Application to Waltham Forest Safer Neighbourhood Board – MOPAC Funding

1) Tell us about your group, and your position within it. Who will be responsible for achieving the project goals, and who will be accountable for the funding?

We work with young people and young adults. We seek to identify core needs & provide the resources necessary to bring about positive transformation. We also aim to provide the resources necessary to sustain that transformation and work to challenge and change societal structures that create disadvantaged communities. Our main work is with young people who are gang affected. We provide structured group and individual mentoring in order to challenge mindsets and build the necessary skills for positive citizenship. We provide practical support to enable the young person to access secure housing, training and employment. At present we are running two large Projects in Waltham Forest. Prison in- reach, which supports ex-offenders leaving prison, helping them develop an exit strategy for life when they leave prison. We also deliver an outreach project for clients referred through Bronze where we visit them at home and offer them our services. These clients are on the gangs matrix and are known to the police.

This application is made by **Vicky Torrance - Operations Manager**
Vicky will be responsible for managing the project and ensuring that we achieve the project outcomes/goals. We will employ two experienced sessional workers who will deliver the service do the actual delivery. Greenleaf Trust will be accountable for the funding, Shernell Durrant our book keeper will be responsible for financial reporting and Vicky Torrance will have overall responsibility for reporting back to the MOPAC and Safer neighbourhoods' board on the outcomes and impact of the project.

Charity Number: 1121557
Company Number: 05895562

Website: www.spark2life.co.uk
www.greenleaftrust.org.uk/

2) What is the basis of your group's connection with the community you represent?

S2L has a 9-year track record of working with gang affected young people who are at risk of committing crime in the Borough of Waltham Forest. As an organisation we are committed to employing a high percentage of reformed offenders. We have a solid track record of working with offenders to help them turn their lives around. This includes our Prison In-reach Project which is in its third year. We have run a project pilot in two areas St James Street and Aldwich Way. Both of these groups have been a concern to police.

Do you have a suitable bank account into which funding could be paid?

Yes – Bank Account details available on request.

Give us an outline of your project . What evidence is there of a need for this work you propose? What do you want to do? How exactly with you address the needs that you identify?

The police inform us that there are 9 gang hotspots in the borough. This project is to engage with young people and young adults who are visible in gang hotspots such as Beaumont, Cathall, Thatched House, Priory Court and Chingford Hall. These individuals may not be known to the police or be on the gangs matrix but are at risk of crime because of the area they are "hanging out" in and because of their association with other individuals known to be involved in crime.

Young people who are gang involved or on the periphery of gang involvement are often there because they are marginalized and have a mind-set that involvement in crime is the only avenue open to them to earn the money they require to sustain their lifestyle. Well established research has evidenced that securing employment is a significant factor in reducing re-offending rates; see for example, Ministry of Justice, "Analysis of the impact of employment on re-offending following release from custody" 2013

The project will use "detached work methodology" to firstly engage with young gang involved people and build a relationship with them. Detached methodology means that we will go to the clients and engage with them where ever they are (parks, the streets, café etc.). All the intervention will take place on the streets or in a flexible way that responds to the client's needs. Our methodology is distinct from "outreach" as all our work can be done purely where they are. All the young people we engage with on the streets will benefit from our presence, as we will be challenging their mind-sets and helping them think about the way forward in their lives. We work with them in the full knowledge that not all of them will opt into our one to one support or be referred to other agencies. However the fact that we will be there consistently means that in time we will develop more influence with them and be able to work with them to challenge their mind-sets.

For those that want to engage fully we will assess the individuals needs and mind-set, and offer them mentoring and practical support to enable the young person to change their lives and meet personal objectives such as securing housing or gaining employment or training.

This project will enable us to work with the client group and "nip issues in the bud" before they escalate. We will be able to identify young people at risk of gang involvement or in the earlier stages of gang involvement before they come to the attention of the police and are put on the gang Matrix and before their lifestyle becomes entrenched. By working on the streets where the groups are, we will have our "ear to the ground " and will be able to pick up on internal and inter-gang conflict and rilvelry. This will give our staff the opportunity to intervene to try and defuse the conflict (all our staffs have been trained in medium to high risk conflict mediation). It also has the added advantage that we can share the information

that we find about gang dynamics within the wider community safety partnership so that all our interventions can be more proactive and less reactive.

The detached work will follow this process. First we will walk around the target area, to identify where the groups are visible. We will map when the best times to work in the area are. Once we have established this we will go weekly to the area, with a view to making contact with the target group and building a relationship with them. We will make people aware of the services we offer and once they trust us, they will be more likely to take them up.

This project will build on the success and knowledge gained from our 6 month pilot where we worked in St James Street and Aldwich Way. During the pilot we engaged with in excess of 60 individual with 33 giving us their details and wanting to work with us. During the project 20 people were signposted to ETE providers.

We will apply our learning from this project to work in the new areas identified. As part of the pilot, we discovered that access to real and credible job opportunities was a critical factor for the client group who often needed to know that these opportunities exist and were achievable. To this end, we have spoken to two employment providers (Crisis and Waltham Forest Job Centre) who are willing to do Monthly (Street based) surgeries with our clients once we have built a relationship with them. Spark2life has also recently developed a weekly education, employment and training surgery with St Giles, which clients engaged with as part of this project will also be able to access. All these providers offer free entry-level training, which will enable the clients to further their education, gaining vocational qualifications with a guarantee of a job at the end of it as long as the client continues to engage. Work offered includes: construction industry, hospitality and catering, retail, cross rail/engineering etc.

Which of the three MOPAC stipulated objectives are you addressing? (Prevent crime, reduce crime, police/community engagement)

We are addressing both the preventing crime and reducing crime MOPAC Objectives, but our main focus is crime prevention. We will be doing detached work and we anticipate that we will engage with people who are already involved in crime to divert them away from crime by offering them a route out of criminal lifestyles (particularly low level dealing). Some of the people we engage with are likely to have entrenched lifestyles and be known to the Police and Bronze whilst others may be below the radar and will mean that our intervention will be more preventative to stop their offending escalating.

We will liaise closely with Bronze and Spark2lifes other projects to make sure that we are not duplicating by working with the same clients. Where a client is on the Matrix, (a list of approximately 250 people who are known to offend and have gang involvement, who should be sent to Bronze and offered services), we will ensure that we encourage them to engage with the project they have been referred to. However the vast majority of clients we will engage will not meet the Bronze criteria and will not be on the Matrix. It is these clients who

will be our primary focus. We will offer these clients our diversion service. We will build a relationship with them, talk about life goals, challenge mind-sets etc. and refer them on to new opportunities. This will broaden the horizons of the client group and enable them to be diverted away form a criminal lifestyle.

Our consistent presence on the streets means that we can intervene earlier in a person's offending history. By targeting our intervention in this way we will prevent crime. Our consistent presence on the street will also mean that our services will be better understood by the client group, leading to a higher percentage clients taking up our services.

Does your project address any of the priorities the SNB had identified?

The project will reduce violence by working with young people who are associating with gangs and are visible in gang hotspots. These hotspots have an association with street violence and weapon carrying, so by engaging and offering division we will be having an impact on the amount of violent crime that gets committed.

By building a relationship with young people and gaining their trust we aim to be able to intervene when we see conflicts developing. We will use our mediation skills to work around the conflict. We will speak to young people about the consequences of their behaviour and about other ways that they can deal with the conflict. This will have the impact of reducing tension and violence within the community.

The SNB will want to monitor progress: what observable or measurable achievements do you expect to be able to report to us as your project is underway? (These are sometimes referred to as "out*puts*".) How will you monitor your progress?

Package	Number of Nights/sessions	Outputs
1	1 x3 Hours session delivered with two sessional workers	Numbers engaged with over the course of the project 45 Numbers signing up for S2L support 15 Numbers being referred on15 Numbers entering training/or employment 7
2	2 x3 Hours session delivered with two sessional workers	Numbers engaged with over the course of the project 90 Numbers signing up for S2L support 30 Numbers being referred on30 Numbers entering training or employment 14
3	3 x3 Hours	Numbers engaged with over the course of the

	session delivered with two sessional workers	project 135 Numbers signing up for S2L support 45 Numbers being referred on45 Numbers entering training or employment 21

4	4 x3 Hours session delivered with two sessional workers	Numbers engaged with over the course of the project 180 Numbers signing up for S2L support 60 Numbers being referred on 60 Numbers entering training or employment 28

The SNB will want to evaluate the overall benefit to the community achieved by your project (sometimes referred to as "out*comes*"). What evidence might be helpful in making our evaluation? How will you gauge your success?

- We expect the outcomes for the project to be:
- An increased engagement by the cohort in other services
- An increased engagement by the cohort in Education, training and employment
- A reduction in offending/ anti-social behaviour committed by the cohort
- An increased understanding of the dynamics in and between gangs, which will in increase the effectiveness of partnership work around the issue of gangs
- A reduction in inter gang conflict and violence

What roles will there be in your team? Who will occupy those roles? Will you need to bring in new people to help you? If so, how will you recruit and select them?

Role	Name	Responsibility	Recruited
Operations Manager	Vicky Torrance	Over all management and reporting for the project Supervision of staff	Already in post
2 x sessional workers	-	Delivery of project	Recruited internally but externally if no one suitable internally
Book Keeper	Shernell Durrant	Financial record	

		keeping and financial reporting	

If you will be working with members of the community who are not part of your team (e.g. interviewees, clients, "subjects" etc.) how will you identify suitable contacts?

We will identify hotspot areas in consultation with the police and other services. We will engage with the target group in that area. This group are likely to be visible on the streets and involved in street crime and drug dealing.

What considerations need to be made regarding the safety of everyone involved?

Detached work is skilled work. All workers carrying out detached work will have a mobile phone and ID. All our sessional workers will be trained in detached work methodology, which includes the legal framework for the work and health and safety aspects of the work. In addition any worker undertaking detached work will also be given conflict mediation training prior to commencing working on the project. Our methodology dictates that the police should be aware which area we will be working on any given night. Workers are instructed to withdraw if they feel that their safety is being compromised, and police may also ask us to with draw if our presence on the street is likely to obstruct their operations. Spark2life has a risk assessment process, whereby we risk assess clients referred to us. Street based youth work must always take place in pairs in a public places. Once a client has consented to work with us, a risk assessment is carried out. It is only at this point when we know more about the client that we will engage in one to one support for the client. One to one work with clients is also governed by our lone working policy, so that our practices are as safe as possible (copies or risk assessment and lone working policies are available on request)

Please supply a breakdown of the anticipated costs to be met by the project funding.

Package costs

Package	Number of nights	Cost
1	1	£5,546.25
2	2	£8,714.25
3	3	£11,882.25
4	4	£15,050.25

Item	Workings	Static or variable	Cost

Detached Workers	2 workers for 3 hours Co-ordinator paid £11.20 per hour Detached worker paid £10 per hour for 45 weeks	Variable	£2,862
Co-coordinators	3 hours per week to collate paper work, liaise with partners and do additional one to one work x 45 weeks	Fixed	£1,512
Supervision	3 hours per month @ £27.50 per hour x 10.5 months	Fixed	£866.25
Subsistence	£5 per session (to buy coffee for clients) x 45 sessions	Variable	£225
Travel	4 miles per session @.45 per mile x 45 sessions		£81
Total			£5.546.25

Have you considered whether the work you plan to do might be considered to be the responsibility of some other body or agency?

This work is not being done in this way by any other agency.

Have you considered whether you can offer a range of project "packages" ?

In the event that the SNB was able to offer only a reduced level of funding? (If so, you may like to consider making multiple applications. Alternatively, you may like to respond to these questions indicating options where appropriate.)

See above

Will your project depend on obtaining permission or approval from any other body?

No

Is any other funding body providing support to this or similar concurrent projects?

The dispossessed fund has funded the work in St James Street and Aldwch way; this is a time bound project that will be finished by the time this project starts.

Can you give us a tentative timeline of the main stages of your project?

Time	Action /Milestone
	Funding agreed and signed off my MOPAC
July-August	Staff Recruited
July-August	Staff receive detached training, training on risk assessments and lone working and conflict mediation
September	Co-coordinator meets with key stakeholders to identify priority areas
September	Mapping session take place in target areas, workers observe potential clients Clients see workers but no contact is made
October	First engagement with clients
November	Engagement with clients in target area (s)
December	Engagement with clients Refer clients to ETE/Street based ETE sessions
January	Engagement with clients Refer clients to ETE/Street based ETE sessions
February	Engagement with clients Refer clients to ETE/Street based ETE sessions
March	Engagement with clients Refer clients to ETE/Street based ETE sessions
April	Engagement with clients Refer clients to ETE/Street based ETE sessions
May	Engagement with clients Refer clients to ETE/Street based ETE sessions
June	Engagement with clients Refer clients to ETE/Street based ETE sessions
July	Refer clients to ETE/Street based ETE sessions Project Finishes Report written