

Action Plan taken from recommendations set out in the Multi-Agency Approach to Tackling Gangs in Bromley Report (September 2012)

Short Term Recommendations and Actions

Recommendation	Action	Proposed Lead (tbc)	RAG Status
Identify a lead SPOC in the Police and in the local authority	<ul style="list-style-type: none"> - Identify relevant SPOC and outline ownership duties - Set up generic gangs email box where residents, schools and staff are encouraged to report information confidentially 	Police / Community Safety	
Conduct an extensive mapping exercise of gang nominals	<ul style="list-style-type: none"> - Meet to share intelligence, confirm identities and build up a databank - Circulate list to partnership agencies 	Community Safety / YOT / Police / Probation	
Set up a panel or regular meeting to discuss gang nominals	<ul style="list-style-type: none"> - Set up sub group under YOT Steering Group and expand remit of CAMP meetings - Agree frequency of meetings, reporting procedure and scope of group 	Community Safety / YOT / Police / Probation	
Provide practitioners with a directory of targeted interventions that they can refer and signpost people to	<ul style="list-style-type: none"> - Circulate directory of targeted youth activities to practitioners identified through distribution lists as well as list of organisations involved in gang activity 	Youth Support Services	
Establish clearer process route map for referrals where clients are risk assessed into low, medium and high categories and then dealt with accordingly	<ul style="list-style-type: none"> - Map out existing process and identify ways to simplify and clarify the procedures 	YOT / Youth Support Services / Children's / Community Safety	
Incorporate gangs work within the Tackling Troubled Families plan	<ul style="list-style-type: none"> - Conduct multi-agency home visits instead of separate visits - Resource more parenting programmes and family intervention workers 	Children's / Community Safety	
Pilot programmes in targeted location hot spots	<ul style="list-style-type: none"> - Use the mobile bus youth service to go to hotspots and target housing estates 	Youth Support Services	
Identify the needs of specific target groups	<ul style="list-style-type: none"> - Map needs and examine case studies of diversionary activities in other boroughs to see whether any could be appropriate for Bromley and whether there are enough resources to commission any organisations 	YOT	

Long term recommendations and actions

Recommendation	Action	Proposed Lead (TBC)	Status
1. Partnership working, Intelligence and Information Sharing			
1.1 Establish an ISA with the PRUH to refer victims of stabbings to the right services and share SPOC details. Also, brief hospital staff on issues pertaining to victimisation and the roles of various agencies	<ul style="list-style-type: none"> - Write up ISA - Liaise with PRUH and establish an agreement - Ensure there is a monitoring process in place e.g. quarterly status updates 	Public Health / Community Safety	

1.2 Establish a proper handover process for boroughs who know gang members are relocating into the borough including providing a SPOC for them to contact	Contact YOT managers of neighbouring boroughs and draw up an agreement with a list of all the SPOCs included	YOT/Neighbouring boroughs	
1.3 Establish a cross border intelligence sharing system with Croydon, Lambeth, Lewisham and Southwark and circulate SPOCs for each borough	Meet with the relevant borough SPOCS and discuss the best way to share intelligence	YOT / Community Safety/ Neighbouring boroughs	
1.4 Provide schools and colleges with a SPOC to contact if they think one of their students is a gang nominal and guidance on how to spot the signs of gang affiliation.	Meet with school heads or email them with information	Community Safety / Education	
1.5 Establish a way to obtain intelligence from community and voluntary organisations to identify emerging trends and developing programmes to address them.	Meet with Community Links and community leaders in targeted areas to discuss ways forward	Safer Neighbourhood Team / Community Safety	
Identifying Gang Nominals and Gang Involvement			
2.1 Establish an early identification and threshold framework which supports professionals in identifying risk factors in children	<ul style="list-style-type: none"> - Create a leaflet with risk factors using existing material on internet/research for professionals and establish a referral procedure - Circulate to partnership agencies and housing providers 	Quality Assurance	
2.2 Providing workshops, training and practitioner forums for school staff, parents and people working with children as well as housing officers, estates based staff and RSLs to identify children at risk	<ul style="list-style-type: none"> - Contact schools to establish whether there is an interest, contact parents and professionals through various networks and set up a monthly workshop style Gangs Clinic. 	YOT	
2.3 Work closely with Victim Support to focus on victims of gang related violence and engage with them to prevent them from retaliation and offending.	<ul style="list-style-type: none"> - Contact Victim Support and engage with them - Discuss possibility of providing bereavement counselling - Explore options for providing more mental health services 	YOT	
Prevention and Diversionary Interventions			
3.1 Review diversionary youth activities and mentoring schemes in the borough to ensure they are adequately targeting young people who are hard to reach	<ul style="list-style-type: none"> - Review mentoring scheme- Review diversionary activities list for effectiveness- Expand or raise awareness of schemes accordingly 	Youth Support Services	

3.2 Encourage local employment opportunities, flexible child care which enables single parents to take on evening employment and supportive apprenticeships schemes aimed at 18 to 24 year olds.	<ul style="list-style-type: none"> - Engage with social enterprises such as Blue Sky and others who employ ex-offenders. - Ensure that companies that are being commissioned by the Council agree to provide apprenticeships as part of their contract 	Community Safety	
3.3 Explore and identify the extent of females involved in gangs or in relationships with gang members	<ul style="list-style-type: none"> - Liaise with police and other agencies for intelligence to build up an accurate picture - Work with Victim Support, Sexually Exploited Women's programme and the Domestic Violence one stop shop to raise awareness of the issues if necessary 	Police / YOT / Probation	
3.4 Identify needs for intensive intervention work and commission/resource accordingly	<ul style="list-style-type: none"> - Look at existing resources and see if there is capacity for 1:1 support or to commission this - Assess whether there is a need for interventions such as conflict mediation, gun/knife programmes, gang exit programmes etc. 	YOT/Youth Support Services	
Enforcement			
4.1 Periodic multi agency patrols and weapon sweeps around schools and on estates could be performed to prevent violent incidents escalating after the school period.	<ul style="list-style-type: none"> - Police to conduct patrols depending on resources 	Police	
4.2 Truancy patrols could be reinforced to prevent youths from other boroughs hanging around	<ul style="list-style-type: none"> - Police to conduct patrols depending on resources 	Police	
Parents & Community			
5.1 Provide more parenting programmes	<ul style="list-style-type: none"> - Evaluate resources needed to hire a part time parenting worker 	Community Safety	
5.2 Develop targeted youth support interventions through the community and faith sector in specific locations	<ul style="list-style-type: none"> Engage with community groups that work with youths and help them to set up specific programmes and also could deploy outreach teams to engage those who are heavily involved in gang activity - Audit disused estate/LBB facilities and assets and work with local people, partners and third sector to provide community spaces for activities and groups for young people at risk 	Community Safety	
5.3 Awareness raising sessions with the voluntary and community sector on serious violence, recognising signs and where to get help.	<ul style="list-style-type: none"> - This could be incorporated through existing talks and forums with the community by other departments 	Community Safety	
5.4 Connect voluntary organisations and encourage them to work together with more signposting	<ul style="list-style-type: none"> - Approach Community Links Bromley for a list of relevant organisations - Contact organisations and explain issues 	Community Safety	

5.5 Promote tools such as Neighbourhood Link at public meetings and safer neighbourhood panels to improve confidence in the council, police and other agencies.	- Brief Safer Neighbourhood Panel reps to talk about this at all their meetings	Safer Neighbourhood Development Officers	
5.6 Improve community cohesion by commissioning estate based family support networks, and community and voluntary sector capacity building to allow members of the community to take a lead role in the delivery of local programmes that provide support for families.	- Use Community First funding / Tackling Troubled Families funding to achieve this	Community Safety	
5.7 Develop intergenerational projects through schools and Age UK	- Approach schools in targeted areas with the idea and see what the response is - Approach Age UK for projects and volunteers	Community Safety/ Schools / Age UK	