**Community Safety and Violence, Vulnerability and Exploitation Delivery Plan**

**2018 – 2020**

The Community Safety and Violence, Vulnerability and Exploitation Delivery Plan is based around the Council’s vision which is to ‘work together to make a difference for Harrow’. Each element of this Delivery Plan sits under one of the Strategic Objectives outlined in the overarching Strategy. This Plan has a strong focus on both high volume and high harm crime which reinforce our commitment to tackle crime in the borough, and firmly echoes the current Mayor’s priorities, and includes a renewed focus on Anti-Social Behaviour and Youth Violence.

We pledge to make Harrow the safest place to live for all those who live, work, and study in the borough and this will be achieved through a distinct set of strategic objectives set out below:

**High Volume Crimes**

1. **Burglary –** *To reduce the number of burglaries and fear of crime in the borough and increase public confidence in the police*
2. **Non-domestic violence with injury** – *To reduce the number of incidents of grievous bodily harm and actual bodily harm*
3. **Anti-social behaviour (ASB) –** *To reduce the number of anti-social behaviour incidents that occur in the borough and ensure victims get the support they need.*
4. **Motor Vehicle Crime –**
5. *To reduce the number of thefts of a vehicle that occur in the borough and ensure victims get the support they need.*
6. *To reduce the number of thefts from a vehicle that occur in the borough and ensure victims get the support they need.*

**High Harm Crime Priorities**

1. **Youth violence, weapon based crime and vulnerability & exploitation***(including gang crime, and Child Sexual Exploitation)*  **–**

**(a)***To reduce the number of young people involved in youth violence and gang crime and to decrease the number of young people carrying offensive weapons (guns and knives)*

***(b)*** *To embed a cultural shift within the schools on the issues of sexual assault, child sexual exploitation and digital exploitation, and to promote a culture of awareness of child sexual exploitation*

1. **Modern Slavery** - *To ensure there is an effective and co-ordinated response to modern slavery in Harrow*
2. **Domestic and sexual abuse** *– To provide critical support to the most vulnerable members of our community who are affected by domestic and sexual violence and female genital mutilation with a focus on the following:*
	* Prevention / Education
	* Police / Enforcement
	* Support / Recovery
3. **Drug and alcohol misuse** –

***(a)****To reduce the number of young people involved in the supply of illegal substances and to build resilience in young people so that they are able to spot the signs of dealer grooming;*

***(b)*** *To reduce alcohol and drug-related reoffending via targeted early support and treatment for ex-prisoners*

1. **Extremism and hate crime** *–* To prevent young people from being drawn into terrorism; and to improve hate crime reporting rates.

The Strategy and Delivery Plan will be reviewed annually and Measures stated below will be tracked at regular Review Points which occur throughout the year. This will enable Safer Harrow to review the success of each Measure on an ongoing basis until 2020.

**HIGH VOLUME CRIME**

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| Strategic Objective 1 – *Burglary:* To reduce the number of burglaries and fear of crime in the borough and increase public confidence in the police |
| Measures & targets  | Action | Review Point | Lead | Existing / New Action |
| **Burglaries are reduced compared to the same period in the last 12 months** | Deliver the ‘Be Safe’ programme in September 2018 for on-going work (previously known as ‘Autumn Nights’) | January 2019 | Louis SmithHarrow Police |  |
| Take forward recommendations from the Locality Assessment into community engagement around violence, vulnerability and exploitation, and inegrate into the Delivery Plan | September 2018 | Alex Dewsnap, Divisional Director Strategic Commissioning |  |
| Continue to work closely with the MET Police and Secured by design team to set principles to ‘design out crime’.Continue to work closely with the local community including the youth in order to make sure the developments take into meaningful consideration their aspirations and concerns.  | Ongoing | Tobias GoevertHead of Regeneration + Design |  |
|  | Disseminate recommendations to businesses and supply chain as well as those engaging in employment support and training | September 2018 | Mark BillingtonHead of Economic Development  |  |

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| Strategic Objective 2 - *Non-domestic violence with injury* : To reduce the number of incidents of grievous bodily harm and actual bodily harm |
| Measures & targets  | Action | Review Point | Lead | Progress(RAG rating) |
| **The number of incidents of grievous bodily harm are reduced compared to the same period in the last 12 months****The number of incidents of actual bodily harm are reduced compared to the same period in the last 12 months** | Developing our response to the rise in crime and anti-social behaviour in Wealdstone Town centre through the Wealdstone Action Group | Set up in June 2018Ongoing | Alex Dewsnap, Divisional Director Strategic Commissioning | **New Action** |
| Based on success of the Wealdstone Group, consider replicating this for South Harrow | September 2019 | Alex Dewsnap, Divisional Director Strategic Commissioning | **New Action** |
| Building awareness across the partnership and frontline staff on serious organised crimeDelivery of workshops | March 2019 | Safer Harrow & Zara Baker, MET | **New Action** |

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| Strategic Objective 3 - *Anti-social behaviour (ASB)* : To reduce the number of anti-social behaviour incidents that occur in the borough and ensure victims get the support they need. |
| Measures & targets  | Action | Review Point | Lead | Progress(RAG rating) |
| **The number of repeat anti-social behaviour incidents that occur in the borough *are reduced* compared to the same period in the last 12 months** | Use of tools and Powers such as Public Space Protection Orders to reduce incidents of anti-social behaviour in identified hotspots | Ongoing | Richard Le Brun , Head of Community Safety |  |
| Reduce incidents of repeat victims of anti-social behaviour by Multi-agency response to cases at Anti-Social Behaviour Action Group | March 2019 | Richard Le Brun , Head of Community Safety |  |
| Continue to use existing and new tools to educate tenants and leaseholders to resolve incidents of anti-social behaviour at the earliest point. And to explore powers to take evidenced based action against tenants and leaseholders who commit anti-social behaviour. | March 2019 | Karen Connell, Head Resident Services |  |
| Consider designing a consultation on Anti-social behaviour working directly with young people in its design and delivery | December 2018 | Alex Dewsnap, Divisional Director Strategic Commissioning |  |
| **To ensure victims of ASB get the support they need** | Refer victims of ASB to victim support and obtain service user feedback | September 2018 | Richard Le Brun , Head of Community SafetyKaren Connell, Head of Resident Services |  |
| Develop the process for victims satisfaction surveys ensure they have received appropriate support and advice  | Ongoing | Richard Le Brun , Head of Community Safety |  |
| ‘Call backs’ to victims of ASB, evaluate and analyse the data and surveys | Ongoing | Richard Le Brun , Head of Community Safety |  |

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| Objective 4a –*Motor Vehicle Crime* : To reduce the number of thefts of a vehicle that occur in the borough and ensure victims get the support they need. |
| No specific actions, being dealt with as business as usual (see page 27/28 of the Strategy) |
| Objective 4b –*Motor Vehicle Crime* **:** To reduce the number of thefts of a vehicle that occur in the borough and ensure victims get the support they need. |
| No specific actions, being dealt with as business as usual (see page 27/28 of the Strategy) |

**HIGH HARM CRIME**

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| Strategic Objective 1a – *Youth violence, weapon based crime and vulnerability & exploitation(including gang crime, and Child Sexual Exploitation)*  – To reduce the number of young people involved in youth violence and gang crime and to decrease the number of young people carrying offensive weapons |
| Measures & targets  | Action | Review Point | Lead | Progress(RAG rating) |
| **Support frontline teams to identify and deliver more effective and timely interventions.****Measures:****Development of a problem profile****Establish monitoring system that can be accessed by the partnership** | Analysis of local data to enable the development of a problem profile which underpin Harrow’s Strategy on Violence, Vulnerability and Exploitation | March 2019 | David Harrington, Head of Business Intelligence |  |
| **Reduce incidents of violent youth crime in Harrow** **Measures:*** 1. **Quarter on quarter reduction measured through MPS data.**
	2. **A reduction in children and young people ‘coming to notice’ through youth violence for anyone under 18.**
 | 2 year fixed term FTE appointment of a gangs worker to provide targeted support to reduce the number of young people involved in youth violence and gang crime in the Rayners Lane Estate and South Harrow area | June 2019 | Ignite  |  |
| The above linking into the daily intelligence meeting (TBA) | Ongoing | Richard Le Brun, Head of Community Safety |  |
| Develop a partnership response to tackling knife crime, linked to Mayor’s strategy for reducing knife crime | Ongoing | Richard Le Brun, Head of Community Safety |  |
| Youth Offer, including Street Doctors Programme delivered to enable young people to respond to incidents of knife crime **Youth Offending Service will Evaluate the impact of this Programme and determin whether it can be re-commissioned for a further year , or expanded** | March 2018 | Mark ScanlonHead of Service for Early Support and YOT |  |
| Enable friends & family to seek support for YP through contact with Xcite & Learn Harrow  | July 2018 | Mark BillingtonHead of Economic Development |  |
| Drama project delivered in 4 secondary schools working with young people at risk of entering the criminal justice system | March 2019 | Synergy |  |
| Series of primary schools based engagement programmes aimed at raising general awareness around crime and personal safety (for Academic year September 2017) | March 2019 | Harrow MPS |  |
| **A programme of activity and funding agreed and in palce for 2019/20 and 2020/21** | Engage with MOPAC over plans for years 3/4 for the London Crime Prevention Fund projects Agreed funding and programme of activity for April 2019 | December 2018March 2019 | Mohammed Ilyas Policy Team | **New Action** |
| **Analysis of the impact of the projects undertaken and shared with Safer Harrow** | Monitor the impact of the projects commissioned from the top 30% slice of MOPAC funding and the benefits to Harrow | Ongoing | Mohammed Ilyas Policy Team | **New Action** |

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| Strategic Objective 1b – *Youth violence, weapon based crime and vulnerability & exploitation(including gang crime, and Child Sexual Exploitation*) – To embed a cultural shift within the schools on the issues of sexual assault, child sexual exploitation and digital exploitation, and to promote a culture of awareness of child sexual exploitation |
| Measures &Targets  | Action | Deadline | Lead |  |
| **To support schools to deal more effectively with issues of CSE.****Measures:*** 1. **Progress reviewed by surveys and feedback forms;**
	2. **Improvement in young people's safety from repeat victimisation measured using the Young Persons Core tool.**
 | 2 year fixed term part time worker to generate a cultural shift within schools on the issue of sexual assault, CSE, and digital exploitation violence, and promote a culture of awareness | March 2019 | The Wish Centre&Parmjit Chahal, Head of Service for Children’s Access |  |
| **Training package produce and implemented** | Produce a combined multi-agency training package which can be delivered as a single course or split into different levels e.g. (a) prevention and identification (b) responding to FGM (and risk of). | March 2019 | Carole Furlong, Director of Public Health | **New Action** |
| **Guidance produced and disseminated across the borough** | Develop new local FGM guidance and disseminate it across the Borough | March 2019 | Carole Furlong, Director of Public Health | **New Action** |

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| Strategic Objective 2 – *Modern Slavery* - To ensure there is an effective and co-ordinated response to modern slavery in Harrow |

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| **Development and delivery of modern slavery action plan** | Complete a baseline-line document on modern slavery, arising from an information gathering exercise / gap analysis undertaken in conjunction with stakeholders. | June 2018 | Marzuki Haji, Policy Officer  | **New Action** |
| Develop an action plan to address the gaps identified through the baseline research | June / July 2018 | Marzuki Haji, Policy Officer | **New Action** |
| Deliver the action plan | Timescales to be determined | Modern slavery multi-agency task & finish group | **New Action** |
|  | Embed the Be Safe, StaySafe messages and advicein all Employment & Skillsguidance from the Council.Include Employment Rightsin the advice. | July 2018 | Mark BillingtonHead of Economic Development | **NEW ACTION** |

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| Strategic Objective 3 – *Domestic and sexual abuse* : *To provide critical support to the most vulnerable members of our community who are affected by domestic and sexual violence and female genital mutilation with a focus on the following:** + Prevention / Education
	+ Police / Enforcement
	+ Support / Recovery
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| Measures & Targets  | Action | Deadline / Review Point | Lead | Progress(RAG rating) |
| **Reduction in risk of clients by exit and after 6 and 12 months** **Additional Measures:*** 1. **Exit interview/ RIC (Risk Identification Checklist) /DASH (domestic abuse, stalking and ‘honour’-based violence) and PSOCC (Hestia’s database)**
 | IDVA (Independent Domestic Violence Advocate) support to 240 new cases per year. | Quarterly | Hestia |  |
| **Increase in MARAC (Multi Agency Risk Assessment Conference) referrals from partner organisations** **Measures:*** 1. **MARAC data on referrals**
	2. **Service provider information on number of training sessions**
 | Training with partner organisations to ensure they are confident in the referral process; six days minimum of MARAC training per year to be provided referring agencies and MARAC members | Quarterly | Hestia |  |
| **Maintain Domestic Violence as significant referral reason for undertaking Children and Young People Services assessment activity.****Measures:*** 1. **Number of families identified through MASH (Multi Agency Safeguarding Hub)/Family Referral Team with Domestic Violence needs**
	2. **Children’s Services to provide numbers of social workers trained**
 | Increase in number of social workers who have been provided with specialist Domestic Violence training from provider; Service Provider to deliver a minimum of six days’ training on Domestic Violence to frontline staff in Children’s Services each yearSchools to identify and implement pastoral support for young people in transition from primary / secondary education | Quarterly | Hestia |  |
|  **Produce an options appraisal for a local perpetrator programme. Consideration for programme to offer service to individuals not convicted of Domestic Violence offence where appropriate****Business case to be presented to Safer Harrow re resources/ capacity** | Consider how the business case for a local perpetrator programme can be sustainably funded in Harrow | December 2018 | Harrow Domestic and Sexual Violence Forum&Rachel Gapp, Head of Policy |  |
| **Future proof Harrow Couples Domestic Violence Programme** | Continue to deliver the Couples Programme, and consider options for sustainable funding of this programme | April 2019 | Parmjit Chahal, Head of Service for Children’s Access  |  |
| **Secure funding for the domestic violence contract for 2019 and beyond** | Investigate all options available for funding services currently provided under the Domestic and Sexual Violence contract; areas being explored will include MOPAC, Hestia to reduce costs of contract; external funding options etc.  | September 2018 | Rachel Gapp, Head of Policy |  |
| **Provide up to date information about domestic abuse services to residents and other stakeholders on the Council’s website.** | Explore better opportunities to share information with existing VCS organisations that deliver DSV services in Harrow and other statutory bodies | Ongoing | Harrow Domestic and Sexual Violence Forum | I  |
| **Increase the number of Harrow residents using services provided under the Ascent programme (funded by London Councils)** | Raise awareness of the services through the Harrow Domestic and Sexual Violence Forum to encourage an increase in signposting, referrals and usage. | March 2019 | Harrow Domestic and Sexual Violence Forum | **New Action** |
| **Increase in the number of referrals to partner organisations in the community, including the interfaith forum** | Review the information on the Council’s website and make the necessary changes. | September 2018 | Harrow Domestic and Sexual Violence Forum | **New Action** |
| **Ensure employment & training options are included in support & recovery plans** | Make timely referrals to employment/training support to build confidence and independance | September 2018 | Victoria IsaacsEmployment & Skills | **New Action** |

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| Strategic Objective 4a – *Drug and alcohol misuse* : To reduce the number of young people involved in the supply of illicit substances and to build resilience in young people so that they are able to spot the signs of dealer grooming |
| Measures &Targets  | Action | Deadline / Review Point | Lead | Progress(RAG rating) |
| **An increase in the number of young people currently engaged in a drug dealing lifestyle supported to exit this lifestyle and reducing the numbers of young people choosing to or being coerced into supplying substances.****Measure:** **The number of young people referred to the drug and alcohol service regarding preventative work (using local public health data).** | Conduct a needs assessment using data from Compass YPSMS and other local sources including, School health assessment, and carry out community and stakeholder consultation to ascertain and determine the level of need of Young People who are at risk of grooming for supply of substances 3-6 months and to increase knowledge and understanding of level of under 18’s involved in supply of illicit substances in Harrow by sharing service level data throughout the project term. | July 2019 | Compass |  |
| Identify local hotspot areas where drug dealing is known in the borough | July 2019 | Compass |  |
| Deliver a series of workshops and assemblies to at least 90% of High Schools in the Harrow | July 2019 | Compass |  |
| Deliver a number of 1-2-1 prevention sessions on awareness of drug dealing and to include strategies and mechanism to attain this | March 2019 | Compass |  |
| Deliver a number of 1-2-1 intervention sessions for young people who are involved in drug dealing and to provide and develop an exit strategy for them to leave and access PAYP (Positive Activities for Young People) | March 2019 | Compass |  |
| Undertake a trial of the DISC information sharing system to help address VVE in the Town centre | March 2019 | Tanya Sprunks and Paul Gamble | **New Action** |

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| Strategic Objective 4b – *Drug and alcohol misuse* : To reduce alcohol and drug-related reoffending via targeted early support and treatment for ex-prisoners |
| Measures & Targets  | Action | Deadline / Review Point | Lead |  |
| **Year on year increase in the transfer rate from prison to the community in 2017/18 and the transfer rate from prison to the community in 2018/19** | Specialist caseload management of all prison release service users to support through treatment and recovery | March 2019 | Service Manager, WDP |  |
| Specialist Prison Link Worker that in-reaches to  prison establishments:* Bridging the gap for service users between Harrow Substance Misuse Services and HMP.

Assessing, engaging and providing support to service users being released from prison to maximise their engagement with community services on release. | March 2019 | Service Manager, WDP |
|  | Engage Skills & Employment teams for current opportunities and Local Labour market support | September 2018 | Victoria IsaacsSkills & Employment | **New Action** |

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| **Strategic Objective 5 –** *Extremism and hate crime**:* To prevent people from being drawn into terrorism or supporting terrorism; and to improve hate crime reporting rates. |
| Measures & Targets  | Action | Deadline / Review Point | Lead |  |
| **Prevention of people being drawn into terrorism or supporting terrorism and improving community engagement** | Delivery of WRAP Training to all statutory partners | March 2019  | Samia Malik, Community Cohesion Lead |  |
| Community Engagement activity with Community Leaders  | March 2019 | Samia Malik, Community Cohesion Lead |  |
| Delivery of the Local Prevent Programme | March 2019 | Samia Malik, Community Cohesion Lead |  |
| Effective delivery of Channel arrangements | March 2019 | Mark Scanlon, Head of Early Support &Samia Malik, Community Cohesion Lead |  |
| **Increase in the reporting of incidents of Hate Crime** | Review arrangements for hate crime reporting | September 2019 | Richard Le Brun, Head of Community Safety &Samia Malik, Community Cohesion Lead |  |
| Victim Worker support in place to support victims of Hate Crime | March 2019 | Richard Le Brun, Head of Community Safety |  |
| Through victim satisfaction surveys increase confidence to report incidents | March 2019 | Richard Le Brun, Head of Community Safety |  |