Youth At Risk Consultation

Report prepared by the Godwin Lawson Foundation

Executive Summary:

In response to the rise in knife crime and knife carrying in the Borough, Haringey Council have commissioned the Godwin Lawson Foundation to carry out a research programme to:

- Explore local young people's issues relating to carrying of knives and knife crime, including Education, Prevention, Early Intervention, Targeted Support, Deterrence, Disruption and Detection
- Identify specific factors which young people deemed to facilitate/inhibit involvement in knife crime and knife activity

We take in references from recent work by the Home Office on Serious Violence Action Strategy April 2018 (SVAS) and the BAME Individuals in the Criminal Justice System Report by David Lammy, which are pertinent to the young people's perspective on the issues. We are conscious of the body of research, which supports these two reports and the Mayor's Knife Crime Strategy.

The final report is to feed into the development of a local crime action programme. The aim was to speak directly to young people who live in the Borough and who are at risk. The process was aimed at finding out what their attitudes and expectations are, and to identify from them what they think should be done to deal with the problems knife carrying leads to.

The findings of this research have shown that knife carrying is a wider problem than has previously been thought; girls are involved as well as boys and, as involvement can start with children as young as seven years old, effective intervention has to be considerably earlier than it has been up until now. It was felt interventions should be targeted at those who have low self-control and other factors contributory factors to their instability, such as a positive attitude to offending. We include the SVAS table of risk factors for serious violence as a comprehensive list. Knife carrying is accepted as normal by many young people, and even if young people do not themselves carry, they are unlikely to get involved in dissuading friends who do carry. Personal experiences of knife crime, particularly seeing deaths, are traumatic, but for many knife crime/carrying is so normal, that they seem desensitised to the problems.

Factors which encourage knife carrying amongst the young people interviewed include:

- Personal safety
- Peer pressure/gang membership
- Knives carried as warnings
- Personal insecurity
- Encouragement by music and social media
- Specific circumstances relating to individual young people

Factors which discourage knife carrying amongst the young people interviewed include:

- Awareness of consequences of their actions
- Perception that they are not targets and therefore need no protection
- Recognition that knife carrying will not help them
- Impact of family pressure

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- Increasing age and maturity
- Awareness of alternative approaches

The young people involved in this research identified a number of ways forward, which they felt would help deal with knife crime/carrying (although not all of these are within Haringey's control). These included:

- Increased activities and leisure opportunities needed – this was deemed to be critical
- Provision of places and centres for young people, to be managed by people who have lived in similar tense and fearful circumstances
- Mentors from within local communities, mentors need to be people who can effectively engage with the young people and who have had similar life experiences
- Creation of sessions and workshops similar to those arranged for this research
- Increased opportunities in education and jobs, these opportunities are seen by young people as critical to better life chances
- Involvement of families at all levels
- Increased education about knife crimes and how they impact on people, especially from those with custodial sentences who are now picking up their lives again
- Ensuring a rise in confidence in the police and stopping them being viewed with suspicion and distrust. They have a key role in making the streets safe.
- Reduction of racial bias in secondary school in looking for jobs and in police attention
- Tackling social media to curb its influence on knife crime/carrying
- Controlling the internet so that knives and other weapons cannot be so easily obtained
- Changing post codes to cut down on territorial 'battles'

Reflecting on the voices of the young people who have taken part in this research has identified a number of ways forward to deal with the problem, including short, medium and long term actions. These are discussed in detail in the report, but the overall recommendations focus on methods for identifying young people at risk and providing earlier intervention than is currently in operation.

Intensive targeting of individual young people at risk is an approach, which has been successful in other areas and should be pursued in Haringey.

Provision of space, facilities and activities for young people is critical, as is provision of support for young people and their families. All support should ensure that agencies adopt a coordinated, holistic approach which is both pro-active in seeking out young people who are at risk and is also rapid in its response to situations.

Guidance, support and mentoring, including increased access to educational and employment opportunities be provided by those who fully understand and engage with the lives and situations that the young people are operating in, – a 'bottom up' rather than a 'top down' approach'. Easy access to apprenticeships in the Borough could be a flagship programme.

It is possible to determine those at higher risk of offending (SVAS). It is for policy makers who affect young people's lives from the home into school and on to education and employment to put resources in place so that those with multiple factors of disadvantage and low self-control receive targeted support.

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Targeted support has been assessed to provide much better results than universal programmes. The key is not make such programmes produce a stigmatising impact. Long term recommendations include dealing with problems created by social media, and improving relationships with the police, which have been soured by distrust.

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Part I: Background

1.0   Research Aims and Objectives:

1.1   The objectives of the research were:

To explore attitudes of young people towards knife crime and knife carrying, and identify factors to inform local plans.

1.2   This was broken down into three parts:

1. Exploration of issues relating to carrying of knives and knife crime, including Education, Prevention, Early Intervention, Targeted Support, Deterrence, Disruption and Detection.
2. Identification of specific factors which are deemed to encourage/discourage involvement in knife crime and knife activity.
3. Produce a final report to feed into the development of a local crime action programme.

1.3   Since January 2018 the increase in knife crime, murders and gang activity have resulted in intensive media attention being focused on Haringey and adjacent Boroughs.   This has presented the research team with both opportunities, and problems as organisations have been very keen to take part under this pressure, at times situations became too sensitive to allow researchers in.

2.0   Methodology and Research Approach

2.1.   The Team and Start Up Matters

2.1.1   This research programme was commissioned by the London Borough of Haringey, to be carried out by the Godwin Lawson Foundation.   The GLF was founded in 2012 by Yvonne and Calvin Lawson to commemorate the life of their son, Godwin Lawson, who was stabbed in the street in Stamford Hill trying to prevent two of his school friends from being attacked by four young men.   Since then the Foundation has been dedicated to combatting crime and knife crime, working in particular with:

- schools and colleges, with Yvonne Lawson visiting these to talk about the impact of knife crime on her and her family, and the local community;
- vulnerable young women at risk of becoming involved with or being exploited by gangs in Enfield, Haringey and Waltham Forest in the Empowering Girls Project; this powerful intervention has had the strong support of Tottenham Hotspur's Foundation
- peer mentoring programmes to create Peace Ambassadors, to provide positive role models from within the community with whom young people can identify
- Community Sports events to break down barriers within the communities

2.1.2   The Godwin Lawson Foundation (GLF) recognises that the earlier intervention takes place with young people and facilitates diverting young people away from crime, the more effectively this purpose will be achieved.

2.1.3   GLF have been instrumental in changing government policy on mandatory sentencing for knife carriers.   The contribution of Yvonne Lawson and the Godwin Lawson Foundation have been critical in the recruitment phase of the research project. Yvonne's work in schools and with MOPAC meant that she was known and acknowledged by the leaders and managers of the organisations who were

contacted, resulting in a positive response from them.   Setting up the interviews was, therefore, facilitated by this initial recognition.

2.1.4   The research team was led by Yvonne Lawson.   The other four team members were Jeff Austin, Royston John, Neville Watson and Caroline Large (team members' CVs in Appendix A).

2.1.5   The original proposal identified that the research would include interviews with 30 young people in Haringey, covering 2-3 focus groups of 15-20 young people, personal interviews with 15-10 young people, and would aim to finish mid-March.   However, the research has had to deal with a number of issues which have delayed the work (particularly at the beginning of the research period), including:

   a. The schools' half term holidays,
   b. Bad weather, which disrupted transport links.
   c. Deaths occurred during the short period of the research which created a sensitive climate for research.   The death of a Mac UK worker badly affected young people in Project Futures. This meant that their contribution to the research was stopped while they dealt with the emotional aftermath of this attack. There has also been a shooting of a young man in Wood Green and a range of attacks and murders across London.

2.1.6   At the time of producing this report, there have been over 50 deaths in London since 1st January, with many being in Haringey and the surrounding areas.   Although the attacks and murders have been horrific and have slowed work with Project Futures, there has been growing and very positive support from a wide range of other Haringey institutions, partly due to their awareness of the Godwin Lawson Foundation, and partly due to the recognition of the need to deal urgently with the situation. Consequently, the work gathered momentum during the weeks of the programme and although the research initially planned to include 30 young people, the final total of young people included is well over 70.

2.2.   Safe Locations for Young People and Moderators Familiar with their Context

2.2.1.   It was fundamental to the research to work in locations where there were young people at risk. This was enabled by the Council, the Metropolitan Police, and GLF's contacts.   The organisations who co-operated with the research included educational institutions, organisations supporting young people, and justice organisations.   In addition, two young people were directly involved in this research: one had previously worked with Project Futures in other research programmes whilst studying at University (although the killing of the Project Future's member, with the subsequent withdrawal of Project Future, limited their actual involvement), and Ricky[1] who, having left prison, is turning his life around and is actively working to help reduce knife crime. He has been involved with several of the groups, and training sessions on research and public speaking have been arranged for him.

2.2.2.   The research was focused on obtaining the views of young people in Haringey, particularly young people deemed to be at risk. By engaging with them, it was hoped to identify their attitudes and perceptions, and to draw out their suggestions as to what can be done to deal with this situation.

2.2.3.   It was decided that the interviews would only be carried out by researchers who were trained and experienced in working with the young people of Haringey (see Royston and Neville's CVS

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[1] For reasons of confidentiality this young person has asked to be identified in the report simply as 'Ricky'

Appendix A) and that no recordings were to be made of the discussions as for many young people their only experience of being taped would be under caution, so for each interview there has been a moderator (either Royston or Neville) and a scribe (either Caroline or Jeff). Ricky has been an observer and has also made effective contributions to some of the meetings.

2.3. The Research Approach

2.3.1. The research approach was developed in the light of Neville and Royston's considerable experiences in working with young people at risk. The approach was to build on the original topic guide which had been developed with Haringey Council, and from this they were able to develop these issues and very quickly engage and draw out the young people in the discussions. In an hour the sessions had to move from considering how young people managed their anger to a focused discussion on the issues in knife crime for the particular focus group.

2.3.2. This approach has worked well, although it is more difficult to document verbatim responses without recording, the notes from the meeting are comprehensive and accurate reflections and have been checked after each meeting by both the scribe and the moderator for accuracy and completeness. Relevant quotations have been noted and are included in this document, but there is no oral record of the discussions. Because of the trust which the young people have placed in the researchers and in Haringey Council considerable emphasis has been placed on ensuring total confidentiality and anonymity. It is their voices which are summarised in this report, and which will properly inform the policies and strategies of intervention in Haringey.

2.3.3. Vouchers were given to the young people who took part in the discussions as gestures of thanks; in several cases they were not told in advance to avoid them taking part just for the vouchers without any intent to actually participate or engage. Although the inducements were nominal, the young people clearly appreciated these tokens.

2.3.4. The young people who had been identified as at risk and who participated in the research were predominantly black/African/Caribbean/black British, however, we also had Brazilian, Columbian, white British, Greek, Romanian and Turkish participants. One teacher at a secondary school said, 'They are the ones most likely failing at school'.

3.0 The Context of this Research

3.1. Haringey and London Information

3.1.1. The data shown in Tables 2 and 3 shows figures for overall knife crime. The majority of these offences are weapon possessions, rather than weapons being used. Knife crime with injury has increased nationally in the last three years across the country with more victims, families and communities impacted on in London. Haringey is no exception to this trend. Analysis indicates that knife crime in Haringey is associated with personal robbery around major transport hubs and areas of higher footfall but is also associated with drug dealing.

3.1.2. Non-domestic VWI offences have increased in Haringey by 8%, compared with the London-wide increase of 4%. A significant proportion of incidents occur in busy locations, such as shopping centres, transport hubs and key thoroughfares. A number of these incidents are random in nature and occur when individuals in busy locations such as shopping/transport hubs come into conflict.

3.1.3.   The most recent data shows a reduction in young victims of knife crime injuries aged under 25 by 11% in Haringey whilst London overall has seen an overall reduction of 0.3%. There has also been an increase in incidents involving those over 25 years old. Overall serious incidents still occur and often lead to serious and life-changing injuries.

3.1.4.   Hotspots for knife crime continue to shift, following targeted partnership work in long standing high volume locations. Some of the incidents are group/gang related and appear to take place as retaliatory and or revenge attacks, leading to escalation of tensions.

3.1.5.   The Mayor's Knife Crime Strategy launched in June 2017 outlined a framework within which local action can be contextualised:

Targeting lawbreakers
Offering ways out of crime
Keeping deadly weapons off our streets
Protecting and educating young people
Standing with communities, neighbourhoods and families against knife crime
Supporting victims of knife crime

3.1.6.   Partners across Haringey, including the Police, council and voluntary groups have a range of activities in place to tackle knife crime and together they have undertaken a mapping exercise of the collective activities across the borough to ensure coherence and identify any gaps and working with the community, including young people at risk to create a Plan that is owned, understood, endorsed and delivered by all.

3.1.7.   Haringey recognises engagement with the community and in particular young people as critical to the co-production of a Serious Violence Reduction Plan.   Haringey therefore commissioned the Godwin Lawson Foundation to deliver on a specialist Youth at Risk engagement consultation with young people who are at risk of becoming victims and or perpetrators of knife crime.   GLF has obtained views and feelings of young people including those involved with the Youth Offending Service, Looked After Children, those attending the Pupil Referral Unit, secondary schools and the Youth Council.   It is against the background of this experience that the research has been set up.

3.1.8.   Figures generated by the Home Office and Police recorded crime, show that, after falling for several years, knife crime nationally is rising again from a low of 2014 – just over 25,000 instances – to a high of over 37,443 in the 12 months ending September 2017, a 21% increase on the previous year (see Table 3 below).   Knife crime is particularly problematic in London: in 2018, figures show that violent deaths doubled in the first three months (Metropolitan Police, see Table 1 and there were eight violent killings across the capital in one week in March 2018. Comparison of the first three months in 2018 with the two previous years shows a significant rise in incidents.

3.1.9.   The Home Office Serious Violence Strategy April 2018 and the report produced by David Lammy MP were published in April 2018.

Table 1: Murders in London by Month:

Kill counting
London, murders per month

Totals

12-month moving average

2008   10   12   14   16   18

Source: Metropolitan Police
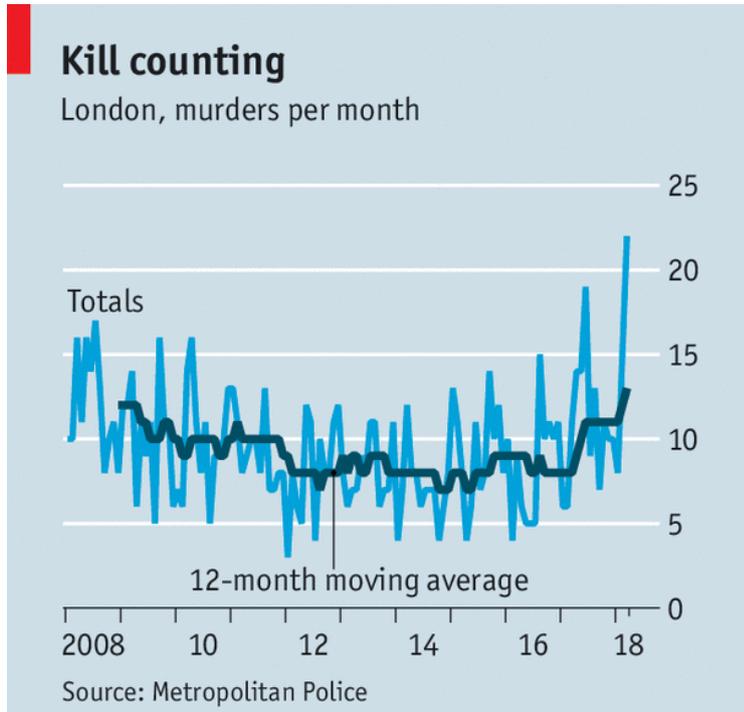
Table 2: The number of fatal stabbings or shootings in London:

January – March 2016	16
January – March 2017	13
January – March 2018	26

(Source: The Evening Standard)

3.1.9.   The Metropolitan Police Commissioner, Cressida Dick, has identified knife crime as a particularly urgent problem to be dealt with and has set up initiatives in London.

Table 3: Offences involving a knife or sharp instrument, England and Wales
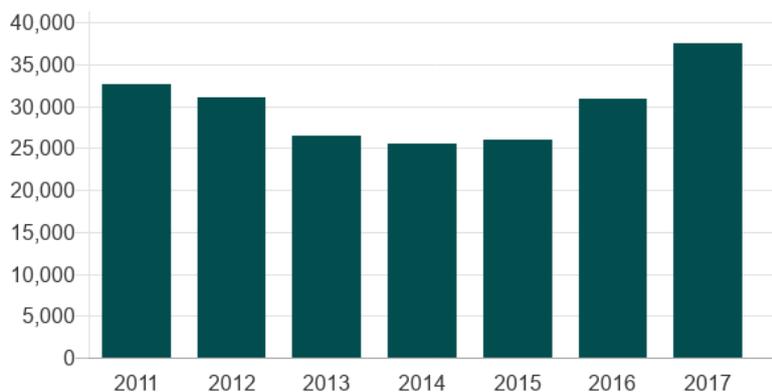
Note: 2011-2015 year ending March, 2016-2017 year ending September. Source: Police recorded crime Home Office.

3.1.10. 38 of the 44 police forces have recorded rises in knife crime with the Metropolitan police showing the biggest increase. These figures include only selected knife offences, with about half (18,571) being assaults that caused an injury or where there was an intent to cause serious harm and a further 14,816 involving robberies. Last year, 19,243 people were cautioned, reprimanded or convicted of carrying a knife in England and Wales – most of whom were adults but one in five, 4,148, was under the age of 18, the highest number for seven years. As has been highlighted above, knife crime tends to be more prevalent in large cities, particularly in London:

Table 4: Knife offences per 100,000 people by region, England and Wales, year to June 2016
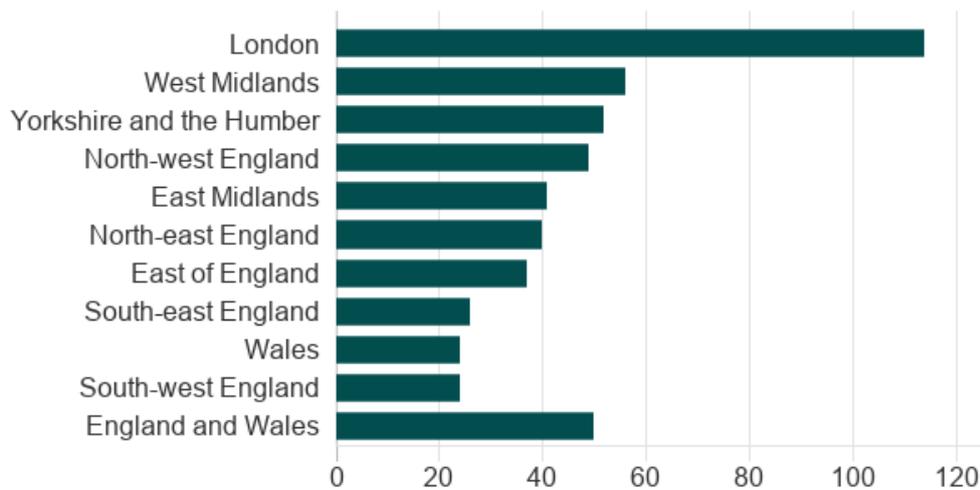
Source: ONS

3.1.11. For every 100,000 people in the capital there were 114 knife offences in 2016. Figures from the Mayor's office show that young black and minority ethnic teenage boys and men were disproportionately affected, as both victims and perpetrators. In his recent open letter to the Prime Minister, David Lammy MP draws attention to the over representation of BAME young people in the Criminal Justice System: 'BAME communities make up 14% of the population in England and Wales but 25% of adult prisoners and 41% of under-18s in custody'.

Table 5: Demographic breakdown of Haringey compared with Inner London, England and the UK

Indicator	Haringey	Inner London	National comparator	
GLA **Population** Estimate 2017	278,000	3,535,700	55,609,600	England
GLA **Household** Estimate 2017	115,608	1,522,541	.	England
Inland **Area** (Hectares)	2,960	31,929	13,025,967	England
Population density (per hectare) 2017	93.9	110.7	.	England
Average Age, 2017	35.1	34.7	40.1	UK
Proportion of population **aged 0-15**, 2015	20.0	38.5	19.0	England
Proportion of population of **working-age**, 2015	70.7	54.7	63.3	England
Proportion of population aged **65 and over**, 2015	9.3	6.8	17.7	England

3.1.12. The challenge for the police is to be intelligence led and not random, and from 2009 the number of stops has been falling across England and Wales, especially in London. This has been primarily due to concerns that the measures unfairly targeted young black men, wasted police resources and were ineffective at catching criminals.

Table 6: Numbers of stop and searches for offensive weapons by the Metropolitan police
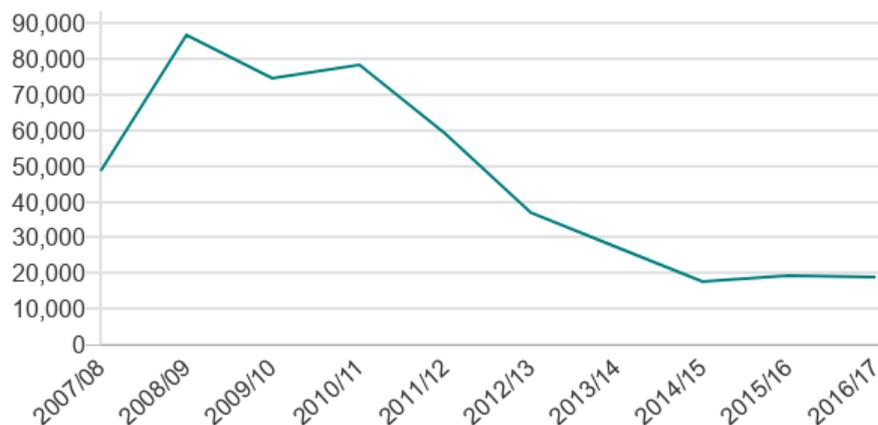
Source: Metropolitan Police

3.1.13. Theresa May, as Home Secretary, led efforts to drive down the number of stops but there is anecdotal evidence from police that young people are now more inclined to carry knives because of growing confidence that they will not be stopped, indeed the discussions carried out as part of this research indicated that fear of being caught, particularly amongst girls, is not high. In the research carried out (see Section 6.2) there is some support from young people for an increase in stop and search – with reservations about it being properly handled - as a way of providing them with protection.

3.1.14. Public anxiety about knife crime, legislative changes and firmer guidance for judges and magistrates have led to calls for stiffer sentences, though first time offenders under 18 are still more likely to be cautioned than locked up.

3.1.15. The last ten years has seen various Government initiatives to try and tackle gang and knife crime[2]. The MPS estimates that in London, there are approximately 3,500 gang offenders and 182 gangs and that gang members are responsible for 9% of all personal robbery, 16% of serious youth violence and 40% of shootings.   Offenders are almost exclusively male (97%), of black ethnicity (72%) and nearly half are under the age of 19 (47%). Criminal career analysis, conducted by MOPAC Evidence & Insight indicated a typical gang member had on average nine proven offences in their history, and were on average 15 years old when they committed their first offence.   Other research demonstrates gang individuals are more likely to be stopped and searched by the police and experience higher levels of victimisation so any return to widespread stop and search, as highlighted above, needs to progress very carefully and with clear criteria to justify choice of suspects.

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[2] (e.g., The Home Offices' Tackling Gangs Action Programme, 2007), Ending Gang and Youth Violence (2015), MOPAC Strategic Ambitions document (2014), Policy changes (e.g., mandatory sentences for knife and gun crimes), and the launch of the MPS's Trident in 2012, along with a wealth of original academic research.viii

3.1.16. Victim profiles show that victims of knife crimes are:

- 77% male
- 43% under 25 years of age
- 20% between 16 and 20 years of age
- 49% BAME, 44% White
- 44% recorded no injury
   (Source: MOPAC)

For comparison, offender profiles show that knife offenders are:

- 90% male
- 25% aged 11-17
- 61% BAME
(Source: MOPAC)

3.1.17. MOPAC Research shows that gang members have a higher incidence of mental health needs, not just above the general population, but also above other entrants to the criminal justice system. These can be complex mental health needs associated with youth violence and gang membership, showing high levels of psychiatric morbidity, post-traumatic stress disorder, anti-social personality disorder, psychosis and suicide attempts exacerbated by dyslexia and anxiety disorders.

3.1.18. The relationships between gang-affiliation and poor mental health operate in both directions, with many of the factors that push or pull young people towards gangs relating to their mental wellbeing and involvement in gang-related activities potentially damaging mental health. Such complex needs place a heavy burden on mental health services and highlight the need for an effective partnership response.   Little NHS resource is targeted at these young people until their needs become acute. When young men feel discriminated against by teachers this can lead to poor achievement, resulting in behavioural problems, truanting, and possible exclusion from school.   When they reach this stage and the gangs approach them and make them feel included this, certainly in the early stages, seems very inviting.

Table 7: Mental Health and Wellbeing Framework in Haringey

Estimated prevalence of any mental health concerns in children and

Boys are more likely to have conduct and hyperkinetic disorder

Girls are more likely to have emotional disorder
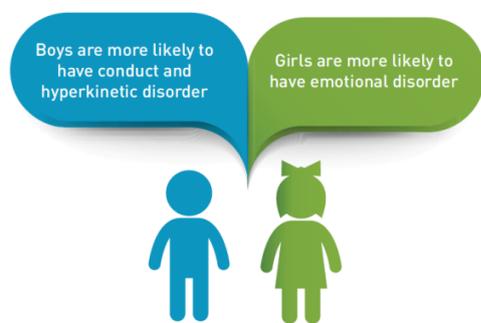
Condition	Prevalence	Estimate
Emotional disorder	3.9%	1463
Conduct disorder	6.6%	2288
Hyperkinetic disorder (ADHD)	1.6%	600
Less common disorder	0.7%	262

Source: Public Health England CYP Profile and 2011 Census

These figures identify the problems, but too little is being done about it.

3.2. Glasgow Initiative Alcohol Drugs and Mental Health – personal attention for the most violent

3.2.1. Glasgow has had considerable successes in reducing knife crime and knife carrying with Scottish initiatives, including No Knives, Better Lives, the Violence Reduction Unit and work done in Castlemilk.   The Violence Reduction Unit was set up in 2005 by Strathclyde police to tackle the city's endemic knife fighting and gang crime.   At the time, Glasgow was Western Europe's murder capital.   A decade later Glasgow's murder rate has more than halved, from 39 in 2004-05 to 18 last year.   Similar drops have been recorded for attempted murder, serious assault and possession of an offensive weapon. The Glasgow Initiative has resulted in a dramatic fall in knife crime and crimes of handling an offensive weapon are now at their lowest level in 29 years.   Figures show that:

- Crimes involving an offensive weapon have fallen by 76% since 2006/07
- Violent crime in Glasgow has decreased by 12% between 2013/14 and 2014/15
- Number of homicides have fallen by 3% over the same period

(Sources: www.gov.scot/Publications/201509/8172 and www.gov.scot)

3.2.2. The initiative worked by targeting individual offenders personally and combining intervention with both benefits and consequences. It recognises the environment in which many offenders are brought up and tries to reverse the effects of 20 years of deprivation and neglect; the process aims at breaking this cycle.   Their strategy, borrowed from anti-gang violence initiatives spearheaded in Boston in the 1990s, combined creative use of resources with enforcement. Doctors, nurses, dentists, even vets were all enlisted to look out for the signs of violence and domestic abuse, and to counsel the young men who arrived with fresh knife wounds. Gang members were 'called in' to listen to hard truths from police, paramedics, relatives of those killed, and former gang members.   They were then given a choice: renounce violence and get help into education, training and employment, or face zero tolerance on the streets.

3.2.3. Support and training for work with offenders aims at employability and getting them a job. A key aim is to break the cycle, which starts with inequality which feeds anger which may lead to violence – a belief that has also been highlighted by the young people involved in the GLF research discussed below.   The figures discussed in the Glasgow research (see article reference above) show the changes in behaviour which have taken place and that, surprisingly, even gang members who had not been part of the intensive work also showed a reduction in violent crime.

3.3. New York Violence Programme – personal attention for the most violent

3.3.1.   Similar success has been found in New York with its Cure Violence Programme (although this has focused more on gun usage), which uses community outreach to interrupt violence. This programme relies on the efforts of community-based outreach workers and violence interrupters in neighbourhoods which are most vulnerable to gun violence.   Cure Violence workers learn about active listening, conflict mediation, suicide prevention and motivational interviewing techniques as well as procedures for record keeping and database management. These workers are mainly male, aged 29-50, and half of them have previously been members of gangs (Young people in the GLF research have stressed the importance of mentors, and of involving young people who have experiences that reflect their own, rather than mainly white adults with little or no real understanding of the lives that they are living).

3.3.2.   In New York's Cure Violence Programme the team walk the neighbourhood interacting with residents, learning what is happening and distributing anti-violence messaging . They are known by the local residents, including the young people at risk (again, the young people in Haringey have talked about the need for youth centres, youth workers, and youth workers who will walk the streets targeting vulnerable young people to support). The figures below show the results in New York areas where these initiatives have been in operation, compared with other areas in New York of similar demographics which had no such initiative.   Areas where Cure Violence operated showed:

- a 50% reduction in gun crime before and after the opening of Cure Violence Programs, compared with a 5% reduction in a non-targeted area;
- shooting victimizations showed a 63% reduction in one area, compared with 17% reduction in a similar, non-targeted area

(Sources: New York State Department of Health (SPARCS) and City of New York Police Department).

3.4   Where prevention should start – in Primary Schools

3.4.1.   All of the other work studied has stressed the importance of appropriate intervention, particularly early intervention. Research carried out by the Early Intervention Foundation, March 2018, has shown that involvement of, and risk for, young people can start as early as seven years old, possibly even earlier.   This research identified four key issues:

- There is a gap between what the evidence says, and what is actually being delivered in schools
- There is a need to support social and emotional learning in schools
- Primary schools are poorly integrated into wider early help arrangements
- Relationships between local police and primary schools vary considerably

(Source: Intervening Early in prevent gang and youth violence: The role of primary schools, The Early Intervention Foundation March 2018)

3.4.2.   This research is also supported by Dr Tony Sewell's research into the failure of black boys to achieve at secondary school, despite being high achievers in primary schools. The key points of his research show that:

- Black boys saw no point in qualifications because they feel that racism in wider society would stop them getting a good job regardless.
- Lack of legitimate opportunities to get a good education.
- Black boys are statistically more likely to be in poverty and live in culturally deprived areas with a high proportion of single mother households.
- Gang culture has led to anti-school pressure from peers.
- Teachers have low expectations of education success due to their awareness that external factors will affect their learning. Results in lack of self-belief – an 'Oxford's not for me' attitude.

(Source: https://getrevising.co.uk/grids/tony-sewell-underachievement-of-black-boys)

In the discussions carried out as part of this research, some of the young people echoed the points made above: as one of them said,

> (Teachers say) you are never gonna pass your exams

Part II: Summary of the Key Findings from the Discussions

4.0   Anger and Anger Management:

4.1.   Frequency of Anger

4.1.1.   All the meetings began by asking the young people whether they get angry, if so how often, and what they did to deal with this anger.   Responses made it clear that many of them get angry regularly, although some claimed that they rarely get angry:

> *I get annoyed more than angry[3]* (NB one group discussed the difference between annoyance and anger)
> *I can't remember getting angry*
> *I don't get angry….Sometimes I do but it takes time…hardly ever*
> *Me, I'm a very calm person. Last time I got angry, a couple of years ago*
> *I don't get angry, can't remember getting angry – last time was when I was nine years old!*

4.1.2.   For others, anger was a regular occurrence with weekly anger outbursts being common:

> *Yesterday I got angry…..before that it was a week ago, at the job centre*
> *Once a week….*
> *I only get angry if someone pisses me off, once a week maybe*
> *I get angry once a month*
> *I don't get angry a lot – twice a month maybe – my little brother makes me angry!*

4.1.3.   However, for many anger is experienced at least once a day, more than once a day for several. Anger seems to be a normal emotional state for many of them:

> *I get angry every day…*
> *Every day I get angry at some time*
> *Almost every day*
> *Most days (I get angry)….loads…10 times a day*
> *I get angry hourly*

4.2.   Causes of Anger

4.2.1.   Causes of anger identified included:

Irritation	*- People who misbehave make me angry*
Hypocrisy	*- I'm told off, but then others are doing what I've been told off for doing*
	- Lies make me angry
Disappointments and frustration	*- If I don't understand something I get angry*
Accusations	*- Being called a liar affects me most*

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[3] Direct quotations are indicated in this discussion in italics. They are not ascribed to specific individuals, and any identifying content has been removed to ensure anonymity and confidentiality to all young people. Every attempt has been made to record comments verbatim as far as possible, and definitely to preserve the sense of the comment – hence lack of both grammatical accuracy and structure in places. Occasionally quotations are repeated if particularly appropriate in more than one section of this report

Racism and inequality   *- All Romanians are seen as criminals because a few are bad*

                                       - Inequality makes me angry

Intrusion into personal
   space/insults   *- Like, calling me names, touching me, pushing me, all these things get me angry*

4.2.2.   For some young people it was clear that causes of anger were internal and, although external influences were catalysts, these were not the root cause of the anger:

> *….I get angry a lot. Angry with people – I don't like humans. I don't know you….*

4.2.3.   However, where anger was a frequent occurrence almost all the young people identified anger triggers, external factors which they could not manage, or be expected to manage.   The anger, therefore, is perceived by them as a perfectly normal and acceptable reaction to things over which they have no control – for example:

> *Game I play….it's not my fault when I lose, so I get the controller and throw it and that's the end of the game!*

4.3.   Reactions to Feelings of Anger

They described their anger in various ways:

4.3.1. Physical Reaction

4.3.1.1.   Worryingly some immediately respond to anger and for these young people it was not unusual for the anger to become physical – in some of the groups there was general acceptance that anger is likely to lead to a physical response which can be directed at objects or people:

> *I get angry with you….I fight and punch and spit. Every day I fight*
> *I go quiet (or lash out if provoked)*
> *If they do it again (what is annoying) I would lash out*
> *I am always ready to fight but also to 'kiss', one year ago friends kept me out of fights*
> *I've hit people loads of times, been arrested loads of times*
> *Up to the age of 15 fight violently…*
> *Last time I punched a wall and broke a knuckle*
> *If a stranger tries to hurt me I'll fight back*
> *I used to have really bad anger issues and at home at 12 I would stab the tables*
> *I shout…*
> *I cry when I'm angry, anger keeps me awake*

4.3.2. Distancing themselves from the source of the anger:

> *I'll walk away*
> *I don't respond except with silence*
> *Before I would fight back, now I walk away*
> *I want to be alone when I am angry, calm myself down.   If a person is trying hard to annoy me…I fight if he starts it. I achieve control, set my mind to always step back, I don't*

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want to make someone die
I go and eat

4.3.3. Internalising their anger

I keep it inside and just don't talk, stay silent, sometimes for days and exclude that person
I hold it in. People know I'm angry 'cos I wouldn't be as happy as usual.
When I'm angry I go to bed….

4.3.4. Turning to guides and mentors:

Sometimes I speak to my partner, my Youth Worker
Speak to my Social Worker, my mum and dad

4.3.5. Changing their behaviour to moderate the anger:

Realised that playing the game (which caused anger) was not good for my mental health so stopped playing it

4.3.6. Resorting to diversionary tactics which include some form of physical activity:

I take a shower, have a sleep. If he starts it I will respond, my last fight was four years ago, I have done martial arts training.
I dance around a lot
Walk really fast for half an hour
Get into sports to work it off
Play pool to calm down – 12-17 were my angry years
I use the gym to work it all off

4.3.7. Other, very idiosyncratic approaches:

A specific teddy bear gets it!
Write an angry letter and destroy it
Revise so that I can do better in my studies

4.3.7.1. When considering reactions towards others who get angry, several said they do not get involved:

I laugh or ignore them…

This is despite the fact that they are aware that laughing, in particular, is likely to increase the anger felt by that person.

4.3.8. The New York Initiative focused on, amongst other things, trying to reduce violent responses by young men to situations that annoyed them. Those neighbourhoods with "Cure Violence" programmes reported a reduction in violence as a means of settling personal disputes than was found in control areas. Similarly, Haringey needs to consider how they can enable young people to be able to manage anger and develop processes for conflict resolution, whilst also dealing with mental health issues, social care, and education. Approaches such as those followed by New York and Glasgow provide models for Haringey to follow.

5.0   Knife Crime

5.1.   Impact of Knife Crime:

5.1.1.   When asked about knife crimes, and reactions to deaths from knife crime, responses varied but for some there appeared to be little or no impact

> *It has no impact on me*
> *People die every day, it's not a big thing!   Even young people*
> *Normal, innit?*
> *Sad, innit?*

5.1.2.   There was a feeling that it happens so much around them that they have become desensitised to it.   They claimed to be used to knife crime, regarding it as something they have to live with. However, when listening to specific stories, it is clear that there has been impact when the event is close to home:

> *I saw a stabbing in Tottenham, I was shocked*
> *Kinda sad that someone lost their life*
> *Someone lost a family member…..I heard that there was a 14/15 year old got shot, looking at*
> *that age, so unfair, so young, didn't deserve to lose life. They were described as a 14*
> *year old boy – they weren't even given an identity!*
> *Going to impact the family and the victim*

5.1.3.   Although there was recognition of disapproval from family members towards crime, knives and fighting (see Section 5.4.5 d), not all families are unambiguously opposed to violence and this must impact on the desensitisation of young people:

> *Aunty got a new boyfriend and they were not on good terms, so she asked me to go outside*
> *and fight him when I was 16*
> *Selling drugs…younger kids can make £350 at 17, so some parents will encourage their*
> *children for the money*

5.1.4. The Glasgow initiative started by trying to undo the effects of dysfunctional and deprived upbringings on young people. Again, there are lessons from Glasgow that can be taken up by Haringey.

5.2.   Knife-carrying experiences of the young people

5.2.1.   Although in some of the groups no-one admitted to carrying knives, participants in the other discussions said that they had carried knives.   Some said they had only carried knives at certain times to deal with specific, perceived threats:

> *Yes, I carried a knife (NB at this point the young person became very agitated and angry, and*
> *began shouting at everyone.   They then stormed out of the room)*

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I carried a knife…it was a one-off.   I was angry.   I was just angry.   I didn't think. I had a fight
with a boy and weeks after I carried a knife
I was living in a dangerous area six years ago, thought about carrying a knife
I was small for my age, I cried a lot, my family was against knives but I took a knife to frighten
other bigger boys when I was thirteen
On one occasion I carried a knife – I used it….I got years in prison.
Yes, I've carried….just one day, and I got caught[4]. Coming out of London to see my uncle,
didn't feel safe (this was when I first moved here) so I got a kitchen knife.
Never carried. Except….carried knife once, then got arrested! Why did I carry? Can't
remember. I was 13/14 years old. Not carried since.

5.2.2.   Others carry knives or weapons on a regular day to day basis

I have carried (a knife) it was after someone got stabbed at Park View, for mental health I take
a knife. I had it a week
Socially some people are carrying knives, would not bring a knife into college
I started carrying at 12, after I was stabbed – I was in a coma….it made me very angry – why
you stab me???!!!
I carried, yes
I carried, three years ago when I was about 15-16 – carried for three years, got caught once.
At school I went to I had brothers who were on the bad side, I carried a knife, I stabbed my
brother in the leg for teasing me
I carried a knife, I was concerned someone was trying to kill me, in my head it was 'true'
Yes, I have carried a knife. Used to be often, for a couple of months, wouldn't leave the house
without it, picked it up with the keys
Have carried knife here, not in (home country).   Had incident with a guy – every time I saw
him he chased me with a knife. I got fed up with it, so I said, I'm going to carry a knife
as well!
I don't like the sight of blood so I carry a hammer instead.

5.2.3.   Young people were not necessarily revealing what they might be doing regularly or
occasionally.   There seemed no status to be gained from being a carrier. In fact being known as a
carrier was felt to be a problem by some.   Many acknowledged that they had thought about carrying
and had carried at least once. Some were clear that they had never carried and had consequences in
mind that would affect the rest of their lives, and that carrying amongst their friends is likely to be
higher than they admit to (discussion below stresses the importance of not being a snitch).   Carrying
is likely to be more widespread than has been acknowledged, and that fact that in some cases their
youth workers were in the room may have influenced how much they were prepared to say.   It was
definitely felt by the research team that levels of knife carrying are far higher than the 3% referred to
in the Serious Violence Strategy, April 2018.

5.2.4.   There were criticisms of knife-carriers. In one of the groups, all maintained they did not carry
knives and were critical of those who do:

I keep a distance if someone is carrying a knife
I would challenge you if you carried a knife
I have told friends not to carry, if you do don't show off

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[4] Please note that all the quotations are recorded as delivered. It may be that in some cases they are not factually accurate but all reflect the
perceptions of the young people at the time of the discussions

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5.2.5. These views were reflected in other discussions although there was a view that knife carrying was the responsibility of the knife carrier, and it is not for others to intervene:

> *I have told a friend to put it down, not carrying*
> *….but don't know until something happens if (others) are carrying.   It's for them to carry, not me*
> *Those who carry?   Don't know. No thoughts.*
> *Have told people to put knife down, but if people going through a difficult situation it is very difficult for them to drop it, I can understand if they carry*
> *Never ask friends directly if they carry*
> *Would not do anything (if I saw someone carrying)*
> *Only so much you can do (with friends who carry) – you can't make them. Their choice.*
> *(Young people who carry) – I don't condone or support*
> *Don't ask if someone is carrying…if you find out (that they are) you might talk to them.   But never said to anyone, chill out, leave the knife.*
> *People who carry? What's the point? Stupid to carry … you go to jail, your life is over*

5.2.6. Reassuringly, the young people did not lose their sense of humour in these discussions and showed resilience at the life style choices they are engaged in:

> *The only time I use a knife is for butter….don't spread it!*

5.3. Carrying Knives:

5.3.1. 'Urban myths' associated with knife carrying

5.3.1.1. During the discussions a number of assumptions, some (but not all) of which are close to urban myths, were highlighted. These included:

- Criminal records disappear at 21
- Girls carrying knives will not be searched by the police
- Police are irrelevant
- Groups of black boys are automatically seen as gangs (unlike groups of white boys, who are seen as groups of friends)
- If you are black you cannot become a police officer
- If you are not a target you will not be involved in fights
- Knives can prevent you becoming a target

5.3.1.2. It appears to the researchers from the seventy or so young people giving feedback that knife carrying is increasing, although total proportions carrying may vary at certain times of the day or year. Certainly, the perception of young people is that knife carrying is high, higher than discussed by adults and the media.

5.3.2. Factors affecting decision-making by young people

Table 8: Facilitators and Inhibitors

	Facilitators	Inhibitors
Situational	Group processes: Feeling disinhibited and swept along by the power of the group, seeing others 'get away with it', feeling anonymous *Some kids are lonely….the gang know who to prey on….offer them the right thing, you have them in!* *Every human being wants to feel valued, gangs can be that place for some boys*	Group processes: Actively thinking toward future goals and not focusing on the 'here and now' *It's not worth it…..you have so much to give the world, why end your life?*
	Peer pressure: Friends carry *People want to be safe, fit in – the knife becomes like a uniform*	Peer pressure: Friends do not carry *I would challenge you if you carried a knife* *Have told people to put knife down….*
	Information: Watching YouTube violent videos *Music encourages knife crime…* *Social media inflames violence…..*	
	Circumstances: I am in a dangerous post code, I should protect myself *I was living in a dangerous area six years ago, thought about carrying a knife* *…I carry knives for protection (if I go into Wood Green)*	Circumstances: I avoid places and times where there may be conflict *I know the consequences….I don't want to hurt anyone*
Individual	Presence of authority figure: No adult telling them not to, everybody was doing it and nobody seemed to be getting caught, youth clubs all closed *and end up doing what their friends do* *People who do get into gangs….they have no family or friends*	Presence of authority figure: Parents, relatives or youth workers telling them not to *…I speak to my partner, my Youth Worker* *The teacher nearly found my knife, that panicked me* *Reopen Youth Clubs, apprenticeships*
	Previous criminal activity: Easy to get involved, 'This is what they do round here' *If someone threatens you…you've got to have protection*	Previous criminal activity: Been caught once, know the risks *I stopped carrying because I looked at my life, thought, what am I doing?!*
	Attitudes towards authority: Cynicism/anger towards politicians, authority, negative experience of the police *No situation where I'd call the police…* *Police like black people killing black people, doing their job for them!*	Attitudes towards authority: No negative experience of the police
	Prospects: Poor job prospects, low income, limited hope for the future, 'Nothing to lose'	Prospects: In work or expectations of work, aspirations – a lot to lose *I've never been tempted to carry a knife….I don't want to ruin my life*
Family or Community	Family attitudes: Relatives not disapproving *Auntie got a new boyfriend and they were not on good terms, so she asked me to go outside and fight him when I was 16…..*	Family attitudes: Disapproving, 'Not brought up like that' *….your mum won't like it!* *My dad says, please don't carry!!!!*
	Community: attachment to a community with a culture of low level criminality *My friend carries a knife, others carry a gun – friends from childhood, they do it*	Community: Attachment to a community with pro-social values/culture (including religious communities) *I wasn't brought up to think that carrying knives was a good thing to do*

5.4. Attitude Towards Carrying of Knives

5.4.1.   There was a feeling that although carrying knives was not good, it could be justified if it was felt that it was valid, but it was difficult to identify any clear criteria for what justified carrying a knife or was accepted as a valid reason.   There was also acknowledgement that knife carrying was far more widespread than has been appreciated (see section 5.2), and that it has increased:

> *At Broadwater Farm it's commonplace in the flats, only black boys used to carry - now it's everyone – now they fight with knives, not fists*
> *Knife crime more than what you think….*

5.4.2.   There were references to only carrying knives with good reason, but it is was not always specified what, precisely, constitutes a 'good reason':

> *You don't need to carry a knife unless there is a valid reason…should be able to use your fists*
> *You carry knives to kill people….I carried it lots…just carry it…carry it because…just in case. I got enemies.*
> *I started carrying because I had 'beef' with someone and he had a knife, one day I showed him my things and the beef stopped*
> *Not carrying a knife now unless it's a deep situation (NB This was probed, but informant could not be more precise about what constituted a deep situation)*
> *I distance myself from them (who carry knives). But I ask them why they carry a knife – if there's a good reason I won't distance myself – say, if someone was going to stab their family*
> *If someone threaten you on YouTube or in a song, then you have to have protection*

5.4.3.   Sadly, knives were not the only weapons of choice:

> *I carried a gun (in home country, not Britain) when I was thirteen to fifteen years old, reality was the need to be able to show you could defend yourself….*
> *…..I felt am not safe anymore, the guy had a machete, I thought I would get a hammer and have it in my bag, as it's not as bad as a knife   I don't like the sight of blood so I carry a hammer instead*
> *My friend carries a knife, others carry a gun – friends from childhood, they do it*
> *It's easy to get a gun, is £5k from the right people*
> *I carried a gun for work and lunch in my bag…..*

5.5. Specific Reasons Cited for Carrying Knives

5.5.1. Personal Safety:

5.5.1.1.   Certainly, personal security was seen as a critically important factor particularly if there was a need to protect against specific perceived threats. Many comments were made about the need for individuals to protect themselves:

> *There was a fight….people were videoing it….so boy came to me. I was angry and I wanted protection*
> *If you need to carry it to protect yourself do it*
> *….if someone stabbed me I stab them….*

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….how can I protect myself from boys with mental health problems, I didn't feel safe, I was eleven years old, angry, I was easily sparked at that age.
I carried a knife once last year. There was a person trying to fight me, he carries a knife, so I carry one for self-defence. If I just fight with my fists then I'm dead.
Carried a knife for several days – I got rushed. Never got rushed when I had a knife
Once I carried a knife….then at least I have a knife to protect myself.
Why I carry? It's basic protection

5.5.1.2. There was little awareness of the fact that most deaths are caused by the person's own knife, or the possibility that carrying a knife leads to a false sense of security which, in turn, increases the potential for dangerous interactions.

5.5.1.3. A specific aspect of personal security, common amongst the young people, was the perception that it is essential to carry a knife for safety when crossing boundaries in the borough. Going into different parts of the borough, or sometimes even different sides of the same street, can be a dangerous activity for a young person and this can prompt them to think about carrying weapons when they would not do so in their home territory:

Post code movements are difficult and need to keep them in mind (carrying knives to protect when going into different parts of the borough)
I need to defend myself – crossing over the borough – because going into a different part of the borough (puts me at risk)
I carry knives if I go to Wood Green. I carry knives for protection
If a high crime rate in the area, shouldn't go into that area….you'll carry one because other people carry

5.5.1.4. For many carrying knives for protection is seen as an everyday occurrence:

I needed to carry…. The other boy had a knife, a pit bull, and friends, so I carried the knife
I would carry a knife knowing that if something did go wrong, if someone came at me, I'd have something to defend myself. (Friends) carry knives to stand up to people – loyalty counts
If you haven't got a knife you're pissed. Felt it necessary to carry, you are at a disadvantage if you don't. You have to be prepared to defend yourself.

5.5.2. Peer Pressure/Gang Membership and Drug Involvement:

5.5.2.1. Peer pressure and gang membership were cited as reasons for carrying knives. The desire to fit in was seen as critical to teenagers:

Gang related….don't like someone, want to stab someone
I had some beef going on….used to see him every day, he was older than me, a gang of them….I
felt threatened
Things have changed now - the gangs have taken control. Older ones, my age, get the younger ones
People want to be safe, fit in – the knife becomes like a uniform.
Some (kids) are lonely - the gang know who to prey on – offer them the right thing, you have them in!

If you represent your area that's a gang related activity….if you come from an area with no
opposition then you don't need a knife, but with opposition you need a knife
I carried…I was with the wrong people
If you are a soldier…. (involved in drugs)…you have to carry
Peer pressure from older people, brothers – you are not a man! Boys get a lot of pressure,
boys got to be strong, no showing emotions
Every human wants to feel valued, gangs can be that place for some boys
Fear leads to need for belonging, they feel isolated and end up doing what their friends do
When you are a soldier you carry to protect your things

5.5.2.2.   Associated with belonging to a gang, wanting money is also important. Young people can earn considerable sums dealing in drugs but, if they are robbed, they cannot go back to the gang and say they have been robbed.

If you get robbed you can't tell the gang you got robbed!!
Deliberately robbing a new soldier is one way of keeping him stuck in a gang – he now owes
for the things lost

5.5.2.3.   Once they deal in drugs they have to carry knives or guns.   Earning money this way becomes a way forward for them:

Money stops you being looked down on

5.5.2.4.   It should be noted that, according to the MOPAC data, only 2.4% of London's knife crime can be directly related to gangs and gang activity.

5.5.3. Knives Carried as Warnings, Not for Actual Use:

5.5.3.1. *Only carried (the knife) for safety, not to use it – never used it*
Carry knife for show – might not be threatened, just carry for show

In some cases carrying was enough, actual use was seen as not necessary:

Had incident with a guy – every time I saw him he chased me with a knife. I got fed up with it,
so I said, I'm going to carry a knife as well. When he sees I have a knife he is totally
different….he backed off
I pull mine out, it stopped what was going on, everyday situation after school

5.5.3.2.   For certain young people it would appear that knife carrying becomes a symbolic act and in these cases there is a real danger that the young people then become embroiled in knife crime, even when they have no intention of so doing.

5.5.4. Personal Insecurity:

5.5.4.1. Those who did not carry were likely to cite inadequacy and insecurity as influencing those who do carry, reflecting the MOPAC research (in support of the Knife Crime Strategy PCD 225) that highlights the high levels of mental problems faced by gang members and knife carriers:

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Friends who carry knives under rate themselves, they need to aspire to be better educated and get employed

No, those at school don't carry knives. Mainly it's people who've been kicked out of school and are in the Unit – they will carry – mainly guys in the PRU

If you have not stabbed no-one you are not serious, bro!

People who do get into gangs – they have no family or friends – so reach out to vulnerable people

Fear leads to need for belonging, they feel isolated and end up doing what their friends do (carrying) started when I started at a new school. Try to act tough, can't get embarrassed

You get points for how many people you wet…..

5.5.5 Impact of Music and Social Media

5.5.5.1. The impact of both music and social media on knife crime is clearly considerable, and came up several times in the discussion:

Music encourages knife crime

If you get beaten up it will be videoed, put on YouTube. You can't show any signs of weakness so you need to be as strong as possible

If you make a song you become a target, if you diss somebody….if you rap you are a target, linked to the area

Too much beef around there – see guns and beef on YouTube, people say it, so then live up to it

Social media inflames violence…..

A person….posted bad stuff on Snapchat. Another replied with bad intent…..

If someone threatens you on YouTube or in a song, you've got to have protection

Even Stormsy, man dey wants to take him down (jealousy)

5.5.6. Social Media Revving People Up

5.5.6.1. These views were supported by the Metropolitan Police Commissioner Cressida Dick, who on Saturday 31st March told The Times newspaper that social media sites 'rev people up' and make street violence 'more likely'. As a result of the last two killings w/c 2nd April, there has been increased discussion in the media about the role of social media, and its influence in terms of it being used to inflame situations and cause hostility and aggression amongst and between the gangs and gang members. Reference was made to social media being used to incite both violence, and revenge once an 'incident' has occurred.

5.5.6.2. It is likely that the importance of social media is under represented in the comments made by young people in this research because, for them, social media is such an accepted and integral part of their lives that they did not think it worth mentioning, it was just taken for granted. Social media has a huge impact on young people's attitudes and expectations. As the Home Office Report on Serious Violence Strategy (April 2018) says:

"One way in which opportunity for serious violence has changed globally in the last few years is due to social media. Just as the vast majority of individuals do not get involved with serious violence or carry weapons (less than 1% of 10-29 year olds, according to the Crime Survey for England and Wales), so the vast majority of social media usage has nothing to do with serious

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violence.   But a very small minority of use does, and while popularity of social media pre-dates the rise in serious violence, growth in smart-phones between 2011 and 2014 has transformed social media accessibility and created an almost unlimited opportunity for rivals to antagonise each other, and for those taunts to be viewed by a much larger audience for a much longer time period.   This may have led to cycles of tit-for-tat violence."

5.5.7 Response to Specific Circumstances:

5.5.7.1.   Sometimes knife carrying was prompted by a specific event:

> *I was….the only black kid (where I lived), kids would turn up and throw eggs at our windows, I stayed up all night with a knife to catch them when I was ten years old, I was very angry at my mum having to clean the windows all the time*

5.6. Factors which Discourage the Carrying of Knives

5.6.1.   A number of issues were identified, as being influential in discouraging the carrying of knives. These are listed and discussed below.

   a.   Consequences, including the impact of knowing what knife crime does to people
   b.   Perception that they are not targets
   c.   Recognition that knife carrying will not help
   d.   Impact of family pressure
   e.   Age and maturity, increased common sense
   f.   Awareness of other alternatives
   g.   Safe places to be provided

5.6.2.   However, there was no one clear message about what would discourage them from carrying knives.   This may well be a reflection of the needs of different individuals at different stages in their lives. This means that different strategies need to be adopted for different groups/ages of young people (see Section 8).

5.6.3.   The groups who denied any involvement in knife carrying had a deeper understanding of the implications of knife carrying affecting their future life especially around education and employment matters, compared with the other groups who had little idea.

> *What would discourage people? Don't know.*

5.6.4. Consequences

> *Consequences (deter me from carrying knives).*

5.6.4.1. It was difficult to identify specific factors which discourage the carrying of knifes, although the various consequences of knife carrying had clearly had an impact for some, enough to deter them for any further actions. For some, the personal impacts of knife crime were enough to make them think:

> *Looking at that age (of a victim) so unfair, so young, didn't deserve to lose life*
> *Sense of fear, concern – you could be an innocent bystander, yet can hit you, get caught up*
> *I know people who were robbed at knife point. Made them scared to go out*

Someone lost a family member – death – you can imagine the grief - so unfair that someone's life cut short over a little thing

5.6.4.2. For others, the long term consequences were significant:

I know the consequences….I don't want to hurt anyone. I'm not a target, just a civilian (i.e. not a gang member or connected to drugs)
I stopped carrying because I looked at my life, thought, what am I doing?! Thought about the consequences, getting killed or going to jail
The teacher nearly found my knife, that panicked me, I stopped carrying recently
I don't carry knives, 'cos of the consequences – jail! Or going into care….I live with my dad and they could say that my dad, he's not a fit parent and take me away
If you are caught then there is a sentence, if caught carrying a knife
Consequence – death!

5.6.4.3.   However it was also apparent that potential consequences did not necessarily deter knife crime, particularly when emotions are running high:

I thought about the consequences but still carried the knife
Carried a knife for several days – going to stab up someone. Didn't think of the consequences

5.6.4.4.   For some young people, there were perceived to be very specific consequences if they carried knives:

I've never been tempted to carry a knife, I'm not that sort of person – as I want to be a footballer I don't want to ruin my life

5.6.5. Perception that they are not Targets:

5.6.5.1. There was a belief that certain young people were not going to get targeted by gangs or knife carriers and, that being the case, they did not need to carry for their own protection.

I'm not in a gang, so nobody is going to target me
I don't need to carry. I'm not a target
I've not carried – never needed to – never been a target
I don't feel I need (a knife), no-one is going to trouble me

5.6.5.2. They did, however, recognise that there are still risks, either in being mistakenly identified or being caught in the crossfire.

Whether target or not…can still get robbed or stabbed. Mostly it's about robberies, mobile phones

5.6.6. Recognition that Knife Carrying will Not Help:

5.6.6.1.   Some of them had begun to recognise that knife carrying was unlikely to help them:

It's not worth it, protection? You might get turned over in the wrong manor, you have so much to give the world, why end your life?

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> *(I stopped carrying) when I got ambushed, there was so many of them…..I realised if I pulled out the knife I'd be done. So I walked away – but had to run a bit! They were set up to get me, a group with massive machetes, baseball bats, coshes – no point in talking to them! I just ran….but next day….I thought fuck it, not bringing it (the knife) felt unsafe, like leaving your belt at home.*

5.6.7. Impact of Family Pressure:

5.6.7.1.   Family pressures were strong, even amongst the older group members. There was acceptance that family members/pressure influenced them:

> *…(if you) get caught – your mum won't like it!*
> *My dad said, if you go by the knife you die by the knife*
> *My dad says, please don't carry!*
> *My mum knew I carried a knife. She knew afterwards. I told her. She said, put it away! My brother told what the consequences were – he said, leave it alone!!!!*
> *I don't let (others) make me angry – if I do I know the consequences, my dad finding out, me getting punished*
> *My aunt helped me onto the straight and narrow*
> *I wasn't brought up to think that carrying knives was a good thing to do*

5.6.7.2.   They were also aware that they could influence younger siblings:

> *I have six brothers and one sister – one of them would like to be like me – I had to work really hard to break that. I have to call him and check up on him*
> *Can look at ones younger than us – I have two younger brothers – I can look out for my family and look out for them.*

5.6.7.3. Some mentioned not wanting to be caught by school or police carrying and suffer the relevant penalties. Some were counselled by their parents and elder siblings to not carry.

5.6.7.4. The report by the Early Intervention Foundation also stressed that good relationships between schools, parents and families were critical to success in managing risks for young people.

5.6.8. Age and Maturity:

5.6.8.1. Increased age, maturity and common sense were seen as having influenced some of them:

> *Left secondary school and put fighting behind me*
> *As we age we learn to manage our anger, walk away from people who are in your face*
> *Certain age when it stops.   Now I have a beard people just nod at me!*

5.6.9. Awareness of Alternatives:

5.6.9.1. Don't need (to carry) – I've got hands!
> *….I took up martial arts, came….to change my life….I am more cautious now and don't carry*

5.6.9.2. Unfortunately another alternative included the carrying of guns or hammers rather than knives.

5.6.10. Safe Places

5.6.10.1. There was general agreement that safe spaces are needed in order to encourage young people to feel secure enough not to need to carry knives.

> *Set up clubs activities and safe spaces; send youth workers out to actively find them (as Bruce Grove used to do)*

5.7. Attitude Towards Knife-Carrying Friends

5.7.1. Even when young people claimed not to carry knives and disapproved of those who do, there were still mixed messages coming from their comments:

> *I distance myself from them (who carry knives). But I ask them why they carry a knife – if there's a good reason I won't distance myself – say, if someone was going to stab their family*

5.7.2. When friends carry knives, there was a reluctance to get involved.

> *Why would I bother getting involved (if a friend carried a knife)?*
> *Those who carry – that's their business – I don't condone or support. They carry 'cos they're scared or for their own protection*
> *Never ask direct of friends if they are carrying*

5.7.3. They are unlikely to take direct action against a knife carrier but they might avoid those who they know carry:

> *Yes, I know those who carry – I avoid them, if not we'd both get arrested. Have talked to them*
> *I distance myself from them (who carry knives).*
> *If I found out they carried I wouldn't chat to them, that's like gangsters, that's not my type. I don't want to be influenced to carry a knife*

5.7.4. Usually the most that a young person is likely to do is point out the problems:

> *If I found someone carrying a knife I would say, think about what you're doing!*
> *I have told a friend, put it down, don't carry!*
> *I have tried to dissuade others from carrying knives. My friends don't carry knives – if they did, that's their problem*
> *No, you don't ask if someone is carrying – but if you find out you might talk to them.*
> *Would not do anything if a friend was carrying*
> *I might tell them they shouldn't be carrying. Put it away!*
> *Tell (someone who's carrying) it's not worth it. But only so much you can do – you can't make them. Their choice.*
> *I've been to some places (with those who carry) but don't know until something happens if they are carrying. It's for them to carry, not me*
> *I've got different types of friends – you know if they are carrying or not – don't need to ask, I know if friends are carrying or not*

5.7.5. Friends were seen as dangerous to anyone trying to stop their involvement in drugs and knife crime:

> *Best friend selling drugs – still doing it – they find ways to try and get you back*

5.8. Involvement of Girls

5.8.1. Girls are prepared to carry knives, although they did not give any indication that they would be prepared to use them themselves, that was for boys. For some girls it is clear that they think it is risk-free (see section on assumptions above in Section 5.4.2):

> *I was asked to carry a knife, yes, did carry it. Done it a few times*
> *I am aware of the consequences but I'm not going to get caught!!!*

5.8.2. There was some discussion about the need for girls to take more responsibility:

> *Girls should take responsibility, they can be the cause but boys get the blame*
> *Majority of adults put emphasis on boys not stabbing – but girls can create honey traps – lead someone on. It's not always the boys stabbing for no reason – girls need to be encouraged NOT to do things*

5.8.3. When preparing a plan to combat knife crime, it is essential that any such strategy does not focus solely on boys. Girls must also be targeted and certainly one of the interviews carried out with the adults involved in working with these young people expressed approval that the research was including girls, as they felt that sometimes their input and involvement is ignored.

6.0. Relationships with the Police:

6.1. Overall Attitude Towards the Police:

6.1.1. The police are universally not trusted – of the more than 70 young people included in the research, only one said that they trusted the police. The police are not seen as providing a safe place on the streets and are therefore seen as irrelevant:

> *There is no time or place when we trust the police*
> *Don't trust them at all (general agreement within the group)*
> *If someone trusts the police they're probably white[5]*
> *No, not report – police are corrupt, don't trust them*
> *Police don't focus on the issues. Won't concentrate on what's going on – they are frustrated, they don't know what to do, so they arrest, beat up, get (people) to snitch*

6.1.2. These views are supported in the MOPAC report, where 29% of BAME respondents disagreed or strongly disagreed with the question, 'How confident are you that police use their stop and search

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[5] Interestingly, the one young person who did say they unconditionally trusted the police - *Police? Think they're alright, they have to protect us* - was white

powers fairly?' This compares with 88% of Londoners who took part in the Public Attitude Survey agreed that the MPS are an organisation they can trust, 69% of Londoners believed that the police do a good job, and 31% were worried about crime in their local area.

6.1.3.   Even if a young person is directly involved in an incident, the police are still not trusted to deal with the incident and will not be informed in many cases because of fear of being targeted by perpetrators:

> *When I was stabbed I didn't go to the police – I'm not a snitch – if I'm a grass I couldn't live with myself. Better to be stabbed than tell the police (although better not to get stabbed!!!)*
> *No situation where I'd call the police – they'd only be there to clean up afterwards*

6.1.4.   Many have been stopped by the police, some frequently and, from their point of view, no clear justification. Accusations were made against the police of bias, framing, and inappropriate behaviour:

> *Police don't care*
> *Never want to trust them.   Police…pick and choose what they want to deal with. I would call them if someone pulled out a gun or there was a car crash….*
> *I still wouldn't go to the police…my older brother said, don't go to the police!!!*
> *Mistrust is passed down about the police.   Police tried to frame me….lies and lies and lies!*
> *Police set people up to fail*
> *Police only care when something happens.   They do not tackle individuals with knives when we report them*
> *I've had very bad experiences with the police, so did my friends, sister, so I've lost trust in the police…..taking out a phone (at an incident) would make you a target. Hide your*
> phone
> *– very hard to call police – if anyone finds out you'll get targeted even more, called a snitch*
> *Been stopped by the police loads of times – that's why I don't like them, they are bullies, they never find anything*
> *Been stopped many times – they've never found anything. Couple of times they've been abusive*
> *Police can stop people depending on what they look like…police don't really stop the right people*

6.1.5.   It was claimed that the police use excessive force (examples were cited) and that this is why "most black people do not like the police". The police might be called if the situation was serious (guns, serious fights) but there was a lack of faith in what they would do.   The perceived inherent racism in the police force was highlighted:

> *Three white guys? Friends.   Three black guys? A gang!*
> *If police carried guns we'd have to have guns.   Police just lying over Mark Duggan*
> *Police like black people killing black people, doing their job for them!*

6.1.6.   These attitudes were found not just amongst the black and Asian young people. Some of the white young people in the groups supported these statements and reiterated that three white guys, three black guys – the black boys will get picked on.

> *Blacks are stopped more than whites.*

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6.1.7. In this discussion, there was reference to other factors apart from colour causing problems.

> *But appearance counts as well – hoodies, etc. My generation – we wear hoodies, tracksuits, but it doesn't mean I'm a criminal!!!!*

6.1.8. Even when there was only limited distrust there was a feeling that the police were not useful and not really tackling the problems:

> *Police have no impact on society*
> *Communities are frightened, the police need to get to the frightening people*

6.2. Police Involvement: Stop and Search

6.2.1. Surprisingly, by contrast with some of the other conversations summarised above, young people in three of the groups were in favour of bringing back stop-and-search. As they said:

> *Bring back stop and search. One in ten stop and searches found a knife and life is more important than discrimination (although there was also a view that people should be well aware of their rights)*
> *Stop and search should apply instant punishments, short remedial work*

6.2.2 There were requests for increased rather than decreased police activity, including more police patrols at night for community protection and a more proactive approach to take out the main actors. There were also recommendations for the police to be more transparent in enforcement and clearer in their dealings with young people.

> *The police have to step up, they are not inspiring fear in young boys*
> *Take out gang leaders*

6.3. Young People's Responses to Incidents

6.3.1. The result of the negative attitudes towards the police is that young people are very, very unlikely to call the police if they witness an incident of any sort:

> *If I saw anything I wouldn't call the police, wouldn't get involved.*

6.3.2. Even if they would call the police they are still very unlikely to want any further involvement:

> *…robbery maybe (when I might call the police) but don't want to get involved, don't want to be a witness*
> *I'd walk off and not get involved – otherwise get the police, then I'd have to be a witness, make a statement, don't want to do that*
> *Anything that looks suspicious makes you a target, get out of there*

6.3.3 Young people might, if it was appropriate, call an ambulance (with the recognition that this would automatically involve the police):

> *Call the police? No, never – I'd call the ambulance, do the right thing, not call the police, not*

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Not call the police….it depends…if two people I don't know, I'd call ambulance, the police would

> *turn up anyway*

6.3.4   Some would not even call the ambulance:

Wouldn't even call an ambulance – that would make me a target

6.3.5.   Calling the police is definitely a last resort and reserved for what are seen as extremely serious incidents, and ideally when the informant cannot be identified or involved:

I'd not call the police either to an incident, 'cos I just wouldn't.   If something happened to my mum then yes I would
Incident? Call the police?   No….depends on what the incident is – if stabbed to death would call an ambulance, not the police….wouldn't call police.   Don't like them
Would not call a police if I saw an incident. Police protection can't help you
I'm not a snitch! Don't want to get involved!   If I see stabbing won't call, if someone on the floor maybe….but see an incident, just get out of there!

Report to the police? NO. Depends if it was really serious – say, a kid being abused
Call police – yes, for child abuse. Other things – just stay out of it. Walk away from the situation
Depends.   If I saw a stabbing I would probably call the police now, but before I'd go in and try to talk to them – but now I got my partner and the kids, so just call the police

6.3.6.   Going to the police can create more problems:

If you did go to the police, friends would cause trouble for you – so there is danger both ways
To this day I still wouldn't go to the police….retribution…my older brother said, don't go to the police!
Police protection don't exist in the black community….

Part III: Conclusions and Recommendations

7.0. Ways Forward Suggested by Young People:

A range of possible ways forward have been suggested during the meetings. These are listed below with, at this stage, no indication of relative importance or feasibility.

7.1. Suggestions which are Potentially within Haringey's Control

7.1.1. Increased Activities and Leisure Opportunities Needed

7.1.1.1. Crucially, lack of opportunities for young people was seen as a significant factor in knife crime, drug abuse and gang activity. Closing down Youth Clubs was referred to in many of the discussions as having had a significant impact on the behaviour and attitudes of young people - before, if they needed a safe place to meet, they could go into these. Now they are almost non-existent:

> *Where's the workers and the youth clubs?????*
> *Make it personal - football, activity….people who play football/activity stop being in gangs*

7.1.1.2. There were many requests for bringing back youth centres and activities:

> *Provision of youth centres, things that young people enjoy to keep them out of trouble.*
> *Provide more opportunities for young people – If they are playing football then they are not going to get hurt – occupy people!*
> *In school you are safe, after school don't want to go home – but when you play in the park, that's when problems arise, so a social centre, no age limits*
> *We need more youth clubs, face to face is the best way to sort things out, social media does not allow you to sort things out*
> *Reopen youth clubs, apprenticeships,*
> *Youth clubs – need 2-3 per borough to merge post codes, open late and at weekends.*
> *Solutions need to compete with gang culture and money*

7.1.1.3 In particular there was a recognition that opportunities for sports and physical activities were especially needed for boys, and that gyms – including using facilities already available in schools, but not necessarily available outside of school hours – could be a way forward, not least because gyms are accepted as places where boys can go without loss of face:

> *Free gym places for boys would really help*
> *Schools could be open after education hours, we need youth workers who are also teachers*
> *What about making more use of gyms in schools?*
> *Opportunities for such activities as boxing, gyms, martial arts, areas where young people can vent their pent up energy and stress.*
> *Free gym, free sports for young people – gym is now the cool place to be*

7.1.1.4. There was also a recognition that there should be more pro-active focus on helping to identify and protect vulnerable young people, which used to happen via the Youth Centres (this reflecting the approaches taken in Glasgow and New York):

> *Bruce Grove used to have outreach workers, they go out to the kids on the streets. They'd organise outings, excursions*
> *Set up clubs activities and safe spaces; send youth workers out to actively find them (as Bruce Grove used to do)*
> *Set up teams – no urgency seen on youth violence – e.g. safeguarding has large teams for those at risk of harm, yet no teams for young people at risk of being killed*
> *(That way you can) reach out to vulnerable people, stop them joining gangs – get them before they join*

7.1.1.5. Linking with the need for youth centres was the associated need for safe spaces, where young people could go if they felt threatened in any way. These could be either at youth centres, or in other places in addition to youth centres:

> *Safe spaces for vulnerable young people*
> *Create safe havens*

7.1.2. Places for Young People Managed by People Who Have Lived in Similar Tense and Fearful Circumstances

7.1.2.1. With an increase in youth centres and activities it was felt that there should be an increase in the involvement of young people themselves, to work with other young people, as older people are perceived as not necessarily relating to young people effectively:

> *Someone aged 40 is not going through our experience today*

7.1.2.2. Young people will work with, and listen to their peer group in ways that they will not with older people:

> *(Work is) best bottom up, not top down*
> *Magazine articles about youth crime by young people for young people…..no top down (working)*

7.1.2.3. As one of them said, if their mother tells them what to do they are likely to do the opposite, just because it is a parent giving advice! Again, this reflects the experiences of the New York initiative, who actively recruit young people who have formerly been involved in gangs and crime.

7.1.3. Mentorship

7.1.3.1. Mentorship, whether by younger people or adults, was welcomed as a way of helping to change attitudes (and, therefore, lives). Relating to others who have been through similar experiences, and who can show a way forward that is not related to gangs, drugs, or crime can be very helpful, particularly for those who have less supportive families. Again, the Glasgow and New York initiatives can be considered in this context.

> *Connecting to mentorship is important in a tough environment*
> *Rectify not throwing someone away who has committed a crime, its normal to save so don't write them off, give them another chance… Not a criminal until you have given someone the opportunity to redeem themselves*
> *Have to change the way young men see the world, every person needs to find aspiration, it's a great group to be in*

Community mentors who can share experiences and help others would be welcomed.
Additional role models for working class young people

7.1.4. Sessions and Workshops

7.1.4.1. In line with the support for mentorship, it was found that the group discussion sessions which were run as part of this research received surprisingly positive responses and there were requests for these to be repeated on a wider scale, reflecting the need for mentors and involvement by young people (see sections above).   When Ricky talked to some of the groups about his experiences, he connected in a way that someone without his background could not do.   Some of the conversations after the formal discussions had finished showed how much the young people had gained from these meetings and how useful they thought they could be if expanded.

> *What we are doing today is amazing.   I just wish it could be with the ones who need help*
> T*hese kinds of programmes are amazing.   More meetings like this are needed.   More opportunities to talk…give vouchers to get (the young people) in, get them captured, then when they're in, they'll have something to add*
> *More workshops – tactical motivating workshops, more of them, encourage people to stop*
> *Workshops – out of school hours*
> *Sitting down like this, people able to say what they think*

7.1.4.2. The 'calling in' of gang members in New York, and the targeting of individual gang members in Glasgow, show the importance of these types of sessions.

7.1.5. Increased Opportunities in Education and Jobs is Seen as Critical to Better Life Chances

7.1.5.1. There was a demand, not just for increased facilities for leisure and sporting activities, but also for an improvement in opportunities for education and jobs. Job opportunities were highlighted in the research as being something that would help young people. Schools have already been referred to, in suggesting that their facilities could be used for out-of-school activities, but there were also recommendations that schools could do more to break down barriers:

> *Use of education to break down barriers in the borough – sports days, swapping schools, inter school activities, getting young people to know each other outside of their immediate circles.*
> *Young boys BME should be mentored into thinking weapons are no use your status is your STEM skills, your progress chance is in education*

7.1.5.2. Similarly, with employment, there was resentment that the system is seen to be working against young people, particularly young black people. There was mention of the idea that companies setting up in the area should be required to employ agreed quotas of local people; but there also needs to be education and widening of understanding. The young people felt that there should be more opportunities for black people; they felt that the system is set up for them to fail.   Some felt that even the clothes they wear work against them:

> *I shouldn't have to wear a suit to get a job!   If we were 50 years old we'd wear a suit and tie.*

7.1.5.3. These critical issues need to be tackled by wider education, but not just for young people:

> *There's a need to educate old people as well as young people, why they (young people) dress the way they do, etc.*

7.1.5.4.   Being employable and looking the part is important.   Much research has identified that in interviews, decisions on suitability, are made within seconds of interviewees entering the room. For a generation which wants to be liked, this desire does not extend to considering what employers consider suitable work clothes to be. The comments from the young people in this research show clearly that they see the situation only from their own point of view - young people have said that they associate suits with old people, and see nothing wrong with hoodies, joggers, etc when going for interviews.

7.1.5.5.   Glasgow and New York have worked on rehabilitation and building up employability and employment opportunities. Increased access to apprenticeships would be helpful in Haringey: both ensuring that these are properly presented in schools and colleges, and also ensuring that there are apprenticeship opportunities in all council contracts. Increased sessions (see below) allowing for discussion and exploring views could be very helpful. The work currently being carried out by Yvonne, Neville and Royston is extremely valuable: this shows how the young people can improve their life chances through better qualifications and productive citizenship opportunities. The major regeneration schemes must put local apprenticeship in to all contract requirements.

7.1.6. Involvement of families at all levels

7.1.6.1. Family involvement was seen as essential to help combat problems of gangs and crime.   It was recognised that parents are scared about what is happening, and extremely concerned:

> *Since the shooting mum checks what I'm wearing so that she has a description if anything*
> *happens. She wants to know who the friend is if I'm going out*
> *Parents are scared….*

7.1.6.2. There was consensus that parents actually need to do more, to communicate more, to be more involved in their children and their children's activities (even though they recognise that they will not necessarily do what their parents require, nor will young people tell their parents everything):

> *Speak to parents get parents to talk to children, understand what their children are doing.*
> *Need to get parents involved…., get them to talk to their kids*
> *Communication is key at every level, got to invest in that child*
> *Parents keep trying, must keep trying*
> *Parents – all think their children are angels, but they need to check that their children don't*
> *have knives*
> *Parents become more vigilant*
> *Parents – (too often there is a) chastisement culture, imposing on young people. Need*
> *(something) different…(need), long term engagement and with carrots,*

7.1.6.3. But it is not just parents who are important.   Siblings and in some cases extended family members have been referred to in the discussions as having influence on young people.

7.1.6.4. The research carried out by the Early Intervention Foundation reinforces the need for family and school involvement at the earliest opportunity.

7.1.7 Increase education about knife crime impact on people, especially custodial sentences and employment

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7.1.7.1. In conjunction with mentoring, wider knowledge about the impact of knife crime, showing with absolute clarity how carrying knives affects people, was felt to be useful.   Having people who have been affected by, or involved in, knife crime going into schools and saying how it has changed them was seen as an approach which could directly communicate and affect young people.

> *Hear stories of victim's mothers and impact on families*
> *Videos of what can happen to those stabbed and stabbers*
> *People who have been stabbed or stabbed – get them into school*

N.B. The next two points are included in the section as being under Haringey's control, although it is accepted that these are wider issues which require national attention.   However, at a local, grass-roots level, Haringey has some control and management over these.

7.1.8. Police Activity

7.1.8.1. The research reflected major distrust of the police. Although many young people fail to trust the police, it is clear that for young people in Haringey this distrust goes further than in other areas. This was shown in discussions where young people would not call the police to an incident, because there is the fear that the police will retaliate by making them the issue rather than the perpetrator. In some cases, this level of suspicion is based on experiences that are then shared.

7.1.8.2. Although the police have been criticized in the discussions, there was recognition that they need to be involved in tackling the problems. There is also recognition of the problems facing the police - with gang issues on estates there are many young people with difficult family and peer group dynamics, situations can be risky for the police to deal with. They see a role for the police in containing crime, gang activity and bad behaviour, but they currently have no faith that the police will be able to deal with these situations. Young people also perceive police responsiveness as being too slow to be helpful (see section 6.0-6.3) – they see response times as too slow, and police engagement with young people as not effective enough.

> *Police don't focus on the issues. Won't concentrate on what's going on – they are frustrated,*
> *they don't know what to do, so they arrest, beat up, get (people) to snitch*
> *Police come and hassle us after we have reported something the next day*

The police were accused of tackling the wrong people:

> *Communities are frightened, the police need to get to the frightening people*
> *Police can stop people depending on what they look like…police don't really stop the right*
> *people*
> *(The police should) take out the gang leaders….*

7.1.8.3. Bringing back stop and search, with clear criteria for choice of subjects and no unfair targeting, has already been highlighted.   Other suggestions have included increasing, not decreasing, police activity, including more police patrols needed at night for community protection, and a more proactive approach to take out the main actors (there had been references to the police being informed of knife carriers, but nothing being done as a result). Certainly a change in police attitudes would be welcomed and more local police on the ground:

> *Get the police involved with young people more: education needed, of both police AND young*
> *people.*

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> *The police – educate the police, get them involved more with young people, recruit from different ethnic groups*

7.1.8.4. An increase in police drawn from different ethnic groups was seen as a possible way forward, even though by contrast it was felt by some that with black skin colour you could not be a police officer.   Working with the Police Cadet Programme, and ensuring that this is properly presented in schools and colleges in Haringey, could be a very useful way forward.   Police are put onto the problem once it has happened, but more need to be done to prevent it happening.

7.1.8.5. Additionally, the David Lammy report includes an outline of a method followed in Northamptonshire.   This has proved successful in reducing distrust an encouraging engagement. Appendix B includes an outline of the Northamptonshire approach.

7.1.9. Work to tackle racial bias

7.1.9.1.   Underpinning much of the discussion was the need to tackle racial bias. There has already been mention of the belief by some that with a black skin you cannot be a police officer. There was reference to bias in schools – as one black informant said:

> *(Teachers say) you are never gonna pass your exams*

There was agreement from other members of the group, and acceptance that teachers talk down the achievements of black boys.   This is supported by other research which has been carried out, where black boys are high achievers in primary school, yet fail to achieve in secondary schools (the work of Tony Sewell has focused on this particular issue) There was reference to lack of diversity in organisations, not just the police force:

> *More diversity needed – e.g. in Haringey 20 social services, no black, only one Asian.*

7.2.   Issues which are not directly under Haringey's control

7.2.1.   Tackling social media

7.2.1.1. The importance of social media cannot be underestimated, and many of the young people wanted to see a decrease in social media footage with films taken down from YouTube – they recommended getting moderators to check films for violence before they are allowed to be posted.

7.2.2.   Stopping orders on the internet

7.2.2.1. Banning the purchasing of knives, machetes, and other weapons from the Internet was also seen as a positive way forward.   Young people said that it is easy to get a knife, or a replacement knife, off the internet.

7.2.3.   Changing post codes

7.2.3.1. Interestingly, it was felt that changing post code structures might reduce the conflict and gang wars within the Borough.   Others, however, felt that the gangs would merely refocus their levels of hostility in other ways.

8.0 Ways Forward

The ways forward, which have been identified through the research are discussed below under the headings highlighted in the original terms of reference for this work.

8.1 Education

8.1.1. The Schools

8.1.1.1. The schools are all well intentioned and wanting to help stop the problems, but they are hampered by lack of knowledge and lack of knowledge of available support, and intervention needs to start earlier in the primary schools. The schools need to be clear about the environment within which they are operating (particularly the primary schools), and the processes needed to safeguard the young people. They need to be looking outward, not just inwards – and they need to be able to access the resources needed to protect young people. Their safeguarding processes need to be clear and accessible: violence affects all young people and some of the adult informants contacted during this research felt that in some cases schools do not seem to expect young people to be as frightened as they actually are. There is also a need to train the young people to ask for help; they must be able to articulate their reasons for fear and staff trained to recognise the relevant signs; teachers must know when, and how, they are being asked for help.

8.1.1.2.   The young people involved in the discussions were of the view that the transition from primary to secondary schools is critical in terms of intervention with young people, which is why primary school teachers need to be prepared to recognise that knife crime, guns and gang activities may be affecting children in their care and they must be able to recognise when a young person is in need of support. Secondary schools can work with their feeder primary schools regarding first year intake and identify who will be joining and who is at risk and build on prevention work already done.

8.1.1.3.   Haringey needs to develop a coherent programme, operating through all the schools, with strong lines of support for staff, parents and pupils. The results of the Early Intervention Foundation's research are absolutely clear that the approach taken within primary schools has to be coordinated, consolidated and with clear communication across all personnel and organisations involved.

8.1.1.4.   It would be appropriate for Haringey to work with all the head teachers locally to stress how important this work is. Schools need to understand their local risks, and the understanding and management of these risks, could be reflected in the OFSTED inspections (it would be very helpful if OFSTED could be involved in supporting a coherent and consistent approach, which they could then insist all schools should follow).   It would be very useful to continue the current research by setting up a short research programme to interview all the local head teachers and gain an understanding of what they consider to be good (and bad) practice.

8.1.2. The Young People

8.1.2.1.   The young people need increased education into the realities of knife crime and how it can affect them personally, with the consequences of specific actions being made clear.   The 'urban myths' that some of them hold need to be discussed and discredited, and the message that getting one employer-recognised qualification doubles the chances of getting a job in the London labour market (Professor Ian Gordon, LSE) should be effectively communicated to schools, parents, and young people.

8.1.2.2.   The implications of having a criminal record is one area where increased education would be helpful; for instance the fact that there is a mandatory sentence to be imposed on those people who face a second charge of knife carrying. What needs to be agreed is whose responsibility it is to provide this education; this goes back to the need for a clear, consistent, cohesive policy to be operated across all schools/organisations/those dealing with young people.

8.1.2.3.   One specific message, which needs to be conveyed to young people should be directed at girls: they need to understand that they can be, and will be, subject to 'stop and engagement' (i.e. hot spot policing).

8.1.3.   The Parents

8.1.3.1.   The young people themselves have said that parents need to be more closely involved in what their children are doing, and that parents potentially need more help and support, for example, do they know where to go for help?   Are the pathways through the various situations clear and easily accessible to them? If not, this is an area which needs development.   Providing support groups specifically for mothers could be invaluable, particularly for single-parent families.

8.1.3.2.   The MOPAC report stresses that Education based approaches show the most promisese in tackling knife crime, highlighting:

> **Education based approaches** demonstrating the dangers of carrying a weapon and making available resources and services to support vulnerable young people.
> **Skills based programmes** that aim to develop ability to control behaviour and participate in prosocial activities.
> **Family focused programmes** (home visits, parent training, and family therapy) have been shown to work in preventing gang involvement and youth violence.
>
> Who delivers education programmes is crucial - preferably those who can engage well with young people and have direct experience of knife crime, either as a perpetrator, victim, family,or community member.
> (McVie, 2010; Foster, 2013; Eades et al, 2007; Golding and McClory , 2008; Kinsella, 20 1)

8.1.3.3. The same report says that the media and knife crime amnesties have a role to play in awareness raising; however, only when delivered alongside wider educational measures.   Knife crime amnesties have proved ineffective alone.   There is no evidence that schemes such as 'boot camps' or other shock incarceration programmes (e.g. Scared Straight) work effectively - these 'deterrence and discipline' style interventions have been recognised as ineffective or potentially harmful. (O'Connor and Waddell, 2015)

8.2. Prevention

8.2.1. Schools need to develop cultural awareness programmes to develop children's self-esteem and values.   The importance of absent fathers has been discussed widely in other research, and certainly this factor needs to be assessed. However, please note that this issue was not covered in this research, although it is recognised in section 8.1, where reference is made to support groups for mothers.

8.2.2.   Additional activities should be provided for young people - a full range of educational and sporting activities, not just youth clubs.   Such possibilities as free access to swimming pools and gyms should be considered as after school is a very dangerous time for young people, who do not wish to go home but in many cases have nowhere to go.   Schools have an obligation to be open outside of the school day, and work should be done to make their facilities available from 7.00-19.30 even though this may raise logistical issues for the schools.

8.2.3.   Another way forward is for increased opportunities for apprenticeships. There is significant development taking place in Haringey; the Council should use this opportunity to offer a brighter future to young people in terms of aspirations and apprenticeship opportunities, by establishing apprenticeship schemes and encouraging contractors to take on apprentices covering a wide range of skills.

8.2.4.   All of these opportunities need to be taken to the young people, rather than expecting them to find out about them; there is a need for Youth Outreach Workers to liaise directly and positively with the young people.

8.3. Early Intervention

8.3.1.   It is clear that there are differences in behaviour at different ages, and that in some cases children as young as seven or eight are being targeted/influenced by gangs. This means that not only do there need to be different messages and communication channels for different cohorts of young people but that the intervention has to be:

      a.   Earlier than previously thought, and
      b.   Coordinated and organised.

8.3.2.   There must be working together by schools, parents, police, and support agencies such as youth workers and community leaders, with all buying into a coherent approach. Intervention at primary school level is critical – later interventions may have little effect on some young people. Future strategy needs to build on the Godwin Lawson Foundation's record and experience of intervention in schools, which delivers:

- ongoing support to knife crime victims
- high impact training sessions for young people to enable them to become peace ambassadors
- longer term support to youth to strengthen their life skills, including conflict resolution and anger management
- victim support based on best practice
- safeguarding and protecting the welfare of knife victims
- sports activities

8.3.3.   This early intervention must also proactively include girls. The messages for girls are that:

      a)   they can, and will be identified by the police
      b)   they can be subjected to 'Stop and Engage', so they cannot carry for the boys, and
      c)   they must accept responsibility if they actively inflame the boys into action.

8.3.4.   Schools Liaison Officers need to work with Youth Clubs and there need to be police officers specially trained to work with young people and their families, officers who can develop relationships

over a time period rather than a constant succession of different people trying to establish contacts. Intervention has to be early, long term, and consistent if it is to be effective.

8.4. Targeted Support

8.4.1. Examples of targeted support which have worked can be seen in both Glasgow and New York. Intervention in the schools can be backed up by focusing on individuals who are at risk, and working with each individual to show them another way forward rather than the path they are currently on. This is very much a long term approach but does seem to generate results.

8.4.2. Specific approaches, such as apprenticeships supported by the Council, should be considered – the Glasgow approach has put a lot of emphasis on returning people to the working environment as a way of moving them out of gangs and crime.

8.4.3. After school support enabling young people to stay on at school and engage in cultural, social or sporting activities that will keep them off the streets and engaged in personal development was support which was welcomed by both the adult and young people groups contacted during this research.

8.4.4. Mentorship is seen, both by the Haringey young people and in the other research, as critically important, particularly where families are not able to provide this level of support. Mentors from young people and from ethnic minorities are particularly valuable. Mentors and champions, who can work in schools, youth centres, and directly with young people are urgently needed.

8.4.5. Finally, the importance of providing activities and spaces, with youth clubs, gyms, activities, and youth workers cannot be over-estimated.

8.5. Deterrence and Your Brighter Future

8.5.1. Again, the personal intervention and targeted support should be set in the context of visible rigorous enforcement. Some of the young people referred to the need for harsher penalties, but research, including this research, has indicated that these consequences are not necessarily effective in deterring young people. If a young person is taken beyond a level of fear then he is capable of doing anything. Nonetheless, penalties and punishments must be made clear to the young people: not just for actual crime, but for carrying, even if carrying with no intent to use.

8.5.2. Use of workshops and sessions similar to those arranged for this research, run by Neville and Royston, would be welcomed by young people. Building on this work, include getting in touch again with all the organisations and asking for a new cohort of young people. 60 minute group sessions can be run, providing a forum for discussion, education on the facts of knife crime, and also teaching about the range of emotions young people experience, how to recognise them and embrace them. Conflict resolution, de-stressing, building allies, being an ally, building self-esteem are all areas which can be covered and which would be welcomed by young people. Other possibilities include additional work by the Band of Brothers and the NCBI training such as Mistakes, Apologise and Forgiveness workshops. Finally, input by Ricky (and similar) into these sessions, or as standalone sessions would be invaluable, input from people from the young people's own backgrounds, with experiences that they can relate to have high resonance and impact.

8.5.3.   The value of sound educational attainment in improving life chances needs to be an unavoidable part for all interventions especially currently low achieving boys. The journey is into the future you want for you.

8.6.   Disruption (NB Refer to section 8.5)

8.6.1.   There is a need for youth clubs with parental and police involvement and with them on boards of these organisations.   The provision of safe places for young people to be pro social in with trained staff familiar with issues confronting young people is recognised as a need by both young people and adults.

8.6.2.   Tackling the known individual causes of interpersonal violence, with strong mental health support where appropriate, is required and should use well-known local leaders trained to do this critical intervention work on the streets.

8.6.3.   The MOPAC research highlights the need for a multi-agency approach to tackling these problems.   Addressing knife crime needs to be through partnership working - balanced between enforcement, education, social service and community based practitioners, and determined by underlying social and economic issues - rather   than purely criminal justice responses.
{Foster, 2013; Eades et al, 2007; McMahon, 2013)

8.6.4.   Good relationships with the police need to be fostered.   If young people feel unprotected by the police this may lead to them feeling they need to protect themselves, possibly through carrying a weapon (Foster, 2013).

8.6.5.   The wider issues of interpersonal violence need to be tackled; knives are currently the weapon of choice (perhaps due to ease of availability), however this may change. Approaches should focus on tackling interpersonal violence against the socio-economic backdrop in which it takes place - rather than the knife itself.

8.6.6.   A public health rather than purely criminal justice approach - that focuses on creating positive change, addressing underlying vulnerabilities, reducing risk factors, and strengthening protective factors (e.g. prosocial attitudes, stable family structure, academic achievement, low economic deprivation) earlier in life, rather than measures that seek to reduce violent behaviour once it has already emerged.
(Foster, 2013; Eades et al, 2007; Set hi et a l, 2010; Cor dis Bright, 2015; Williams et al, 2014; Golding and McClory, 2008; McVie, 2010}

8.6.7.   Finally, teaching young people anger management and conflict resolution skills such as those taught by the Band of Brothers would be invaluable.

8.7.   Detection

8.7.1. The Government's Serious Violence Strategy recommends a Hot Spot Policing approach:

> "That does not mean that stop and search should not be part of a targeted strategy to turn these trends around. Targeted stop and search can be an important tool when used as part of a wider approach.

The primary focus could be on hot-spot policing and other forms of targeted policing, where there is proven evidence of effectiveness. We also know that the certainty of punishment is likely to have a greater impact than its severity.   The recent downward trend in arrests and charges for some crimes lessens the certainty of punishment. For example, as robbery offences have risen, the number of robbery charges has remained broadly flat, meaning the percentage of offences resulting in a charge has fallen."

Because of the concern about knife crime felt by many young people and their parents, this may not be wholly rejected – but any increase in Stop and Search MUST be very carefully handled, with transparency and clear criteria to justify why individuals are selected, with interaction between police and young people carefully managed. Young people having some oversight of the process would be useful.

8.7.2.   In order to effectively support young people in schools teachers need training in cultural awareness, behavioural responses and strategies for de-escalation. GLF can be critical in providing this type of training by building on its established experience.

8.8. Rapid Response Services

8.8.1.   There was a consensus amongst those involved in the GLF Research, who deal with young people and the effects of knife crime, that there is a real need for some form of rapid response team, to deal with everything from trauma to logistical and organisational issues. Currently there is little support for desperate parents, or any other family members who are directly affected by knife/gun crime and a service that visits, and works with, all members of bereaved/ affected families and friends would be very useful.   The Police Liaison Officer is helpful, and the Registrar service is excellent, but there needs to be more coherent support provided, the Liaison officer and Victim Support are all providing support, but it needs to be properly consolidated to provide effective provision, with staff who are trained to listen and support.
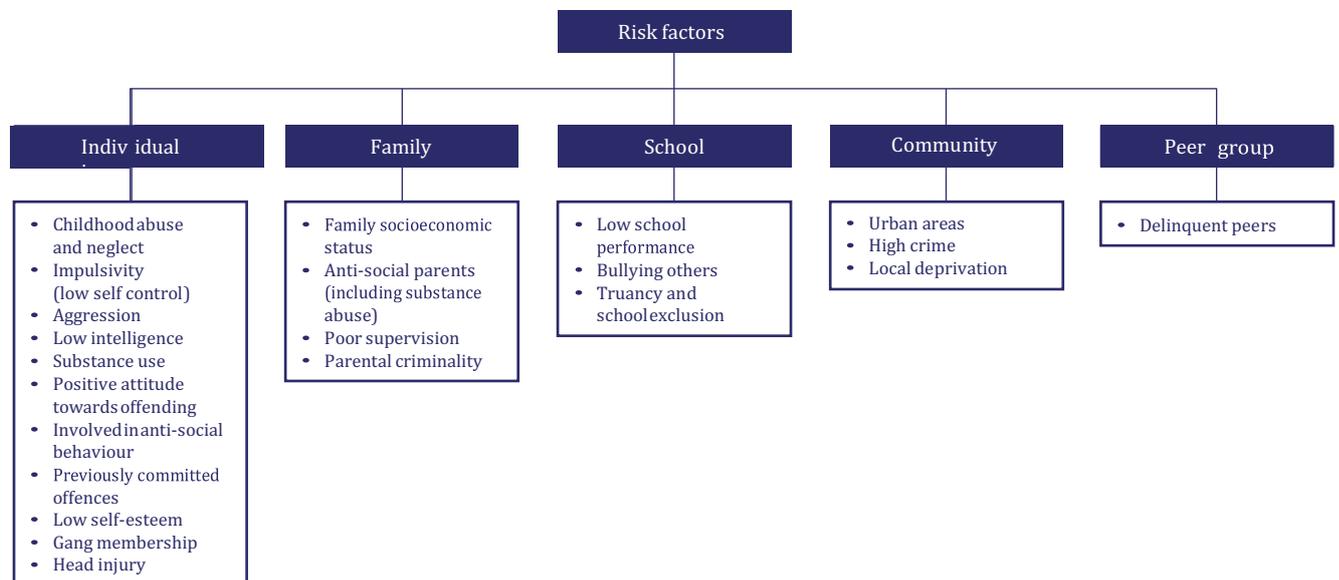
8.8.2.   In addition, rapid response services should also be able to work with a range of people who are directly affected by knife crime. These include:

a. The families of victims, particularly siblings who may be motivated by a need to exact revenge
b. Similarly, the friends and peer groups of victims who also may want to revenge and retaliation
c. Schools, who may require additional support if their own pupils are directly affected
d. Finally, the families of the perpetrators, again including siblings – this group may well require immediate support to deal with the situation

8.9. Co-ordination of all these Factors

The Serious Violence Strategy 2018 recognises the importance of all of these factors, and also recognises that risk to young people increases exponentially as different risk factors are identified in relation to individual risk assessments. These are set out in this strategy document:

Table 9: Identified risk factors for serious violence

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                              ┌──────────────┐
                              │ Risk factors │
                              └──────┬───────┘
   ┌───────────┬──────────────┬─────┴────────┬──────────────┐
┌──────────┐ ┌────────┐  ┌──────────┐  ┌────────────┐  ┌───────────┐
│Individual│ │ Family │  │  School  │  │ Community  │  │Peer group │
└──────────┘ └────────┘  └──────────┘  └────────────┘  └───────────┘
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Individual	Family	School	Community	Peer group
• Childhood abuse and neglect • Impulsivity (low self control) • Aggression • Low intelligence • Substance use • Positive attitude towards offending • Involved in anti-social behaviour • Previously committed offences • Low self-esteem • Gang membership • Head injury	• Family socioeconomic status • Anti-social parents (including substance abuse) • Poor supervision • Parental criminality	• Low school performance • Bullying others • Truancy and school exclusion	• Urban areas • High crime • Local deprivation	• Delinquent peers

Source: Serious Violence Action Strategy 2018

Successful action requires all those involved in the specific support services to be skilled at identifying risk at the earliest possible opportunity, and to ensure that there are services in place to respond to the risk identified. A holistic approach is required, one which takes account of, and responds to, the wider family and peer networks, and which can result in a joined-up partnership approach to delivery of prevention and early intervention supports services.

This is in line with the report published by the Early Intervention Foundation in March 2018, which stressed the need for co-ordination of all individuals and organisation, and for a 'silo mentality' to be avoided. Agencies need to coordinate and communicate, so that they can a) assess the presence of the different risk factors and b) work together to deal with these.

8.10. Summary:

Interventions should be integrated in to the home life, educational and social world of young people. Some very few need highly targeted support most will need safe places to go to. The changes required to implement what young people have said in this research will have an impact on organisations who have not seen integrated working as their main task. Listening to what they have to say and doing things differently will enable the sound policy suggestions embedded in young people's discussions and recent research by academics, MPs, GLA and Government to have an impact in this difficult and fearful context.

Time frame:	Actions:
Ongoing	The young people were clear that management and guidance generated by 'old people' were not likely to be relevant to them: *I shouldn't have to wear a suit to get a job! If we were 50 years old we'd wear a suit and tie.* and that they needed leadership and engagement by people who understand the environment in which they are operating. This means that any plan has to involve the young people directly: *Communication is key at every level, got to invest in that child* • Improve and maintain communications between all involved bodies – schools, parents, young people • Engage all organisations and institutions, so that a 'silo mentality' can be avoided • Establish processes through which regular feedback can be provided. This should be generated through co-production with the young people
Short term (easy to implement in current resources)	Lack of spaces, facilities, and activities were seen as important by the young people, leaving them at risk from the gangs. Co-ordinated engagement and support for young people and their families would be welcomed. • Upgrade level of activities for young people in all available venues – not just youth clubs. *Reopen Youth Clubs….. generate apprenticeships* Schools should be encouraged to be open daily 7.00-19.30, and at weekends, with the facilities available to young people. • Activities on offer to young people should include a full range of social, sporting and educational activities. Identifying space is critical, but the young people need to have activities on offer which engage and involve them. A pan London football based programme would draw in many young people and should be linked to educational attainment opportunities and mentoring. • In particular, gym facilities should be available at a reduced cost or free (either in dedicated gyms or using school facilities) – gyms are places which are seen as cool for young men to be in

Time frame:	Actions:

JA	*Free gym, free sports for young people – gym is now the cool place to be*
	
	 • Engage closely with parents and guardians by offering support groups to families (particularly mothers) in order to reduce knife crime and mothers worried their sons may be perpetrators or victims any night they go out. If knife crime occurs, there should be Rapid Response Services to provide support to all who are affected by the particular crime/knife crime, including families of victims, schools, and families of perpetrators
	 • Focus on early intervention - primary schools need to be given support so that they are aware of the dangers faced by their pupils, and are provided with a coherent programme which
	    a) allows them to identify children at risk, and
	    b) identifies not only the channels by which support to both young people, families, and schools can be provided, but also shows how these channels can be accessed.
	 These dangers should include not only knife crime and knife carrying but also sexual exploitation, mental health issues and unhealthy relationships.
	 • Both the Rapid Response Service and intervention should focus, not only on action when knife crime occurs, but also working on a system/approach which identifies risk at the earliest opportunity.
	 • Establish safe spaces for young people under threat. Earlier, City Safe Havens had been established, places where young people could go if they felt threatened or unsafe. These, plus additional youth group safe spaces, are the types of facilities requested by young people
	 • Provide a Youth Work Team (Youth Outreach Workers) who pro-actively go out seeking young people who are at risk, and can offer them support and guidance
	
	    Bruce Grove used to have outreach workers, they go out to the kids on the streets. They'd organise outings, excursions
	    Set up clubs activities and safe spaces; send youth workers out to actively find them (as Bruce Grove used to do)
	
	 • Provide guidance and help to young people on how to effectively enter the workplace. Dress code, behaviour, language, aspirations and expectations can be addressed via this guidance. Employment readiness is key to getting the first steps on the jobs ladder and gaining life time economic security.
	 • Provide mentors and guides for young people.
	
	    Community mentors who can share experiences and help others would be welcomed.
	
	 In particular, these should include those who have been through the same experiences that the young people are facing – they may be the same age as the young people or they may be older but should be able to relate to their life experiences and situations. These mentors can provide guidance

Time frame:	Actions:
JA	for day-to-day living, but also work with young people to improve their aspirations and attainments • Set up workshops and guidance sessions, similar to the ones which have been run for this research programme, to allow young people to talk about knife crime, knife carrying, and the 'urban myths' which are held. • These, or similar, workshops should also provide training and guidance on anger management and conflict resolution Note that the Band of Brothers, GLF and MAC UK are already experienced in these areas identified for development and can set up an appropriate scale programme of workshops, guidance sessions, and mentors
Medium term (requires co-ordination between bodies who work together now)	Lack of opportunities, both educational and employment, were highlighted in the discussions as critical factors. These need to be addressed. • Target individual young people. This should involve a range of professionals who can identify young people who are at risk, with a programme which aims to not only show them the dangers of the way of life they have chosen but also gives them viable alternatives (which is referred by young people as offering a carrot and a stick) • Increase opportunities in education and employment. Use the development work in the Borough to expand apprenticeship opportunities, and show how education links to long term employment. Companies and organisations operating within the Borough should be encouraged to expand the range of apprenticeship opportunities available to young people • The Borough should use its purchasing power related to regeneration and other services to ensure local apprenticeships are in place in all contract requirements • Establish pro-active support for young people, not only the Youth Work Team but support which covers such areas as education, apprenticeships, and employment. Young people may well not seek support: this support has to seek them out and show its value • Set up a consortium to work with Head Teachers; individual Head Teachers across the Borough to be consulted on what they consider to be good practice, and what they consider to be difficulties for the school in addressing them • The consortium would then support work with OFSTED to develop/deliver a coherent and consistent strategy involving all organisations, particularly the schools – measuring regularly feelings of safety and levels of fear. • Ensure that Hot Spot Policing is seen as a way of protecting the young people and the community, not a force for arbitrarily targeting young people. Transparency in delivering this service is important finding ways to track activity whilst not crossing boundaries on legal matters or privacy issues • Break down barriers in the local community – develop ways of working with parents in their local areas perhaps around school catchments and youth safe places.

Time frame:	Actions:
Long term (requires complex co-ordination between organisations with shared customers but are tasked with different purposes e.g. NHS and police)	The impact of the poor relationship with the police, lack of trust, and the pernicious activities of social media need to be recognised. Individuals need to be targeted by organisations working together so that they can see the consequences of the choices they are making. • Consider recruiting police personnel specifically trained to work with young people, arrange for continuity of service, so that long term relationships of trust and respect are established. Increase the number of police drawn from ethnic minorities • Continue working with specific individuals who are at risk, or who are actively involved in gangs and knife crime, utilising the skills of mental health professionals and educationalists skilled in remedying literacy and numeracy gaps to progression • Put pressure on the government to control social media that incites violence to be removed and online retail to allow weapons to be better controlled.

Appendix A: Curriculum Vitae of Research Team members

Jeff Austin	Jeff worked for fifteen years in Local Government as a planner, followed by 30 years' experience as a consultant leading major policy changes in the public sector and supporting the restructuring of major private sector organisations. He has particular expertise in leadership and organisational development and has researched for Government and contributed to Acts of Parliament, Formal Guidance and Circulars on Housing matters, procurement policy research and was an Economics of Housing Adviser to DCLG.
	Previous experience and key achievements include: leading change management programmes in Brent, Newham, Hackney and Leeds City Councils, being a Director of Westminster City Council and Brent London Borough. He has worked on change management matters with Blue Chip Companies and has trained over 500 project managers in local government and private sector engineering companies. Development and production of the community owned delivery plan for LB of Tower Hamlets' New Deal in the Community bid. He devised the strategy for the Stephen Lawrence Charitable Trust to bid for, and win, £14m of Millennium Funding and its move into the new premises. He has supported the Bernie Grant Centre Board in its deliberations and assisted in establishing the Improvement and Development Agency. He was recently the UK lead on an FP 7 project on ASB across the EU called Besecure.
Royston John	Royston has significant skills working with young people, adults, parents and authorities. He has nearly 20 years' experience in this area of work and this is supported with over 20 years public sector management experience. His work with the National Coalition Building Institute (NCBI) and A Band of Brothers (ABOB) embraces the attitude and mindset emotional thinking of young people, parents and other adults. His skills have provided many sustainable solutions at school, community, social and operational levels.
	Royston's skills include developing people for work and the working environment and developing mentors in the work environment and the community. In just one weekend ABOB can provide men (and women) with sufficient self-awareness to engage in a positive, proactive supportive way with young people.
	An understanding of infrastructure in both the public sector and in communities is rare. When this is added to significant experience of working with emotional intelligence in both young people and adults, Royston is a phenomenal resource available to GLF and to Haringey Council.
Caroline Large	Caroline has worked as a Market Researcher for 30 years and has been a Principal Lecturer within the university sector for 20 years. She is currently working with the University of Bedfordshire. She specialises in designing, administering and analysing qualitative research programmes
Yvonne Lawson	A dedicated and compassionate professional with extensive experience in providing active support to victims, promoting their wellbeing, interests and dignity. Performing crisis intervention for individuals involved in violent, traumatic or sensitive situations, she can demonstrate an understanding of equal opportunities and other people's needs as well as strong ethical approach. As a proactive individual, she communicates effectively and has significant experience working in partnership with multidisciplinary teams.
	Key skills include: • Victim support • Workshop co-ordination

- Leadership
- Relationship management
- Negotiation
- Problem solving
- Integrity
-

Neville Watson   Neville is the Pastor of a Church in Wood Green. He has worked extensively with young people and uses sport to engage with them – many of the discussions he has with young people about attitude and discipline, are after matches and training, when they are open to listening. Both professional footballers, and young people who were involved in gangs (but have now left) are involved in his work. Local youth centres and schools are also involved in the work he leads.

Ricky   Ricky has served his time for crime and wants to ensure that no one else suffers from violent crime. He observed several of the meetings, and made input into some of these, input on why not to carry, what he said had a big impact on the young people.

Appendix B: Northamptonshire Case Study

CASE STUDY: NORTHAMPTONSHIRE POLICE

Having been criticised in the past for its use of Stop and Search powers, Northamptonshire now scrutinises the grounds recorded for every Stop and Search conducted. This scrutiny is undertaken by a Reasonable Grounds Panel (RGP), which consists of a Chair (Police Officer), 25 panel members (public), and a Police Constable or Police Sergeant. Each month, completed search records are sifted by a Sergeant. In Northamptonshire, any search grounds which are not clearly and immediately identifiable as reasonable, or do not meet the Force guidance, are selected for presentation to the RGP. The grounds are presented with a brief explanation. The presentation does not identify the officer, the result of the search, or the time/place unless part of the grounds. The Panel discusses whether the record meets the Force standard and votes.

If the Panel decides that there were not reasonable grounds for the stop, the officer involved is informed of the decision and the reasoning behind it. The following then takes place:

In the first case, the officer and supervisor are offered training and reminded of the guidance on Stop and Search.

If the officer is involved in a second case, both the officer and supervisor receive mandatory one-to-one training.

In the third case, the officer and supervisor are suspended from conducting/supervising Stop and Search until a personalised development plan has been completed.