

Community Safety Scrutiny Commission

Monday 29 April 2019

7.00 pm

Ground Floor Meeting Room G01A - 160 Tooley Street, London SE1
2QH

Supplemental Agenda

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6.	VAWG scrutiny review The following documentation to inform the review is enclosed. Officer updates on Modern Slavery and Child Trafficking <ul style="list-style-type: none">• Action plan to adopt the Co-operative Party's Charter against modern slavery• Modern day Slavery work planned or undertaken by Regulatory Services and Partnerships plus Appendix• A evaluation report on Hand Car Washes in Southwark Project• Safeguarding board update on Modern Slavery• Southwark Extended Learning Review by the Violence and	22 - 84

Contact

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Date: 25 April 2019

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Vulnerability Unit

Safe and healthy relationships schools survey

- Summary report
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COMMUNITY SAFETY SCRUTINY COMMISSION

MINUTES of the Community Safety Scrutiny Commission held on Tuesday 5 February 2019 at 7.00 pm at Ground Floor Meeting Room G02B - 160 Tooley Street, London SE1 2QH

PRESENT: Councillor Leanne Werner (Chair)
Councillor William Hougbo (Vice-Chair)
Councillor Karl Eastham
Councillor Alice Macdonald
Councillor Michael Situ
Martin Brecknell

OTHER MEMBERS PRESENT: Jasmine Ali, Cabinet Member for Children, Schools and Adults.

OFFICER SUPPORT: Nina Dohel – Director of Education will be attending.
Lee Souter ; PSHE & Healthy Schools Lead, Children's and Adults' Services
David Bromfield Senior Advisor for Secondary Schools
Norman Coombe, Head of Corporate Team, LEGAL Services;
David Littleton, Head of Regulatory Services;
Sarah Newman, Business Unit Manager ;
Alasdair Smith, Director, Children & Families;
Patricia Comley, Strategic Lead for Adult Safeguarding,
Deprivation of Liberty Safeguards & Principal Social Worker for Adults

PARTNER SUPPORT Tamara Barnett: Human Trafficking Foundation
Catherine Baker Senior Research, Policy and Campaigns Officer, ECPAT UK
Detective Superintendent Sean Oxley – Safeguarding Lead for Central South
DI Paul Graves – Deputy in Safeguarding Hub for Central South

1. APOLOGIES**VIDEO LINK TO THE MEETING**

<https://www.youtube.com/watch?v=gaM0gryNGaU&t=2s>

2. NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT**3. DISCLOSURE OF INTERESTS AND DISPENSATIONS**

Cllr Leanne Werner declared she is a governor at COLA.

4. MINUTES

The Minutes of the meeting on 29 October 2018 were agreed as an accurate record.

5. TACKLING ABUSE, SEXUAL VIOLENCE AND HARASSMENT IN SCHOOLS AND ON OUR STREETS

The chair invited Natasha Jones, Head of Key Stage 3, City of London Academy (COLA) and two 6th form students from COLA to present on healthy relationships and the work that COLA is developing to address this.

The COLA students said that they have not received lessons on sex education yet, it's still seen as a taboo subject, and so media has become the only educator. They said it would be helpful to address this in schools. Sex education and healthy relationship education is important otherwise young people will get information from other sources such as media and porn; which are neither realistic nor showing a healthy portrayal of normal relationships.

LGBT education needs to be improved; heterosexual relationships are not the only norm among students. Harassment is also hard to tackle if people do not know how to identify this. Education needs to start early and there is a need for healthy examples in the media. There is a problem with revenge porn, sexualisation of girls and young women.

Natasha Jones, Head of Key Stage at COLA said that that students on panels have said we want to talk more about healthy relationships. The feedback has been that the education is focused almost exclusively on biology; but they would like more on relationships and emotions. Relationships are not always easy. Teaching about consent is a key to this and also rights in a relationship. The school has been holding discussions with students. Issues like abortion have come up, as did rape. Some students were saying rape could not take in place in a relationship, which

was shocking. Talking about these issues is crucial.

Following feedback from students that they would like more on this issue there is now a growing recognition within the school and the leadership structure that this is an important subject. One of the concerns is that sex education will not be taken seriously as it is not academic subject. Some teachers also feel incompetent. But teachers are empowering themselves and a recent session she delivered in school was very popular. There is a growing awareness that relationships are the most important thing. The current curriculum in development is student led; scenarios are given for discussion, there is student evaluation and feedback, and ongoing discussion with student panels on content development.

The chair invited the following education and police representatives to contribute:

- Detective Superintendent Sean Oxley – Safeguarding Lead for Central South
- DI Paul Graves – Deputy in Safeguarding Hub for Central South
- Nina Dohel – Director of Education will be attending.
- Lee Souter ; PSHE & Healthy Schools Lead, Children's and Adults' Services
- David Bromfield Senior Advisor for Secondary Schools

The Director of Education said that schools are teaching this to a greater or lesser extent .There is an established network, meeting quarterly. Schools are forthcoming and ask about issues such as gender identity with in LGBT. There is also a PSHE curriculum and resources bank; with teaching resources on citizen rights, etc.

The police said that they work to Identifying young people at risk and risky individuals, and they are raising awareness of harassment and working with women's groups to do this.

The chair then invited comments and questions.

Members asked the young people about useful resources and they referred to a series of performances on social media about what constitutes a healthy relationships and what is not .This was a student's collage project showing different scenarios. It would be helpful to learning about boundaries and how to assert them at an early age. Healthy relationships discussion and teaching ought to start at a young age, about 7 years old. It is also important to engage boys.

Members asked if the education department collect's data on safeguarding. The Director said that formally the council did record data; but however the there was a question as to its usefulness, and with the move towards academies and autonomy there are more local choice about what data is shared.

The police have been asked to provide data to the scrutiny commission to support the review; officers said that they are working on providing this

however there are some difficulties.

The Director added that Ofsted do inspect school safeguarding policies and it will be an Ofsted requirement to teach safe and healthy relationships.

The Director was asked if it was a legal requirement to report. She explained that schools are required to have a safeguarding policy. Most schools use the Southwark model. Schools will use this to make decisions to refer matters to MASH and/ or the police. A member asked if there would be provision to report anonymously and she said this is always available.

The Director was asked how the council can use its influence best and she said that an approach that has worked is sharing curriculum content and working with primary schools.

She was then asked if there was a lack of consistency. The Director said she would frame this as variability. Parents can get nervous, and withdraw for religious or other reasons. There can also be issues related to the skills and confidence of staff. Schools now have lots of autonomy.

The PSHE & Healthy Schools Lead said the education department does share best practice and there are PSHE models of delivery and sessions, which are popular with teachers. An external expert has delivered 6000 hours teaching hours.

A member asked how can the council get a more accurate picture of what is happening on the ground and support partners.

The COLA teacher said that it is important to communicate with young people what is harassment. One approach could be a focus on this issue for a week, similar to work on Mental Health, and this could promote how to identify and report harassment.

Members asked if the police are taking this seriously. Some of the feedback received has been this is not always the case. The police said they are working to support victims and also working with educating perpetrators. They pointed out their resource constraints with 300 less police officer. This means they have to focus their resources on cases which stand a chance of being solved, and that is frequently based on being able to identify the perpetrator - which can be variable with harassment.

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6. CHILD TRAFFICKING AND MODERN SLAVERY

The following experts, members and officers contributed to this item

- Tamara Barnett: Human Trafficking Foundation
- Catherine Baker Senior Research, Policy and Campaigns Officer, ECPAT UK

- Jasmine Ali, Cabinet Member for Children, Schools and Adults.
- Norman Coombe, Head of Corporate Team, LEGAL Services;
- David Littleton, Head of Regulatory Services;
- Sarah Newman, Business Unit Manager ;
- Alasdair Smith, Director, Children & Families;
- Patricia Comley, Strategic Lead for Adult Safeguarding, Deprivation of Liberty Safeguards & Principal Social Worker for Adults.

Tamara Barnett: Human Trafficking Foundation, gave an overview of Modern Slavery. Communities most at risk of modern slavery include UK drug and gangs using Modern Slavery to exploit young people on county lines (where often vulnerable urban young people are controlled and exploited by drug gangs to sell drugs in towns outside of the city), Vietnamese (cannabis farming), Nigerian (domestic servitude) and Albanian.

Most recently the National Referral Mechanism (NRM) identified 5,000 victims of modern slavery in the UK, 2,000 of these were children. In the UK 20% per cent of children go missing in LA care. The National Crime Agency Data Southwark statistics show in 2016 one adult was identified under the Modern Slavery Act, which is low. A Hestia report highlighted that there were 55 victims in a safe house from Southwark. The Human Trafficking Foundation estimated that 200 would be realist figure for Southwark, and a focus on this work ought to see the number of referrals go up.

Tamara works with LAs to set up task and finish groups on slavery, looks at best practice, gaps in reporting, and creates LA slavery leads. She is already doing some work with Southwark and spoke at a recent event organised by the adult safeguarding board.

LAs have a statutory obligation to identify victims of trafficking and Modern Slavery. There is often a lack of support before a victim goes into a safe house and when they leave (usually after 90 days). LAs need to work out what gaps there are and how they are recording victims of modern slavery, what multi-agency tools they have in place, and what services they can use that already exist. There are challenging resource issues here as although councils have been given responsibilities this has not been coupled with additional resources.

It is crucial that all frontline staff, including councillors, are trained to identify possible victims of modern slavery. She recommended setting up a task and finish group, which ought to include housing, and also consider creating an Adult MASH.

Catherine Baker Senior Research, Policy and Campaigns Officer, ECPAT UK reported that she had started to do some work with Southwark on child trafficking training.

Nationally nearly half of all victims of Modern Slavery and Child Trafficking are children. Labour exploitation is on the rise. 24% of child trafficked children in care go missing, and 20% are not found. This 20% is not

always followed adequately.

She reported that Southwark could not provide the data on child trafficking because of the flags used.

She advised that Child Trafficking cuts across the boundaries of Child Sexual Exploitation (CSE) and criminal exploitation, with many children are experiencing multiple forms of exploitation and harm.

She advised training for front line workers is crucial. It is also important to consistently treat unaccompanied children as potentially trafficked children. It is best practice to have CSE lead and a Child Trafficking lead and it works well if these are the same people. Other good practice is to have a Modern Slavery Special Point of Contact (SPOC) and this could be a member.

The chair invited officers to contribute on the council work on this area.

Norman Coombe advised that the council adopted the Cooperative Party statement on Modern Slavery and this includes a commitment to report on this once year; due July. <https://party.coop/local/councillors/modern-slavery-charter>

Alasdair Smith, Director, Children & Families reported that referrals have increased to 15 a year and the council is working with around 200 children at risk from Modern Slavery through county lines' - directly or indirectly . The safeguarding board has now moved from CSE to the broader theme of Criminal Exploitation. He said the council sees less classically trafficked children and the department do not see children go missing from care; generally if children come into Southwark's care they stay. They do see isolated cases of child trafficking; gardeners (cannabis) and teenagers (domestic servitude).

Regulatory services said that they are developing work in this area. Modern Slavery first came to officers' attention with people sleeping in cars. Recently they have done some targeted work with local car washes, following concerns about modern slavery at one business . They visited 17 local car washes and identified a couple with both health & safety and modern slavery concerns.

Housing also encounters people at risk when they discover issues such as overcrowding. Regulatory services are training people up so they will understand risks with Houses in Multiple Occupation (HMOs) , the night time economy and places with a high risk of exploited labour such as nail bars and car washes. They are also working on getting the infrastructure in place so there is a referral process.

Tamara commented on the well attended meeting 23 January, organised by Southwark safeguarding . She endorsed the importance of having a clear pathway and a comprehensive strategy.

There was a discussion about missing children, who are unaccompanied and more at risk of exploitation/child trafficking. There are low numbers in

Southwark, around 7, which is low but still present. The Director of Children and Families said that missing includes a foster carer saying a child not returning at 10pm. He said that he did not think Southwark had an issue as he was confident the council had very good practices in place in this area; however he will be looking into this matter further. There is an Ofsted report due out soon which will look at Southwark's practice with missing children.

The police added that they are looking at repeat missing episodes from care. They thought those at most risk are children homed away from the borough. There is also an issue with children who are criminal exploited and committing crimes e.g. 'county lines'. This is not a new thing, but is something that is now being focused on by partners. When the police do surveillance they see both children and vulnerable adults exploited. There is more to be done locally to address repeated missing incidents that often lead to county lines. Social workers and parents have good intelligence on this that can be utilised. Tamara added that Lewisham has done a really good piece of prevention work on mapping risks and vulnerabilities.

The key recommendations from the session were:

- Set up child exploitation sub groups to look across the spectrum including: CSE, county lines, modern slavery -to get a fuller picture as children often experience many different forms of exploitation and abuse
- Create or merge specialist council leads on Child Trafficking /Criminal Exploitation/ Child Sexual Exploitation
- Consistently treat all unaccompanied children as potential victims of slavery
- Make sure Section 47 is done for all those children
- Ensure that Southwark has the right systems in place to track unaccompanied children /child trafficking victims in our care, and monitor risks like going missing
- Ensure frontline staff including social workers and councillors are trained to identify possible victims of modern slavery /child trafficking.
- Create Modern Slavery Champions within the Council (similar the mental health champions) and identify SPOC
- Setting up a task and finish group on Modern Slavery, that would include housing, and would ensure that there is an integrated and comprehensive plan including a referral process
- consider creating an Adult MASH
- Report annually on progress on implementing the Modern Slavery charter

7. WORKPLAN

The vice chair reported that he had held a session with men and boys at the Salmon Youth Centre on Healthy Relationships. Going back and talking with girls and young women could be worthwhile.

It was agreed that the report ought to ensure it had input from Modern Slavery and Child trafficking experts.

A meeting with Lewisham on their good practice could be useful.

More work is needed on raising public awareness on sexual harassment.
International women's day might be a good opportunity.

Meeting ended at 9.25 pm

Community Safety Commission

BRIEFING DATE : Monday 29th October 2018

BRIEFING TITLE : Violence Against Women and Girls

BRIEFING AUTHOR : Sharon Ogden, Safer Communities Team Manager

1. Key areas for briefing

1.1 This briefing covers the following;

- Background on Domestic Abuse
- VAWG governance arrangements
- Council Commissioned Domestic Abuse Services and Violence Against Girls (VAWG) provision
- Key areas of development
- Development of VAWG Strategy

2. Background

2.1 Domestic abuse (DA) is defined as any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members, regardless of gender or sexuality. The abuse can encompass, but is not limited to: psychological, physical, sexual, financial, and emotional.

Service need

- Southwark has one of the highest volumes of DA in London. In 2017-18 there were 3,128 incidents recorded by the Police in Southwark, an increase of 8.5% on the previous year
 - Southwark had a rate of 19 reported incidents per 1,000 population, the 10th highest in London
 - With the exception of financial year 2017/18 the level of Police recorded DA incidents for Southwark have remained relatively static over the last 4 years. Our DA service however has seen significant year on year increases in number of referrals over the same period; from 1,453 in 2013/14 to 2,351 in 2017/18 an increase of 62%.
- 2.2 The council and its partners have recognised domestic abuse (DA) as a priority for many years and it is one of the council's Fairer Future Promises. In March 2015 Cabinet agreed the council's Domestic Abuse Strategy (DAS) 2015-2020. Actions arising from the recommendations are set out in the strategy's delivery plan, (appendix 1). The Strategy principles are:
- To stop the normalisation of DA
 - A clear statement of intent that abuse is not acceptable
 - To support to those who need it, in the settings where they feel most comfortable to seek it
 - Take tough action on those who perpetrate abuse

3. VAWG Governance Arrangements

- 3.1 Domestic Abuse and its long-term effects is a shared priority for the Health and Wellbeing Board, the Southwark Safeguarding Adults Board and the Southwark Safeguarding Childrens Board, with a specific focus on supporting vulnerable parents and children.
- 3.2 Progress on the DA strategy is reported quarterly at the multi agency VAWG Delivery Group, chaired by NHS Southwark Clinical Commissioning Group Director of Quality & Chief Nurse. Reporting is made on exception basis to the Safer Communities Delivery Group. Periodically VAWG related issues are discussed in a joint Safeguarding Children and Safeguarding Adults Board meeting.
- 3.3 Council officers have focused on developing and implementing a collaborative, outcomes-based commissioning approach to reconfigure DA services in the borough. This led to a new three year DA service contract being awarded in July 2015. This service, known as Southwark Advocacy and Support Service (SASS) is delivered by Solace Women's Aid (SWA). This approach is a co-ordinated community response, with an emphasis on prevention and breaking the cycle of abuse rather than only managing immediate risks. A diagram of domestic abuse provision in Southwark is set out in appendix 2.

4. Council Commissioned Domestic Abuse Services

- 4.1 Southwark Advocacy and Support Service, (SASS) is the most comprehensive DA service that the council has commissioned to date. The outcomes based service started in July 2015 delivered by Solace Women's Aid. The approach is a co-ordinated community response, with an emphasis based service is instrumental in helping the council deliver the DAS. The service delivers:
- Advocacy: emotional and practical support, risk assessment, safety planning, support plans, advice on benefits, signposting, refuge accommodation searches, tenancy retention, income maximisation
 - Sanctuary: safety measures to allow people to remain safely in their home
 - Comprehensive awareness and resilience-building programmes for survivors of DA to support them in ending the cycle of abuse
 - Specialist counselling: one-to-one counselling session to support women to recover from depression, reduce levels of anxiety and recover from other experiences associated with domestic abuse
 - Legal support: qualified solicitors provide advice and representation on non molestation orders, residency orders, occupation orders, child contact, etc.
 - Comprehensive training for professionals, community organisations and community volunteers
 - Children's therapeutic intervention: one-to-one play and arts based therapeutic intervention
 - Perpetrator intervention: 26 week programme aimed at individuals who want to address their behaviour
 - GP based intervention: a nationally recognised intervention called IRIS
 - Peer supporter's programme
 - Women's Voices group, to shape service development
 - A Domestic Abuse community Awareness programme
 - Independent Domestic Violence Advocates, co-located with key partners such as housing, MASH, and the Police. Since February 2018 an IDVA (Independent

Domestic Violence Advocate) has been based within the Housing Solutions service (funded by Housing) 5 days a week providing independent housing advice and advocacy for customers fleeing DA

- 4.2 Joint working protocols in place between SASS and key service areas including Housing and Children's Social Care, in order to ensure co-ordinated working practices and a focus on safety and managing risk. In order to ensure officers and practitioners are fully equipped to deal appropriately with presenting signs of abuse there is a comprehensive training offer in place.
- 4.3 687 people have attended the half-day DA awareness training sessions. An additional 282 have completed a three-day intensive DA champion's programme; this includes 42 from the community. In financial year 2018/19, training delivery was revised with SOLACE being responsible now for much more targeted and focussed training and awareness sessions. In Q1 and Q2 of this financial year, a total of 49 individuals have participated in awareness training; 37 from the community and 12 professionals.
- 4.4 Since its launch in 2013 10,051 people have been referred, of which 8,156 clients have been supported through the DA service with 85% (figures collected since FY 2015/16) achieving reduced risk of harm within 3 months of engaging with the service. The increase in referrals and clients engaging with the service provides an indication of the impact of the work the council and its partners have done in implementing the DA strategy. More people are accessing the help they need and achieving positive outcomes.
- 4.5 It is recognised that statistics don't show the full impact a service may have on a client. It is therefore important to review a client's journey through case studies. Appendix 3. Includes a couple of case studies; one from a survivor and one from a perpetrator who have engaged with services.
- 4.6 The current DA service contract with Solace Women's Aid is due to end in October 2019. Procurement of a new DA service will take place during FY 2018/19

5. Other Violence Against Women and Girls Provision

- 5.1 The council commissions a number of other DA and violence against women and girls related programmes outside the main DA service. These include:
- **YUVA** - service for young people using or experiencing violence in close relationships
 - **SHER** - A safe and healthy relationships programme delivered in schools
 - **Refuge** - accommodation provision for victim fleeing domestic abuse. This consists of 24 units for women and their children spread across four safe houses over three sites. 6 of the units are self-contained flats, 4 are wheelchair accessible and 20 are shared accommodation. The service employs four full time specialist refuge workers and a part time service manager
 - **Project Mia** – working with hard to engage and high risk DA survivors (those with children on a child protection plan (funded by Home Office)
 - **Perpetrator Programme** – Development of a systematic approach working with most prolific perpetrators of DA (Police Operation Dauntless) (funded by Home Office)
- 5.2 In addition there are a number of other programmes commissioned by other organisations outside of the council which are available to Southwark residents. These include:

- **Victim Support** provides a DA service across Southwark funded through the Mayor Office for Policing & Crime, (MOPAC). They provide both an IDVA and Independent Sexual Violence Advocate (ISVA) service for clients in the borough.
- **Bede** runs the Starfish project which supports people that are experiencing domestic abuse. Support is provided by two qualified IDVAs and one support worker. Bede also deliver the SHER (Safe, Healthy and Equal Relationships) programme in schools in the borough
- **Hospital Based DA IDVA provision:**
- Two Victim Support IDVA's are co-located five days a week at Kings College Hospital Foundation Trust.
- REACH provide IDVA provision at St Thomas's A&E and MOZAIC are a service based in Guys and St Thomas' Foundation Trust maternity services. They provide support, advice and risk assessment for maternity service users and also training around DV and how to respond and refer victims to support services.
- Solace provide 4 youth IDVAs (seconded to Redthread) in the four major trauma centres across London; St George's Hospital, St Marys Hospital, Royal London Hospital, Kings College Hospital Foundation Trust.
- **Housing** - Pan London reciprocal agreement. Agreement with other boroughs to house victims of DA on a reciprocal basis

6. Multi Agency Risk Assessment Conference (MARAC)

- 6.1 The Domestic Abuse MARAC is a forum where information relating to high-risk domestic abuse victims (those at risk of murder or serious harm) is shared between local agencies to minimise risk. By bringing relevant agencies together at the MARAC, a risk-focused, co-ordinated safety plan can be drawn up to support the victim. In Southwark the MARAC meets fortnightly, is chaired by the local Detective Inspector of the local Community Safety Unit. It is well attended by partner agencies.
- 6.2 Table 1 below outlines MARAC performance data. The borough has seen an overall increase in referrals over the last four years and also an increase in repeat referrals*. In terms of this increase this is a trend which is being seen nationally.

Table 1

Financial Year	Total number of cases discussed	Total number of Repeat* cases
14/15	387	128
15/16	458	124
16/17	517	187
17/18	480	146

*Southwark's definition of repeat referrals is anyone who has previously been discussed at a MARAC.

- 6.3 SafeLives also have a repeat referral recommended range which is between 28-40%. Current 18/19 figures for Southwark illustrate the MARAC is operating in this range.

7. Key areas of development

- 7.1 Over the last two years good progress has been made against the implementation of the DA strategy and associated delivery plan, particularly in awareness raising and early identification of DA victims. This includes raising awareness of early signs of abuse, educating young people, tackling perpetrator behaviour, building community capacity and leadership, increasing the opportunities for disclosure and appropriate responses and building survivors resilience. However in many cases the first contact

that a victim of DA will have with support agencies is still at point of crisis. For example the need for emergency housing.

- 7.2 There is a need to develop a new cross partnership early action/intervention approach to DA, not only to identify individuals (including young people) and families at risk of, or experiencing DA at an earlier point, but to also improve how services engage and support individuals and groups at the first point of coming to notice to services. This new approach will have a change in focus, directed towards three areas;
- 7.3 *A more family orientated approach engaging and working with families and young people experiencing DA at an earlier stage.* Young people are particularly vulnerable to DA. Witnessing or experiencing domestic abuse as a young person can have a negative effect on the emotional state and psychological development of the individual, Children who grow up in abusive homes are also likely to mirror behaviour and use it in their own interpersonal relationships. These behaviours can also become normalised and children or young people may grow up to become victims or perpetrators of domestic abuse.
- 7.4 *Review and improve how frontline services engage and deal with low to medium cases of DA (where there is not an immediate safeguarding risk), what referral mechanisms are in place.*
- 7.5 *How we can work with perpetrators more effectively,* within and outside the family environment. This also includes a more robust approach to perpetrators as seen in the recently formed domestic abuse tenancy panel (see below).

DA Tenancy Panel

- 7.6 The majority of DA cases brought to the attention of Housing whether it be Resident Services or Housing Solutions are a request for the victim to be rehoused. This is largely in response to safety considerations, and the wishes of the victim to leave the property, not wanting to remain at the address with the perpetrator. The Housing Solutions service receives approximately 180 homeless applications each year from victims fleeing DA of these approximately 72 will require immediate emergency temporary accommodation.
- 7.7 However there are occasions whereby the victim does wish to remain in the property; children may be settled and established in schools, and leaving the property will have a detrimental impact on the victim and/or family.
- 7.8 To take this work forward a multi-agency panel has been formed to review council tenancies whereby domestic abuse occurs, and make recommendations for appropriate action in our position as a landlord based on legal advice. The outcomes being improved support to victims, a more robust approach to perpetrators, and reduced pressure on temporary accommodation.
- 7.9 Since its inception the panel has received a total of 15 referrals for consideration. 2 cases have been closed with no further action. 5 cases have legal action being pursued including 1 on the basis of rent arrears. 8 cases are at the intelligence gathering stage. 2 new cases are due for discussion at the next panel meeting at the end of October.

8. VAWG Strategy

Background

- 8.1 Southwark developed a 5 year Domestic Abuse Strategy in 2015. Progress against this strategy is near completion with only a few areas remaining requiring attention. Although this strategy is still valid until 2020, there is a need to develop a wider VAWG strategy to ensure that we are delivering a strategic partnership response to all areas of

gender based violence not only domestic abuse. These include harmful practices such as FGM and Honour Based Violence as well as sexual harassment and stalking. DA will still form a key part of this strategy with any remaining actions from the existing DA strategy subsumed into the new VAWG strategy.

- 8.2 The Home Office and MOPAC have both recently developed VAWG strategies and Southwark needs to respond to the changing landscape in VAWG delivery both regionally and nationally.
- 8.3 The strategy will last five years (2019/20 – 2023/24) and be accompanied with a 2 year action plan. A further action plan taking into account learning from 2019/20 – 2020/21 will be developed for years 3, 4, & 5 (2021/22 - 2023/24)
- 8.4 In line with the MOPAC Strategy, the following areas of VAWG will be considered for inclusion within the strategy:
- Domestic abuse
 - Coercive control
 - Child sexual exploitation (CSE)
 - Harmful practices including female genital mutilation, forced marriage and honour based violence
 - Image based sexual offending
 - Sexual harassment
 - Prostitution
 - Misogyny
 - Sexual violence and rape
 - Stalking
 - Trafficking
 - Perpetrators

Approach

- 8.5 In developing the strategy and action plan the following approach will be taken:
- *Desktop research and literature review* - a full review of current local authority, regional and national VAWG strategies, best practice approaches in areas under the VAWG umbrella.
 - *Equalities impact assessment* - a full impact assessment encompassing all equality strands will be undertaken alongside the development of the strategy
 - *Analysis of existing local data, action plans and strategies* - existing Southwark strategies and action plans which have an interface with the VAWG strategy will be reviewed and incorporated or referenced as appropriate
 - *Needs analysis* - a domestic abuse needs assessment was undertaken in 2017. This will be refreshed to take account of any recent trends/developments. Other areas of VAWG which have not previously been the subject of a needs analysis approach will be analysed as part of the strategy development
 - *Consultation with internal and external stakeholders (professionals, elected members and community members)* - this will include a range of consultation methods from large stakeholder events to 1-2-1 interviews and will take place throughout the development of the strategy. Key experts will be identified for membership of the steering group and will be consulted at regular intervals as the strategy is developed.
A number of community events will be delivered to ensure that all sections of Southwark's diverse communities have an opportunity to participate in the strategy development
 - *Focus groups with service users/survivors* - Small focus groups will be arranged with survivors to seek their views on the strategy objectives and planned

activities. 1-2-1 interviews and anonymous questionnaires will also be used if appropriate

- *Online survey* - an online survey will be developed to seek the views of Southwark Council employees, residents and other interested individuals

Key stakeholders

8.6 Key stakeholders include (but are not limited to):

- Southwark Council – Children’s and adults social care, Housing, SASBU, Public Health, Environment and Leisure, Elected Members, Youth Services, Communities
- Metropolitan Police Service
- NHS Southwark Clinical Commissioning Group
- Guys and St Thomas’s NHS Trust
- South London and Maudsley Foundation Trust (SLaM)
- Domestic Abuse Providers (including SOLACE, Victim Support Southwark (VSS) and Bede)
- Local voluntary sector organisations
- Community groups
- Education providers
- National Probation Service (NPS)
- Community Rehabilitation Company (CRC)
- Change, Grow, Live (CGL) – commissioned substance misuse provider
- Supported Housing Providers
- Local business partnerships

Governance

8.7 The identified Project Team includes officers from the following departments/organisations (not all team members will be involved at all stages of the project):

- Project Manager: Lisa Negi, Community Safety Officer, CSPS
- Project Support: Tim Calver, Community Safety Support Officer, CSPS
- Needs and data analysis: Javier Montoya, NHS Southwark Clinical Commissioning Group
- Public Health
- Community engagement
- Communications (including Design Team)

8.8 The nominated project sponsor is Sharon Ogden (Safe Communities Team Manager) and represented on the Steering Group will be:

- VAWG Delivery Group Chair (and NHS Southwark Clinical Commissioning Group Representative)
- Community Safety and Partnerships
- Additional Health representative (Secondary Care, Public Health)
- Children’s Social Care
- Adults’ Social Care
- Metropolitan Police Service
- Domestic Abuse Provider
- Southwark Housing

Time scales and project plan

8.9 An initial time line (see appendix 4.) has been developed which includes the core activities involved in the development of the strategy and action plan. It is estimated that the Strategy will be signed off by partners at the end of February 2019 for launch by end March 2019.

Southwark Domestic Abuse Strategy 2015-2020



Domestic abuse affects thousands of people in Southwark every year. It is often hidden but its impact spans generations. Despite the successful work already undertaken in Southwark, there is a strong case for change and there is evidence that we can do better, using a wider range of support in the health and community sector.

Definition

The definition of domestic abuse is: *any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members, regardless of gender or sexuality.*

The abuse can include, but is not limited to:

- psychological
- physical
- sexual
- financial
- emotional

Our strategy's key principles are:

- A clear statement of intent that abuse is not acceptable
- Challenging the normalisation of domestic abuse
- Ensuring that those who have experienced abuse can take control of their lives by providing support for those who need it, in the settings where they feel most comfortable seeking it
- Taking tough action on those who perpetrate abuse
- Ensure agencies work together to get it right first time

Why we need a domestic abuse strategy

- The development of a domestic abuse strategy is one of the Fairer Future commitments of the council
- Southwark has one of the highest levels of reported domestic abuse to the police in London, with an average 2,200 - 2,400 recorded incidents a year
- Women in intimate partner relationships are significantly the highest proportion of victims and male partners, ex partners or boyfriends the highest proportion of perpetrators, however abuse can also affect men and be perpetrated by women
- People who have experienced domestic abuse are more likely to have long term health problems, including mental health, depression and suicidal tendencies
- Two out of three people who have experiences of domestic abuse had children living with them that regularly witnessed the abuse. Children exposed to domestic abuse are more likely to develop long term health problems such as depression and carry out violence themselves in adolescence and adulthood
- For many people the emotionally abusive or controlling acts have the most long term impact and accounts for 50 per cent of abuse experienced by those accessing our main support service
- Those experiencing or witnessing domestic abuse on a daily basis see it as something that is normal, in some cases a part of a "loving" relationship
- The number of people aged 16 to 18 or 71 or older accessing our main support service has increased.

The law

Domestic abuse is not a criminal offence; it is an aggravating factor for other types of crime. However the Home Secretary recently announced plans to create a new domestic abuse offence of coercive and controlling behaviour. The maximum penalty will be five years imprisonment and a fine. The new law will help protect people by outlawing sustained patterns of behaviour that stop short of serious physical violence, but amount to extreme psychological and emotional abuse.

The strategy's key recommendations include

Prevention and awareness

- 1 Aim to "get it right first time" by providing support and clear referral pathways for friends and families, including the expansion of existing Domestic Abuse Champions in community, faith and work based settings
- 2 Establish a wide ranging education and support programme for young people
- 3 Greater support for the LGBT community, people with disabilities and those from the diverse range of communities in the borough, through an awareness raising programme.

Early identification and support

- 4 Achieve a greater balance between criminal justice, health and community support by establishing a health based intervention model
- 5 Establish an integrated support service for complex cases of domestic abuse
- 6 Work with the Mayors Office for Policing and Crime to establish a consistent pan-London approach to addressing domestic abuse.

Enforcement

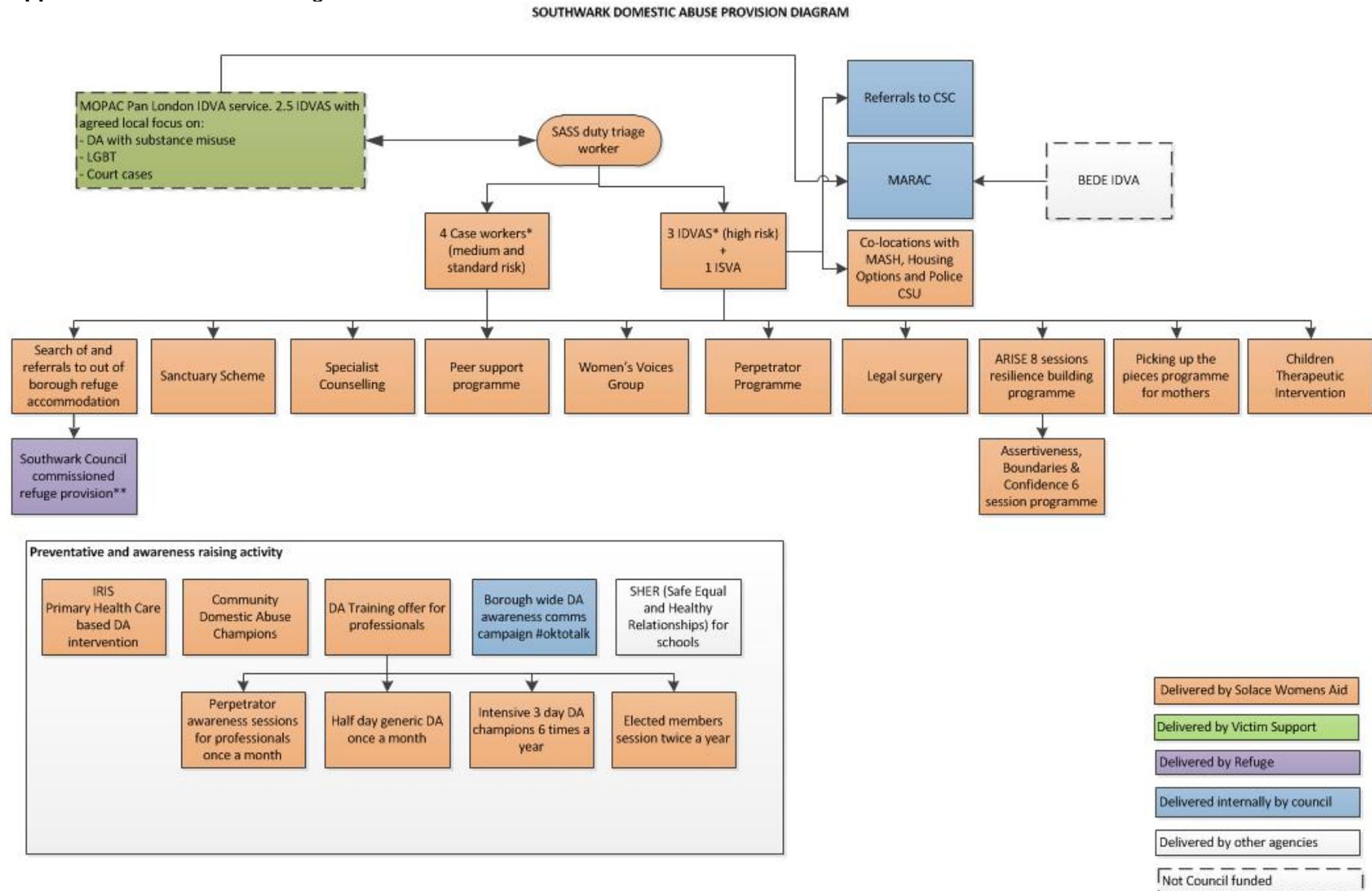
- 7 Take action against persistent perpetrators by establishing a multi agency enforcement approach
- 8 Improving the criminal justice process including, lobbying for a domestic abuse specialist court in Southwark
- 9 Carry out an annual needs assessment review of domestic abuse.

Accessing services

To view the full strategy or if you are seeking advice or help on domestic abuse, there is more information on the services and support available at www.southwark.gov.uk/domesticabuse



Appendix 2: DA Provision diagram



*IDVA/ISVA (Independent Domestic/Sexual Violence Advocate) and case workers: Risk assessments, safety planning, advocacy, emotional support, practical advice on housing, benefits and referrals onto other appropriate services. Preventative programmes and all other interventions are delivered by additional staff so that IDVAs/ISVAs and case workers can focus solely on case work.

**26 units across three borough based safe houses. For safety reasons this service accommodates mostly non Southwark residents. For safety reasons Southwark residents fleeing DA are mostly placed in refuges out of borough

Appendix 3 Case Studies (all names have been changed)

Survivor case study

Josie was first referred to Solace in late 2015 after a serious physical assault from her husband where he broke one of her ribs. Josie was an Irish Traveller; she had been experiencing long term domestic abuse and was drinking large amounts of alcohol as a coping mechanism. Josie's three children were on a child protection plan and her drinking was impacting her ability to care for the children appropriately. Josie was unable to read or write and stated that she drank before meetings or appointments as she felt she had no confidence unless she had been drinking.

SASS worked with Josie to support her to leave the relationship, obtain a non-molestation order and access support for her alcohol use. Josie's drinking improved and social services were pleased with the progress Josie was making. Unfortunately in June 2016 Josie had a relapse and her children were removed from her care and placed in foster care. During this time professionals also had concerns that Josie was still having contact with the perpetrator; after one incident Josie disclosed that her husband had assaulted her and she was referred to MARAC.

SASS continued to work with Josie following her children's removal; initially Josie was struggling a lot with the loss of her children, her drinking was continuing and she didn't feel ready to attend any groups or counselling. SASS continued to support Josie and worked with her to manage contact with her children and access detox and rehab; Josie moved in to residential detox in December 2016.

In June 2017 Josie graduated from residential rehab. Josie is no longer drinking and feeling much more positive and confident. She is attending ARISE and has felt confident enough to stand up and speak in front of the group. Josie is also attending AA meetings and has started swimming and attending an art group. She has remained separated from the perpetrator and has reported no further injuries or incidents of abuse. Josie continues to work with SASS and is committed to meeting all the targets on her child protection plan with the aim of having her children returned to her care in the future.

Perpetrator case study

Hassan was referred to the perpetrator programme by social services following a long history of abuse towards his wife Ozlem. Ozlem and Hassan were separated however Hassan still had contact with their son facilitated by Ozlem. Social Care made the referral as they were concerned that he had not addressed his abusive behaviour. Ozlem had been known to SASS since 2015; the children had formerly been on a CP plan but this had recently been downgraded to a CIN plan following separation. Hassan was continuing to use contact to verbally and psychologically abuse Ozlem, often in front of their son.

During initial assessment Hassan disclosed various forms of abuse including:

- incidents of physical abuse (their son had been in the same or next room for these at least five times)
- regular verbal abuse which their son had witnessed including shouting and screaming at Ozlem
- trying to stop Ozlem from seeing family and friends
- criticising Ozlem's parenting
- blaming Ozlem for his problems

Hassan was accepted onto the programme and began to attend sessions. During the group he explored ideas around masculinity, the importance of being accountable and not blaming Ozlem for his actions, and issues around supporting Ozlem as the primary parent. After attending the group for a few months, Hassan disclosed that there had been an incident where he had been upset with

Ozlem for taking her son swimming when they should have been having contact. Hassan stated that where he would have previously verbally abused Ozlem by screaming at her over the phone, he decided to stay calm and had a calm conversation about it with her when he went to collect his son the next day which resolved the issue.

After being on the programme for a few months, social services closed the case and support of the family was continued via TAC meetings facilitated by Solace. Hassan completed the perpetrator programme in March 2017 and has now been referred on to parenting courses. Regular contact facilitated by Ozlem has continued with no further abusive incidents. Social services and other professionals continue to have no concerns about Hassan's behaviour.

Appendix 4. VAWG Strategy Timeline

Activity Name	Lead Officers	Estimated start	Estimated finish	03/09/2018	10/09/2018	17/09/2018	24/09/2018	01/10/2018	08/10/2018	15/10/2018	22/10/2018	29/10/2018	05/11/2018	12/11/2018	19/11/2018	26/11/2018	03/12/2018	10/12/2018	17/12/2018	24/12/2018	31/12/2018	07/01/2019	14/01/2019	21/01/2019	28/01/2019	03/02/2019	10/02/2019	17/02/2019	
Develop Project Brief and Project Plan		01/09/2018	17/02/2018																										
Project Sponsor and Steering Group Members confirmed																													
Project Team confirmed																													
Literature review																													
Needs assessment - 1st draft																													
Consultation development																													
Consultation session - VAWG Delivery Group																													
Consultation session - 1st stakeholder event (key themes)																													
Consultation session - Service users																													
Consultation session - Community focus																													
1st draft Strategy developed																													
Needs assessment - additional areas																													
Additional stakeholder event(s)																													
2nd draft strategy completed																													
Equalities impact assessment																													
Management review																													
Foreward draft completed																													
Final amendments																													
Final draft completed																													
Comms Strategy completed																													
Action plan completed																													
Strategy launched																													

Co-operative Party Modern Slavery Charter

Contracts Team advice: 7 November 2018

Updated: March 2019

At the Cabinet Meeting on 18 September 2018, Cabinet noted and agreed a Modern Slavery motion referred from Council Assembly which called on Cabinet to adopt the Co-operative Party’s Charter against modern slavery to ensure our procurement practices do not support slavery and to consider the wider impact of modern slavery on the borough and work to ensure that all forms of modern slavery are eliminated in Southwark.

Action 1: Formalise and publicise the adoption of this Charter

1. Approach the Co-op contact, Emma Hoddinott, <https://party.coop/local/councillors/modern-slavery-charter/#intro> to get a copy of the Charter Terms which can be personalised with the name of the council and signed on behalf of Cabinet (Corporate Governance and Ian Smith) **Corporate Governance has asked for a copy so it can be uploaded onto our website.**
2. Upload the signed charter to the Modern Slavery information on the Source and on the council’s website (in Key Documents with the Anti Slavery and Human Trafficking Policy and Statement) (Corporate Governance and IT) **Waiting for response from Co-op**

Action 2: Implement the charter obligations

	Charter obligation	Responsibility	Actions & Current Position
1.	Train its corporate procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply’s (CIPS) online course on Ethical Procurement and Supply.	Procurement Advice Team	Incorporate training requirement into annual reviews and work plans for appropriate staff
2.	Require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-	Contracts Team	Review existing templates for Modern Slavery clauses and termination provisions

	Charter obligation	Responsibility	Actions & Current Position
	compliance.		All current services and works contract templates and the Conditions of Grant Funding have been reviewed. The requirement to comply with MSA is already included in all services contracts and in the Conditions of Grant Funding. A specific termination provision is included within the higher value services contract, the lower value contracts rely on a general right to terminate for material breach. All works contracts are in the process of being updated and MSA compliance and a specific right to terminate will be included. This updating process is due to be completed by the end of March.
3.	Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.	Contracts Team	<p>Build into tender evaluation documentation/guidance (contracts)</p> <p>Specific reference to MSA has been included in existing advice on the Source in relation to abnormally low tenders in EU procurement.</p> <p>The Source • Award Criteria</p> <p>Advice will also be included to clients in the guidance to be distributed relating to the updating of the works</p>

	Charter obligation	Responsibility	Actions & Current Position
		Procurement Advice Team	contracts advise clients (procurement)
4.	Highlight to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.	Contracts Team	Build into terms and conditions Provision now included in our over EU services contract template, and will be included in all works template conditions and Conditions of Grant Funding. Contract condition felt disproportionate for lower value, under EU threshold services contracts where many consultants do not have any or limited employees.
5.	Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.	Monitoring Officer	Whistleblowing policy, Modern Slavery Policy and Statement on the Source and website. Publicise in Director of Law and Democracy Bulletin To be actioned for next Bulletin
6.	Require its tendered contractors to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.	Contracts Team	Build into template terms and conditions for services and works Provision now included in our over

	Charter obligation	Responsibility	Actions & Current Position
			EU services contract template and Conditions of Grant Funding, and will be included in all works template conditions. Contract condition felt disproportionate for lower value, under EU threshold services contracts where many consultants do not have any or limited employees.
7.	Review its contractual spending regularly to identify any potential issues with modern slavery.	Procurement Advice Team/Financial Governance – Jo Anson??	Put appropriate systems in place or use current transparency/contract register/SAP information
8.	Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed.	Ian Smith/Monitoring officer/procurement advice team?	Set up a system for contract officers to identify concerns, report them and then for suppliers to be notified and referred to relevant agencies
9.	Refer for investigation via the National Crime Agency's national referral mechanism any of its contractors identified as a cause for concern regarding modern slavery.	Ian Smith/Monitoring officer/procurement advice team?	A continuation of the system set up under (8)
10.	Report publicly on the implementation of this policy annually.	Ian Smith	Set up timetable and standard report and process. Cabinet requires an annual report

Modern day Slavery

Work planned or undertaken by Regulatory Services and Partnerships

Modern day Slavery links to Hand Car Washes in Southwark Project

Following local intelligence from a member of the public provided to Southwark's Anti-Social Behaviour Unit (SASBU) the Metropolitan Police Service (MPS), along with investigating officers from the Gangmasters & Labour Abuse Authority (GLAA), executed a warrant at a commercial hand car wash premises in Southwark. A person was arrested on suspicion of human trafficking, money laundering and the illegal importation of tobacco products.

A total of 12 adult workers considered to be victims of trafficking for labour exploitation were found on the premises. On searching the arrested person's home the Police found 5 more adults and a 4yr old child.

6 of the adult victims agreed to assist with enquiries and were removed, along with the child, to a temporary reception centre. There they were supported, interviewed and assessed as potential victims of modern slavery and trafficking.

Following this incident Southwark Council's Regulatory Services decided to undertake a project to investigate if similar businesses, with potentially similar concerns, were operating in the borough. A Local Initiative Health & Safety Project was added to the Health & Safety Enforcement Team's work plan for 2018/19.

Project aims

- Identify all operational hand car washes in Southwark
- Map all identified operational hand car washes
- Provide health & safety advice to all hand car wash operators
- Ensure safe systems of work at all hand car washes
- Scout for potential modern slavery practices in all hand car washes

Project objectives

- Use colleagues across the service to identify the location of operational hand car washes in the borough
- Consult the external agencies who's remit could be affected by the project
- Provide officers involved in the project with the knowledge and skills required for the site assessments through training , discussion and reporting
- Engage with the business operators and workers on site, to see if they are receptive to health, safety and staff welfare messages
- Inform the business operators of their health, safety and staff welfare duties and provide guidance through the provision of a pack of information and signposting to industry specific information
- Assess workplaces to identify if there are any concerns of note relating to the health, safety and welfare of persons working on site
- Advise the business if there are significant health, safety or welfare concerns
- Scout for signs of modern slavery practices
- Report significant findings to the relevant agency, e.g. the Health & Safety Executive (HSE), the Gangmaster and Labour Abuse Authority (GLAA) and/or the Police

Summary of Results

- Of 28 potential hand car wash locations identified in Southwark, 17 were confirmed as operational
- The co-operation of, and engagement with, local businesses was good at the vast majority (88%) of premises visited
- Compliance with health and safety law was good at the vast majority (88%) of premises, indicating that this business sector is not generally unaware of its legal obligations
- 12% of premises gave cause for concern with regard to health and safety law compliance and were referred to the Health & Safety Executive (HSE)
- The same 12% of premises also gave cause for concern for potential modern slavery and were referred to the Gangmaster & Labour Abuse Authority (GLAA)

Conclusions

The project:-

- Identified 17 locations of operational hand car washes
- Checked and ruled out 11 potential businesses
- Engaged 20 businesses with key health & safety messages
- Informed 20 businesses where they can access further information
- Checked 20 premises for signs of modern slavery

The Team reported 2 hand car washes to the GLAA in relation to concerns of potential modern slavery. In addition the same two premises were reported to the HSE in relation to concerns of health & safety law non-compliance, in particular with regard to electrical safety.

3 Hand car washes were not referred as, following the on-site interventions there was considered to be insufficient justification. 1 hand car wash was not referred as the young workers were engaged in summer holiday work and were not working alongside any identified health and safety risk at the time of inspection.

Recommendations from the Project

It was recommended that:

- The Head of Regulatory Services bring this project report to the attention of the lead member
- That a redacted version of this report is circulated to Southwark managers and team leaders, who may have an interest in the findings of this project
- That the Regulatory Services Safeguarding Co-ordinator be made aware of the two premises identified as being of concern
- That modern slavery awareness training is arranged for Southwark Council's front line staff, and managers and that it include information on the reporting mechanisms for safeguarding adults and children

Rogue Landlord Partnership Task Force

The work of Regulatory Services has shown, particularly since the start of Southwark Council's Private sector Housing Licensing Scheme that rogue landlords are often involved in a number of criminal activities other than flouting Housing and associated Legislation. These activities include tax

evasion, trafficking and modern day slavery, abuse of immigration regulations and money laundering to mention a few.

To help tackle these crimes and in particular trafficking, slavery and immigration abuses Southwark has set up a Multi-Disciplinary Task Force focussed on the worst Landlords who operate in the Borough.

The partnership consists of colleagues from, Private Sector Housing Enforcement and licensing team, Trading Standards, Planning Enforcement, Revenues and Benefits, Temporary Accommodation, Tenancy Relations Service, SASBU, Legal Services, Local Land Property Gazetteer, The Home Office, Fire Brigade, Police, HMRC, Gangmasters and Labour abuse authority (GLAA) and the Immigration Service.

Aims & Objectives of the Task force

- Ensure there are formal referral channels, and that they are working effectively
- Facilitate intelligence sharing between the teams to uncover potential illegal activity for investigation (such offences such as tax evasion, money laundering, trafficking, placing residents' health, safety and welfare at serious risk, modern day slavery)
- Highlight specific cases of concern
- Enable a coordinated response and robust enforcement against any rogue landlord or agent.
- Record multi-disciplinary successes, publicise through press releases and the GLA Watch-list
- Sharing best practice

Current Situation

The Task force meets every other month. There are currently 25 landlords that are known to have committed housing, planning and trading standards offences who are being investigated in "forensic detail" by the partnership. This includes financial investigations, investigations into criminal contacts that link with the various illegal activities mentioned above.

To date over 3,000 housing licenses have been granted which means the landlords managing those properties are complying with the law, are providing safe accommodation and are very unlikely to be committing any of the offences the task force is interested in tackling.

In addition to the above there are a further 24 landlords who are facing legal offences for letting dwellings that place tenants at serious, health, safety and welfare risks.

Future Projects

In 2018/19 Regulatory Services will undertake a similar project to that undertaken with car washes in respect of nail bars. It will employ a similar methodology, however it is likely more partners will be invited to join. There are 119 known nail bars in Southwark, however it is anticipated that there are many more.

Nail bars are known to be difficult premises to deal with as experience demonstrates that when the presence of an official is known, most "employees" pack and immediately leave. Such a reaction raises suspicion that some of these people may be trafficked and/or subject to some kind of servitude.

Other matters

Training

Regulatory Services are delivering a cascade model of in-house training to our front line staff. Designed by Barnardo's the package of training called 'Nightwatch' aims to empower our officers to be a network of eyes and ears alert to recognise signs of exploitation as they may relate to human trafficking and other forms of exploitation.

Initial training will be delivered to our staff who work in the Night Time Economy but will be broadened out to include other front line staff.

This package of training largely focuses on Child Sexual Exploitation but frames it in the context of other vulnerabilities including trafficking and /or other forms of criminal exploitation .

Southwark Council

Regulatory Services

Health & Safety Team

Hand Car Washes in Southwark Project

Evaluation Report

October 2018



Hand car washes in Southwark

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Project Overview

Aims

- To identify all operational hand car washes in Southwark
- To map all hand car washes in Southwark
- To provide health & safety advice to all Southwark hand car wash operators
- To ensure all workers in Southwark hand car washes have safe systems of work
- To identify any potential modern slavery

Values

- Safety of employees
- Welfare of employees
- Legal responsibilities of employers regarding health and safety law
- Identification and prevention of modern slavery in Southwark

Team

Lead Officer: Ian Farrington

Project Manager: Sailesh Chudasama

Project Period: April 2018 – September 2018

Target Premises: 28 potential hand car washes

Executive Summary

- Of 28 potential hand car wash locations identified in Southwark, 17 were confirmed as operational (as of August 2018)
- The co-operation of, and engagement with, local businesses was good at the vast majority (88%) of premises visited
- Compliance with health and safety law was good at the vast majority (88%) of premises, indicating that this business sector is not generally unaware of its legal obligations
- 12% of premises gave cause for concern with regard to health and safety law compliance and were referred to the Health & Safety Executive (HSE)
- The same 12% of premises also gave cause for concern for potential modern slavery and were referred to the Gangmaster & Labour Abuse Authority (GLAA)

Introduction

Reason for project

Following local intelligence from a member of the public provided to Southwark's Anti-Social Behaviour Unit (SASBU) the Metropolitan Police Service (MPS), along with investigating officers from the Gangmasters & Labour Abuse Authority (GLAA), executed a warrant at a commercial hand car wash premises in Southwark. A person was arrested on suspicion of human trafficking, money laundering and the illegal importation of tobacco products.

This was reported on the Gangmasters & Labour Abuse Authority Website (www.glaa.gov.uk) on the 12th January 2018.

A total of 12 adult workers considered to be victims of trafficking for labour exploitation were found on the premises. On searching the arrested person's home the Police found 5 more adults and a 4yr old child.

6 of the adult victims agreed to assist with enquiries and were removed, along with the child, to a temporary reception centre. There they were supported, interviewed and assessed as potential victims of modern slavery and trafficking.

Following this incident Southwark Council's Regulatory Services decided to undertake a project to investigate if similar businesses, with potentially similar concerns, were operating in the borough. A Local Initiative Health & Safety Project was added to the Health & Safety Enforcement Team's work plan for 2018/19.

Modern slavery

The introduction of The Modern Slavery Act 2015 committed the UK Government to addressing the crime of modern slavery. Local Police forces work with the National Crime Agency (NCA) to provide intelligence based nationwide response to investigate and prosecute modern slavery offences.

Modern slavery is both a domestic and international crime, but it cannot be addressed without local intelligence and information from the community. Southwark Council has many front line officers working with and in the community, delivering a wide range of services. These officers play a part in addressing exploitative crimes by assisting the Police, GLAA and NCA to:-

- Identify potentially trafficked, financially bonded and imprisoned persons
- Report intelligence from staff and the community to relevant agencies using the National Referral Mechanism (NRM) for modern slavery
- Enforce against those guilty of exploitation and abuse for related offences where possible

Modern slavery is complex. In the UK, the Home Office has identified people becoming victims of modern slavery and people being re-traded or trafficked again following their release from bonded work by the authorities. Considerable care must be taken when dealing with the vulnerable people who have become victims of modern slavery, abuse and exploitation as their fears for their personal safety and that of their families following their removal from exploitative situations is real and, on many occasions, justified.

Background

It is a primary function of the Health & Safety Team to raise awareness of and promote health & safety awareness and regulatory compliance. This is achieved by raising the awareness of managers and owners of workplaces with regard to their responsibilities under the Health & Safety at Work Act 1974 and its associated regulations, to hopefully improve the health, safety and welfare of their workers. The Health & Safety Team engages with both employers and employees to achieve this.

It is difficult to ascertain with certainty that an individual is a victim of modern slavery, it is problematic for victims of modern slavery to open up to government agencies as they may have no official documents, their passports may be being held by their employer or they may fear deportation. The remit of Regulatory Services staff does not make them responsible for potential victims, however, it is within our remit to:

- Recommend or require workplace improvements that will improve the health, safety and welfare of employees
- Be aware of, and look for, signs of modern slavery, and, where we suspect it

- Report concerns from the public or officers internally, to the Regulatory Services Safeguarding Co-ordinator and externally, either directly to the Police and GLAA or via the NRM.

Project aims

- Identify all operational hand car washes in Southwark
- Map all identified operational hand car washes
- Provide health & safety advice to all hand car wash operators
- Ensure safe systems of work at all hand car washes
- Scout for potential modern slavery practices in all hand car washes

Project objectives

- Use colleagues across the service to identify the location of operational hand car washes in the borough
- Consult the external agencies who's remit could be affected by the project
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- Inform the business operators of their health, safety and staff welfare duties and provide guidance through the provision of a pack of information and signposting to industry specific information
- Assess workplaces to identify if there are any concerns of note relating to the health, safety and welfare of persons working on site
- Advise the business if there are significant health, safety or welfare concerns
- Scout for signs of modern slavery practices
- Report significant findings to the relevant agency, e.g. the Health & Safety Executive (HSE), the Gangmaster and Labour Abuse Authority (GLAA) and/or the Police

Methodology

Site Identification

Health and safety enforcement in the UK is split between the Health & Safety Executive (HSE) and local authority Health & Safety Teams (H&ST). The division of which agency is responsible for enforcement in a particular workplace is set out in the Health & Safety (Enforcement Authority) Regulations 1998. Under these regulations, the enforcement authority for hand car washes and valet services (where this is the main activity and the service is carried out in a 'non shop' premises) is the HSE.

Hand car washes tend to operate in temporary locations e.g. on the sites of closed businesses, disused petrol station forecourts, plots of land awaiting development, in the car parks of supermarkets and shopping centres and similar.

As the enforcement agency for hand car washes is HSE, this type of premises was not listed on the Regulatory Service premises database. Therefore, the initial stage of the project was to locate current hand car wash premises in the borough.

In the summer of 2018 the H&ST asked colleagues in Regulatory Services, Police officers in Safer Neighbourhood Teams and colleagues connected to the Service working in and around local communities to advise the project lead of any operational hand car washes they were aware of in the borough. This list was then supplemented with premises found on internet searches. A list of 28 potential premises was compiled.

Consultation

Southwark's H&S team approached the HSE to inform them of our intention to engage with hand car wash premises locally. This was to ensure:

- They would be aware of our activity, and
- They could share any premises specific information they held which might assist the project

The HSE gave their consent for the project and it was agreed that Southwark's approach would be educational and advisory only and any enforcement matters would be advised to the HSE for their action.

Many of the target premises identified had not had a previous intervention from the HSE so their officers were unaware of any on site potential health & safety hazards.

The project lead also contacted the Police and the Regulatory Services Safeguarding Co-ordinator to establish if there was intelligence on, or operations planned or underway at, any of the target premises.

Risk Assessment

A health & safety risk assessment was prepared for the onsite assessments. The risk assessment stated that officers would only assess the publically accessible areas of the business and would not investigate hidden, locked or outlying areas. This was due to the limited nature of the interventions agreed with the HSE and to reduce potential risks to officers or any modern slavery victims present,

that a heavy handed intrusive inspection might trigger.

Officers attended site in pairs. This was to enable the second officer to make full observations of the premises and work practices whilst the lead officer engaged with the business operator and on site staff.

Preparation

All officers participating in the project were offered training on the visual indicators of child exploitation, trafficking, safeguarding and modern slavery.

All officers participating in the project delivery were already experienced health and safety enforcement officers and did not require further training in this regard.

All officers participating in the project attended project specific training before going on site, to ensure consistency of approach and assessment.

It was appreciated that the nature of the employer/employee relationship would remain uncertain to officers; however, the training provided enabled officers to note any concerns identified during the site visits. It was also appreciated that criminal enterprises change their modus operandi over time in reaction to previous and ongoing regulatory activity to stay a step ahead.

Engagement

An information pack covering the main safety messages for the hand car wash business sector was prepared. The pack included:-

- Electrical Safety & You (HSE Publication INDG231)
- Incidents at Work (HSE Publication MISC769)
- A Short Guide to the Personal Protective Equipment at Work Regulations 1992 (HSE Publication INDG174)
- Health & Safety Made Simple – The Basics for your Business (HSE Publication INDG449)
- Working with Substances Hazardous to Health – What You Need To Know About COSHH (HSE Publication INDG 136)

On site, the lead officer introduced the publications in the pack and explained the contents. Where hand car wash management were unwilling, or did not have time, to engage a pack was left behind for them to read when convenient. Businesses were also advised of the HSE website which holds further free business support information and advice.

Site Assessment

A premises assessment form was devised to prompt officers in recording observations and concerns. See Appendix A. This covered the key legislation for the hand car wash sector including:

- Health & Safety at Work etc. Act 1974
- The Management of Health & Safety at Work Regulations 1999

- Electricity at Work Regulations 1987
- The Provision & Use of Work Equipment Regulations 1998
- The Control of Substances Hazardous to Health Regulations 2002
- The Personal Protective Equipment Regulations 1992
- The Workplace Health, Safety and Welfare Regulations 1998

Where on-site management were resistant to engagement, in order to keep the site visits friendly and low-key, officers completed the assessment form shortly after leaving the premises.

Reporting

All findings were reported to the project lead officer. Any follow up for relevant authorities was advised to them following completion of all the site inspections and the initial drafting of this report, in September 2018. This was to prevent the management of hand car washes, many of whom run several similar businesses, receiving information that could frustrate the potential enforcement actions of other agencies.

Results

The Table 1, on the following page, lists the initial 28 premises that were identified for inclusion in the project. This list covers all known and suspected hand car wash sites within Southwark.

Some of the sites identified did not have current hand car washing, for example, the location identified was an automatic car wash or was the site of a hand car wash that had ceased to trade. These premises are included in the report to enable them to be identified in the future, should the project be repeated. Only operational hand car washes were mapped.

Table 1 – Potential hand car washes identified in Southwark

Premises ID No.	Initial Location Identified or Address	Status of Premises	Engaged	Informed	Assessed	Report	Follow Up
Redacted	Adj. to 249 Old Kent Rd	Closed down	NA	NA	NA	NA	Redacted
	Adj. to 320-322, Old Kent Rd	Operating	Yes	Yes	Yes	Yes	
	747-759 Old Kent Rd	No HCW (automated)	NA	NA	NA	NA	
	Surrey Quays, Redriff Rd	Operating	Yes	Yes	Yes	Yes	
	301 Ilderton Rd	Operating	In Part	Yes	Yes	Yes	
	141 Copeland Rd	Operating	Yes	Yes	Yes	Yes	
	Arch 83, Evelina Rd	Operating	Yes	Yes	Yes	Yes	
	Chesterfield	Operating	In Part	Yes	Yes	Yes	

	Grove/90 Lordship Lane						
	42 Druid St	Operating	Yes	Yes	Yes	Yes	
	Dulwich Blue, Edgar Kail Way	Operating	Yes	Yes	Yes	Yes	
	297 Southwark Park Rd	No HCW (automated)	NA	NA	NA	NA	
	2-4 New Cross Rd	Operating	Yes	Yes	Yes	Yes	
	500 Old Kent Rd (Asda)	Operating	Yes	Yes	Yes	Yes	
	107 Dunton Rd (Tesco)	Operating	Yes	Yes	Yes	Yes	
	2 Parkhouse St	Operating	Yes	Yes	Yes	Yes	
	Aylesham Centre Car Park	No HCW (automated)	NA	NA	NA	NA	
	50a Southwark Bridge Rd	Operating	Yes	Yes	Yes	Yes	
	2-7 Southampton Way	No HCW (closed)	NA	NA	NA	NA	
	69 Borough Rd	No HCW Single Valet	NA	NA	NA	NA	
	Almond Rd	No HCW (closed)	NA	NA	NA	NA	
	19 Rotherhithe New Rd	Operating	In Part	Yes	Yes	Yes	
	51 Herne Hill	Operating	Yes	Yes	Yes	Yes	
	1-3 Steedman St	Operating	Yes	Yes	Yes	Yes	
	213 Rye Lane	Operating	Yes	Yes	Yes	Yes	
	157 Grange Rd	No HCW (closed)	NA	NA	NA	NA	
	Lorrimore Sq.	No HCW Wrong Add	NA	NA	NA	NA	
	760 Old Kent Rd (Toys R Us)	No HCW (closed)	NA	NA	NA	NA	
	80 Dog Kennel Hill	No HCW (closed)	NA	NA	NA	NA	

Engagement & Information

Of the 28 locations identified 17 were found to be operating with a hand car wash element. (August 2018). Premises removed from the list included:

- 6 sites where hand car washes had previously been located but had closed. (Including the business that prompted this project)
- 3 automatic car washes with no hand washing element
- 1 related to an internet address that did not exist on the street scene

- 1 had a single valet cleaner who was hand finishing vehicles between hire periods – this premises fell outside of the scope of this project

Officers successfully engaged the 17 operational businesses and informed them of the key health and safety messages. All premises received the information pack and were signposted to further information. In addition, key messages were also delivered to the management staff at 3 automatic car wash premises.

Mapping

The map of active hand car wash locations in Southwark can be seen in Fig. 1 below. The numbers refer to the ID number and addresses as listed in Table 2 on the following page.

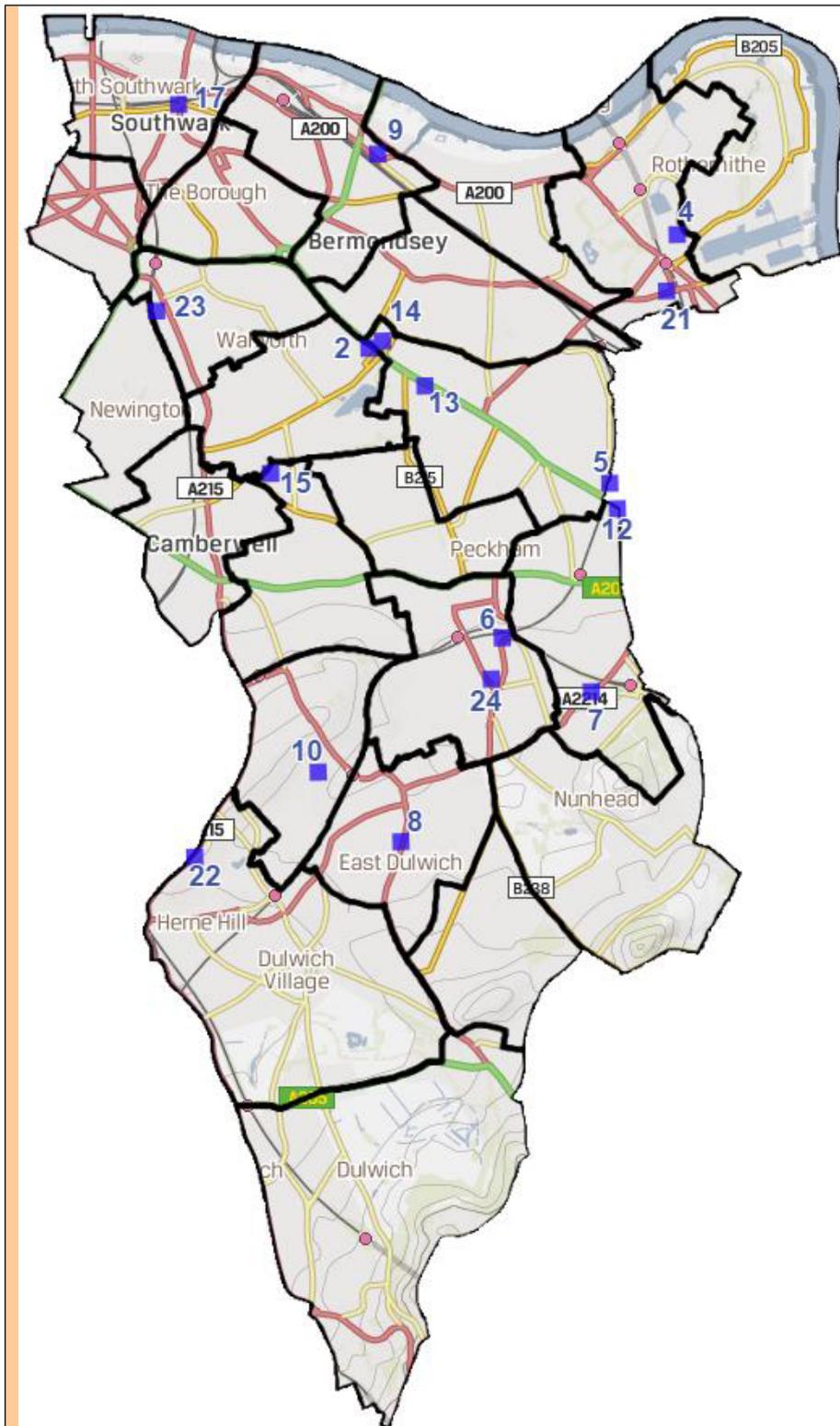


Fig. 1 – Map of hand car wash premises distribution

Assessment Results

The Table 2 lists a summary of the officer assessments of the premises.

Table 2 – Premises Assessment Notes

This table is redacted as it contains personal and confidential commercial business detail

Fig. 2 Photos of good health and safety practice found at Southwark hand car washes

Safe electrical appliances & installations



Compliant chemical storage

Risk Factor Summary

Table 3 below gives a quick glance summary of the officer's assessment detailed in Table 2. Where potential risk factors were identified they are highlighted in the table below.

Table 3 – Risk factors identified

Risk Factor	Reference Number for Hand Car Wash															
	r	e	d	a	c	t	e	d	r	e	d	a	c	t	e	d
Positive interaction & good reception to health & welfare messages *	Y	Y	N	Y	Y	Y	Y	N	Y	Y	N	Y	N	Y	Y	Y
Evidence of a significant and unaddressed H&S issue	N	N	Y	N	N	Y	N	N	N	N	N	N	N	N	N	N
Provision of and access to PPE	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
New business or pop-up	N	N	N	N	N	N	N	N	N	N	N	Y	N	N	N	Y
Bedding or evidence of sleeping on site	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N

Minors working	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	Y	N
Potential isolation of workers **	N	N	Y	N	N	Y	N	N	N	N	N	N	N	N	N	N	N
Body language of workers withdrawn or fearful	N	N	Y	N	N	Y	N	N	N	N	N	N	N	N	N	N	N
Presence of intimidating or controlling on site manager or person	N	N	Y	N	N	N	N	N	N	N	N	N	N	N	N	Y	N

*Note * – No referrals were made based on the ‘Good Reception’ risk factor alone. A team discussion identified that other factors such as business being busy or language barriers could easily account for a poor initial reception to officers.*

*Note ** – Romanians in particular are known to work in the hand car wash industry, some workers have been known to be exploited, however, the presence of Romanians in its self is not an indicator of modern slavery. It is not simply Eastern Europeans that are exploited. A diverse ethnic mix of workers can lead to poor staff to staff communication which can be used as a tool to isolate, and thus subdue, workers. Potential isolation of staff was recommended as the main indicator of concern of potential modern slavery.*

Discussion

At the start of the project there was no information available regarding how many hand car wash premises were operating in the borough. The 28 premises investigated were all valid leads, but on investigation it was found that Southwark had 17 active hand car wash premises in summer 2018.

Table 2 indicates a high level of general compliance in the sector, with some premises showing exceptionally good health and safety awareness and compliance. The general tendency was for operators to engage with the key health & safety messages. However, two premises gave officers a degree of concern about both the standard of onsite health, safety and worker welfare. These premises were referred to the HSE. The project results indicate that hand car washes are a generally compliant sector. Businesses with examples of very good practice in areas such as electrical safety, COSHH and staff welfare facilities were found.

Officers conducting the interventions were trained in spotting the signs of modern slavery but are acknowledged as not being expert in this particular field. The workplace is a dynamic situation consequently the position observed by officers at the time of their ‘snapshot’ visits is likely to change. It is difficult to identify with certainty if victims of modern slavery were present in any of the premises involved in the project. However, based on the officers knowledge of the risk factors, two premises were identified as being of concern. These were referred to the GLAA. Any future observations of concern, in any premises being inspected for health and safety compliance, will be similarly reported and advised to Regulatory Services Safeguarding Co-ordinator.

Subsequent to the on-site interventions a report by Unseen, the Modern Slavery Help Line, was

released. This report highlighted the difficulties in identifying with certainty if modern slavery is happening in a workplace.

Fortunately, many of the indicators recommended by the Unseen report were already included in the officers' observations. Indicators such as; do workers have proper equipment for the job, the length of time the car wash has been operating; the ethnic origin and mix of the workers; the presence of intimidating manager; and, the body language of workers were all considered during the assessments made during the project.

Other indicators highlighted by the Unseen report such as, the cost of a car wash being excessively low and operation of cash only system of payment, were not part of the original project remit. No test purchases took place and, as officers' were not paying for a car wash, the cash aspects were less evident than they might be to a member of the public. However, for completeness the project team collated information on the charges made by hand car wash services. This information is collated in Table 4 in Appendix B. All the car washes in Southwark, but one, fell below a price point of £6.70 which indicates workers may not be on the minimum wage. But, this cannot be said with certainty as the borough is densely populated and some car washes were very busy with high customer turnover.

Conclusions

The project:-

- Identified 17 locations of operational hand car washes
- Checked and ruled out 11 potential businesses
- Engaged 20 businesses with key health & safety messages
- Informed 20 businesses where they can access further information
- Checked 20 premises for signs of modern slavery

Information on the addresses of all the car wash locations that had an intervention can be viewed in the tables and at Appendix C.

Southwark Council reported 2 hand car washes to the GLAA in relation to concerns of potential modern slavery. In addition the same two premises were reported to the HSE in relation to concerns of health & safety law non-compliance, in particular with regard to electrical safety. See Table 3.

3 Hand car washes were not referred as, following the on-site interventions there was considered to be insufficient justification. 1 hand car wash was not referred as the young workers were engaged in summer holiday work and were not working alongside any identified health and safety risk at the time of inspection.

The map of operational hand car washes will be placed as an overlay on Southwark Council's GIS maps for use by other service areas.

Recommendations

It is recommended that:

- The Head of Regulatory Services bring this project report to the attention of the lead member

- That a redacted version of this report is circulated to Southwark managers and team leaders, who may have an interest in the findings of this project
- That the Regulatory Services Safeguarding Co-ordinator be made aware of the two premises identified as being of concern
- That modern slavery awareness training is arranged for Southwark Council's front line staff, and managers and that it include information on the reporting mechanisms for safeguarding adults and children

Appendix A

Hand Car Wash – Advisory Health & Safety Inspection – Check list

Date

Name of Business

Address of Business

Name of Person In Charge

Person Seen (if different)

Employee Communication

- Number of employees?
- Number of languages spoken?

Health & Safety Documentation

- H&S policy / Business documentation available on site
- Risk assessment done?
- Written risk assessment?
- Any indicated risk assessment processes?

Reporting of Accidents and RIDDOR

- Accident book present?
- Information for staff on reporting pain and injuries – keeping a log?
- Managers know how to report?

General

- H&S poster – Displayed & filled in?
- Employers Liability Insurance?

Employee Training (relates to Communication)

- Any arrangements for induction training for new staff?
- How are employees trained to operate equipment?

- Records kept?
- Trained, insured and licensed driver to move vehicles?

Electrical Installations

- Current breakers / RCD installed
- Appropriate outside sockets
- Sockets correctly used (1plug to 1socket)
- Exposed wires
- Primary insulation
- Electrical safety certificate available?

Electrical Equipment

- PAT tested?
- Faulty equipment clearly marked & removed from service)
- Cables safe / in good condition?
- IP (Insulation Protection) Rating

Chemical Safety

- Chemicals in labelled containers
- Safety information / data sheets available?
- Instructions for use available?

PPE

- Safety / Dry / Slip resistant footwear in use?
- Gloves? (Any signs of Dermatitis)
- Protective clothing provided?
- Locker for clothing changes

Welfare

- Access to toilets / Hand washing?
- Place to rest / eat/ get dry & warm
- First aid / eye wash station (for soap suds etc.)

Slips Trips & Falls

- Uneven surfaces
- Pooling water / Foam suds
- Trailing leads

Musculo Skeletal Issues

- Bending
- Moving & handling bulk goods
- Trapped finger injuries?

Site Security

- Chemicals & equipment safe from vandalism at night
- Perimeter entire/secure?

Other equipment

- Air compressors
- Other equipt?

- Instructions for use available?

Appendix B

Table 4 - Hand Car Washes Charges

Premises ID Number	Location/Address	Cost
Redacted	A2 Car Wash Ltd, 314-318 Old Kent Road SE1 5UE	Redacted due to commercial sensitivity
	SIA Solutions Limited, Surrey Quays Shopping Centre, Redriff Road SE16 7LL	
	Rainbow Hand Car Wash, 303 Ilderton Road SE15 1NW.	
	AKO Handcar Wash (Peckham Car Wash) 141 Copeland Road SE15 3SN	
	Nunhead Car Wash (UK Auto Wash Ltd), Arch 83 Evelina Rd, SE153HL	
	East Dulwich Hand Car Wash, Rear of 94 Lordship Lane SE22 8HF	
	Minxel Ltd, 42 Druid Street, SE1 2EZ	
	Dulwich Blue Hand Car Wash, Edgar Kail Way SE22 8BD	
	Shine Me, 2-4 New Cross Road, SE14 5BE	
	C.P.V. Hand Car Wash, 500 Old Kent Road, SE1 5AG	
	Southwark Waves Hand Car Wash, Tesco Dunton Road SE1 5HG	
	Super Continental, 2 Parkhouse Street, SE5 7TQ	
	Shard Car Valeting LTD, 50a Southwark Bridge Rd SE1 0AR	
	Plush Hand Car Wash, 19-25 Rotherhithe New Road, SE16 2PS	
	Herne Hill Hand Car Wash, 51a Herne Hill SE24 9NE	
	Lux Brothers Car Wash, 1-3 Steedman St / 156 Robert Dashwood Way SE17 3AF	
	Car Valeting Services, 213 Rye Lane, SE15 4TP	

Appendix C

Table 5 – Hand Car Wash Premises Addresses

Note:- Active hand car washes highlighted in Green below.

Premises ID No.	Initial Location Address	Identify	Officer Assessment - Address Obtained
	NA		Next to 249 Old Kent Road SE1 5LU.
Redacted	Adj. to Rock Island 320-322, Old Kent Rd	Operating	A2 Car Wash Ltd, 314-318 Old Kent Road SE1 5UE.
	NA		BP, 747-749 Old Kent Road SE15 1NZ.
	Surrey Quays Redriff Rd	Operating	SIA Solutions Limited, Surrey Quays Shopping Centre, Redriff Road SE16 7LL.
	301 Ilderton Rd	Operating	Rainbow Hand Car Wash, 303 Ilderton Road SE15 1NW.
	141 Copeland Rd	Operating	AKO Handcar Wash (Peckham Car Wash) 141 Copeland Road SE15 3SN.
	Arch 83, Evelina Rd	Operating	Nunhead Car Wash (UK Auto Wash Ltd), Arch 83 Evelina Rd, SE15 3HL.
	Chesterfield Gr, 90 Lordship Ln	Operating	East Dulwich Hand Car Wash, Rear of 94 Lordship Lane SE22 8HF.
	42 Druid St	Operating	Minxel Ltd, 42 Druid Street, SE1 2EZ.
	Dulwich Blue Edgar Kail	Operating	Dulwich Blue Hand Car Wash, Edgar Kail Way SE22 8BD.
	297 Southwark Park Rd		Shell 297 Southwark Park Road, SE16 2JN.
	2-4 New Cross Rd	Operating	Shine Me, 2-4 New Cross Road, SE14 5BE.
	500 Old Kent Rd (Asda)	Operating	C.P.V. Hand Car Wash, 500 Old Kent Road, SE1 5AG.
	107 Dunton Rd (Tesco)	Operating	Southwark Waves Hand Car Wash, Tesco, Dunton Road SE1 5HG.
	2 Parkhouse	Operating	Super Continental, 2 Parkhouse Street, SE5 7TQ.
	Aylesham Centre (Morrison's Car Park)		Morrison's, SE15 5EW.
	50a Southwark Br Rd	Operating	Shard Car Valeting LTD, 50a Southwark Bridge Rd SE1 0AR.
	NA		Hand Car wash at 5-7 Southampton Way, SE5 7SX.
	NA		Van & Car Rental, 69 Borough Rd, SE1 1DN.
	NA		Almond Rd, Southwark Park Road SE16 3LR
	19 Rotherhithe New Rd	Operating	Plush Hand Car Wash, 19-25 Rotherhithe New Road, SE16 2PS.
	51 Herne Hill	Operating	Herne Hill Hand Car Wash, 51a Herne Hill SE24 9NE.
	Lux Bros, 3 Steedman St	Operating	Lux Brothers Car Wash, 1-3 Steedman St / 156 Robert Dashwood Way SE17 3AF.
	213 Rye Ln	Operating	Car Valeting Services, 213 Rye Lane, SE15 4TP.
	NA		157 Grange Rd, SE1 3AD.
	NA		Lorrimore Square, SE17 3QT.

	Toys R Us		760 Old Kent Road, SE15 1NJ.
	NA		80 Dog Kennel Hill, SE22 8BB.

Safeguarding board adoption of Modern Slavery & Child Trafficking as a priority. It would be helpful to know when this happened , if this is a priority for both the children and adult safeguarding boards, and have a summary of associated work (e.g. the community event which took place on 23 Jan) plus any additional work planned. Also it would be useful to know if this links to the expanding of child sexual exploitation work to cover criminal exploitation.

Modern Slavery is a priority for the SSAB (Adults Board) - this was agreed in October 2018 and is for an 18 month period (until end March 2020).

This topic is on the agenda for the SSAB meeting on 25th April and it is anticipated that work streams will Coe out of this meeting.

There was a Modern Slavery community awareness raising event in January 2019 for voluntary sector organisations. Approx 40 propel were in attendance at this 2 hour event.

Child Sexual Exploitation was a priority in 2017-18. In 2018-19 the SSCB (Children's Board) expanded this priority to Exploitation (covering Child Sexual Exploitation and Criminal Exploitation). This will continue to be a priority moving into 2019-20. A locality review was commissioned by the SSCB on the area of Exploitation and led by the Violence and Vulnerability Unit (VVU) of the Home Office. The review lasted 5 days and took place in January 2019 where 80 partners were interviewed. A report has been produced with a number of recommendations and this is on the agenda at the next SSCB in June 2019.

Southwark

Extended Learning Review

February 2019



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Methodology

Interviews were directed at senior strategic leaders, middle managers and practitioners from various organisations and agencies from statutory and voluntary sectors. During the course of this work we have spoken to over 90 individuals from over 40 different organisations.

We have set out transparently the views, insights and current positions of those interviewed with regards to violence and vulnerability issues, how they currently understand the problem, who they see as responsible for tackling it currently and reflected back what they see as achievable as a common approach across the county. We have also added recommendations based on promising practice elsewhere in the UK.

Report written by

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VVU Review team

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Jamel Fraser

Executive Summary

Nationally, groups and gangs are operating around a business model that is responding to an expanding class A drug market (their customers) by supplying drugs via a workforce of vulnerable children and adults (colloquially known as county lines and more recently blurred lines). Southwark is no different and is effectively exporting this around the UK. There is also a large internal drug market controlled by a number of groups and gangs. These groups are competing for the same drug market and this competition, along with the use of violence to control and intimidate the workforce has led to rising levels of violence and exploitation across the borough. There is also a measure of postcode violence.

County lines and gang violence should be understood and placed into a group of exploitative crime types like child sexual abuse and modern slavery. This is a relatively new paradigm of serious crime, whereby groups of offenders (usually men), exploit vulnerable children and adults physically, sexually and financially. Sometimes it looks like CSE, sometimes like modern slavery, knife crime and sometimes like county lines. There is almost always a link and cross over between these crime types and it makes no sense to look at them and attempt to tackle them in silos. This offending, which tends to take place in the private sphere and is therefore not always visible to the public, has almost certainly replaced transit robbery and other more traditional forms of organised crime as the main type of serious offending in the UK. It is not by chance that the key characteristic of county lines is the exploitation of a vulnerability – this is not straight forward drug dealing. This is a business model that uses violence as a control mechanism, both to control workforces (in effect young people “grafting” for groups and gangs), and to deter competing rivals.

We found exemplary examples of good and promising practice in the borough from a range of partnerships and agencies. *There was an obvious and clear appetite amongst those we interviewed for the need to harness and direct this work collectively.* Tackling this issue and some of the causal factors behind it is therefore everybody’s business – local authorities, the voluntary sector, health agencies, local community and the judiciary, as well as the police. Areas overseen by Health (Public Health, Primary Care, major trauma centres and the Clinical Commissioning Group and Health and Wellbeing Board) appear to be embedded in the partnership at all levels - strategic, delivery and frontline, although the role of the health agencies and partnerships around this agenda was not always generally understood by those we talked to.

There are lots of positives - there is strong leadership at a senior level across agencies and a will to learn and change. There are numerous good interventions and initiatives in place - Youth Independent Advisory Group, call ins, the YOT Peer Navigators, the ETE work, Bridges to Work, the Community MARAC, SAVU, SASBU, the police gang team and tenants and residents’ associations who know and understand their areas and who are working to create positive experiences and opportunities in their areas across Southwark. We found a multiplicity of strong joint working across the borough. The use of criminal behaviour orders to tackle abuse of social media is exemplary, and, like the drug profile, needs to be shown to a national audience. Cuckooing is accepted as a safeguarding issue and not a lifestyle choice –

this is a progressive and positive. There is an opportunity to leverage change through social housing, via enforcement tools. We also found a good understanding in child mental health services of how violence impacts young people in the borough and excellent work in SILS with a highly dedicated team that really understands the issues being faced by young people.

The initial key to driving this work is clear governance, collaboration and an understanding of how conflicts and competition around the drug market locally are mainly responsible for and driving violence. Debt is one of the key mechanisms used by gangs to groom, control and discipline young people in the borough. Debt drives violence and exploitation, and the national expansion of drug lines appears to be behind rising levels of violence and knife based crime around the UK.

However, a common refrain from the interviews was no single agency or partnership is perceived to own the gang/youth violence issue, and that is indelibly linked to other forms of exploitative criminality. The issue manifests itself in many different ways with many different agencies and departments and this has led to no current shared understanding (amongst those we talked to) of how criminal exploitation links violence, gangs, sexual abuse.

The partnerships and groups currently in place to tackle various crime, exploitation and violence issues were thought to be reactive and appear to overlap and duplicate work to identify and support exploited cohorts. The partnership landscape is therefore cluttered and complex, with a bewildering number of sub groups and case management groups. Subsequently it is not known collectively how many children are involved with gangs or are at risk – the case management panels etc that are dealing with them are many and varied.

Cuckooing has only been surfaced at the Adult Safeguarding Board in the past few months, with practitioners recognising the problem and starting to tackle it in mid 2018. Tellingly, no one interviewed could tell us clearly how the various partnerships, case management groups and initiatives worked together and linked up. There is no collective narrative across the borough to explain what's happening and how collectively those living and working in the borough will tackle the issue.

There also seems to be a lack of connectivity between schools and the wider partnership at basic levels as the ability of schools to refer concerns, be taken seriously, access support for pupils and parents was raised as a concern during the week and needs to be addressed.

Encouragingly, we found an overwhelming want from those interviewed to do things differently. There is currently no clear strategy or multi-agency plan to tackle the issue, although this is probably no bad thing at the moment – there are too many plans, groups and meetings. There is therefore a need to review/refine/streamline the partnership structures, particularly at management and operational level, to remove duplication and focus limited resources most effectively. The arrangements need to be fit for purpose and build in flexibility as a response to an evolving problem.

Based on those we talked to, there is a relatively strong understanding of violence and vulnerability issues (including county lines). A drug market profile has been produced that with some adjustment, could be the key to understanding the dynamics of the problem, along with the commissioned JSNA currently underway that aims to understand the drivers and causes of serious youth violence. This profile is one of the best the VVU have seen in the UK. There is also likely to be an issue with Class A drug use in the borough that will have future cost implications for the health sector, as there are users currently not known to or engaged with services.

The overall finding of the review team is Southwark has all the ingredients necessary and the will and drive to change things.

Proposed framework summary

The public health structure and approach to preventing gang violence, pioneered by Glasgow and based on the Boston Ceasefire initiative is an exemplary way to put prevention at the forefront of partnership work. However, Glasgow (and Boston) did not face the county line business model and its key characteristics of external gangs selling drugs and the exploitation of vulnerable people as an indentured/indebted workforce.

To this end, we feel that the approach Southwark should take (led by the Community Safety Partnership Team and supported by Public Health and other teams) is the production of a framework that aims to tackle criminal exploitation in its many forms and merges the public health approach to prevention, recognising that every agency (both statutory and voluntary) has a part to play. This approach should include evidence based policing, enforcement action, working with communities to identify and problem solve specific local issues, crime prevention, care and safeguarding for victims and good quality interventions for those who have offended as well as preventative work that addresses the circumstances that lead people to offend. This framework will also require strong leadership and governance, including performance and outcome indicators. The recommendations below should also fit with the proposed MOPAC Violence Reduction Unit delivery model ambition of putting practitioners, expert advice and the community voice at the heart of a local response.

Collectively, Southwark needs to reduce demand for drugs, put a preventative framework in place with schools at the heart and ensure interventions around this issue have the funding and time to succeed. It also needs to aim to deter those behind the exploitation from grooming, recruiting and exploiting young people and adults. Simply arresting young drug mules will not solve the problem and may create more issues as they will have drug debts that they will have to work/pay off, which will lead to more violence and knife crime. There are also national and regional considerations – drug lines run all over the UK and therefore effective communication links with external areas subject to Southwark based drug lines are crucial.

1 The partnership should be revised and simplified, and crime types linked around criminal exploitation (CSE, gangs, county lines and modern slavery) could be recognised and named as community harm and exploitation. Underpinning this could be a co-located partnership team that effectively bolsters existing teams within the borough. The collocated team should make the management, identification and prevention of exploitation across the borough its key aim, and its work should be driven by shared intelligence products and a focus on people and places, with the possibility of an alternative safeguarding framework for those not meeting current thresholds. It should be possible to link current Early Help, SAVU and other associated teams to develop a co-located offer that considers universal, early help and specialist services to build capability, capacity and also better utilise the VCS.

2 Southwark needs to reduce demand for class A drugs and other illegal drugs within the borough – this is what is driving the majority of the crime, violence and exploitation, and is causing harm to the wider community. Understanding this and working together to reduce demand is a crucial long-term objective. Work is required to understand the cohort of class A users not in treatment or engaging with services, and a programme of work is required to facilitate engagement and treatment of this cohort.

3 There is a need to ensure that preventative work and communication/engagement with schools is the best it can be – *this is where prevention work should start*, at primary level and of course academies. At the moment some schools are not engaged, those we talked to are feeling the effects of gang related violence, exploitation, exclusions and managed moves are taking more pupils out of the protective environment of schools, making it easier for gangs to target them.

4 Interventions with those vulnerable to gang exploitation or gang involvement are complex and need time and patience to start to effect change – this was a clear message that we heard all week from those working to turn gang members away from violence and into other avenues such as employment and training. Similarly, interventions with long term class A drug users need a long term perspective given the entrenched nature of the addiction. In both cases, the commissioning of services and treatment needs to take a medium to long term view.

Honing and refining the areas of prevention and intervention as outlined above should form the core of Southwark's approach to prevention. Taking a longer term approach to the commissioning of these services is a challenge, with resources across the borough being stretched. However, a sustained investment in preventative services is crucial and should be at the core of Southwark's work to tackle the drivers behind criminal exploitation.

5 As well as looking to reduce demand for class A drugs, Southwark should aim to deter gangs and groups from recruiting and exploiting young people and adults, primarily through the use of modern slavery legislation. These tools mean a much longer jail term for the adults behind this exploitation (typically 12 years as opposed to a smaller sentence for drug dealing) and they can be labelled as such – a consideration mentioned was that they are looked up to by some young people. Police should also look to deter those coming into the borough to buy drugs, again helping to reduce the local market. Those we talked to consistently told us of the

links between gangs, knife crime and violence, and most felt that the majority of the violence was driven through groups competing to control local and regional drug lines / markets.

6 Agencies and partnerships within the borough need to agree a narrative on what's happening, why it's happening and what they are collectively going to do about it. This message and story needs to be repeated consistently.

Recommendations

Consider additional funding opportunities like the Home Office youth endowment fund to help deliver and implement some of these recommendations.

Governance and understanding the problem

1 Pull all work to tackle CSE, gangs, violence and modern slavery under a Community Harm and Exploitation Board (CHEB). This should deal with group exploitation and violence in all manifestations. An agreed partnership vision, direction, strategy, action plan outputs and measured outcomes is required, along with a clear agreement that major agencies such as Public Health (for example) should report to the CHEB around these metrics, in addition to responsibilities and requirements to other boards. The two safeguarding boards would continue to oversee statutory and domestic safeguarding issues. Consider further strategic alignment - NHS Southwark Clinical Commissioning Group (CCG) in partnership with Southwark Council are developing a Joint Children and Young Peoples' Education, Health and Social Care Strategic Framework, which incorporates the emotional well-being and mental health of children and young people. This work should be informed by the CHEB and the forthcoming JSNA.

2 Collapse most of the current case management / area-based partnerships and meetings into an integrated co-located team – a Community Harm and Exploitation Hub (CHEH). Multi-agency working in the borough is generally good, but would be significantly enhanced through co-location. In particular, there would be advantages in the improved sharing of data and intelligence between agencies if they were co-located, which will start to show in detail the links between violence, gangs, exploitation, CSE and modern slavery. A dedicated CHEH should also aim to strengthen links between itself and external regions and partnerships suffering from Southwark based groups, especially with respect to safeguarding and enforcement. Dedicated staff in existing statutory teams would continue to undertake the statutory requirement and the CHEH would deal with serious youth violence, gangs, CSE and modern slavery and other emerging exploitation issues. This change should be driven through the newly formed Executive Board. This proposed approach needs to be fully costed out and appropriately resourced across agencies and partnerships.

3 Build a shared narrative that makes it clear what this work is about and what the nature of the threat faced by Southwark is. The fundamental problem (drug-market driven criminal/gang activity and violence) and its manifestations (serious violence, exploitation of vulnerable children and adults, county lines, CSE, slavery) needs to be defined and owned by all partners.

4 Brand this work and use this brand for all aspects of engagement, with a shared vision, shared language and ethos and set of outputs and outcomes. Consideration should be given to a communication strategy (including social media aimed at young people) and branding to support improved community confidence. Local empowerment was mentioned a number of times during interviews and can be demonstrated in a number of areas across Southwark. An “Empowerment” brand supports all this work and would help build the expectation of local young people.

5 Develop the DAAT existing drug profile to include vulnerable cohorts and other forms of exploitation and use the analytical capacity to produce a product to drive the work of the collocated CHEH. This profile could be even more effective in terms of understanding what is happening within the borough if it incorporated data, intelligence and insights from a wider group of agencies, partners and practitioners. A regularly produced borough wide “emerging themes” / risk document (developed from the drug profile) could be shared with VCS, mental health and all partners (especially schools) so that at a general level all practitioners are aware what’s going on and what’s happening locally – what the picture is e.g. a rise in activity in X estate or area. Such a product should start to drive business locally and direct resources more effectively. Establish an analysts’ forum involving police, health and local authority services in order to progress this work. The VVU can provide a draft terms of reference for this work. This group should ensure that business products are quality assured and sense checked by frontline practitioners from within the CHEH, in order to mitigate against how the problem can rapidly change. This involvement of practitioners can be the key to ensuring that the partnership is more agile and responsive.

Schools & parents, prevention and safeguarding

6 Put schools and young people at the heart of this, not least by ensuring that the basics are covered with schools – they should know who to speak to, how to refer and link in. Ensure that all schools have clear understanding of pathways and referral routes and know who to contact (one issue raised by school safeguarding leads was a lack of common language between schools and children’s services. If this is the case, schools need to be clear about what this means in practice and how they feel the situation could be improved). Produce a clear referral flowchart that could be used by all agencies including VCS and adult mental health in particular. Senior council officers should meet with CEOs of the major Multi Academy Trusts/Federations active in the borough to discuss engagement in partnership working to address violence and vulnerability. The volume and at times inconsistency of the messaging to schools from different agencies on violence and vulnerability can be confusing and counterproductive. A time limited task and finish group can be set up to facilitate this work.

7 An information/resource pack for schools on county lines/violence/vulnerability should be produced and regularly updated. This could include information on referral routes and a directory of recommended support services). The content of safeguarding training for all schools should be reviewed to ensure that it contains adequate information on county lines, violence and vulnerability. The CHEH team could be responsible for this work.

8 More work is needed to develop the capacity and skills of parents in supporting their children to resist the pressure to become involved in criminal/gang activity. Positive parental support is vital – many parents do not have the capacity, resilience or skills to help their children resist pressure to become involved in gangs. Again, a time limited task and finish group can be set up to facilitate this work and scope what's already in place, what's planned and how it can be jointly delivered and managed across the borough.

9 The PRU review should link to this work. Staff at SILS are very committed and skilled, but it may be more effective to have provision which represents a 'half-way house' between exclusion from school and the PRU.

10 Consider more youth involvement across the whole system, building on the excellent Southwark Young Advisers model – consider having young people with lived expertise in meetings as a matter of course and informing the “positive futures” work.

11 There is a need for a directory of VCS and statutory support services available across Southwark (to include services commissioned by schools and activities being delivered by TRS and Housing Associations). A young advisor could be tasked with keeping this live and updated as this is an ever changing landscape and they will know what's currently popular/effective for young people. Community Southwark hold an extensive database of voluntary sector organisations working with young people across Southwark. They would be happy for this database to be shared with partners to start a more aligned approach. This directory could also help inform a more collaborative commissioning process.

12 Consider a strategic alignment of funding and commissioning from partners for better use of resources – this can help to drive the Southwark Public Health approach to prevention – and ensure that oversight is obtained regarding current, future bids and commissioning work.

Enforcement

13 If Southwark decides to look at a collocated team that tackles criminal exploitation, then there is a need for a common toolkit including civil sanctions through housing providers, trading standards etc.

A task and finish group of experienced middle managers should be established to discern current good practice, and to produce a borough wide multi-agency enforcement tool kit, particularly focusing on how partners feed into this work. A tactical menu is coming for police forces from the NCA co-ordination centre – there is a need for a local one from a partnership perspective. Usage and the monitoring of selected tools and powers should form part of any KPIs the CHEB oversee and performance manage.

14 Consider a focus on the use of modern slavery legislation in order to make the exploitation of children and adults toxic to gangs. Whilst conviction for drug supply may be seen by some offenders as an occupational hazard, additional convictions for exploiting the vulnerable will lengthen prison sentences and carry with them a stigma even in the criminal world. Enforcement tactics therefore need to ensure that punitive action is taken against those responsible for

overseeing the violence and exploitation. This will involve reaching out to external police forces in areas where Southwark gangs are actively running drug lines. The existing use of call ins can be developed to further this work and get the message out to those responsible, as should POCA to help deliver a message that crime does not pay. The added benefit of this type of confiscation/ seizure tactics is that the proceeds could fund positive futures / community projects in the known hot spot areas and beyond.

15 The use of Criminal Behaviour Orders with treatment conditions attached should be considered for class A drug users, using an enforcement route for those refusing to access services. This could involve the use of Criminal Behaviour Orders with positive requirements (i.e. to access treatment), civil injunctions linked to tenancies and the use of community protection warnings.

Practitioner raised or based recommendations

Consider clinical support for staff and organisations work in the serious youth violence, gangs and county lines arena to support against desensitisation.

More mental health support and reflective practice supervision for staff in the SILS and across all alternative education provision in Southwark – it has recently been cut and this was said to be having an effect on staff’s resilience in very challenging roles.

Establish a flag in the social care system for cuckooing so that its severity in the borough can be easily tracked (it’s currently being done by a Masters student in adult social care).

Community groups to be included in multi-agency training and for them to provide training in community engagement.

Community groups and young people to be included in more partnership meetings in order to share their perspective e.g. the CHEB.

Summary of interviews

How is county lines currently tackled in the borough, how are partners involved, is it a consistent approach, how are vulnerable people identified?

It was well accepted at ground level (e.g. by young people) and by most of those we talked to that “everyone” is doing county lines and has been “for ages” - more money can be made outside of London. Locations such as Eastbourne, Canterbury, Ipswich and Liverpool were all referenced.

Vulnerable individuals linked to gangs and county lines are identified through SAVU, social care, schools and the YOT as well as commissioned services delivering youth programmes such as Red Thread and Oasis. There seemed to be a plethora of agencies making referrals and engaging with young people, and none of them could tell us consistently what the local approach was.

Information sharing with schools is not fully developed, but takes place through the designated police officers attached to individual schools. Engagement of schools is variable – most secondary schools are academies, and not all secondary headteachers attend the Southwark Association of Secondary Heads (SASH) meetings.

We found a good knowledge of county lines in child mental health services at both strategic and operational levels (very good understanding of these issues in LAC CAMHS). There was less knowledge in adult mental health although some of this is a language issue i.e. the concept is known but not the term.

Some interviewees perceived a barrier with Southwark Council's Children's Social Services' willingness to share information about families (often housing providers). GDPR was said to be routinely cited as a reason for not sharing intelligence.

The police teams were well led and carrying out some excellent work around reactive and proactive operational with good use of CBOs to limit harm through social media. Like the vast majority of those we interviewed, there was a strong view that the partnership picture is confused and requires simplification. We received a variety of views from interviewees as to whom and who was responsible for tackling county lines.

How is the problem understood, what data is required for a good assessment or profile?

The South Central police team (covering Southwark and Lambeth) now has its own analysts and the potential use of a couple of new council analysts. We were also shown the local drug profile, which is very good practice and could develop into tool to drive even more joint working. This is crucial because although a great many of the groups showed an extensive and well developed sense of where and how violence was occurring (driven mainly by groups controlling the illegal drug market locally and through county lines), there is currently no agreed and jointly owned strategy, multi-agency operational plan, profile or assessment of the issue.

This local knowledge is crucial to understanding the threat and enriching an enhanced drug profile document. For example, Creation Trust staff were aware of the crime in the area and had detailed knowledge of gangs across Southwark and of the tensions and conflicts that exist. They outlined the structure of the drug dealing that occurred across the borough with what they believed were two distinct groups. They believe there are established dealers and gangs who deal class A drugs, in particular heroin and crack cocaine alongside a second group comprising of small time dealers dealing small amounts of cannabis to make a little bit of money. They had knowledge of county lines and said that most recruitment of young people was done at fast food outlets, in particular chicken shops. It was confirmed this is not a new phenomenon.

LEAP staff also fully understood the concept of county lines and recognised Southwark and Lambeth were exporters of county lines. They confirmed most violence was linked to making money mainly through drugs or street crime to support the need for material items, trainers, clothes, latest mobile phones. They spoke about recruitment of young people by gangs across

Southwark, sometimes outside youth clubs and at football pitches when young people are just having a knock about.

"Recruitment is rife"

Red Thread and Oasis similarly felt that the majority of the violence in the borough is driven by money which comes from drugs and county lines activity.

The interviews demonstrated that a great deal of valuable qualitative data could be collected from -

- Young people through work with funded organisations such as Red Thread, commissioned organisations
- National Probation Service and Community Rehabilitation Company cohort
- SAVU cohort

And the potential to feed in other data such as -

- Health data from the major trauma centre and Kings and A&E at St Thomas's
- School exclusion data including managed moved data and home schooled data
- Missing from education
- Cuckooing information from housing
- Drugs services could be asked to collect additional generic data as part of their contract on individuals who have been cuckooed or asked to be involved in county lines

The function of the Pupil Referral Unit (SILS) is being reviewed and a contextual safeguarding approach is being developed. A growing number of pupils attending the secondary PRU are known to have links with gangs, and the rate of permanent exclusions in secondary schools in the borough was said to be rising, making it easier for gangs to recruit young people. The pressures, temptations and immediate rewards of gang-related activity were said to be attractive to many of the young people who attend SILS – as one member of staff put it – *'the street is their best friend'*.

Gang-related incidents occur after school or at the weekends and become the prevalent topic of conversation amongst young people when they return to SILS – sometimes impeding their learning.

The sharing of intelligence about specific families/tenants is inconsistent and variable between housing providers and elements of social care agencies (according to RSLs), although generally across the interviews information and data sharing was felt to be good. The data is not hidden, it is not always looked for or collected.

In summary, information and intelligence both quantitative and qualitative is within the borough, but not currently harnessed into a product that drives joint activity across a range of agencies and enables targeted working.

What is currently done to safeguard, and identify vulnerable children and adults impacted by county lines and does the local structure and governance support the above?

The current structure and associated governance was not felt by some to fully support those impacted by county lines or gangs (for example some schools struggled to identify who they should speak to regarding gang concerns, some community groups mentioned that they weren't sure how to make similar referrals and cuckooed adults were said to have only recently been discussed at the Adult Safeguarding board).

It appeared clear that there is a robust structure and referral process to safeguard and identify those affected by CSE, and some felt this framework and referral process could be utilised to identify and safeguard the county lines cohort. It may need to be reviewed slightly. There was therefore a good grasp of the CSE population from those we talked to, but no-one we talked to appeared to have any sense of the population of young people or adults linked to or involved with gangs and county lines, and criminal exploitation.

However, exploitation of vulnerable individuals was said across the interviewees to be a priority for both the Children's and Adults' Safeguarding Boards, so clearly a message is getting through. Other opinions raised more than once included -

- Addressing the issue in the Adults' Safeguarding Board is challenging because of the thresholds for Adults stipulated in the Care Act.
- Health partners engage well with the partnership (e.g. CCG lead is interim chair of the Adult Safeguarding Board), but Education remains a challenge.
- The thresholds for Children's Social Care have been updated in line with the pan-London guidance, which factors in county lines and other indicators of exploitation, but there was a common theme in interviews concerning the tension between Early Help, safeguarding thresholds and the operation of the MASH and the restrictions of working within that system. The resource issue was said to be making thresholds very high and it was often said that young people caught up in gangs wouldn't always get a service from Social Care as the service was designed to safeguard children/young people in a family setting.
- The new knife crime strategy and the anti-knife crime forum has started to focus partners on knife crime but county lines and gangs were perceived by some to be a separate issue.
- Lack of youth provision means that young people come together in places where there is no guidance or adult support - *"MacDonald's is the new youth club"*.

Generally, most of those we talked to had received some form of safeguarding training relating to gangs and group violence. Creation Trust staff had all received basic safeguarding training but were not aware of referral pathways for vulnerable young people or adults. All agreed additional multi-agency training would be useful. Gangs and county lines is in the safeguarding training offered to SLAM mental health staff, but school safeguarding leads were

not sure if safeguarding training has cascaded down to all teachers and staff so they are aware of the signs and signals to look for.

One other particular aspect that needs more attention relates to schools, their safeguarding leads and the relationship between schools and children's social care (and the MASH). The safeguarding leads felt that MASH thresholds are a problem, the weight of the teachers' voice is not strong (schools don't know/can't use the language of social care, so can't translate their concerns and there is a sense that they're not taken seriously).

Primary schools are aware of young children running drug errands, holding weapons and those we talked to feel that pupils are more vulnerable. They also stated an increased awareness of girls being sexualised, and they feel that social media is brutal in terms of exploitation.

"There's an incredible complexity of child exploitation, usually sexual, usually gang related"

"This plays out in behavioural issues"

"There's a lack of parental support – parents are desperate and struggling to find or access support"

"Early Help is funded by schools and as Academies have not paid into this they can't access it."

Schools we talked to would like –

- Mapping of VCS and other services so they know who to go to or to ask for support from – a list of agencies
- Professional trust to be established with social care
- A consistent sharing of intelligence around gang and violence issues, and early and emerging trends
- A multi-agency approach to this that isn't reactive and includes schools at the heart of the work

We spoke to safeguarding leads from 4 schools, but given the general concern expressed, priority must be given to establishing if these schools' concerns are justified across the borough in other schools and if so, how to make sure that the links between schools and the prevention and safeguarding agendas are strengthened. This has to be one of the basic tenets of a public health based approach to violence prevention.

Plans are being developed to enhance the role of Health Visitors in developing parental capacity. This will use the MESH model to identify needs and appropriate interventions, and involve work with Early Help services and a focus on speech, language and communication as a risk factor.

A Healthy Young People's service has recently been commissioned to take referrals on sexual health, drug and alcohol misuse and other health issues.

Consultation is taking place with secondary schools on refocusing the role of the School Nurse. This will involve increasing the visibility of School Nurses, and more joint working with youth workers and designated safeguarding leads in schools.

Public Health reports to the Health and Well-being Board but it was not clear how this accountability line relates to the Children's and Adults' Safeguarding Boards and the Community Safety Partnership, or how the health led work outlined above links into safeguarding boards or the CSP.

Tellingly, no one we talked to across the week told us consistently which case management panel/group/meeting actually had the primary role to safeguard vulnerable people, either adults or children, affected by gang exploitation or violence. There were lots of options, usually based on which group the interviewee attended or knew of.

What enforcement tactics are used, do they work how are they measured, how are partners involved?

This, predictably, was the area of work it was easiest to see who was doing what and why.

Housing sanctions are used on a case by case basis measured through housing managers, who have the final decision on action taken. If not already the case, it would be helpful if this work was co-ordinated with the community safety team. Regulatory Services work alongside the police and other agencies to use the full range of powers available to them. Examples of this include disruption of the drugs market (raids on crack houses), weapons sweeps, test purchasing of alcohol and knives, clamping down on rogue landlords through Selective Licensing, investigation of the causes of anti-social behaviour leading to further action on criminality and action on instances of cuckooing.

The Partnership Tasking Group has attracted interest from other local authorities and appears good practice, as are the days of actions and weapons sweeps. Modern Slavery legislation has been used (in relation to car washes), but has not been fully explored within a partnership context in relation to gangs and county lines.

The police proactive team have a gang's map (which doesn't seem to be shared amongst partners – we also heard that the CRC had a similar product, again not shared) which was assisted by SASBU analysts who work from the same office. We heard of a mix of officers "dipping in and out" of various meetings, and again, were told that there is a confused picture regarding the current set up across the partnership.

The police team appear to be making very good use of gang injunctions and criminal behaviour orders (again with support from SASBU), especially around social media which have led to suspended sentences. This is something other areas across the UK would be very interested in hearing more about. It appears that another unit within the police (we were told the CCE team) currently lead on the use of modern slavery legislation within the borough, and this is an area that we feel could be developed more, as a deterrent aiming at preventing gangs from exploiting children and cuckooing adults. The police team are collocated and proactive but struggle to deliver and support preventative work on this agenda without support from wider partners.

We heard of good partnership working around the Brandon estate – “you said we did”, some good community safety partnership work. This is exactly the type of local problem solving and visible community safety work that is required throughout the borough, alongside preventative and longer term interventions. Along with other work taking place within the borough, this strong joint working was typical of the current Southwark approach.

With a renewed vision and appreciation of the changes required to partnerships in order to tackle the issues that criminal exploitation raises, we feel that Southwark is well placed to meet this challenge.

Emerging and good practice

DAAT drug profile - The DAAT is a team within the Communities Division of Housing & Modernisation at Southwark Council. The team commission drug treatment services on behalf of Public Health and also works across the whole Community Safety Partnership to co-ordinate actions and interventions that address drug and alcohol misuse issues in the community.

SASBU - SASBU is a multi-agency team based within the Regulatory Services unit in the council’s Environment & Leisure Department who are responsible for dealing with the person allegedly committing anti-social behaviour taking legal action, arranging victim support, and organising systems for collecting evidence and information.

SAVU - SAVU is a multi-agency team commissioned by the Community Safety Partnership Service in the council’s Housing & Modernisation Department. The team provide support for individuals aged 16 to 25 at risk from gang related activity or serious violence. They offer a range of interventions and clients are offered support in areas including education and training, substance misuse, finance and health.

Youth Independent Advisory Group - The Southwark Youth Independent Advisory group is a new partnership between young people, the council, the police and the Community Safety Partnership involving young people interested in crime and community safety issues.

The IYAG advise the police working closely with the council giving a youth perspective on crime and community safety issues.

Use of call ins - Partnership work involving the Police council communities and others where individuals and their families who are at high risk of harm or involvement in criminal activity are invited to a meeting where the concerns are discussed including the potential consequences of continuing involvement and an offer can be made of the right support to young people who take it to turn their lives around. A similar scheme involving gang members was pioneered in the US and then tried in Glasgow with some success.

YOT Peer Navigators - The Southwark Peer Navigators work with the Youth Offending Service and charity Youth Ink to work with and support YOS young men. Peer Navigators are often ex-offenders

who work to develop trusting relationships with young people and refer them to services that can provide the support that they need.

ETE work - Initiatives that support young people, including those involved in the criminal justice system to be engaged in full-time Education, Training or Employment.

Bridges to Work - Refers to the Lewisham, Lambeth and Southwark Pathways to Employment programme which was a tri-borough initiative operating from a local job centre to provide wrap-around support to residents furthest away from the labour market including those vulnerable to or having been involved in crime. The programme run by the St Giles Trust aimed to find employment opportunities and address any other support needs that the individuals worked with had such as health or housing.

Community MARAC - A MARAC is a multi-agency risk assessment conference where professionals from various agencies share information on high risk cases and put in place risk management plans.

A Community MARAC is primarily a multi-agency problem-solving meeting that promotes joint ownership and early resolution into how anti-social behaviour (ASB) cases are investigated.

Police gang team use of orders to prevent abuse of social media - A CBO Order focuses on more serious offenders, who engage in criminal activity as well as anti-social behaviour. It can only be issued in conjunction with a sentence that is already imposed or if the individual has a conditional discharge.

The order will either prohibit specified acts or require the offender to participate in specified acts e.g. attendance at a course to reduce behaviour. Before imposing an order the court must be satisfied that the offender has engaged in such behaviour causing harassment/distress and that making the order will encourage the offender to stop the behaviour.

The process can be initiated by the Police or the local authority through a request to the Crown Prosecution Service.

Partnership Tasking Group and associated joint working - A regular partnership meeting involving the police and council that meets regularly to agree taskings for police and council officers that aim to tackle issues of joint concern for the Police, the Council and residents including crime and antisocial behaviour.

Southwark – Extended Learning Review – VVU – Participants

Name	Role	Organisation
Melanie Wheatle	ASB Officer	Hexagon Housing
Neil Chisolm	Borough Commander	London Fire Brigade
Kirsten Watters	Consultant in Public Health	LBS Place and Wellbeing
Multi Agency Sexual Exploitation (MASE)	Staff who participate in MASE	LBS and partners
Multi Agency Safeguarding Hub (MASH)	Staff who participate in MASH	LBS and partners
Hannah Edwards	Safeguarding Boards Manager	LBS Community Safety Partnership Service, Housing & Modernisation
Stephen Douglass	Director of Communities	LBS Housing and Modernisation
Patrischia Warmington / Nils Bendle	Youth and Community Activities	Creation Trust
Nina Dohel	Director of Education	LBS Children's and Adults' Services
Helen Lyons	Detective Superintendent	MPS
Southwark Young Advisors	Young People in paid role	Southwark Young Advisors
Donna Timms	DAAT Manager	LBS Community Safety Partnership Service, Housing & Modernisation
Jenny Brennan	Assistant Director Family Early Help and Youth Justice	LBS Children's and Adults' Services
Apo Çağirici	LBS Schools Safeguarding Coordinator	LBS Education, Children's and Adult's Services
Councillor Peter John	Leader of the Council	LBS
Ruth Backhurst	Joint Enforcement Team Manager	LBS Environment and Community Protection, Environment and Leisure
Sara Pope	CCTV Manager	LBS Regulatory Services, Environment & Leisure
Ahmed Moallim / Emma Fadipe	Leadership & Enterprise Project Workers	Leap CC
Miranda McWhan	Nurse Manager	Brook
Paul Langford	Director of Resident Services	LBS Housing and Modernisation
Dr Shimona Gayle	General Practitioner	Sir John Kirk Close Surgery
Noel Baxter	General Practitioner/Clinical Commissioning Group (CCG)	Surrey Docks Health Centre/Southwark NHS
Lynda Bartlett	Designated Nurse for Child Protection CCG	Southwark NHS
Dr Nkiru Asiegbunam	Designated Doctor for Child Protection CCG	Southwark NHS
David Littleton	Head of Regulatory Services	LBS Environment & Leisure

Abi Oguntokun	Area Manager	LBS Resident Services, Housing & Modernisation
Caroline Thwaites	Assistant Director Community Safety & Partnerships	LBS Communities, Housing & Modernisation
Simon Messinger	BCU Commander	MPS
Rachel Wilson	CSE and Missing Coordinator	LBS Children's and Adult's Services
Nike Baruwa	Senior Probation Officer	London CRC
Ken Dale	ASB Officer	LBS Neighbourhood Nuisance Service Unit
Anna Bateman	Substance Use Service Manager	Change, Grow, Live
Councillor Evelyn Akoto	Cabinet – Community Safety & Public Health	LBS
Sgt Neil Cook	Integrated Offender Management	MPS
Kate Moriarty-Baker	Interim Director of Quality and Chief Nurse CCG	NHS Southwark
PC Nsikan ETUK	Neighbourhood Policing Officer	MPS
School Safeguarding Leads Group		
Tara Weeramanthri	Child & Adolescent Psychiatrist	South London and Maudsley NHS Foundation Trust
Iain Gray	DAAT SU Commissioner	LBS Community Safety Partnership Service, Housing & Modernisation
Joan Leary	Senior ASB officer	LBS Regulatory Services, Environment & Leisure
Aileen Cahill	Head of Culture (Youth & Play)	LBS Leisure, Environment & Leisure
Melanie Haggins	Head of Student Services	Lewisham & Southwark College
Southwark Anti Violence Unit (SAVU)	Multi-agency team supporting at risk individuals in relation to group offending	
Debbie Sycamore	HR Manager - SMT	Cavendish School (PRU)
PC Trevor Fox	Schools Officer	MPS
Musthafar Oladosu	Adult Lead Safeguarding Nurse CCG	NHS Southwark
Luton Sinfield	Community Safety Officer	LBS Community Safety Partnership Service, Housing & Modernisation
Eleanor Kelly	Chief Executive	LBS
Yomi Adewoye	Head	Southwark Inclusive Learning Service (SILS)

SILS Staff	Staff working in Pupil Referral Unit	Southwark Inclusive Learning Service (SILS)
Ben Taylor	Prevent Coordinator	LBS Community Safety Partnership Service, Housing & Modernisation
Gordon McCullough	Chief Executive Officer	Community Southwark
Becky Canning	Head of Lewisham and Southwark	National Probation Service
Luke Williams	Detective Inspector	MPS
Alison Eley	Named Nurse	South London and Maudsley NHS Foundation Trust
Red Thread and Oasis Practitioners	Staff using teachable moment in Trauma Units and Casualty	Red Thread/Oasis
David Littleton	Head of Regulatory Services	LBS Environment & Leisure
Andrew Borwick-Fox	Team Manager –Safeguarding and Family Support	LBS Children’s and Adults’ Services
Children’s and Adults Social Workers	Staff providing Safeguarding and Family Support Service	LBS Children’s and Adults’ Services
Cleese Buck	Young Advisor	Southwark Young Advisors
Lisa Dalton	Board Member	Manor Estate TRA
ETE Group	Staff from services that deliver Education, Training and Employment support to young people.	DWP, Southwark Works, St Giles Trust
Cara Jones	Southwark Information, Advice and Support Manager	LBS Education Access, Children’s and Adult’s Services
Elizabeth Murphy	Consultant Child & Adolescent Psychotherapist	CAMHS
Chloe Newman	Youth Inclusion & Projects Manager	LBS Area Based ASB, Environment & Leisure
Alasdair Smith	Director Children & Families	LBS Children’s and Adults’ Services
Chris Evangelou	Security Operations Manager	Shard Quarter
Koreen Logie	Senior Probation Officer	National Probation Service
Jane Williamson	Mental Health Service Manager	LBS Adult Social Care, Children’s and Adult’s Services
Sean Oxley	Detective Superintendent	MPS
PC Marcus Kudliskis	Neighbourhood Policing Officer	MPS
Elena Noel	Co-Chair	Southwark Anti-Knife Crime Forum
School safeguarding leads x 5		Harris, Gypsy hill, Charter, St Judes
YOS Staff	Staff support young offenders	LBS Youth Offending Service, Children’s and Adult’s Services

Peer Navigators	Young people with lived experience who are trained to support offenders	Youthink
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Glossary and abbreviations

Bridges to Work	Refers to the Lewisham, Lambeth and Southwark Pathways to Employment programme which was a tri-borough initiative operating from a local job centre to provide wrap-around support to residents furthest away from the labour market including those vulnerable to or having been involved in crime. The programme run by the St Giles Trust aimed to find employment opportunities and address any other support needs that the individuals worked with had such as health or housing.
Call ins	Partnership work involving the Police council communities and others where individuals and their families who are at high risk of harm or involvement in criminal activity are invited to a meeting where the concerns are discussed including the potential consequences of continuing involvement and an offer can be made of the right support to young people who take it to turn their lives around. A similar scheme involving gang members was pioneered in the US and then tried in Glasgow with some success.
Criminal Behaviour Order (CBO)	<p>A CBO Order focuses on more serious offenders, who engage in criminal activity as well as anti-social behaviour. It can only be issued in conjunction with a sentence that is already imposed or if the individual has a conditional discharge.</p> <p>The order will either prohibit specified acts or require the offender to participate in specified acts e.g. attendance at a course to reduce behaviour. Before imposing an order the court must be satisfied that the offender has engaged in such behaviour causing harassment/distress and that making the order will encourage the offender to stop the behaviour.</p> <p>The process can be initiated by the Police or the local authority through a request to the Crown Prosecution Service.</p>
Chief Executive Officer (CEO)	Top executive responsible for the overall operations and performance of an organisation.
Child Sexual Exploitation (CSE)	CSE is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. CSE does not always involve physical contact; it can also occur through the use of technology.
Children's and Adults Safeguarding Boards (SSCB and SSAB)	Safeguarding boards were established in all local authority areas as statutory bodies made up of organisations that work together to safeguard and promote the welfare of adults, children, young people and their families. The Boards coordinate and ensure effective safeguarding across Southwark and to keep people safe from harm and abuse.
Cuckooing	Cuckooing is a form of crime in which drug dealers or other criminals take over the home of a vulnerable person in order to use it as a base for drug dealing or other illegal and antisocial behaviour. The crime is named for the cuckoo's practice of taking over other birds' nests for its young.
Community Safety Partnership (CSP)	Community Safety Partnerships were set up as statutory bodies under Sections 5-7 of the Crime and Disorder Act 1998.

	<p>Community Safety Partnerships (CSPs) are made up of representatives from the police, local authorities, fire and rescue authorities, health and probation services (the 'responsible authorities') and can include other partners.</p> <p>The responsible authorities work together to protect their local communities from crime and to help people feel safe. They work out how to deal with local issues including antisocial behaviour, drug or alcohol misuse and re-offending. They annually assess local crime priorities and consult partners and the local community about how to deal with them.</p> <p>Since 2016, the function of the CSP in Southwark (known as the Safer Southwark Partnership) has been subsumed into the remit of the Children & Adults Safeguarding Boards and is supported by the Community Safety & Partnerships team within the council's Housing & Modernisation Department.</p>
County Lines	<p>A county line is when gangs and organised crime networks exploit children, young and vulnerable people for the purpose of selling drugs. The victims are often made to travel to other parts of the country, and use dedicated mobile phone lines to supply drugs and collect cash. Gangs often recruit vulnerable young people through deception, intimidation, violence, debt bondage and grooming. There is no legal definition of county lines.</p>
Community Rehabilitation Company (CRC)	<p>The London Community Rehabilitation Company is the largest of the 21 Community Rehabilitation Companies across England and Wales, employing nearly 1,200 staff across London with a branch in Southwark.</p> <p>The CRC's role is to manage the majority of offenders under probation supervision working alongside the National Probation Service, which manages offenders who have been assessed as presenting high risk of harm to others. The CRC supervises offenders, tackles the causes of their offending behavior and aims to rehabilitate people back into the community.</p>
Crime and Community Safety Analysis	<p>Analysts working together across police and community safety teams analyse data including police crime data to identify emerging problems and assist area based problem solving. They provide day to day analysis of issues and hotspots that assists targeting of resources across the partnership and inputs to the longer term evidence based community safety strategy.</p> <p>Much of this analysis is tactical and about understanding situations as they occur. It is also operational assisting agencies across the partnership with allocation of resources and planning crime-reduction and community safety activities. It can also play a strategic role alongside the analysis undertaken in the JSNA, providing analysis geared toward long-term planning and problem solving.</p> <p>Since the Crime and Disorder Act in 1998 there has been a statutory obligation for Community Safety Partnerships to provide evidence-based strategies for their local authority area. Since 2007 (under the Police and Justice Act 2006) the requirement is to produce three-yearly strategies and to refresh these on an annual basis, backed up by the production of annual strategic assessments.</p>
Creation Trust	<p>Creation Trust is a local charity and community development trust committed to supporting residents living on the Aylesbury Estate. It provides a range of services, events and activities working in partnership with the council and others to ensure that local people receive social and economic benefits from the regeneration of the Aylesbury Estate.</p>

Criminal Exploitation (CE)	Criminal exploitation involves exploitative situations, contexts and relationships where young people (or another vulnerable person or persons) receive something (e.g. food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of them completing a task on behalf of another individual or group of individuals; this is often of a criminal nature. This exploitation often occurs without the victim's immediate recognition. Violence, coercion and intimidation including sexual violence and abuse are common features of CE. There is no legal definition of CE.
Drug and Alcohol Action Team (DAAT)	The DAAT is a team within the Communities Division of Housing & Modernisation at Southwark Council. The team commission drug treatment services on behalf of Public Health and also works across the whole Community Safety Partnership to co-ordinate actions and interventions that address drug and alcohol misuse issues in the community.
Early Help	The council's Early Help service brings together professionals across agencies and the voluntary sector who work with the whole family to try to improve things for everyone. Early Help may include support with parenting, employment, support in schools, emotional wellbeing, school attendance and access to children centres.
Education, Training and Employment (ETE)	Initiatives that support young people, including those involved in the criminal justice system to be engaged in full-time Education, Training or Employment.
Health & Wellbeing Board (HWB)	<p>Health and wellbeing boards were established under the Health and Social Care Act 2012 to act as a forum in which key leaders from the local health and care system could work together to improve the health and wellbeing of their local population. They became fully operational on 1 April 2013 in all local authorities with adult social care and public health responsibilities.</p> <p>Health and wellbeing boards are a formal committee of the local authority charged with promoting greater integration and partnership between bodies from the NHS, public health and local government. They have a statutory duty, with clinical commissioning groups (CCGs), to produce a joint strategic needs assessment and a joint health and wellbeing strategy for their local population.</p>
Gangs	A gang is usually considered to be a group of people who spend time in public places that see themselves (and are seen by others) as a noticeable group, and engage in a range of criminal activity and violence. They may also identify with or lay a claim over territory and be in conflict with other, similar gangs.
General Data Protection Regulation (GDPR)	A legal framework that sets guidelines for the collection and processing of personal information of individuals within the European Union (EU). GDPR came into effect across the EU on May 25, 2018.
Independent Youth Advisory Group (IYAG)	<p>The Southwark Youth Independent Advisory group is a new partnership between young people, the council, the police and the Community Safety Partnership involving young people interested in crime and community safety issues.</p> <p>The IYAG advise the police working closely with the council giving a youth perspective on crime and community safety issues.</p>
Joint Strategic Needs Assessment (JSNA)	A JSNA looks at the current and future health and care needs of local populations to inform and guide the planning and commissioning of health, well-being and social care services within a local authority area. A JSNA looks at wider social factors impacting on health and wellbeing; behaviours that affect health; provides a common view of health and wellbeing needs of

	<p>the community; sets out evidence on the effectiveness of different interventions; identifies inequalities and gaps in service provision.</p> <p>In Southwark JSNAs are carried out by the Public Health team within the Place and Wellbeing Department of Southwark Council.</p>
Key Performance Indicator (KPI)	<p>A KPI is a measurable value that demonstrates how effectively an organisation is achieving key business objectives. Organisations use KPIs at multiple levels to track performance measures.</p>
Looked After Children Child and Adolescent Mental Health Services (LAC CAMHS)	<p>Services for Children Looked After (CLA or LAC) by Southwark Council including addressing their mental health needs. Southwark Child and Adolescent Mental Health Service (CAMHS) is an outpatient service available to young people, their families and carers. The multidisciplinary team assess and treat mental health problems and make referrals to other services that can provide support for children, young people and their families.</p>
LEAP	<p>A charity that supports young people aged between 11 and 25 to make changes in their lives by gaining a greater understanding of themselves and their relationship with conflict. Many of the young people LEAP work with have grown up in care, are not in mainstream education, are at risk of gang involvement and exploitation, or are caught up in the criminal justice system.</p>
Multi-Agency Safeguarding Hub (MASH)	<p>The MASH brings together a team of multi-disciplinary professionals from partner agencies into the same room to deal with all safeguarding concerns, where someone is concerned about the safety or well-being of a child.</p>
Multi-Agency Risk Assessment Conference (MARAC)	<p>A MARAC is a multi-agency risk assessment conference where professionals from various agencies share information on high risk cases and put in place risk management plans.</p> <p>A Community MARAC is primarily a multi-agency problem-solving meeting that promotes joint ownership and early resolution into how anti-social behaviour (ASB) cases are investigated.</p>
The MESH or MECSH Model (MESH)	<p>The Maternal Early Childhood Sustained Home-visiting (MECSH) program is a structured program of sustained nurse home visiting for families at risk of poorer maternal and child health and development outcomes. It was developed as an effective intervention for vulnerable and at-risk mothers living in areas of socio-economic disadvantage.</p> <p>The MECSH program draws together the best available evidence on the importance of the early years, children's health and development, the types of support parents need, parent-infant interaction and holistic, ecological approaches to supporting families to establish the foundations of a positive life trajectory for their children.</p> <p>The MECSH program is delivered as part of a comprehensive, integrated approach to services for young children and their families. The program is delivered by child and family health nurses who are embedded within universal child and family health nursing services. The program is managed by universal child and family nursing services and embedded within the broader child and family health services system.</p>
Modern Slavery	<p>Modern Slavery is the term used within the UK and is defined within the Modern Slavery Act 2015. The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking.</p> <p>These crimes include holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.</p>

National Crime Agency (NCA)	The NCA is a national law enforcement agency and a non-ministerial government department that has a wide remit to tackle serious and organised crime, strengthen our borders, fight fraud and cyber-crime, and protect children and young people from sexual abuse and exploitation. The NCA works in partnership in the UK and overseas to protect the public from the consequences of serious and organised crime and reduce its impacts.
Oasis	<p>Oasis is a charity that works in 36 communities across the UK through a community hub model. Oasis started in Peckham as a charity providing homes for homeless young women and now works to provide a wide range of support services to people in need including young people.</p> <p>In response to increasing numbers of local young people repeatedly attending the Emergency Department (A&E) due to violence and aggression, St Thomas' Hospital collaborated with Oasis Hub Waterloo in 2010 to create the Oasis Youth Support (OYS) service that helps young people find their way out of gang crime and other forms of violence.</p>
Partnership Tasking Group (PTG)	A regular partnership meeting involving the police and council that meets regularly to agree taskings for police and council officers that aim to tackle issues of joint concern for the Police, the Council and residents including crime and antisocial behaviour.
Peer Navigators	The Southwark Peer Navigators work with the Youth Offending Service and charity Youth Ink to work with and support YOS young men. Peer Navigators are often ex-offenders who work to develop trusting relationships with young people and refer them to services that can provide the support that they need.
Proceeds of Crime Act (POCA)	The Proceeds of Crime Act 2002 (POCA) sets out the legislative scheme for the recovery of criminal assets with criminal confiscation being the most commonly used power. Confiscation occurs after a conviction has taken place. Other means of recovering the proceeds of crime which do not require a conviction are provided for in the Act, namely civil recovery, cash seizure and taxation powers. The aim of the asset recovery schemes in POCA is to deny criminals the use of their assets, recover the proceeds of crime and disrupt and deter criminality.
Pupil Referral Unit (PRU)	<p>PRUs are a type of school that caters for children who aren't able to attend a mainstream school. Pupils are often referred there if they need greater care and support than their school can provide.</p> <p>Children who attend a PRU might be permanently excluded from their mainstream school for behaviour reasons, or at risk of permanent exclusion; experiencing emotional or behavioural difficulties, including problems with anger, mental health issues,; diagnosed with special educational needs (SEN), or in the process of getting a diagnosis.</p>
Red Thread	A youth charity that started in Southwark and now provides a range of young people's health and wellbeing services across London including a Youth Violence Intervention Programme in hospital emergency departments in partnership with the major trauma network that aims to reduce serious youth violence, and supports young victims of violence.
Southwark Association of Secondary Headteachers (SASH)	A regular forum for heads and principles of secondary schools in Southwark to discuss issues of common concern, share good practice, shape and deliver the vision for education provision in the borough and encourage collaboration between schools.
South Central Police Team	The Metropolitan Police rolled out changes in their structure to create new Basic Command Units (BCUs) that saw single borough command units replaced with operational police structures that cover between two and four

	local authorities. The MPS redesigned the existing 32 borough model to form 12 larger units called Basic Command Units (BCUs). The South Central Unit covers Southwark and Lambeth under a single BCU Commander.
Southwark Anti-Social Behaviour Unit (SASBU)	SASBU is a multi-agency team based within the Regulatory Services unit in the council's Environment & Leisure Department who are responsible for dealing with the person allegedly committing anti-social behaviour taking legal action, arranging victim support, and organising systems for collecting evidence and information.
Southwark Anti-Violence Unit (SAVU)	SAVU is a multi-agency team commissioned by the Community Safety Partnership Service in the council's Housing & Modernisation Department. The team provide support for individuals aged 16 to 25 at risk from gang related activity or serious violence. They offer a range of interventions and clients are offered support in areas including education and training, substance misuse, finance and health.
Southwark Inclusive Learning Service (SILS)	The Southwark Inclusive Learning Service (SILS) is a Pupil Referral Unit (PRU) that was set up in September 2007 to offer full time education to: <ul style="list-style-type: none"> • permanently and dual registered pupils at Key Stage 3 (KS3) • permanently excluded pupils at Key Stage 4 (KS4) <p>SILS also offers outreach support for mainstream schools and academies, and education for young parents and pregnant teenagers.</p>
Tenants and Residents' Association (TRAs)	A Tenants and Residents' Association is a group of people living in an area, block, estate or street who have come together to take up issues of common concern in relation to their housing, community and general environment.
Voluntary and Community Sector (VCS)	A diverse range of local third sector organisations including charities and community groups established for social, community or environmental benefits that support a very wide range of beneficiaries locally. The VCS in Southwark carry out a range of activities including providing services commissioned by public sector bodies, providing opportunities for volunteering, supporting vulnerable individuals and providing opportunities for communities to come together.
Violence Reduction Unit (VRU)	Announced by the Mayor of London in September 2018, the London Violence Reduction Unit (VRU) is bringing together specialists from health, police, local government, probation and community organisations to tackle violent crime and the underlying causes of violent crime across London.
Violence and Vulnerability Unit (VVU)	The VVU is a small national team of community safety experts supported by the Home Office and MOPAC (Mayor's Office Policing and Crime) to deliver targeted support across the UK to local areas adversely affected by serious youth violence, county lines and the associated violence and exploitation of vulnerable people.
Youth Offending Team (YOT) or Youth Offending Service (YOS)	A multi-agency team that is coordinated by a local authority and overseen by the Youth Justice Board. It deals with young offenders, sets up community services and reparation plans, and attempts to prevent youth recidivism and incarceration. YOTs were set up following the 1998 Crime and Disorder Act with the intention of reducing the risk of young people offending and re-offending, and to provide counsel and rehabilitation to those who do offend. <p>Youth offending teams engage in a wide variety of work with young offenders (those under 18) in order to achieve their aims. YOTs supervise young people who have been ordered by the court to serve sentences in the community or in the secure estate. The team in Southwark is known as the Youth Offending Service (YOS) and is based in the council's Children's and Adult's Services Department.</p>

Safe and healthy relationships schools survey: Summary report

This report was created on Tuesday 09 April 2019 at 13:42.

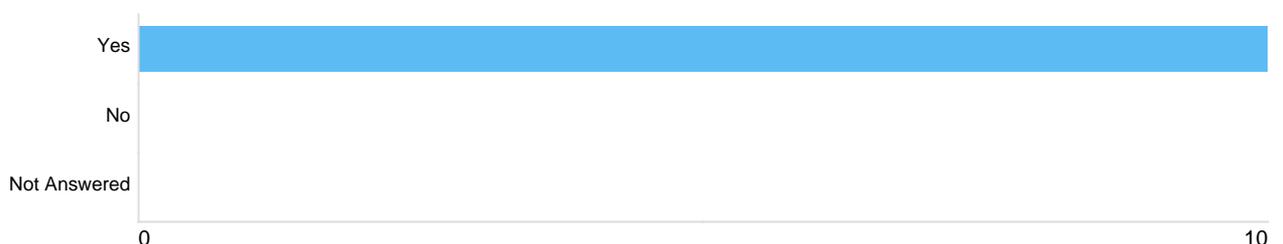
The consultation ran from 31/01/2019 to 05/04/2019.

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Question 1: Do you currently teach about safe and healthy relationships?

yes/no



Option	Total	Percent
Yes	10	100.00%
No	0	0%
Not Answered	0	0%

If you have answered yes, can you describe the specific curriculum you follow?

There were **10** responses to this part of the question.

Roughly, how many girls are taught?

There were **9** responses to this part of the question.

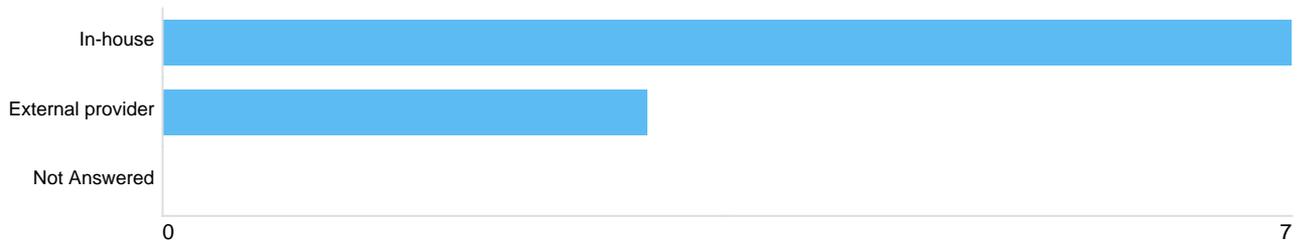
Question 2: Where does your school get resources to teach about safe and healthy relationships?

Comment

There were **10** responses to this part of the question.

Question 3: Who teaches lessons about safe and healthy relationships?

Who teachers the lesson?



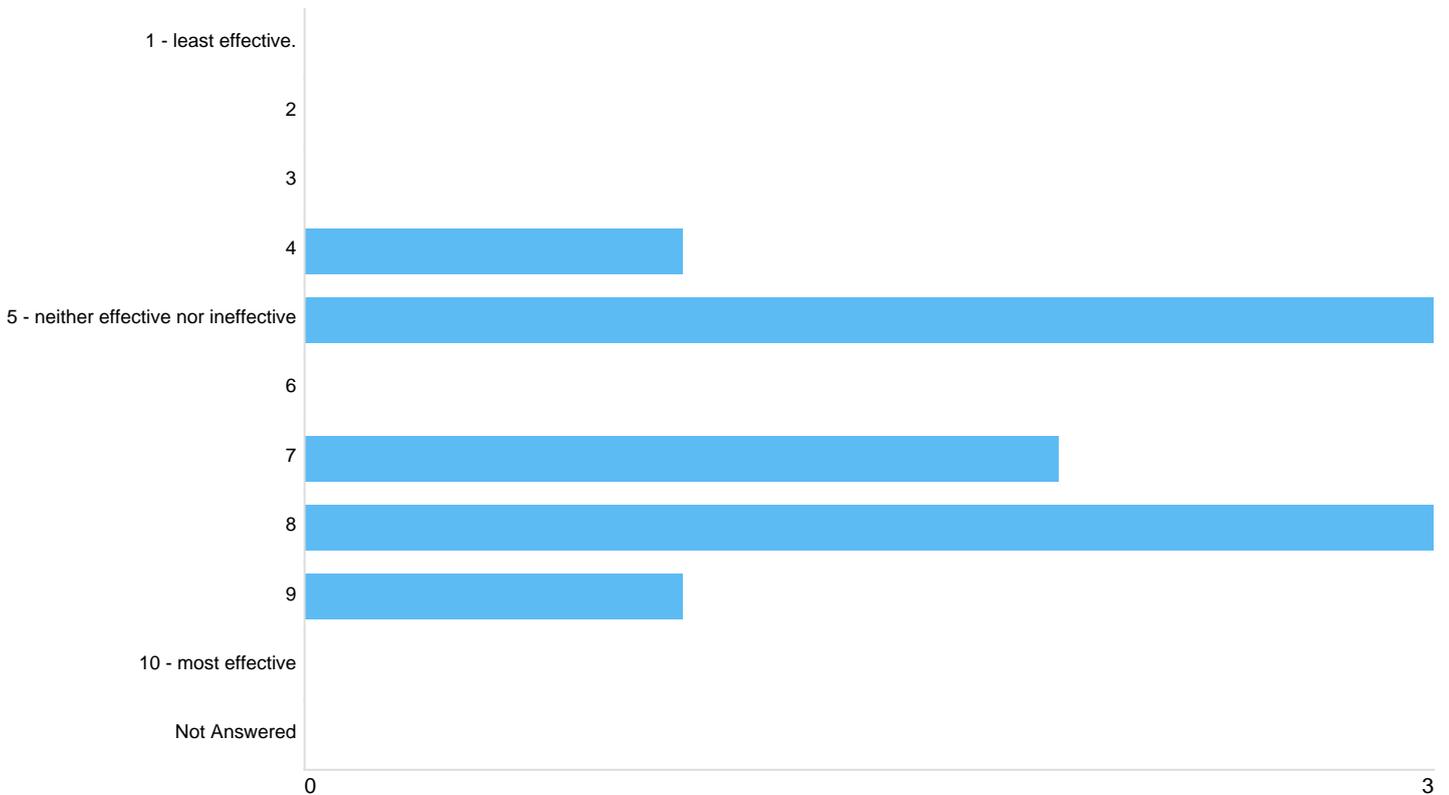
Option	Total	Percent
In-house	7	70.00%
External provider	3	30.00%
Not Answered	0	0%

If you have selected external provider, can you give us their name(s)

There were **4** responses to this part of the question.

Question 4: How effective do you think the resources being provided are? (grade between 1 - 10 with 10 being the most effective).

Grade



Option	Total	Percent
1 - least effective.	0	0%
2	0	0%
3	0	0%
4	1	10.00%
5 - neither effective nor ineffective	3	30.00%
6	0	0%
7	2	20.00%
8	3	30.00%
9	1	10.00%
10 - most effective	0	0%
Not Answered	0	0%

Please explain your choice

There were **9** responses to this part of the question.

Question 5: Is there anything the council can do to help e.g. provide educational resources or contacts for external providers?

Comment

There were **9** responses to this part of the question.

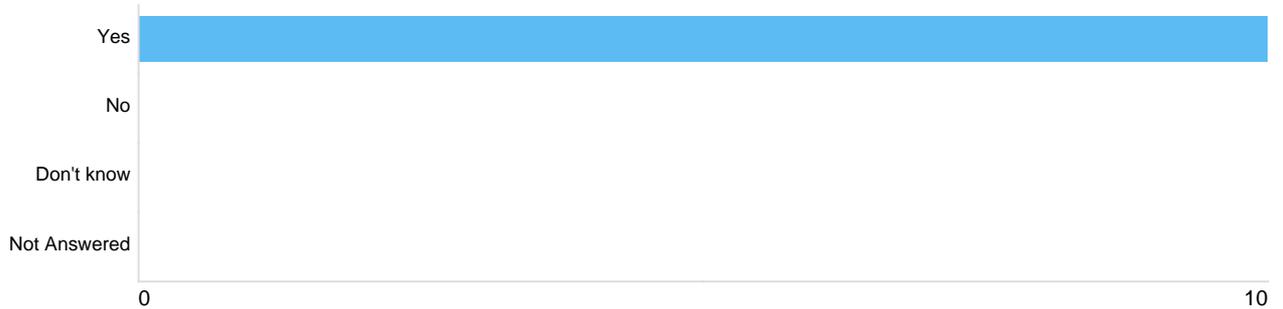
Question 6: Do you have anything else to tell us about safe and healthy relationships in schools?

If yes please tell us:

There were **2** responses to this part of the question.

Question 7: Does your school have specific procedures in place for dealing with different types of abuse? (e.g. verbal, physical, through social media).

Processes for dealing with different types of abuse



Option	Total	Percent
Yes	10	100.00%
No	0	0%
Don't know	0	0%
Not Answered	0	0%

Describe

There were **10** responses to this part of the question.

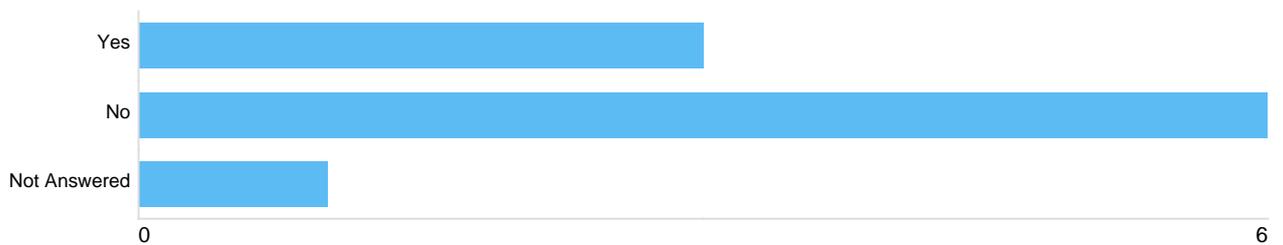
Question 8: How do you think sexual violence and harassment can be reduced?

Comment

There were **9** responses to this part of the question.

Question 9: Would you and some of your students (14-18 years old) be willing to take part in a roundtable discussion on these issues?

Yes/No



Option	Total	Percent
Yes	3	30.00%
No	6	60.00%
Not Answered	1	10.00%

If you have answered yes, please provide your contact details

There were **7** responses to this part of the question.

Question 10: Do you have anything else to tell us about sexual violence and harassment in schools?:

Comment

There were **2** responses to this part of the question.

Question 11: Your name?

Name

There were **10** responses to this part of the question.

Question 12: Please give an email address if you would like updates on our Violence Against Women and Girls Strategy or other related topics.

email

There were **10** responses to this part of the question.

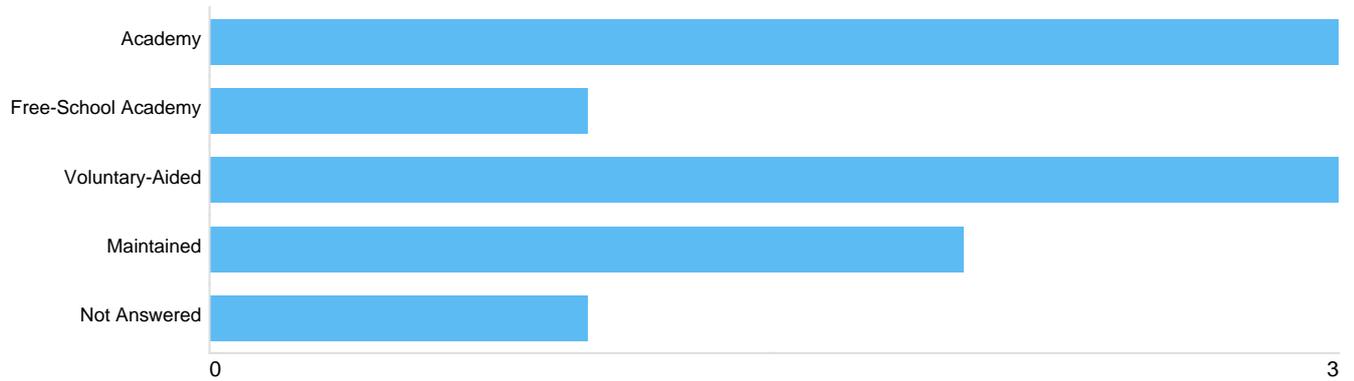
Question 13: Name of your school?

Name

There were **10** responses to this part of the question.

Question 14: Type of school?

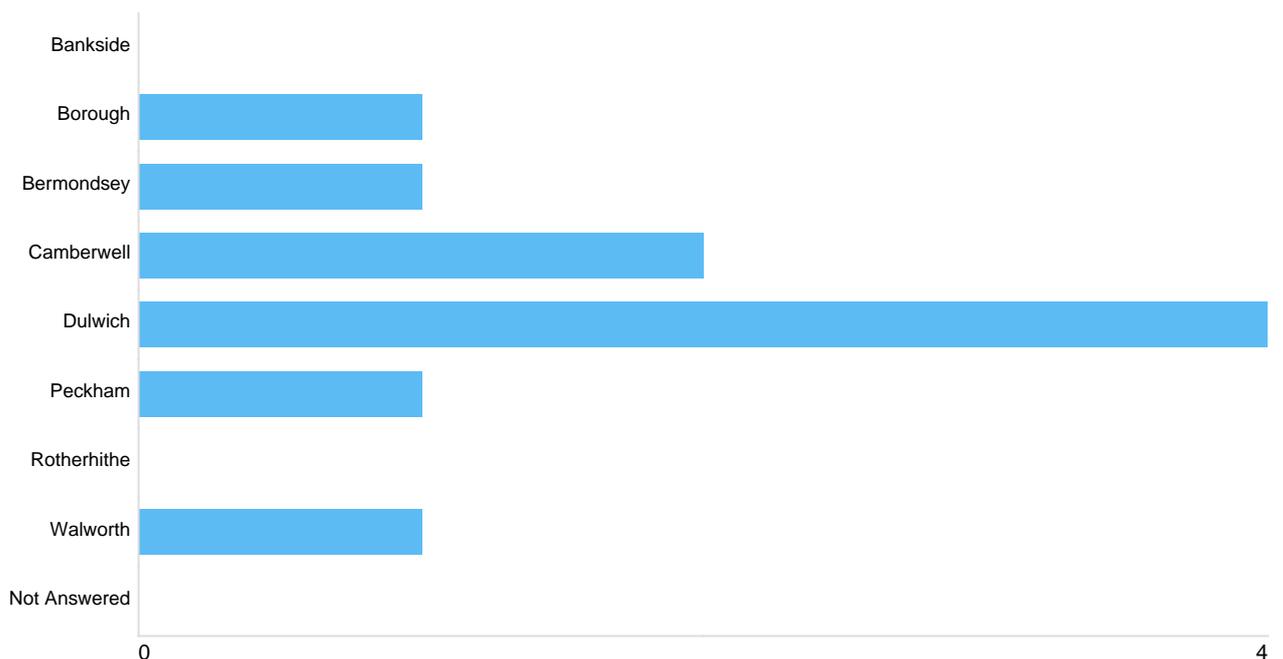
Your school



Option	Total	Percent
Academy	3	30.00%
Free-School Academy	1	10.00%
Voluntary-Aided	3	30.00%
Maintained	2	20.00%
Not Answered	1	10.00%

Question 15: Where in the borough is your school located?

Location



Option	Total	Percent
Bankside	0	0%
Borough	1	10.00%
Bermondsey	1	10.00%
Camberwell	2	20.00%
Dulwich	4	40.00%
Peckham	1	10.00%
Rotherhithe	0	0%
Walworth	1	10.00%
Not Answered	0	0%

Safe and healthy relationships schools survey: text responses

Do you currently teach about safe and healthy relationships? - If you have answered yes, can you describe the specific curriculum you follow?

The school has an RSE programme which is in line with Catholic teaching from Reception to Year 6. The younger year groups are mainly focused on the body and hygiene. The older year groups are taught about relationships and how their bodies are changing.

but only as part of our PSHE curriculum

"Safe and Healthy Relationship is covered in our PSHE programme (some informed by Southwark's framework and PSHE Association) for all years 7-11 over a 4 week schedule. In addition years 8 and 9 have completed a 2-day SHER Project with an external agency.

Targeted students also attend a 2 -day intensive workshop by Tender in December."

Health Education Partnership (HEP) framework used.

A curriculum specifically designed to meet the needs of young people with autism and moderate or severe learning difficulties.

We have a bespoke PSHEE curriculum and scheme of work, including RSE for all year groups and key themes around respectful relationships and safety, taught at an age-appropriate level.

We follow a Relationships and Sex Education format approved by the Catholic Education Commission.

They do cover it in PSHE and it is also covered in RE from a Catholic perspective

National PSHE curriculum

Do you currently teach about safe and healthy relationships? - Roughly, how many girls are taught?

200

750

200

All our girls. We have 10 girls attending the school.

All the girls across our school i.e. approx. 280

225

600

4

Approx 300

Where does your school get resources to teach about safe and healthy relationships? – Comment

The school uses the RSE programme as outlined in question 1.

From PSHE resources and training- e.g. around consent etc.

PSHE Association

Tender

SHER Project

Southwark's LA PSHE Lead

Reputable organisations such as Plan

HEP, plus a range of external groups including Stonewall and Tender.

PSHE coordinators network. A range of curriculum resources from specialist providers. Bespoke resources made in house. bespoke resources from Image inaction.

For SE with use the Young London Matters curriculum dating from 2000 (although we are going to be reviewing this next year).

We have developed a bespoke scheme of work with bespoke lesson plans developed with a PSHEE consultant to cover the other areas."

The Education Commission.

From the same sites teachers use to plan lessons so TES, Cafod, we sometimes use a theatre company called TEN TEN

PSHE Online resources/SEAL/other

Recommendations from organisations or approaches to the school.

Our Citizenship Co-ordinator would be in a better position to answer this.

Who teaches lessons about safe and healthy relationships? - Who teachers the lesson?

In-house

In-house

External provider

In-house

External provider

In-house

In-house

In-house

In-house

External provider

Who teaches lessons about safe and healthy relationships? - If you have selected external provider, can you give us their name(s)

SHER & Tender (we also have in-house work)

Imag in Action. In house as well

We also use an external provider; an independent health and well-being consultant

Both of the above. Our Citizenship Co-ordinator could provide a list.

How effective do you think the resources being provided are? (grade between 1 - 10 with 10 being the most effective). - Please explain your choice

I think as a school, we need to educate children in more detail regarding healthy relationships and being safe.

when teachers match the resources to their class needs they are most effective- but will depend on teachers experience and skill.

We use a range of resources from a various providers. We have an in-house specialist who updates resources every term and this specialist obtains feedback from students on the content of material used and assesses their understanding.

Staff training is an ongoing issue, to enable staff to be best able to deal with any issues raised during the programmes.

Tailored to individual pupils needs.

Autism specific.

Can be used by families at home

They are bespoke and based on needs assessment. We would benefit though from more guidance and training to be responsive to events in the local area.

The lessons are mainly taught around how we change and grow. Although we have a very strong ethos of respect, I think we could do more to promote healthy and safe relationships, appropriate to a primary school.

The resources available on line at the moment are good on the whole and many charities such as NSPCC have a lot of things available

For some of our scholars these sessions work really well, others it doesn't either due to their prior experiences or the belief that they know best or they don't implement what they learn.

Is there anything the council can do to help e.g. provide educational resources or contacts for external providers? – Comment

Yes, we would be interested in the council providing educational resources and contacts for external providers.

yes- useful resources could be signposted.

It would be great if the council could put us into contact with some subsidised providers and any charities / free providers. It would be useful if the council could continue to provide resources and recommend top providers.

Staff training, suggested resources, workshops and drop down-days are useful.

Share through network meetings.

See above

Yes, these would be useful.

we need funding for lots of thing in education. if the council could provide funding for us to bring in outside providers that are acceptable tot he Catholic ethos of the school that would be a real benefit

"these suggestions are good.

Also commissioning good providers so that these providers are free or available at a reduced cost."

Do you have anything else to tell us about safe and healthy relationships in schools? - If yes please tell us:

SHER & Tender have been great and a welcomed addition to what we already provide in-house at Harris Girls' Academy East Dulwich.

Safe and Healthy relationships have to be modelled by staff in their relationships with each other or with scholars.

Any reports about unsafe or unhealthy relationships need to be taken seriously and addressed.

When scholars are valued by others and know their own value they will expect to be treated respectfully and in a safe and healthy way.

I think more needs to be done to support parents in what their children are learning in school about safe and healthy relationships so that they can support this at home. For some families this will already be happening but some of our scholars live in toxic environments with adult carers who don't model safe or healthy relationships.

Does your school have specific procedures in place for dealing with different types of abuse? (e.g. verbal, physical, through social media). – Describe

We follow the safeguarding, behaviour and equal opportunities policies to keep children safe from harm.

through our behaviour policy

"We have a Sharp system for students to log online abuse 24/7

We have a robust safeguarding practice with 13 trained DSLs / DDSLs

Comprehensive pastoral team available to meet students needs throughout the school day

Collaborative work with the Safer School's Police Officer

We update our safeguarding policy each year

We also provide in-house training for staff though CPD"

Safeguarding procedures are outlined in our safeguarding policy. Students are taught about healthy relationship, domestic violence (in all its forms) healthy use of social media and how to respond to concerns/bullying.

Following whole school safeguarding procedures.

Either as outlined in our safeguarding policy, anti-bullying policy or behaviour policy. This will be investigated thoroughly in accordance with these policies.

These are all outlined in our Safeguarding policy.

yes we have an anti bullying policy and we have a no mobile phone policy so we also do not have a lot of socail media things to investigate we recommend parents to go to the police.

Anti-bullying policy, regular PSHE, outside agencies eg police did work on social media

Once it is reported the Pastoral team will investigate the incident and a decision is made about the consequence of the behaviour.

How do you think sexual violence and harassment can be reduced? – Comment

I believe that children need to be very clear about why sexual violence and harassment is wrong and that everyone has a right to be safe/ have healthy relationships. Education of parents/ carers is also necessary so that they can convey the same messages to their children. Ensuring that children know who to talk to if they are concerned and that it is acted upon.

Educating students, building confidence and self-esteem on how to deal with issues

Collaborative work with the Safer School's Police Officer

Continued training and support for schools with external providers and best practice shared.

"Bespoke education programmes. Community based work. Increased access to leisure in the community."

Raising awareness; having open and honest conversations; further building conversations around respectful relationships from the early years and up; appropriate support to meet needs of children who have themselves suffered abuse and are at risk of becoming abusers; appropriate responses at a multi-agency level.

Educating young people about respect for each other, tackling the lawfulness of video games such as Grand Theft Auto, strong messages about being in safe and healthy relationships.

it should not be glamourised and normalised in the media and on social media

Making it more aware especially in the work place so that people are not scared to talk out

"To some extent by limiting touch within a school between scholars.

Promoting respect and personal space.

By giving children and young people the emotional language to express their selves fully.

Better controls and restrictions on the content of music videos and video games.

More positive role models in the media.

A campaign through social media where young people are taught what is acceptable and not and what to do if they are abused."

Do you have anything else to tell us about sexual violence and harassment in schools?: - Comment

We are concerned about the rise in sexual violence / harassment online and how to combat this. In addition to continually trying to educate on consent.

COMMUNITY SAFET SCRUTINY COMMISSION**MUNICIPAL YEAR 2018-19****AGENDA DISTRIBUTION LIST (OPEN)****NOTE:** Original held by Scrutiny Team; all amendments/queries to Fitzroy Williams Tel: 020 7525 7102

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