020: All prisons are currently in command mode (level 3). As visits are not taking place presently, video link is used when need be. This should also include those who need access to specialist drug and alcohol services upon release. London prisons also have teleconference facilities when cases need to be discussed in a multi agency manner. LCRC are happy to coordinate calls (and later on, visits) with partners as and when appropriate</p> <p>All children in prison automatically become LAC and are subject to visits to a social worker and an initial health assessment.</p> <p>Mental Health assessments should take place prior to release.</p>	<p>Ongoing - Due to Covid restrictions impacting face to face and pre release visits from intervention providers.</p> <p>Update - All children who are in custody are open to the YOS. Those who are remanded have looked after child status and have an allocated social worker.</p> <p>YOS have a monthly Resettlement and Aftercare panel and uses the 5 C's of resettlement to monitor cases and ensure there are plans for the child's resettlement. The panel is attended by YOS, Police, social care and CAMHS.</p>	MPS IOM case list		
Ref						All							Risk
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REDUCING ACCESS TO WEAPONS	1	Develop an agreed joint programme of actions to remove weapons and provide reassurance including Trading Standards initiatives (e.g. knife or corrosive substance test purchases) and incorporating responsible retailer agreements.	Awareness raising with licensed premises and possible warning or fines if knives are sold illegally. More focus on test purchases and on a wider joint programme incorporating the responsible retailer agreement to remove illegal weapons.	MPS / Trading Standards	MPS	Aug-20	Jul-21	Local authority/trading standards	Ongoing work between MPS and partners. An annual program of deterrent activities is to be outlined. There are 106 members of the Responsible Traders Scheme in Brent. The scheme provides training materials and resources for businesses to prevent age restricted sales for all age restricted products under TS responsibility including knives.	Due to the workload of COVID to the Regulatory Team to progress in the last 12 months. The aim is that this will recommence in Summer 2021.	List of organisations signed up - responsible retailer agreement	
	2	Weapons sweeps by staff of partner agencies, e.g. LFB, housing providers/estate managers, refuse collectors and community	A 10% reduction in weapons being identified in repeat locations - Increased community engagement to reduce knife crime and increase reporting of incidents.	Community Safety / MPS	Community Safety / MPS	Jul-20	Jul-21	MPS, Local authority, Veolia, Serco, Housing Associations, SNB, Health	The BCST analyst is also conducting a data exercise to map vulnerable locations where weapons have been reported as stored for wider engagement with other appropriate stakeholders including Health - where weapons are sometimes disposed. March 2021: Joint walk-arounds and joint weapon sweeps have been limited due to COVID, however as part of Days of Actions and following intel multi agency sweeps have taken place. SNT have conducted an anonymous online survey requesting information for locations where weapons might be hidden. Intel based weapon sweeps will continue.	Planned of Days of Actions and other proactive work to be developed, including points below	local SNT record of weapon sweep	
	3	Knife Bins and Knife Amnesties	Clear promotion twice a year of knife bin locations to enable voluntary donations of knives and weapons - to increase the reduction of weapons on the streets.	MPS	MPS	Sep-20	Mar-21	Community Safety	August 2020: Knife amnesties tend to be MPS wide initiatives run periodically, however we will seek to devise a local campaign using key intelligence of where knives and other weapons are being left / abandoned / hidden. Mar 2021: Home office weapon surrender scheme ran from 10 Dec 2020 to 9th Mar 2021. Wembley Police Station was one of the designated police station for this scheme.	Completed - ongoing core delivery and priority remains with policing Op Spectre. A campaign is being developed to run in Brent over the summer, preparations are being put in place. This will include a local drive to surrender knives.	Community Safety Comms plan,	
	4	Physical improvements of localities to design out opportunities to store weapons	High risk areas are identified and targeted in communities, to reduce opportunities for weapons to be stored in covert locations. Planning applications for designing out crime to be considered in new builds.	Community Safety / MPS	Community Safety	Aug-20	Jul-21	Local authority Regeneration, housing, MPS	The BCST analyst is also conducting a data exercise to map vulnerable locations where weapons have been reported as stored, for wider engagement with other appropriate stakeholders. The Police are working with the planning department to ensure crime is designed-out in new builds through the use of CCTV, lighting and gating. Since Sept 2020 further design our crime recommendations have been made St Laurence Close, Brondesbury Park Open Space, Kempe/ Keslake Road alleyway, Mapes House and Alan Preece Court covering large parts of social housing stock south of the borough.	OngoingThe SNB have asked for a meeting with planning, police and the community safety team to understand the policy and process regarding the role of DOC and Planning. This is being planned.	Community Safety and ASB quarterly meeting minutes. Planning applications, licensing reviews	
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	1	Schools to include knife crime and youth violence within their safeguarding plans as per Safeguarding children and young people in education from knife crime (2019) Ofsted guidance	School policy is reflected into the practice and increased safety of students. 100% of Brent schools have incorporated knife crime and youth violence into their safeguarding plans	CYP	CYP	Jun-20	n/a	Schools, PRU, Alternative provision, community safety, SBP, Health and Wellbeing Board, LCSB, LSAB	All schools have been in the process of updating their safeguarding policies by September 2021 to meet the national guidance. Schools are required to update their safeguarding policies at least once a year and when there are changes to legislation. We will audit dip sample annual a selection of schools to ensure it is present.	Completed - ongoing work with schools to continue to provide additional oversight and support	School websites, Ofsted reports,	
	2	Due care and attention to corporate parenting principles, and ensure support to children in care and care leavers, through diversion and preventative work that is bespoke to the risk of them becoming involved in serious violence	10% reduction of young people who are in care/care leavers who re-offend.	CYP / YOS	CYP	Sep-20	Sep-21	MPS, Local authority, Housing,	Further intervention based work to be undertaken to divert and deter offending and evidence a reduction. The current cohort have many complex needs, barriers to engagement, entrenched behaviours and little motivation to change. This work is on-going between YOS and Children Social Care. Close working relationships between YOS and Care Planning to ensure support for children who are in care. There are a number of panels and meetings which take place to monitor these children; they are Entry to Care Panel YOS Risk Safety and Wellbeing Multi-agency forum Resettlement and Aftercare Panel The YOS to Probation Transitions Panel. The NEET Working group has a focus on all children who are in years 11, 12 and 13 who are not in education or training.	Resume the LAC and YOS managers meeting to review the cases and share information on those cases that are not discussed at panels.	Social Care submit a statutory return based on YOS Convictions data	

3	Universal and targeted evidence-based programmes delivered across schools, including as part of PSHE offer (new SRE curriculum from September 2020), based on local safeguarding issues and trends, with mechanisms in place for partners within borough and across London to support schools to assess quality and impact	100% of secondary schools have an evidenced-based SRE curriculum in place and can access further learning opportunities for its students to raise awareness of their personal safety.	CYP	CYP	Oct-20	May-21	Schools, Colleges, Local Authority	All schools have been consulting with parents on their RSE curriculum. In autumn 2019, the LA in consultation with a working group of head teachers developed a framework for RSE to support schools in planning for their curriculum delivery. The framework highlighted the importance of RSE in the safeguarding of children and young people. Because of the pandemic, the DfE has extended the planning time for schools to the end of the spring term 2021 for introduction in the summer term 2021. Most Brent schools decided to make use of this extended period and will be introducing their revised RSE curriculum from April 2021.	Some schools introduced their RSE curriculum in the autumn and most others have delayed to summer 2021 following the change in national policy guidance because of the pandemic. Between January 2021 and March 2021 most pupils were educated remotely because of the national lockdown. Schools had to rethink their delivery of the curriculum and decided not to cover some sensitive areas that sometimes require additional on-to-one follow-up support that could not be delivered remotely, e.g. some aspects of the RSE curriculum.	A Brent framework for Relationships Education (RE) and Relationships and Sex Education (RSE)	
4	Support work to promote healthy relationships to help address gender based violence in schools	Young people engage in positive and healthy relationships and understand what gender based violence is.	CYP / Community Safety	CYP	Sep-20	May-21	Local authority, Community and Voluntary sectors, Health, IAG Education and Youth Leads	All schools have been consulting with parents on their RSE curriculum. In autumn 2019, the LA in consultation with a working group of head teachers developed a framework for RSE to support schools in planning for their curriculum delivery. The framework highlighted the importance of RSE in the safeguarding of children and young people. Because of the pandemic, the DfE has extended the planning time for schools to the end of the spring term 2021 for introduction in the summer term 2021. Most Brent schools decided to make use of this extended period and will be introducing their revised RSE curriculum from April 2021. Consultation surgeries are available, MASH well established, clear step up and step down processes with management oversight. Recommendations from the Brent Safeguarding Forum are actioned by the partnership. Sexual health clinics are now online and also offering advice.	Some schools introduced their RSE curriculum in the autumn and most others have delayed to summer 2021 following the change in national policy guidance because of the pandemic. Between January 2021 and March 2021 most pupils were educated remotely because of the national lockdown. Schools had to rethink their delivery of the curriculum and decided not to cover some sensitive areas that sometimes require additional on-to-one follow-up support that could not be delivered remotely, e.g. some aspects of the RSE curriculum.	A Brent framework for Relationships Education (RE) and Relationships and Sex Education (RSE)	
5	Universal Knife Crime/Violence awareness programmes across all education establishments to be mapped to avoid duplication and identify establishments with no or limited provision, to support signposting to providers and commissioning. This could include reference to the VRU Diversion Directory.	All young people in selected schools are provided with the opportunity to engage with an awareness programme to increase their understanding around the impact of knife crime and serious youth violence.	Community Safety/Ask Sukhy	Community Safety	Sep-20	Oct-21	MPS, CYP	The Armarni workshops are being delivered across several schools and free sessions are available to more schools. Staff training is also available. March 2021: The Virtual Reality program focuses on the impact of knife crime from not only the perspective of the perpetrator but those impacted by the actions of the perpetrator. The program is now in a position to be launched and will firstly be delivered within the Pupil Referral Units (PRU's), ensuring all young people are linked in with support agencies should they require it. Following this, the program will be expanded to all schools, particularly targeting schools in hotspot locations. CYP will deliver the planned information campaign around contextual safeguarding including knife crime awareness and prevention.	Undertake annual audits Update - Middlesex University are supporting the evaluation of the Virtual Reality Programme and will provide findings in early 2022.	Contract and SLA CMT paper on contextual safeguarding	
6	MPS new Youth Problem Solvers (YPS) in every Borough, to support a preventative approach to violence reduction, increase intelligence sharing and tension monitoring in conjunction with safer schools officers	The Youth Problem Solvers from NW-BCU is integrated within communities and support officers to increase engagement and improve intelligence.	MPS	MPS	Jun-20	Feb-21	Community Safety, CYP	August 2020: A YPS was recruited in February 2020 and has been working closely with the Youth Engagement Team, Schools Inspector, and the council's Violence and Vulnerability Co-ordinator to identify areas of improvement and create better relationships with police departments, the local authority and 3rd party organisations. Mar 2021: This work continues. There is now a dedicated officer who is a Youth Problem Solver	Completed - The post is working effectively through the EVVP	Youth Problem Solver handbook	
7	Supporting the transition from Primary to Secondary School, through programmes that introduce year 6 pupils to their new school and provide mentoring and pastoral support (e.g. Stepping Stones)	All vulnerable children known to children social care are identified and receive transition support.	CYP/ School	CYP	Sep-20	Jul-21	Local authority, Schools, PRUS, Colleges, Voluntary and Community Sector, YBF	March 2021 - Local schools lead in coordinating support packages to ensure effective transition into secondary school for vulnerable pupils. Additional focus and support is provided for looked after children and children open to Social care on a CP/CIN plan Project Horizon is currently exploring new ways of supporting the transition from primary.	This will be included in the Project Horizon Action Plan due June 2021	School safeguarding monitoring reports	

SAFEGUARDING AND EDUCATING YOUNG PEOPLE
Recognising the importance of prevention and working alongside places of education

8	Structural issues which contribute to disproportionalities within violence, service access and school exclusions are understood by the partnership, and clear action to address are outlined within key strategic departments and multi-agency plans, as well as public sector equality planning.	Case file review and audits identify gaps in provision. This analysis then enables the facilitation and development of links with organisations including health, debt advice, advocacy, and counselling support to aid equality. Staff are trained to work holistically and informed by trauma approaches.	CYP	CYP	Jul-20	Apr-21	Local authority, Community and Voluntary sectors, MPS, YOS, Strategy and Partnership	A disproportionality working group has been running by YOS practitioners and managers. Disproportionality data is presented quarterly to the YOS Management Board and in Feb 21 the Board has organised a specific workshop on this issue and an action plan will emerge from the findings. 13th July 2020 - Brent Full Council approved the 10 point Brent Black Community Action Plan. CYP continues to work closely with schools to reduce and close the attainment gaps for boys of Black Caribbean heritage further at the end of Key Stage 4. Early Help have established a Youth Justice Board funded BAME COVID-19 Pathfinder. Since October 2020, this preventative programme has supported young BAME people who have had adverse childhood experiences and are at risk of entering the youth justice system or other higher level services due to the impact of the pandemic by supporting BAME young people to re-engage or engage with education, supporting their emotional wellbeing, empowering young people to offer feedback on the services they have used and providing young people with access to a range of positive activities.	Completed - Ongoing case reviews and audits, feeding into development. The BAME COVID-19 Pathfinder is grant funded until March 2023 and is governed by an Executive Steering Group. Findings from a local evaluation of project implementation will be published in April 2021. The SBP has an agenda item on Disproportionality at the May 2021 meeting to look at the overall landscape of partners in Brent.	YOS Case file audit, Annual Youth Justice Plan Brent Black Community Action Plan, Pathfinder Grant Agreement YJB and LB Brent October 2020
9	Bespoke support for students in PRU's/AP, including mentoring and transition back into mainstream education or on to further education, training, employment. Demonstrable partnership work to minimise school exclusions (and managed moves in place of exclusions), create inclusive settings and support young people back into education, employment and training, with schools and academies exclusions policy reflecting the practice set out in DfE statutory guidance	Facilitate bespoke programmes co-ordinated by Early Help, partners, YBF and its members within a PRU / AP through positive caseworker/mentor relationships as a way of achieving improved inclusion.	CYP	CYP	Jun-20	Sep-21	Local authority, Schools, PRUS, Colleges, Voluntary and Community Sector	AP/PRU staff work with numerous statutory community and voluntary agencies to deliver a range of supportive packages to students. When an excluded student is assigned a place in AP/PR, consultations with the parent school and other agencies involved take place to consider vulnerabilities exacerbated by placement. An inclusion support referrals panel works with other agencies e.g. Early Help WEST and Learning Zone to reduce exclusions, challenging decisions where appropriate, using DfE guidance and offering support to schools via advisory teachers, behaviour mentors etc. There is also a comprehensive training offer for schools. An Early Help Family Support Worker (FSW) offers whole-family interventions including bespoke parenting support within the PRU. The FSW also works with younger siblings to prevent them from falling into a similar pattern of behaviour which would have led to the exclusion of the older sibling, thereby breaking intergenerational cycle of exclusion.	Ongoing	YBF Qtrly reporting Inclusion team service offer Exclusion patrol Schools Forum AP Forum
10	Support key transition stages in a young person life that can increase their vulnerability (changing schools, returning to education from young offenders institution; leaving care)	Bespoke transition planning for each vulnerable child enables clear holistic planning, assessment of risk and needs to be identified and reduced.	CYP	CYP	Jun-20	Jul-21	CAMHS, CCG, Local authority, MPS, Schools, WDP, Voluntary and Community Sectors	Children's social care ensures - through CIN and CP planning that all points of key transition are identified and support is offered. Inclusion support work with students around phase transitions, especially those with existing vulnerabilities. Work is also done with schools, parents and other agencies to support students experiencing other transitions. Schools can refer to the Inclusion Support Panel to request support for anyone struggling with transitions. Young people transitioning from YOS to adult provision are identified at the age of 16 years and 6 months and planning meetings with NPS are held monthly. The NPS is committed preventing serious youth violence and the progression to adult offending by supporting effective transition processes from youth to adult. We have allocated 1 FTE Seconded Probation Officer to this. CAMHS assessments take place if a need is identified by a GP. CYP is supporting the Children's Trust in developing best practice in transitional safeguarding for children transitioning to adulthood, particularly with concerns around exploitation.	under review following the substantial move to online learning	Inclusion support panel minutes NPS National Partnership Framework for England YOS 16th January 2020 CMT paper on contextual safeguarding
11	Work with parents and carers, especially those deemed to be vulnerable, to effectively engage young people in diversionary activities and education and prevent harm.	Ensuring robust exit arrangements are in place where cases are closed and if required providing access to mentors after the life of a programme or project for ongoing support. Families are connected into locally available universal provision via FWC.	CYP	CYP	Aug-20	Jul-21	Community Safety, AIR Network, St Giles Trust, YBF, Schools, PRU, Colleges, YOS, WDP Elev8	EVVP continues to monitor cases of concern. Community Safety interventions are delivering ongoing support and response to client and community needs including following serious incident. Existing work with families continues to be delivered effectively and as Family Wellbeing Centres. CCG and health partners are working with Parents and Carer's Forum and CEMP to raise awareness amongst parents and professionals Over the next six months we will lead a review of the impact of the range of services supporting vulnerable adolescents to ensure that a sufficient range of provision is available for young people at risk of exploitation and to evidence the	VPP interventions remain delivering targeted support and responding to local need. Brent Council are currently reviewing its Transitional Safeguarding approach internally, due to be completed May 2021.	Case closure recordings CMT paper on contextual safeguarding

12	Clear offer of support for parents of children at risk of exclusion or who have been excluded. Including monitor exclusions data through local education arrangements and local authority, alongside partners, with clear processes and evidence of challenge where data or practice indicate exclusions do not align with statutory guidance.	Facilitating the successful re-entry into school or further education (as rapidly as possible, following exclusion) and into the community (following involvement with the youth justice system if mainstream school is not appropriate or lack of availability of school places), through positive caseworker/mentor relationships as a way of achieving our overall aim of better inclusion. With over 80% of young people remaining in education	CYP	CYP	Jun-20	Sep-21	Local authority, Community and Voluntary sectors	Inclusion Service offer support to parents of those at risk of exclusion and have a family solutions officer to support parents. When an exclusion occurs the team guide parents through the process and works with parents to support access to alternative school placement or AP/PRU. Inclusion support service work closely with schools engaging with all partners to prevent exclusions, challenging where appropriate with exclusions and registration guidance. Where exclusions occur, working on reintegration plans prioritising those with additional vulnerabilities e.g. those known to youth justice system. Mentors, support workers and family workers can support reintegration. Regular monitoring via the multi agency vulnerable pupils panel to ensure there is no drift.	Completed - established processes and procedures in place	Access and inclusion panel minutes Terms of reference for VPP Minutes of VPP meetings Exclusion Report	
13	Recognising the key role of parents and carers, and the extensive evidence on benefits of parental support and education, clear socio-education offer on local risks and themes relating to youth violence (in particular, grooming, exploitation and healthy relationships) as part of an effective prevention offer for young people	Increased parental and carer engagement as positive influencing and safeguarding factors, linking into Community Engagement Advisers to provide feedback from experience to tailor services	CYP / Community	CYP	Jul-20	Jun-21	Local authority, Community and Voluntary sectors, MPS, YOS, Health	The newly developed Contextual Safeguarding Forum will retain an overview of key themes and trends relating to youth violence. Two Early Help Family Support Workers offer bespoke parenting support within the YOS. Specialist drug and alcohol support is offered to families of young people known to the YOS for drug offences or alcohol and substance misuse from the charity Brent EACH. All YOS families are given self assessments to complete and are invited to participate in written consultations on service effectiveness. This will also include specialist referral where needed through WDP New Beginnings.	Ongoing - Community Safety supporting national campaigns encouraging families to report serious incident. Also addition work underway from community safety to seek parent engagement and feedback. Further engagement work underway to improve community relationships with police.	YOS family self assessment	
14	Equalities impact of programmes implemented are assessed and considered to ensure diverse needs of young people, families and communities are responded to contextually, with potential negative impact fully understood.	A comprehensive end of project report is compiled for all commissioned work undertaken by delivery partners and presented to the relevant boards for scrutiny and learning. Future commissioned works can apply the relevant lessons learnt.	CYP	CYP	Jul-20	Sep-21	Local authority, Community and Voluntary sectors	With all commissioned interventions, EIA is reviewed and assessed before selecting preferred providers. Access to mentors is provided after the life of a programme or project for ongoing support. Specific contextual Safeguarding lead for the te council is in post and works closely with all partners and commissioned services. March 2021 - Additional extension of Projects for a further year	Completed - resources aligned to support a contextual approach to safeguarding in children and young people services	procurement process, VVP, EVVP meeting	
15	A clear partnership response to identifying, assessing and responding to extra-familial harm is documented within a safeguarding partnership strategy; tools to effectively deliver the strategy are available to practitioners and professionals as recommended by Ofsted.	Access to tools to enable partners feel confident in their practice and approach to effectively tackle serious youth violence through increased referrals and early identification	Community Safety / CYP - Sonia	Community Safety	Aug-20	Sep-21	Local authority, Community and Voluntary sectors, MPS, YOS	The review of the Safer Brent Strategy will further highlight local steps being taken. Access for staff is available through professional consultation, training and case referral. YOS are involved in conducting safety mapping and peer mapping with those children who are impacted by peer group offending and violence.	Ongoing - EVVP as a multi agency forum also offers learning and information sharing of new projects in the borough. VVP projects are funded to ensure serious youth violence is responded to and actions taken.	Safer Brent Community Safety Strategy, Partnership work was commended during the HMIP Inspection of Youth Justice Services in Brent December 2019	
16	Local safeguarding partnerships coordinate efforts to ensure local Early Help processes and referral pathways, and everyone's role within them, are clear and easily accessible to parents/carers, schools, PRUs and college staff.	Clear and established processes for promotion of how to raise/ report concerns. Accessible information and training is available to all, which easily can be applied to practice. With improved quality of referrals	CYP/ Safeguarding	CYP	Jun-20	Sep-20	Local authority, Schools, PRUS, Colleges, BSCF,	Consultation surgeries available, MASH well established (including with a health practitioner), clear step up and step down processes with management oversight. Recommendations from the Brent Children Safeguarding Forum (BSCF) are actioned by the partnership.	Completed - rolling Safeguarding training is available and promoted	Case escalation process, quality audit reviews	

Ref	Actions											Risk
Theme	Action No	Actions	Outcomes	Named CSP Lead	Lead organisation	Start date	End date	Supporting organisation(s)	Progress	Comment	Document Reference(s)	LAG status
	1	Community Tensions Monitoring - Assessment by MPS to be supported and informed by CSP partners so it is based on multi-agency data	Earlier identification of potential increases in community tension to enable proactive partnership response to reduce the escalation of risk and harm.	MPS	MPS	Jun-20	n/a	Safer Brent Partnership members	Daily briefings are provided to the Community Safety team from police. Any potential community concerns are raised at this point of entry. This process was reviewed 6 months after implementation by the NWBCU March 2021. Police now provide a monthly gangs intel sheet	Completed - core delivery and practice post serious incident has been established	Community Impact Assessments,	
	2	Facilitate community involvement in Stop & Search - including the monitoring of S60 by community representatives and including a standing agenda item at Safer Neighbourhood Boards	Increased awareness across communities and risks reviewed at local SNB and IAG.	Safer Neighbourhood board / IAG/ MPS	MPS	Jul-20	n/a	Brent Community Safety, Safer Neighbourhood Board, IAG	July 2020: The IAG community representatives, councillors and relevant partners are all consulted before the introduction of a section 60. Police have ongoing liaison with the agencies (Brent Community Safety, Safer Neighbourhood Board). SNB meetings receive a report from the stop and search monitoring group and follow up with police the issues it raises. These are part of the Stop & Search reviews conducted by the IAG. Local authority is also in attendance.	Completed - This is an ongoing agenda item on the SNB	section 60 requests and feedback Minutes of the IAG. SNB minutes	
	3	Map key communities and leaders, review six monthly	To enable improved access for proactive communication to groups.	Strategy and Partnership	Strategy and Partnership	Jul-20	Jan-21	Safer Brent Partnership members	April 2019: The Strategy and Partnerships team have produced a list of key community engagement groups and organisations who actively try to tackle crime in Brent Onoing - work will continue as part of the project with Young Brent Foundation as part of the wider offering of youth provision as part of this mapping exercise as part of action 13 of 'protecting and educating young people'.	Completed - review 6 monthly	Stronger Communities Strategy	

Ref		Actions										Risk
Theme	Action No	Actions	Outcomes	Named CSP Lead	Lead organisation	Start date	End date	Supporting organisation(s)	Progress	Comment	Document Reference(s)	RAG status
WORKING WITH COMMUNITIES AND NEIGHBOURHOODS TO REDUCE VIOLENCE	4	Consider applying to the VRU critical incident fund, for a small one off funding grant to directly support communities in the aftermath of a serious incident of violence	Communities receive vital support after serious incidents to enable safeguards to be offered and reassurance to strengthen community resilience. For all serious incidents a claim is submitted	Community Safety	Community Safety	Jul-20	n/a	Safer Brent Partnership members	Applications to the VRU Critical Incident Fund are made following a critical incident within the borough. To date, Brent has been successful with 7 applications with funds being utilised to assist with providing out of hours on street support, supporting with community reassurance alongside police teams to manage community tensions, an in-depth analysis/mapping of violent crime trends in the area, including a more in-depth analysis around the identifiable cohort in the area, their wider family networks and how we can triage onto early intervention programmes.	Completed - As part of our critical protocol this will be considered or following a serious incident	Claims submitted to VRU	
	5	Consider use of the Business Community Safety Toolkit, to support sharing of good practice between businesses in preparing for or responding to an incident of violence https://www.london.gov.uk/sites/default/files/business_community_safety_toolkit_b.pdf	Increased awareness of the toolkit throughout the business community and sign up to the local OWL (Online Watch Link) business version and local business newsletters	Community Safety	Community Safety	Sep-20	Sep-21	Employment, skills and enterprise	Business OWL has been launched locally to enable business to be aware of local incidents which may impact them. An internal newsletter that promotes information directly to businesses is already available, well established and widely accessed.	An engagement plan is being drafted to role this out and raise awareness with businesses through the Town Centre Managers and other networks. This has been delayed due to COVID pressures.	OWL registration figures	
	6	Implement hyper-local neighbourhood initiatives to support community cohesion in areas at high risk of violence. Co-produce with the community, projects within the neighbourhood designed to improve communication with and trust in statutory services, support for young people through mentoring, training and positive activities, enhance the physical layout and take opportunities to design out crime	Neighbourhood initiatives are implemented to improve community well being, resilience and safeguards through active participation and community engagement.	Community Safety	Community Safety	Aug-20	Jul-21	Local Authority, Strategy and Partnership, RHA, YBF, St Giles, AIR, WDP, Safer Neighbourhood Board, Young Brent Foundation	Recruitment of a Community Engagement Officer to lead and develop this work with a clear focus on Community Safety has commenced aim to complete in timescale listed. Initial delivery of community outreach sessions. Summer outreach intervention workers delivered sessions during the summer alongside residential housing associations. March 2021: The Young Londoners Fund project is up and running reaching young people with complex needs, at risk of poor outcomes. They are in receipt of intensive Family Support, mental health support if required and mentoring. The Detached and Outreach project is scheduled to commence imminently. Young people who have engaged are reporting positive experiences; the evaluation of year 1 is scheduled for March 2021, which includes feedback from young people. The Horizons project, targeting serious violence in the NW10 area from a public health approach, has begun. The initial project plan is being drafted in partnership with MPS. As part of the Early Help BAME COVID-19 Pathfinder, a Youth Panel has been created to support young people to voice their views about the impact of COVID-19 and identify and plan community cohesion interventions. Mentoring support is provided by the Young Brent Foundation and emotional wellbeing support is offered by EACH Brent Counselling	Project Horizons will provide an opportunity to test different approaches within the NW10 area.	Activity reports, Community Safety Strategy Action plan BAME COVID-19 Pathfinder Action Plan	
	7	Promote Fearless as a crime information source and option for providing information about violence anonymously https://www.fearless.org/en	NW BCU appeals will include Fearless contact details for young people to report, stressing anonymity	MPS	MPS	Sep-20	Jul-21	Local Authority	When working with young people, we promote Fearless. Fearless is a part of Crimestoppers that is provided specifically for young people. Promoted in Safer Neighbourhood crime reporting flyer. Mar 2021: This work is continuing and will form part of the knife campaign planned for the summer of 2021	To form part of the summer knife amnesty and wider local campaign. To progress with MPS. Community Safety continue to promote 'Hard Calls save lives' campaign	local campaigns post incidents	
	8	Develop a communications plan which engages communities in the programme, and supports a reduction in fear of crime through providing honest and positive messages about achievements and reduces risk of stigma and discrimination	An overarching communication plan is designed, which highlights approaches to reduce the fear of violence and crime. It is adopted and delivered	LA comms / SNB	LA comms	Aug-20	Jul-21	SBP partners, IAG	With the availability and promotion of the neighbourhood Online Watch Link (OWL), this is providing an additional platform to circulate key information directly to community members. Further consultation work with the community will begin with the development of the Safer Brent Community Safety Strategy. A Community Leaders Advisory board is being developed while the Lead Member for Community Safety will also drive forward consultation with ward councillors to share key information, to support in reassuring and involving the community. There is also focus on shared national campaigns - such as 'Hard calls, save lives' which we are promoting The IAG have also developed a draft plan for communicating information with the community.	A review of OWL and its use by partners has been delayed, and will commence in the Autumn 2022. An engagement Plan is currently being drafted to work with communities. The Engagemet Officer due to be in place in the summer of 2021 will lead on this. Community Safety continue to promote 'Hard Calls save lives' campaign and working alongside initiatives to support community feedback and engagement.	Communication plan	
	9	Involve young people within local violence prevention work, through both established forums such as youth councils/parliaments, youth Independent Advisory Groups and informal grassroots pathways including through social media platforms	100% of Young people within these groups have had an opportunity to be involved in putting forward their views and shaping violence prevention and safeguarding.	CYP /SNB /IAG	CYP	Aug-20	Sep-21	SNB / IAG / Local Authority	A youth independent advisory group is being set up in September with its first meeting in October 2020; violence prevention will be a key focus. 3-17 and 18-25 YIAGs had their first meetings with senior police on 4 February 2021. The SNB is working with community safety and YBF to involve young people who have turned away from violence in ward panels. Brent Youth Parliament's priority this year is tackling knife crime. The VCPB will host an event that sees youth and youth parliament reps. having a dialogue. Young people attend the LAC partnership board meetings. Brent has an active youth participation group and youth council board The YBF and Housing Providers were successful in their bid for the VRU 'My Ends' Programme which will work in 3 areas in Brent and engage with the community to make positive change.	Ongoing developments and newly funded projects, feeding into youth voice and service redesign. Community Safety will also be undertaking YP and service user feedback in the redesign of services specification.	SNB minutes, Communication strategy	

SUPPORTING VICTIMS OF VIOLENCE AND VULNERABILITY Ensuring co-ordinated referral and support to victims and those who are vulnerable	1	To have a multi-agency assessment and referral process through a Multi-Agency Safeguarding Hub or Concern Hub, with full partner sign-off of terms of reference and operating model.	Victims and those requiring support receive appropriate help to enable the identified risk to be reduced. Over 90% of CMARAC cases show a reduction in risk at the point of case closure. All of referred cases to the MASH and Adult Safeguarding Hub are reviewed and safeguards created within 24 hours.	Community Safety /CYP/ Adult Safeguarding	Community Safety	Jul-20	n/a	SBP partners, CYP, Adult Social Care	The Community Multi Agency Risk Assessment Conference (CMARAC) is widely utilised to refer victims and vulnerable people to receive a multi agency support to increase safeguards and reduce vulnerability. Childrens and Young People MASH and Adults Safeguarding Hub are well publicised, with embedded referral routes and receive referrals	Completed - continued promotion with performance reporting	MASH terms of reference, referral pathway and process document. CMARAC terms of reference, procedures, training materials	
	2	Local safeguarding partners to ensure all young victims of violence and those vulnerable to exploitation, are referred to appropriate packages of support across both statutory and voluntary provision. This could include the London Victim and Witnesses Service which supports victims and witnesses of crime in London to cope and recover from their experiences.	Victims feel supported and able to re-engage back into school and community activities as part of recovery.	BCSF/CYP / CAMHS	CYP	Aug-20	n/a	Victim Support, CAMHS, Rescue and Response, Health	WDP Elev8 has now been established and launched on Instagram. The service has a co-located worker in the YOS who will be able to refer into the Elev8 service and promote joint working with other key partner agencies The Pan London Rescue And Response Service has well established links within Brent, ensuring key intel and vulnerable young people at risk of county lines are receiving extra support. Health Partners have available additional support through CAMHS and other mental health support programmes to support post trauma recovery. The EVVP has a strong representation of partners including witness and	Completed - Annual review to take place of process in December 2021	Qtrly reports, Community Safety Annual plan	
	3	Young victims of violence to have a trauma informed needs assessment, with referral to CAHMS where the assessment determines that to be appropriate	Victims feel supported and able to re-engage back into school and community activities through a simple referral pathway as part of a recovery model and impact of Trauma is reduced.	Public Health	Public Health	Jul-20	n/a	Public Health, Health, CYP, Victim Support, CAMHS, WDP Elev8	WDP Elev8 has now been established and launched on INSTAGRAM. The service has a co-located worker in the YOS who will be able to refer into the Elev8 service and promote joint working with other key partner agencies. The YOS have a co-located CAMHS worker who provides direct support to young people and all staff are trauma informed trained. Trauma training has been offered to schools and voluntary and community sector organisations as part of the BAME COVID-19 Pathfinder. Two sessions will be delivered in March 2021	Completed - Annual review to take place of process in December 2021	Annual YOS Plan, qtrly performance reports, CAMHS case referral numbers. BAME COVID-19 Pathfinder Executive Steering Group	
	4	London Trauma and A&E centres to provide safeguarding information to local partnerships through an agreed referral mechanism and hence maximise opportunities for "teachable moments" and rapid service referral/support	Increased confidence in victims seeking support and reporting crimes with improved data.	Public Health / Community Safety	Public Health / Community Safety	Jul-20	Dec-20	Redthread and St Giles Trust - Northwick Park Hospital, Community Safety, London Ambulance Service, WDP,	St Giles Trust - provide an Embedded Youth Violence Hospital Worker to be based within Northwick Park hospital to improve the identification of and reduce vulnerability of, young victims of violence, ensuring they receive the right support at the right time with the aim of disrupting the cycle of violence and reducing further victimisation or exploitation. Meetings will continue with Redthread located at our Major Trauma centre St Marys. Additional referrals to WDP New Beginnings will also be involved for direct access to mental health, drug and alcohol services. St Giles Trust commenced service delivery in July 2020 and to date this project has seen a 40% increase in identification and engagement of young victims of violence who present at the hospital. 12 referrals have been engaged with and all have reported an increased motivation to change and improved mental health and well-being. For engagement with the service, consent is required and this is not always gained by the medical professionals in the absence of the mentors (the project does not provide 24/7 delivery). Furthermore, training programmes have been delivered to 102 medical staff with the view that this has increased awareness of service and knowledge of vulnerability and safeguarding issues in the Emergency Department and will additionally increase the referrals made to the St Giles mentors.	Completed - SGT Northwick Park has a quarterly contract review to ensure it continues to meet targets. It has received positive feedback from the hospital.	Qtrly Reporting data from St Giles Trust,	
	5	Agree a common Youth Violence risk assessment and management framework. Consult and agree on a best practice based, borough wide, youth violence risk assessment and management framework. Having established a framework disseminate and embed in council and partner practices and processes through training and briefing.	Staff and partners are aware of how to refer clients to receive interventions to maximise opportunities to change negative behaviours and reduce risk and involvement in serious violence	CYP / Community Safety	CYP	Jun-20	n/a	Community safety, MPS	The Exploitation, Violence and Vulnerability meeting in Brent offers practitioners access to the VPP interventions and wider support packages for clients at risk of serious crime and violence and to prevent others through early identification and prevention.	Completed - well established referral process and intervention offer based within a framework of prevention.	Attendance at Team and key Partnership meetings - minutes record, training record	
	6	Provide front line staff within partner agencies with trauma and attachment training, in order to support practitioners working with young people to understand the 'Trauma Informed Approach'. This approach informs staff of how trauma in early life may affect current behaviour.	Frontline practitioner are equipped with the tools to ensure their engagement with young people is led through trauma informed approaches	CYP/ Public Health/CCG	Public Health/CCG	Sep-20	Mar-21	Community safety, CAMHS, St Giles, AIR, Health,	Trauma informed training delivered to all frontline practitioners. Further training to be planned to include refresher and newly recruited staff. Contextual Safeguarding Lead has also been assigned to ensure Children Social Care Cases receive direct oversight and advice.	Ongoing - with staff changes to ensure newly recruited staff have access.	Training records via the Learning and development team	

Theme	Action No	Actions	Outcomes	Named CSP Lead	Lead organisation	Start date	End date	Supporting organisation(s)	Progress	Comment	Document Reference(s)	Risk RAG status
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<p style="text-align: center;">POSITIVE DIVERSION FROM VIOLENCE</p>	1	Pre-court and post conviction violent crime offenders to be provided with bespoke community sentence interventions.	Reduced criminalisation of low level offenders, managed with support packages to increase their transition into positive outcomes and reducing the number of youth and adult reoffenders.	NPS / CRC /YOS	NPS / CRC			Brent Community Safety, Probation,/YOS/ WDP New Beginnings/ MPS	<p>All young people subject to court orders or police out of court disposals are managed in line with statutory guidance requiring support to be bespoke.</p> <p>At pre-sentence report stage all reports are subject to a rigorous quality assurance process and management oversight to ensure recommendations on the suitability of bespoke sentencing proposals to the court for those convicted of violent offences.Those children who are at risk of custody have an AROC (At Risk of Custody) meeting with the professional network.</p> <p>For prison releases, licence conditions are imposed to control, contain, manage and reduce the specific risks related to violent offending. A licence condition to include MOPAC GPS Buddy Tag curfew /location monitoring is currently mandatorily considered for offenders convicted of, or having a history of, knife possession/carrying. A condition to comply with requirements specified by the supervising officer for the purpose of ensuring they address their use of violence is also frequently used and involves a referral to the appropriate programme which, although currently delivered on a 1:1 basis, is being reviewed in line with the NPS Recovery plan.</p>	Completed - NPS Interventions include RESOLVE which addresses the use of violence/aggression within the context of an offence. As per Post COVID Recovery plan NPS has started to offer Face to Face group programmes on a limited basis. Sessions continue to be delivered by telephone on a 1:1 basis	National Standards governing Youth Justice, YOS interventions were rated good during the HMIP Inspection of Youth Justice Services in Brent December 2019		
	2	Young offenders to have RO/YRO conditions/requirements tailored to the nature of the violence offending and service provision available locally through the YOT.	Supervised, supported and enforced licensed conditions enable close monitoring and successful completion of orders with a reduction in re-offending.	CYP	CYP			Brent Community Safety	<p>An eight week weapons awareness course is mandatory for the all children who have committed a weapons related offence.</p> <p>under COVID 19 lockdown this programme has been delivered one to one and using an adapted version of the group programme. .</p> <p>YOS young people unable to attend group work or on court orders can access knife crime interventions including the Behind the Blade programme.</p> <p>YOS undertakes individual assessments and case management of young people subject to court orders / Out of Court Disposals (including Triage) . Individual sessions help young people to resolve conflicts without the use of violence / knives. Many offending behaviour sessions with young people focus upon consequential thinking – problem solving and decision making - and taking responsibility for actions. All of this is devilered working in a trauma informed way.</p>	Completed - YOS management board continue to deliver strategic and partnership oversight	YOS Case management Guidance, National Standards governing youth justice		
	3	Use the MPS DIVERT programme to support referrals from police custody to local providers to support education, employment, training.	The programme aims to deliver intervention to low level / low harm offenders to help them divert from reoffending and criminalisation. Aims to achieve 25% of the cohort not reoffending after one year.	MPS	MPS				CYP, NPS, CRC, Community Safety	The Turning Point pilot program is successfully being delivered in Brent. As part of the supported exit strategy, clients can be referred to the VVP for additional support.	Ongoing - To request data on a regular basis to support wider workstreams and increase our understanding of the service in a more timely manner	Qrtly Turning Point figures.	
	4	Provide local programme of appropriately tailored diversionary activities and use MPS BCU Local Responsible Officers for diversion to support this programme and effective referral pathways.	Reduction in overall reoffending rates and an increased offer of local activities to divert from criminality.	Community Safety / MPS	Community Safety / MPS				CYP, YOS, CRC, NPS, AIR Network, St Giles Trust, YBF	<p>YOS use the YJB reoffending toolkit and other resources to tackle reoffending and report progress to the YOS Management Board.</p> <p>The NPS Operational Lead, Gang and IOM SPOC's lead on identifying suitable cases for referrals into to the Violence and Vulnerability Programme and actively promote its use amongst Offender Managers.</p> <p>Diversionary activities are offered through the commissioned services such as St Giles Trust, AIR Network, YBF and WDP. Focus is placed on mentoring into positive activities including ETE, fitness and well-being and hobbies that reflect positive self-development. Through referrals into the Violence and Vulnerability Programme (VVP), 75% of the cohort have not re-offended since being added to the program. From September 2020 to date, the VVP has received 71 referrals into the programme.</p>	Completed - We continue to seek new approaches as ongoing activity to reduce reoffending rates. Project Horizon will look to enhance the current provision and add targeted diversionary work in the NW10 area.	YOS board minutes, VVP Delivery Board and panel minutes	

Recognising that young people should be offered interventions which help them move away from criminality	5	Work with the Voluntary Community Sector to develop and deliver a range of services that support young people and enhance the overall approach to tackling serious youth violence.	Increased opportunities and attendance within diversion and developmental activities. Seeking additional funding alongside the voluntary sector to increase local intervention to deter offending	YBF	YBF	Aug-20	Aug-21	Community Safety, CYP, SNB, public health	<p>YOS are working closely with YBF to increase diversionary opportunities for young people who have offended.</p> <p>The SNB Safer Through Activity Together project will provide diversion from gangs for 48 young people in Harlesden and Stonebridge, the two areas of highest gang activity and violence. Mentors will work with 8 young people in each of three primary schools in each area for 1 year. The project has continued during COVID in school and online.</p> <p>Early Help has secured the following projects: Young Londoners Fund provides funding to deliver detached & outreach work, and mental health support, provided by YBF agencies to 10-18 years at risk of serious youth violence. (3 year project).</p> <p>Youth Endowment Fund 12 month project will provide virtual counselling, creative therapies and mentoring. Target audience - young people affected by COVID (emotional wellbeing/isolation/at risk of offending). Providers will be members of YBF.</p>	Completed - YBF has recently been successful securing funds from the VRU 'My Ends' Programme	Activity reports, YBF Annual report	
	6	Partnership support for Police applications for post-conviction Criminal Behaviour Orders (CBO's) for Habitual Knife Carriers (HKC's), in order to create better levers for change, by including positive requirements in sentences and orders to support the opportunity for change. CRC/NPS bespoke license conditions for violence offenders should include opportunities for training, employment, education and housing.	Seeking successful CBO's to create further defined prevention steps to reduce reoffending. Consistent monitoring will be undertaken to prevent breaches	MPS /CRC/NPS	MPS	Aug-20	n/a	Community Safety, Probation, CRC, YOS, ASB Team/ WDP New Beginnings	<p>YOS work in partnership with the police to ensure that CBO's are realistic and that monitoring of breaches are communicated. Any proposed CBO for a young person open to YOS requires a meeting to review conditions as well as having a proportionate and supportive response to the anti social behaviour and offending.</p> <p>MPS indicate that this is vital partnership work that will continue. Effective use of CBO will be sought to strengthen safeguards to victims and communities also to deter the offender from reoffending. Close monitoring of all conditions will be observed and any breaches escalated and dealt with through the NPS / CRC processes.</p> <p>NPS and MPS actively collaborate and share information in order to respond to breaches of CBO's Where appropriate Licence conditions duplicate the conditions of the CBO so that swift and prompt enforcement action is taken in order that serious risk of violence can be averted. MAPPA processes will be followed.</p> <p>Where proportionate, necessary and related to risk, licence conditions mandatorily include requirements to include opportunities for Education Employment and Training. Unable to mandate conditions to engagement with housing providers, however 'Duty to Refer' is undertaken for all those threatened with homeless or NFA upon release from prison.</p>	Ongoing -approach embedded within core delivery	NPS CRC Procedures, number of CBO applications	
	7	Prison visits undertaken on a regular basis for knife crime and high risk gang offenders who are approaching the end of their sentences. Completed jointly by partners where appropriate, in order to provide support for a positive transition from secured estate back into society.	Increased number of regular prisons visits either in person or by video link	NPS/ CRC	NPS/ CRC	Aug-20	Aug-21	Probation, Community Safety, YOS, Police, St Giles, Air Network/ WDP New Beginnings	<p>All prisons are currently in command mode (level 3). As visits are not taking place presently, video link is used when needed. London prisons also have teleconference facilities when cases need to be discussed in a multi agency manner. LCRC happy to coordinate calls (and later on, visits) with partners as and when appropriate. In the community, LCRC rolled out Safer Streets, an intervention aimed at service users charged with knife crime. Safer Streets was successfully rolled out across London in 2019. Every eligible service user was offered an opportunity to participate in the programme. It's a 12 week programme, which allowed us to deliver 4 cycles in Brent during 2019/2020. However, this year it has been necessary to temporarily suspend the delivery of Safer Streets in accordance with the government's social distancing restrictions.</p> <p>YOS undertake prison visits in line with statutory responsibilities. Joint visits with partners including NPS occur routinely. All cases are discussed at the Resettlement and Aftercare Panel which is multi-agency.</p> <p>Whilst F2F visits are currently suspended, NPS are able to coordinate and facilitate teleconference and video-links with partners as per pre-release resettlement processes.</p> <p>IAG reps available to support with information and community links to support transition.</p>	Ongoing - To be reviewed in Summer 2021	YOS Case management Guidance, National Standards governing youth justice	

Rag Rating definition

Work on the action has yet to be commenced, or is on course to miss the stated end date or will not be achieved

Work on the action is in progress and on course to be delivered by the stated end date

The action has been completed or is operational if an ongoing action, this is now part of business delivery

