



# Young People at Risk

## ACTION PLAN

2019 - 2023

The Young People at Risk Strategy sets out a long-term strategic approach to serious youth violence, with outcomes and priorities for the period 2019-2023. This action plan sets out the actions we will take in the short- and medium-term, with the resources we currently have, to deliver the priorities identified in the Strategy and realise our long term approach. It will drive the long term system change needed to embed a preventative, integrated system of support for young people from 0-25, at all levels of risk.

The Action Plan is a combination of new programmes and initiatives as well as transformation of the existing system and services. It does not, therefore, capture everything we are already doing that we consider business as usual. This Action Plan will be a live and dynamic document, updated regularly to reflect developments and fresh ideas, based on frequent and honest engagement with our communities and our partners. In creating and monitoring this Action Plan, there is a further opportunity to co-ordinate and strengthen existing delivery plans as well as to establish new actions and so to achieve the outcomes in the Strategy.

As a partnership we have secured a significant amount of external funding to support young people. This Action Plan highlights the additional funding being brought in to deliver the outcomes of the Strategy, which will supplement our core funding. It is crucial that we use this funding to develop the long-term sustainability of services, building in resilience and planning for the future.

**Partners, through the strategy, are committed to a common approach, based on the following principles:**

- ➔ A strengths-based, relationship-based, and trauma-informed approach, for young people at all levels of risk
- ➔ Engagement of young people and their families in the design of support packages
- ➔ Intervening as soon as issues are identified and sustaining support for as long as it is needed
- ➔ Addressing problems holistically, taking a joined-up, whole family approach
- ➔ Making best use of moments of opportunity to engage young people and their families

## Headline Interventions

Action	Timing	Resource
<p><b>Haringey Community Gold</b></p> <p>A network of detached and outreach youth work and community programmes will help young people at risk of exclusion fulfil their potential and avoid getting caught up in crime. The projects include employment support, a future leaders programme, mental health support, and a BAME careers service</p>	April 2019 – April 2022	£1.5m (GLA)
<p><b>Improved Mental health in schools - CAMHS Trailblazer</b></p> <p>Haringey Council, the NHS, and the voluntary sector will establish two multidisciplinary mental health support teams that will provide targeted mental health and emotional wellbeing support to pupils from years 6, 7, and 8 in Tottenham schools.</p>	April 2019 – September 2021	£1m (DWP & DHSC)
<p><b>Community Parenting Support</b></p> <p>We will work with the VCS to deliver support to parents of older children, including peer support groups and drop-in support services for parents, located in secondary schools.</p>	April 2019 – July 2020	£388,500 (MHCLG)
<p><b>Wood Green Youth Space</b></p> <p>We will develop a new youth offer in Wood Green to deliver a varied programme of activities catering to diverse interests, co-produced with young people.</p>	2020 onwards	Approx. £100,000 p.a.
<p><b>Summer Programme 2019</b></p> <p>Our 2019 Summer Programme will provide activities for the school holidays targeted at at-risk young people across the borough, with tailored activities targeted at locations with the most at-risk young people and the highest levels of youth crime.</p>	Summer 2019	£100,000p.a.
<p><b>Alternative Provision</b></p> <p>The Council and partners are reviewing both our approach to and offer for alternative provision to ensure it meets the needs of our young people and reintegrates pupils into mainstream education as frequently as possible.</p>	Ongoing from March 2019	N/A
<p><b>Early Intervention Workforce Development</b></p> <p>Joint workforce development for practitioners working with young people across Haringey, building capacity and connections, and embedding a shared practice approach, starting with eight locality-based training events in summer 2019.</p>	Summer 2019 onwards	Drawn from pooled training budgets

## Embedding a Whole Systems Approach

Achieving the outcomes of this strategy for all Haringey's young people, requires a collective, consistent and coordinated approach from all of our partners. We can achieve greater impact by working together as a system. Embedding a whole systems approach is challenging and will take time and focus. It requires a significant shift in the way all partners work together.

Action	Timing
<b>Priority: A shared vision and strategy for tackling youth violence</b>	
<p><b>Communications</b></p> <p>The strategy will be communicated widely across the Borough; community-friendly and young people friendly summaries will be developed and disseminated widely; and an easily accessible summary of risk and protective factors, and levels of need, will be shared and embedded through training.</p>	Ongoing from March 2019
<b>Priority: Shared governance and accountability for delivery</b>	
<p><b>Governance</b></p> <p>The Council will establish a Joint Executive Board chaired by the Director of Children's Services with responsibility for delivering cross-cutting programmes. The executive group will include key partner organisations and will be accountable to the Community Safety Partnership, Health and Wellbeing Board and other relevant boards. The Council will also create a new Assistant Director for Stronger Communities to drive strategic activity.</p>	Ongoing from March 2019
<b>Priority: A partnership where everyone's role is valued and maximised - Young People</b>	
<p><b>Youth Summit</b></p> <p>The Safer Neighbourhoods Board will host an annual Youth Summit, involving young people from across the Borough in developing the response to youth violence, with the first taking place in March 2019 at the London Academy of Excellence in Tottenham.</p>	Annual March 2019
<p><b>Youth Involvement in Governance</b></p> <p>The North Area Metropolitan Police will develop a Youth Independent Advisory Group to increase confidence in policing and to better understand causes of violent crime and potential solutions. Young people will also be part of the governance of the £1.5m Haringey Community Gold programme.</p>	June 2019 onwards
<p><b>Youth-led inspections</b></p> <p>We will develop a mystery shopper project for young people to inspect services.</p>	2019



<b>Priority: A partnership where everyone's role is valued and maximised - Communities</b>	
<p><b>Awareness Raising Campaign</b></p> <p>A targeted communications campaign developed by the Local Safeguarding Children Board and the Community Safety Partnership and delivered across the partnership</p>	Autumn 2019
<p><b>Clear Routes into Support</b></p> <p>Reinforcement and promotion of pathways into Early Help so that members of the community can raise concerns when they suspect a young person is at risk.</p>	Medium term
<p><b>Better Information about Support Available</b></p> <p>Simple, accessible information and guidance to enable members of the community to assess whether a child is at risk and the severity of that risk, integrated with a means of identifying appropriate sources of advice. We will assess the best means of dissemination, mindful that technology presents opportunities to engage young parents.</p>	Medium term
<p><b>Training to Identify Risk</b></p> <p>Focused training on signs of risk, and where to raise concerns, for people who come into contact with young people. We will pilot awareness-raising training with tenancy repairs officers within Homes for Haringey, who visit all social housing properties at least once a year and are well-placed to spot signs of risk.</p>	Medium term
<p><b>Volunteering</b></p> <p>The partnership will work together to make it easier for community members to volunteer</p>	2019 onwards

<b>Priority: A partnership where everyone's role is valued and maximised - VCS</b>	
<p><b>External Funding</b></p> <p>Haringey Council and Bridge Renewal Trust will support voluntary sector providers of youth services to prepare funding bids, including through provision of a clear and comprehensive evidence base, with proactive outreach to groups operating in locations with less existing youth provision.</p>	Ongoing from March 2019
<p><b>Activity Credits</b></p> <p>The Council will pilot allocating vouchers or time credits to youth workers within the VCS, to enable them to engage at-risk young people in positive activities, including at Alexandra Palace Ice Rink.</p>	Summer 2019
<p><b>Activity Space</b></p> <p>Help to facilitate delivery by brokering connections with organisations with space to spare, beginning in Wood Green.</p>	Summer 2019 onwards
<p><b>Community Investment</b></p> <p>Bridge Renewal Trust, Haringey Giving and Tottenham Youth Fund will work to bring in more resource for more youth provision, to be delivered by the local VCS, including through crowd-funding campaigns.</p>	Ongoing from March 2019
<p><b>Workforce Development</b></p> <p>VCS organisations will be included in the workforce development programme set out below.</p>	Ongoing from May/June 2019
<p><b>Making connections</b></p> <p>The GLA have commissioned the Selby Trust to work with youth organisations in Haringey and Enfield. The HEY (Haringey and Enfield Youth) Network will provide training, support, networking opportunities and capacity building to organisations achieving activities in either or both boroughs, including those not funded via Young Londoners Fund.</p>	March 2019-March 2022

<b>Priority: A Common Approach</b>	
<p><b>Development of a common practice approach</b></p> <p>Partners will work together to develop a common approach across all agencies working with children and families, including strengths-based and trauma-informed ways of working, involvement of young people and families and a focus on prevention and reintegration. This will be embedded through the workforce development below.</p>	Ongoing from March 2019
<p><b>Action Learning</b></p> <p>The Council will seek to establish action learning groups with partners to develop a common understanding of the issues young people in Haringey face, a common approach to addressing them, and to share learning and good practice.</p>	Ongoing from May /June 2019
<p><b>Smoothing transitions</b></p> <p>The Council and partners recognise that vulnerable young people continue to require support well beyond their 18th birthday, and will review practice within housing, Policing, and other areas with the aim of creating smoother transitions into adulthood.</p>	Ongoing from March 2019

<b>Priority: Workforce Development</b>	
<p><b>Early Intervention Workforce Development</b></p> <p>Joint workforce development for a wide range of practitioners working with young people in the public, voluntary and community sectors. This programme will drive a common approach, build capacity and build connections, fostering a more joined-up and comprehensive system of support.</p>	Ongoing from May 2019
<p><b>Development of Keyworker Roles</b></p> <p>The Council will strengthen its Early Help offer to families, with an increased focus on families with older children at risk of violence. This will include greater involvement of the voluntary and community sector as key workers and providers of support.</p>	Ongoing from May 2019
<p><b>Sharing Information about Available Support</b></p> <p>Bridge Renewal Trust will map voluntary sector youth provision to provide the basis of a comprehensive public directory of available support.</p>	Ongoing from May 2019
<p><b>Tools to Support Stronger Partnership Working</b></p> <p>We will review current assessment tools and processes, to move towards an integrated approach.</p>	Ongoing from May 2019

## Outcome 1: Safe communities with positive things for young people to do, where there are strong role models and trust in institutions

Young people are able to grow up free from experience of violence in the vast majority of Haringey communities, with visible positive role models from all walks of life. However, we know that conditions in our communities can lead to young people becoming more vulnerable to involvement in violence. Our ambition is to build on the strengths of our communities to keep young people safe.

Action	Timing
<b>Priority: Youth Provision</b>	
<b>Haringey Community Gold – Detached Youth Work</b> Four new specialist detached and outreach youth workers will reach those young people who are most at risk in communities most affected by youth crime and anti-social behaviour, build strong relationships, link those young people into youth provision, and coordinate more specialist support.	April 2019 – April 2022
<b>Less Heat on the Street</b> Within Haringey Community Gold, local groups will provide weekly universal sport provision for 90 young people aged 13 – 21 on Broadwater Farm estate	April 2019 – April 2022
<b>Fitness Sessions</b> Within Haringey Community Gold, UK Health Ministries will deliver fitness sessions with disaffected young people.	April 2019 – April 2022
<b>Haringey Play &amp; Wood Green Sandbunker</b> Within Haringey Community Gold, Haringey Play and Wood Green Sandbunker will work with 10 -15 year olds in Tottenham and Wood Green offering activities to support social and emotional wellbeing.	April 2019 – April 2022
<b>Summer Programme 2019</b> We will deliver an ambitious Summer Programme in 2019, comprising activities for the school holidays for young people across the borough. The offer will be more targeted for young people at risk of involvement in anti-social behaviour or criminal activity.	July-August 2019
<b>Youth Space in Libraries</b> Our capital investment programme for libraries will create or enhance youth space in all Haringey libraries by spring 2020. These new youth spaces will offer opportunities to signpost young people to other youth provision and support in Haringey.	February 2019 – February 2020
<b>Capital Improvements at Bruce Grove Youth Space</b> We will assess the need for capital improvements to existing youth provision, including Bruce Grove Youth Space, with a view to ensuring that buildings are fit for purpose.	2019/20
<b>Investment in Youth Space in Wood Green</b> We will develop a new youth offer in Wood Green working with community and voluntary sector partners to deliver a varied programme, co-produced with young people. In the long term, we plan to create a permanent youth space in Wood Green. The offer will be informed by strategic analysis of existing provision and available assets across the borough, with a view to developing a more coordinated approach.	Medium term
<b>Haringey East Model City Coalition</b> With support from Laureus Sport for Good, the Haringey East Model City Coalition, through sport and physical activity will develop and drive plans to ensure that East Haringey is a well-connected, active community, where families, children and young people are empowered, included and safe.	2019-2021

<b>Priority: Strong Community Role Models</b>	
<p><b>Mentoring Leadership</b></p> <p>We will map and evaluate mentoring programmes in Haringey to learn from successful practice and identify gaps. This will inform partnership development and dissemination of a best practice model for mentoring, defining what high-quality mentoring looks like.</p>	Autumn 2019
<p><b>Community Leader Programme</b></p> <p>Within the Haringey Community Gold programme NLPC will deliver a programme that will cultivate disenfranchised young people into future community leaders.</p>	April 2019 – April 2022
<p><b>Peer Support</b></p> <p>We will build on learning from the More than Mentors scheme to develop peer-support activity in the borough.</p>	2019/20
<p><b>Visible Role Models</b></p> <p>We will use all available channels to raise the profile of outstanding role models in Haringey, particularly those from neighbourhoods affected by crime who provide a positive and relatable example to young people in Haringey who are most at risk.</p>	Ongoing from March 2019
<p><b>Community Befriending Pilot</b></p> <p>We will create a network of faith leaders and community members to befriend young people at 'teachable moments', upskilling them to provide mental health support and enabling them to access funding.</p>	Ongoing from March 2019

<b>Priority: Trust in Institutions</b>	
<p><b>Neighbourhood Policing</b></p> <p>The Council and the North Area Metropolitan Police will embed community engagement and multi-agency problem solving in neighbourhood policing, beginning with a professional development programme in Spring 2019, in order to foster good relationships between the police service and Haringey's communities.</p>	April 2019
<p><b>Safer Schools Officers</b></p> <p>The North Area Metropolitan Police will allocate four Police Officers to primary schools and a Safer Schools Officer to every secondary school in Haringey.</p>	March 2019
<p><b>School Engagement</b></p> <p>Community Safety partners will engage with school pupils through programmes designed to drive anti-violence messages and build trusting relationship between civic authorities and young people, delivered in partnership with specialist organisations</p>	2019/20 – 2020/21



## Outcome 2: Positive family environments, low levels of family stress, good parenting; and young people able to develop strong, healthy relationships with peers and trusted adults

Strong families and healthy peer relationships are the best defence against young people becoming involved in violence. We will work to reinforce the protection that positive family and peer relationships offer young people in Haringey.

Action	Timing
<b>Priority: Early Help</b>	
<b>Early Help Delivery Plan</b>	Autumn 2019
The Early Help Partnership will strengthen its offer through an Early Help Delivery Plan	
<b>Team Around the School</b>	Ongoing
We will widen our Team Around the School partnership to better support schools and pupils to deal with safety issues	
<b>Priority: Support for Parents</b>	
<b>Community Support</b>	April 2019 – July 2020
The Council will work with the VCS and schools to deliver support to parents of older children who may be at risk of becoming involved in serious youth violence, including peer support groups and drop-in support services for parents, located in secondary schools.	
<b>Peer Support</b>	2019/20
Haringey Youth Justice Partnership Board, in partnership with colleagues in Islington, will roll out peer mentoring support to parents of young people known to the youth justice service.	
<b>HMP Pentonville Programme</b>	Ongoing from March 2019
We will build the capacity of young incarcerated parents to be able to fulfil their roles as parents upon release. We will also work with the mothers of young people within HMP Pentonville with a view to reducing the risk of their children re-offending.	
<b>Priority: Addressing Family Risk</b>	
<b>Support for Families Affected by Parental Alcohol Use</b>	April 2019 to 2021
We will work with Adfam and Blenheim CDP to initiate new work to support 160 families affected by parental alcohol use, featuring community workshops, engagement, support for the whole family, and peer mentors.	
<b>Domestic Violence Advocates</b>	Ongoing from March 2019
North Middlesex Hospital will host two new Independent Domestic Violence Advocates, one of whom will work specifically with 13-25 year-olds, to provide timely direct support to victims of domestic violence and drive improvements in responses to domestic violence.	
<b>Parental Conflict</b>	2019/20
The Council will provide Reducing Parental Conflict training for professionals across the partnership to reduce the impact of parental conflict on children and young people.	
<b>Family Homelessness</b>	2020
The Council and Homes for Haringey will review the impact on children of becoming homeless and moving into temporary accommodation, with a view to developing practices to ensure families are engaged in Early Help at this stage.	

<b>Priority: Youth Homelessness</b>	
<p><b>New 'Shared House' Style Units</b></p> <p>The new Young People's Supported Housing Pathway provides shared house style accommodation to help young people who become homeless to live independently, and will include specialist accommodation for young women for the first time.</p>	Ongoing from March 2019
<p><b>Housing First for Care Leavers</b></p> <p>The first of its kind in the UK, our Housing First pilot for Care Leavers will test out what can be achieved by focusing on making housing available to young people with the most challenging needs, with the appropriate wrap around support.</p>	Ongoing from March 2019
<p><b>Family Mediation</b></p> <p>A family mediation worker will work with families to prevent homelessness among young people, addressing the root causes of family difficulties that may lead a young person to become homeless.</p>	Ongoing from March 2019
<p><b>YMCA Development</b></p> <p>Hornsey YMCA will be renovated to provide secure, modern accommodation for young people who have experienced homelessness.</p>	Ongoing from Summer 2020

<b>Priority: Peer Relationships</b>	
<p><b>Vulnerability Education</b></p> <p>We will establish a network of the providers of education programmes around gangs, exploitation, and criminal activity to prevent duplication and foster good practice.</p>	Autumn 2019
<p><b>Social Media impact</b></p> <p>We will undertake research and engage with young people and specialists to better understand the impact of social media and its role in serious youth violence, with a view to developing guidance for frontline staff</p>	2019/20
<p><b>Preventing Violence Against Women and Girls</b></p> <p>The Council commissions Solace Women's Aid to deliver interventions in Haringey schools designed to prevent violence against women and girls, including 12-week programmes, assemblies, and training; and Yuva, a confidential support service for young people in abusive relationships.</p>	Ongoing from March 2019
<p><b>Restorative Practice</b></p> <p>We will work to roll out the recommendations of the Scrutiny Review of Restorative Justice, facilitating conflict resolution and healthy peer relationships</p>	Autumn 2019

## Outcome 3: Confident, happy and resilient young people who are able to cope with negative experiences, setbacks, and stress

A significant number of young people in Haringey are made vulnerable to involvement in serious youth violence due to poor mental wellbeing and associated behaviours such as substance use. Our ambition is for our young people to be mentally resilient and thereby free from harm.

Action	Timing
<b>Priority: Developing and embedding a community based approach</b>	
<p><b>THRIVE Model</b></p> <p>Working across the whole system in Haringey, we will implement the THRIVE model involving the Council, the NHS, the voluntary and community sector, schools and other stakeholders to ensure the children, young people and families have access to the right support when they first need it.</p>	Ongoing from March 2019
<p><b>CAMHS Trailblazer</b></p> <p>Haringey Council, the NHS, and the voluntary sector will establish two mental health support teams that will provide targeted mental health and wellbeing support to pupils from years 6, 7, and 8 in Tottenham schools, spanning the transition from primary to secondary school.</p>	April 2019 – October 2021
<p><b>Exodus Programme</b></p> <p>Haringey Community Gold will feature a rolling programme for 12-21 year old high risk offenders and those excluded and at risk of exclusions. This will seek to address trauma caused by knife crime and gangs.</p>	April 2019 – April 2022
<p><b>Thinking Space</b></p> <p>Tavistock Portman NHS Trust will train outreach workers to work with young people who have experienced trauma, as part of the Haringey Community Gold Programme.</p>	April 2019 – April 2022
<p><b>College Mentoring</b></p> <p>The College of North East London (CONEL) will use funding from the Mayor of London's Young Londoners Fund to run the Mentoring Plus Project, which will identify at-risk 14-21 year-olds and maintain their engagement by providing weekly mentoring sessions with a psychotherapist to work on their social/personal/mental health issues.</p>	April 2019 – April 2022
<p><b>Trauma-Informed Training</b></p> <p>The Council will establish a training programme for professionals and volunteers who come into regular contact with young people, which will feature training on how to support the mental health of young people who have been affected by trauma.</p>	2020/21
<p><b>Project Future</b></p> <p>The Council will continue to support Project Future, a service that takes a trauma-informed approach to supporting the mental wellbeing of young people who have been involved in serious youth violence.</p>	Ongoing from March 2019
<p><b>Hope in Tottenham Counselling</b></p> <p>Hope in Tottenham will continue to provide 31 days of counselling every week within 28 Haringey schools, reaching more than 500 students per year.</p>	Ongoing from March 2019

## Outcome 4: Young people thriving in school, with positive aspirations for the future and access to employment and training opportunities to get there

Educational attainment and prospects for the future are significant bulwarks against involvement in serious youth violence. However, we know that there are persistent issues with some groups of pupils not achieving their potential. This strategy seeks to address the root causes of underachievement.

Action	Timing
<b>Priority: Early Learning</b>	
<p><b>Healthy Child Programme</b></p> <p>The Council will continue the Healthy Child Programme and integrate the 2 year old check with Children's Centres and childcare settings, in order to increase early identification of speech and language difficulties, ASD, ADD and other SEND, specifically targeting BAME communities.</p>	Ongoing
<p><b>Speech and Language Therapy</b></p> <p>The Council will explore extending speech and language therapy into Key Stage 2, for children with ongoing difficulties, who fall below the threshold for an Education Health and Care Plan.</p>	2019
<b>Priority: Addressing under-attainment in Education</b>	
<p><b>Focused Action on Attainment of Black Pupils</b></p> <p>The BAME Attainment Steering Group, comprised of leaders from schools across Haringey, will be refocused with concerted action from teachers to drive up educational attainment among Black pupils; including roll out of the 'Vulnerability to Underachievement Toolkit'.</p> <p>Haringey Education Partnership will provide resources to enable schools to make progress on common issues, reflecting the different approaches required to address issues within specific communities. An annual meeting of school leaders, governors and representatives will support schools to move this agenda forward.</p>	Ongoing from March 2019
<p><b>Learning Materials</b></p> <p>Haringey Education Partnership will support schools to buy culturally appropriate reading materials and embed Black history in the primary and pre-GCSE curriculum, so that pupils are able to see themselves and their communities reflected in their education.</p>	Ongoing from March 2019
<p><b>Haringey Pirates</b></p> <p>Funded by the Mayor of London's Young Londoners Fund, Haringey Pirates will provide 350 children aged 9-13 in Tottenham with help to improve their reading and writing; along with increased confidence in their abilities to keep going when it gets tough in the classroom.</p>	April 2019 – April 2022

<b>Priority: Exclusions and Alternative Provision</b>	
<p><b>Alternative Provision</b></p> <p>We will review our alternative provision in order to ensure that options available to local schools meet the needs of our young people, particularly those with social/emotional and mental health needs, and reintegrate pupils into mainstream education as frequently as possible. Through this Review we will work with schools to address some of the root causes of behaviours leading to exclusions, including availability of culturally responsive reading material and curriculum content.</p>	Ongoing from March 2019
<p><b>Transition to Secondary</b></p> <p>We will host strategic discussions between primary and secondary school colleagues to strengthen the transition process and expand the reach of transitions groups held in Bruce Grove Youth Space. We will also support rollout of the Stepping Stones mentoring programme across additional schools in Haringey, making use of GLA resources and learning from the experience of Gladesmore School.</p>	Summer 2019
<p><b>Exclusions Review</b></p> <p>The Council will implement the recommendations of our review of Exclusions, working across the partnership with schools, the Octagon Pupil Referral Unit, parents, and pupils.</p>	Ongoing from March 2019

<b>Priority: Employment</b>	
<p><b>BAME Careers Service</b></p> <p>The ACCESS UK careers service will support marginalised and disadvantaged BAME young people through Haringey Community Gold and our wider regeneration activity.</p>	April 2019 – April 2022
<p><b>Council Workforce</b></p> <p>Haringey Council will offer at least 30 work experience placements to pupils at local secondary schools, ensuring access for disadvantaged young people, aiming to provide practical insight into the workplace.</p>	Ongoing from March 2019
<p><b>Apprenticeships</b></p> <p>The Council will increase the number and quality of apprenticeships the Council offers, increase uptake among Haringey employers, and expand access to opportunities for Haringey's young people.</p>	Spring 2020
<p><b>Developer Commitments</b></p> <p>We will secure commitments from developers in the borough to employ local people, offer apprenticeships, and engage with young people in schools, targeting those who are most disadvantaged.</p>	Ongoing from March 2019



## Outcome 5: Young people are protected from exploitation and from experience of serious youth violence

The overarching aim of this strategy is to prevent serious youth violence. The focus on the outcomes above is key to preventing youth violence in the long term, but we must in parallel take action to stop violence now. The actions below are integrated with the North Area Knife Crime Action Plan.

Action	Timing
<b>Priority: Diversion from the criminal justice system</b>	
<b>Integrated early support for young people engaged in risky behaviours</b> The Council will develop options with partners for new interventions to provide integrated, sustained support to address the issues behind offending behaviour.	Ongoing from March 2019
<b>Exploring a New Approach</b> The Police, Council and other partners will develop proposals to help young people stay out of the criminal justice system, making better use of non-punitive means of addressing risky behaviours, firstly through a conference in May 2019.	May 2019 onwards
<b>Rapid Response Pilot</b> Haringey Council will explore piloting place-based interventions with partners at specific times to more effectively deal with serious youth violence, beginning with outreach through Haringey Community Gold.	2020
<b>Moments of Opportunity</b> We will undertake analysis of key moments of opportunity and teachable moments, to identify areas where we can do more to engage young people and families.	Summer 2019
<b>Priority: Keeping Deadly Weapons off Our Streets</b>	
<b>Knife Bins</b> The Police and Council will identify the most effective locations for knife bins through analysis of crime patterns and install where appropriate.	2019/20
<b>Weapons Sweeps</b> Partners and community members will undertake weapon sweeps in areas affected by knife crime, building on the success of previous sweeps in North Tottenham.	2019/20
<b>Responsible Retailers</b> We will carry out targeted knife and corrosive substances test purchase operations and prosecute or review licences of businesses that sell knives and corrosive substances unlawfully. In parallel, we will work with retailers to target retail premises to prevent shoplifting.	Ongoing from March 2019

<b>Priority: Protecting and Educating Young People</b>	
<p><b>Awareness raising in education</b></p> <p>Partners will deliver universal awareness programmes on topics including knife crime and exploitation, across all education establishments, mapped to avoid duplication.</p>	Ongoing
<p><b>Safer Schools Officers</b></p> <p>The North Area Metropolitan Police will allocate four Police Officers to primary schools and a Safer Schools Officer to every secondary school in Haringey.</p>	2019/20
<p><b>School Transition</b></p> <p>Transition workshops delivered by Haringey Youth Team will include Knife Crime Awareness and Personal Safety, targeting vulnerable Year 6 pupils and supporting successful transfer to secondary school.</p>	Annual from Summer 2019

<b>Priority: Targeting Lawbreakers</b>	
<p><b>Shared Intelligence and Data</b></p> <p>The Council and the North Area Metropolitan Police will share intelligence and data to generate a consistent picture of criminal activity in the borough that drives strategy and operational delivery to target lawbreakers.</p>	Ongoing from March 2019
<p><b>Enforcement</b></p> <p>The Council will use all enforcement assets to target the locations most affected by youth crime and organised criminality as well as individuals who are known to be involved in criminal activity.</p>	Ongoing
<p><b>Integrated Offender Management</b></p> <p>Through our Integrated Offender Management service, we will implement clear offender management processes to minimise opportunities for offenders to re-offend.</p>	Ongoing

<b>Priority: Offering Ways Out of Crime</b>	
<p><b>MOPAC-Commissioned Services</b></p> <p>We will deliver services in partnership with MOPAC and neighbouring London boroughs to reduce vulnerability, protect victims, and prevent reoffending, including:</p> <p><b>Rescue and Response</b>, to support young people affected by County Lines.</p> <p><b>Advance Minerva</b>, wraparound support for female offenders aged from 15 years old</p> <p><b>From the Inside Out</b>, restorative and holistic resettlement for young people in custody</p> <p><b>Drug Intervention Programme</b>, rapid access into services for adult drug users in custody.</p>	April 2019 – April 2021
<p><b>Work Works</b></p> <p>Within the Haringey Community Gold Programme we will work in partnership to deliver targeted employment and training support to 300 offenders and re-offenders.</p>	April 2019 – April 2022

<b>Priority: Standing with Communities, Neighbourhoods, and Families against Crime</b>	
<p><b>Mediation</b></p> <p>We will intervene at moments of crisis and opportunity to prevent violent incidents through a pilot of a street-based rapid response violence mediation service, beginning in neighbourhoods most affected by criminal activity.</p>	2019/20
<p><b>Locality Partnerships</b></p> <p>We will participate in operations with the North Area Metropolitan Police and local communities to tackle crime in known hotspots, building on the success of Operation Marlin in Northumberland Park.</p>	2019/20
<p><b>Place-Based Solutions</b></p> <p>Homes For Haringey and the Council will encourage communities to support targeted knife sweeps and to utilise anonymous reporting schemes for ASB and criminality.</p>	Ongoing

<b>Priority: Supporting Victims of Violent Crime</b>	
<p><b>Exploitation and Contextual Safeguarding</b></p> <p>The Haringey Exploitation Panel is a multi-agency partnership panel that ensures appropriate support for victims of exploitation including CSE and County Lines. We will expand the panel's scope to become a Contextual Safeguarding Panel with a remit across North London, working with colleagues from neighbouring London boroughs.</p>	2019/20 -2020/21
<p><b>Young Black Women Evidence Base</b></p> <p>The partnership will develop a more robust shared evidence base on the issues that jeopardise young Black women's safety, particularly gang affiliation and exploitation, with a view to developing and implementing a stronger partnership response.</p>	By 2020
<p><b>Monitoring</b></p> <p>Haringey Council and the North Area Metropolitan Police will explore developing a monitoring system to enable better, joined-up long-term support for victims of exploitation.</p>	2020
<p><b>MASH</b></p> <p>Multi-Agency Safeguarding Hubs will ensure all young victims of knife crime have referral to victim support services and/or CAMHS.</p>	Ongoing
<p><b>Victim Support</b></p> <p>Partners in Haringey will draw on the London Crime Prevention Fund to provide direct support to victims of ASB, carrying out Vulnerability Risk Assessments to monitor and reduce victims' risk and co-developing support plans to enable their needs to be met.</p>	April 2019 – April 2021