

Community Safety Partnership Board
Wednesday 28th June 2023, 10.00-13.00, Barking Learning Centre

Members Present: Stuart Bell (Chair), Cllr Ghani, Cllr Kangethe, Cllr Worby, David Rhodes, Gary Jones, Julia Kanji, Ben Forbes, April Bald, Matthew Cole, Angela D'urso, Ilirjeta Buzoku (NOTE TAKER), Amolak Tatter, Clare Brutton, Jill Williams, Simon Cornwall

Apologies: Angie Fuller, Fiona Taylor, Steve Calder, Isabella Kennedy, Daniel Bacon, Jennie Coombes, Alison Stuart, Daniel James

1. Introductions and Apologies for Absence

Chief Superintendent Stuart Bell opened the June 2023 Community Safety Partnership (CSP) Board and apologies were noted.

2. Declarations of Interest

No declarations of interest to note.

3. Minutes and Action Log (March 2023)

Outstanding actions from March 2023 CSP:

- **ACTION** – All CSP members need to sign and return the ISA (Information Sharing Agreement) and return to Jeta (**Outstanding**)
- **ACTION** – Steven Calder to meet with Angie Fuller to discuss children's and adults resettlement panel. (**Outstanding**)

4. 5 – Year Substance Misuse Plan and Cultural Competencies Update

- The Council is reviewing the way in which it thinks about and delivers strategies and services to best engage with and meet the needs of the resident population in 2023.
- To our knowledge this is the first time a cultural competency assessment has been completed by a London borough. It follows on from the recent substance misuse needs assessment which found under-representation of certain ethnic cohorts in treatment when compared with the general borough profile.
- Via consultation with local professionals, this review examined:
 - The reasons global majority residents may be reluctant to access services.
 - How key strategic partners across local authority departments, criminal justice, health, and voluntary sector have adapted their policies and working practices to engage with/ meet the needs of different communities
 - Which communities services are struggling to engage with.
 - What more could be done.

- Key findings of the review:
 - No uniform standard for collection of ethnicity data
 - No lived experience input from faith/global majority communities into the review.
 - Many agencies have no influence over the ethnicity profile of their service users.
 - Some shift observed in the ethnicity profile of service users in the past 5 years.
 - Most prevalent barrier to accessing services perceived as language.
 - Gypsy Roma Travellers (GRT)/ Irish Travellers and Eastern Europeans cited as communities hardest to engage.
 - Some successes cited engaging Youth Offenders, Eastern European, Rough sleepers, and LGBTQ communities.
 - Every one of the surveyed organisations completed some form of Equality Diversity & Inclusion (EDI) or Unconscious bias training on an annual mandatory basis.

- 10 recommendations made as a part of this review:
 1. Consider this review as part of the wider suite of Barking & Dagenham Council strategies and policies re Equality Diversity and Inclusion:
 2. Consider cultural competency when reviewing/updating organisational Strategies and Policies
 3. Continue to seek out lived experience insights from Faith/global majority communities to feed into reviews.
 4. Embed Standardised collection of ethnicity data
 5. Agreed/shared definition of cultural competency across Barking & Dagenham
 6. Convene an event to promote cultural competency
 7. Organisations to strive to be more culturally competent following the principles identified in this review and the collated best practice.
 8. Continue to address language barriers.
 9. Address potential unmet need in specific communities.
 10. Maintain commitment to Induction/ annual training around topics which nurture cultural competence such as

Councillor Worby suggests that this plan and the recommendations within it must go through the proper governance process in order to agree recommendations and agree the 'global majority' term within the plan as a council. While the plan has come through to the CSP it has not gone through cabinet and this plan must be looked at in the wider context. There are issues in engagement with eastern Europeans as one example of a hard to reach group and within the ethnicity data breakdown eastern Europeans are categorised as 'White Other,' which is not representative.

Clare confirmed that that terms within the plan had been discussed at the STAR Work Group and that there was no universal categorisation of ethnicity. In terms of the plan, the UK government standard of population, ethnicity, culture, and language had been adopted.

Stuart Bell confirms with Clare Brutton that they are seeking from CSP partners comments in relation to next steps of the plan and assures Cllr Worby's comments will be implemented. Stuart Bell reflects on the plan and states that within the Casey Report and wider police work there are issues in engaging with various cohorts of the community.

Matthew Cole highlighted that in order to gauge service impact providers must be recording the ethnicity and culture of clients and questioned whether the metrics of this recording of data is going to be changed.

Stuart Bell suggested as a part of this work that the recording of data in relation to ethnicity should be as similar as possible across the board as to ensure a standardised data set.

Matthew Cole suggested that at a very basic level the ethnicity criteria should be done the same way across the partnership.

Stuart Bell announced that Gary Jones and David Rhodes are working together to develop joint service provision through the boroughs community hubs in order to increase resident engagement.

April Bald agreed that getting feedback from the partnership around the consultants 10 recommendations is sensible. During the process of producing an anti-racist practices for staff it was notable that defining what cultural competence was how this translate across the partnerships service delivery. Intersectionality of ethnicity, gender and age need to be applied and In particular there are increased barriers to women and girls accessing drug and alcohol services.

Clare Brutton acknowledges that the offer is not perfect and that she looks forward to working with partners to hear their thoughts and feedback. Clare Brutton will link in with her Director and elected members in order to reflect on comments made today.

Cllr Ghani noted that emphasis should be made on recruiting ethnic minority staff and funding translators for ethnic minority clients. Cllr Ghani suggests that this work should receive further support for interactive data mapping work.

Matthew Cole suggested to view what the approach of sister boroughs are taking in tackling drug and alcohol misuse.

Amolak Tatter responded that the sister boroughs have begun thinking about doing a similar strand of work ad that LBBDD's learning can also be shared to other boroughs. Clare Brutton also confirmed that the consultant's contact details have been shared with neighbouring boroughs.

ACTION – Clare Brutton and Amolak Tatter to reach out to Yasir (Police – Senior Lead for Communities and Engagement) through David Rhodes and link in on how to increase community engagement with hard to reach communities.

ACTION – Clare and Amolak to engage with partnership where appropriate to seek further feedback around plans recommendations

ACTION – Partners to go away and review the 10 recommendations within the plan and provide feedback at September's CSP, where if all agree the recommendations can be agreed.

ACTION – Clare Brutton to link in with the work Gary Jones and David Rhodes around the joint service provision to get insight around community engagement activity.

5. Substance Misuse Services Procurement Update

- Approval was sought and granted at Cabinet for the Procurement of Substance Misuse Services.
- The profile of drug use is drastically changing and varies from different cohorts of people in terms of age, ethnicity, and gender.
- Younger people tend to misuse cannabis, MDA, alcohol
- Adults 45+ is seen to use cocaine and heroin predominantly
- There are barriers in providing services for drug and alcohol misuse for women due to these women having the misconception that if they receive alcohol and drug related support that their children will be taken away by social services.
- It is also difficult to engage with certain parts of the community such as ethnic minorities as well as the LGBTQ+ community due to a lack of trust and relationship building.
- The provider needs to be successful in adapting to all these different cohorts varying needs and must be the one to go out into the community to engage and offer services rather than wait for clients to come to them.
- The timeline for the substance and misuse service procurement is:
 - The specification for bidding goes live in July 2023
 - Evaluation of bids will commence in October 2023
 - Successful providers will be awarded contracts in November/December 2023
 - Service delivery will commence from 1st April 2024.

Matthew Cole commented that there is a process in place to iron out similar issues in neighbouring boroughs and ensuring that support for individuals presenting in custody receive a treatment plan tailored to them.

Clare Brutton also informed that there is now a dual diagnosis process in place whereby a presenting individual can receive mental health diagnosis as well as receiving a treatment plan as a result of their substance misuse. This means that an individual will not require to be free from substance use before receiving mental health diagnosis and support.

Amolak Tatter noted that the council had been working with the DWP and there has been a seconded worker that supports people in getting into employment which could subsequently tackle drug and alcohol misuse as an underlying factor.

6. Serious Violence Duty Implementation Update

- The Serious Violence Duty requires the CSP to produce a needs assessment outlining the trends and patterns of serious violence within the borough as well as a corresponding strategy outlining how serious violence will be tackled. These pieces of work need to be produced by 31st December 2023.
- LBBB's violence and vulnerability plan is being updated currently and will need a refresh once the Serious Violence needs assessment is produced.
- The Serious Violence Group working group met Friday 23rd June and worked through the following:
 - Co-ordinating with Daniel James on how partners can best fill the gaps in order to effectively produce a needs assessment – actions were assigned to partners for Jeta to follow up with.
 - Redbridge's Community Safety Partnership Manager updated the working group on the co-commissioning of detached outreach on Ilford Lane where young people from different boroughs such as local, LBBB and Newham young people are often found to commit serious violent crime.

April Bald asked who is commissioning the detached outreach and what provider had been commissioned to provide the service. Jeta Buzoku informed that Redbridge is co-commissioning Box-Up following on the agreement that LBBB's CSP contribute their Serious Violence funding (2022/23) to this work to tackle a joint serious violence issue. Detached outreach delivery will begin from 1st July 2023 for a period of 12-months and LBBB will be invited to monitoring meetings to ensure that the CSP is getting what they want out of the service.

Stuart Bell questioned If the Serious Violence Working Group will act as a task and finish group until the needs assessment and strategy is produced. Jeta Buzoku confirmed that this was the case.

7. Baroness Casey Review findings and action plan & Inspection of the Metropolitan Police Service's response to lessons from the Stephen Port murders

- The Baroness Casey Review was commissioned to examine the Met's culture and standards following a wake of policing scandals.
- An action plan has been produced in response to the review's findings:
 - Changing the culture implemented within the Met workforce,
 - Creating a new offer for women and children

- Building Trust with London's Communities to restore consent
- A new police deal for Londoners
- New leadership and new management
- New oversight and accountability
- Showing London that reform is working

Stuart Bell acknowledges and agrees with all findings in the Casey Report. Stuart Bell also states that while the Commissioner also agrees with the Casey report it is not wholly agreed upon that there are institutional issues within the Met due to an individual's interpretation of the term and the term changing in definition over time – Stuart Bell stated that if one can agree with the report then the whole report, including the reference to institutional all issues must be accepted.

Stuart Bell stated that Neighbourhood Superintendents (David Rhodes) has been placed in LBBB to ensure effective oversight rather than having one Superintendent overseeing three East BCU boroughs. There has also been an accelerated process of charging police officers and firing them from the Met workforce following an increase in reporting from police and further investigations. Tackling violence against women and girls remains the Met's number one priority and this has been met with an uplift of public protection details with the implementation of 50 new posts that will tackle cases of rape, sexual assault and other VAWG related crimes.

Matthew Cole asked how Stuart Bell can ensure that the culture within your service is safe for women and girls.

Stuart Bell responded that within his workforce there are 1700 officers which represent the most diverse workforce out of all the BCU's and work is underway in reconnecting with all cohorts within the workforce. There is an existing board that examines data that looks at what proportion of groups are promoted and those that go through disciplinary services. A dialogue has started with ethnic minority and female officers in order to guide how the service can change.

David Rhodes highlighted that there is an engagement plan in place which includes police attendance of the Safer Neighbourhood Board and Ward panels. David Rhodes notes it is important to improve partnership working and that increased police presence in communities is desirable though with scarce resources only high-harm areas can be prioritised. Comms work has increased through newsletters, Twitter, other social media, and there is plans to hold 4 public meetings a year in order to further understand the needs of communities.

April Bald acknowledges the work of the police and the efforts of increasing neighbourhood policing and engagement and that this should start to build trust. In relation to the 50 additional MET jobs to tackle VAWG cases, April Bald suggested that joint partnership training should be offered in order to ensure partnership working and information sharing.

Stuart Bell agrees with April Bald and states that these 50 new roles should be filled with experienced professionals.

Councillor Worby stated that within the LBBD community, nothing happened to the police officers that were involved in the Steven Port Case and especially when anniversaries such as Stephen Laurence's comes around it reinforces negative emotions amongst residents towards the police – which will be difficult to change. However, sometimes it would be useful if the police were to make a gesture addressing these issues. For example when the Domestic Abuse Commission was underway the police wouldn't attend the joint training that was offered. Victims that were contributing to the commissions wanted all agencies including police to listen and adopt the 'We Believe You' message and want police especially, to believe victims when they make a domestic related report.

Stuart Bell responded that the police and Redbridge are doing joint work in Ilford Town Centre with the 'It's Got To Stop' campaign and has asked David Rhodes to see if the same can be implemented in Barking Town Centre. This would be a big gesture by the police and a message that targets perpetrators rather than telling women to change their behaviour.

Angela d'Urso highlighted that the police working with the council in the VAWG space are really engaging and are doing a brilliant job.

Stuart Bell asks that he did not know why police officers did not join that particular joint meeting but asks that if there are any officers that show arrogance attitudes to inform him immediately.

Angela d'Urso notes that tackling VAWG is not just a police issue but requires partnership working. Locally, programmes like Support2Safety is being supported by referrals made into the service by the police which is making a huge difference already. However, officers seem too often be hamstrung by Met protocols, so what wants to be done locally by officers can be difficult at times.

Clare Brutton suggests a joint training piece of work could be done in the way in which policing approach individuals with autism and disabilities. Stuart Bell advises that Clare link in with Yasir around this piece of work.

Gary Jones notes that since David Rhodes has come into post as Neighbourhood Superintendent that there has been a large improvement in communication, partnership working and information working. Gary Jones and Stuart Bell met with LBBD's council leader last week to discuss how council and police will work strategically together and how this will be linked into operational community safety services.

(i) Stephen Port Inquiry Update:

- IOPC reinvestigated 17 officers who were originally identified having made mistakes or misconduct during the first investigation over the last year.
- For 11 of these officers it was found that the appropriate decision was made and there should be no conduct.
- For 6 of them felt they should be subject to misconduct, 4 of them are left serving but are not local officers.

- The IOPC are going to reinvestigate an increased number of people involved in the case – more than the original 17 investigated
- LGBTQ groups advisory groups advise at the Gold group and there is a LGBT officer who reconnects with community groups asking how police can restore trust with the police in order to close that gap in confidence that's been made by this event
- Stuart has met with family and partners of victims and have managed their expectations that around how long the outcome of the investigation can take and how it may not be an outcome that will be welcome by the victim's family and partners.

Cllr Worby welcomes the response of the police from the police and locally as partners we should show the community that we are confident in the shift in policing. We also as a council struggle to connect with the LGBTQ+ community and often this community go to LGBTQ+ events in other boroughs but not in LBBD.

Cllr Ghani announced that there is a Pride March through Barking on Saturday.

8. Anti-social behaviour Policy and Procedure

Ben Forbes outlined the amendments that have been made to the Anti-social behaviour Policy and Procedure:

- **Removed** - Cases of illegal drug use, production, or supply when there is no associated ASB. residents will be advised to report such issues to The Metropolitan Police
- **Making a report of hate crime** - definition of hate crime, list of characteristics or perceived characteristics, examples of hate crime and contact details included to make a report. The Council's equality objectives are part of the new Corporate Plan this has been detailed. Following a hate crime we would work to support the resident.
- **Domestic Abuse (New section)** - Content from the domestic abuse commission report, the domestic abuse improvement programme plan and the domestic abuse practitioner's toolkit have been added.
- **Community Trigger (New section)** - Community trigger information and online link made available to public.
- **Types of Anti-Social Behaviour**
 - Amended: Information on when domestic abuse is reported to us, clarification that this is investigated by tenancy sustainment (TS) and the process followed, this has been consulted with the TS team and the correct process implemented in the policy.
- **Preventive action:**
 - Removed: Completing pre-tenancy checks, housing people appropriately and having a robust sign-up process with clear expectations of behaviour. Not dealt with by the ASB team and as such removed from policy.

- **Equality Impact Assessment** – all required information on the EAI has been updated following the changes and included.

Ben Forbes noted that tackling ASB requires partnership working across the board and in particular receiving early intel from the police in relation to gangs and serious youth violence would help community safety officers prevent escalation.

April Bald also commented that while it is understandable police cannot share all of the information they have, it would be beneficial to increase information sharing from a police and council perspective in order to achieve a shared goal of tackling ASB and gang-related crime.

Stuart questioned if there is an existing ASB MARAC panel. Ben Forbes responded that LBBD have a standing case forum that he is looking to change and evolve so it's under the MARAC banner. Angela d'Urso offered to help with this work as there are some cases that go to MARAC that shouldn't be in

ACTION – David Rhodes to work with gangs team to identify where the gaps are with information sharing **(CLOSED)**

ACTION – Ben Forbes to bring update on ASB MARAC to September's CSP **(CLOSED)**

9. RESTRICTED: Domestic Homicide Review Update

Item restricted due to sensitive information

10. RESTRICTED: Domestic Abuse Update

Item restricted due to sensitive information

11. RESTRICTED: Prevent Update

Item restricted due to sensitive information

12. Forward Plan

- CCTV Update – Arfan Naseem
- 5 – Year Substance Misuse Plan and Cultural Competencies Update – Partner review
- Community Safety Partnership Plan Annual Review – Jade Hodgson
- Serious Violence Duty and Violence and Vulnerability Plan - Jade Hodgson
- Council and Police Update on work tackling knife crime – David Rhodes & Gary Jones
- Crime and Disorder Strategic Assessment – Daniel James
- Domestic Homicide Review Update – Jeta Buzoku
- Domestic Abuse Update – Angela d'Urso
- Prevent Update – Simon Cornwall
- LGA Peer Review of Safeguarding Children's Partnership Arrangements – April Bald

13.AOB

- Contextual Safeguarding & Exploitation and YOS Board
- Hate Crime, Intolerance and Extremism
- VAWG
- Tasking Group
- Managing Offenders
- RESTRICTED: Safer Neighbourhood Board Update
- RESTRICTED: Safeguarding Boards (LSCB/SAB Updates)

Stuart Bell notes that all the sub-group reports have been circulated to board members for reading and opens the room to ask if there is any update that sub-group leads want to present. Sub-group leads did not have anything additional to present that was not included in their reports.

14. Next Board Meeting

Community Safety Partnership Board
Wednesday 29th September, 10:00am-13:00pm
Microsoft Teams
CHAIR: Cllr Syed Ghani