PUBLIC ACCOUNTABILITY MEETING

PREVENTION & EARLY INTERVENTION

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BACKGROUND & CONTEXT

NYP's ambition is to see prevention and early intervention truly embedded as a way of working across the whole organisation. This will break cycles of repeat offending, reducing harm to our communities.

The Early Action Together programme is the vehicle for the delivery of that ambition - releasing capacity, creating opportunities and equipping officers and staff with the necessary skills to drive this significant change in the way we work.

This is long term programme of change for the organisation. It is about working together with our partner agencies to find the best solutions for the communities we serve. We will recognise good working practices that can be improved, decide what is needed to make those improvements, and identify inefficient processes which can be removed.

The four key projects within delivery of the EAT programme are all focussed on prevention and early intervention. All Superintendent led, the projects are; Intelligence, Pathways, Customer Contact and Place-Based Working

INTELLIGENCE

Intelligence systems supporting Prevention & Early Intervention

Intelligence Project - Plan on a page

Vision

Intelligence runs through all aspects of Policing and informs key decision making with criticality, threat, risk and harm. For true early intervention and prevention work to take place, intelligence and information needs to be at the forefront. The purpose of this project is to ensure we can drive Intelligence led policing effectively and efficiently.

Our Aim

- Create a collaborative approach with partners to share the right data which enables problem solving at a local integrated level
- Support a mobile workforce who are able to use the best technology to problem solve and put in place activity required to address vulnerability
- Improve our join up so that we are able to identify vulnerability and address needs quicker and easier in local communities

Our Objectives

- Improve the overall tasking and briefing process
- Utilise technology to create effective and efficient information sharing with partners
- Provide career pathways and accreditation for Intel roles
- Provide central governance for force wide intelligence function and consistent

Our Deliverables

- A new tasking and briefing system that is fit for purpose
- A two way electronic portal for improved partnership information sharing
- An accreditation programme for recognition of Intelligence role skill sets
- Establish Central Governance Structures providing consistency and one team approach

Early action together

PATHWAYS

Signposting with accessible, joined up information

Pathways Project – Plan on a page

Vision

The Pathways project seeks to identify and make accessible the available pathways into support services across the county of North Yorkshire for victims and offenders. It will enable, support and encourage, the use of innovative alternatives to Criminal Justice routes that will address the root cause of offending behaviour. Through the adoption of an early intervention and prevention approach this project will explore the opportunities to reduce repeat victims and offending therefore improving the quality of life and health of communities and reduce repeat demands on public services.

Our Aim

- Understanding and supporting victims at the earliest possible stage
- Improving the quality of life for the most vulnerable victims in society through early intervention and prevention methodologies
- Tackling the root cause of offending behaviour to reduce reoffending and repeat victimisation
- Changing the mindset of the organisation through education and support

Our Objectives

- Understand the landscape of available pathways into commissioned, as well as other services currently provided by partner agencies and the support sector
- Provide safe, secure and accessible routes into support services for our most vulnerable victims
- Ensure the most appropriate restorative, rehabilitative or diversionary pathways for offenders to reduce their behaviour through addressing the underlying root causes
- To upskill staff within the organisation, with the focus of embedding the core principles of P&EI

Our Deliverables

- Complete pathways mapping and gap analysis of all available services for victims and offenders. Working with partners, to enable easy signposting and referral
- A technical solution for signposting and self-serve
- A review of processes and ways of working to ensure identification of roots causes are embedded within policing
- A programme of education and training in prevention and early intervention relating to pathways

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CUSTOMER CONTACT

Pathways – signposting with accessible information

Customer Contact project - Plan on a Page

Vision

The Force Control Room (FCR) and its wider function is the public gateway of contact into the organisation. Key to releasing capacity of our front line officers to engage in early intervention and prevention, is the principle of getting it "right first time" at the initial point of contact. The correct handling of all forms of contact is critical to the overall customer experience.

Our Aim

- Releasing capacity of front line officers to engage in prevention and early intervention
- Providing a tailored approach to our customers across county, coastal, rural and urban areas
- Target and respond to crime focused on preventing harm and protecting the most vulnerable
- Attracting and retaining a highly trained, professional and diverse workforce

Our Objectives

- Deal with crimes and incidents remotely whilst enhancing the customer experience
- Ensure the customer receives the correct information first time, increasing overall efficiency for the organisation
- Provide an initial triage service to reduce waste and repeated effort in officer attendance
- Provide the customer with relevant signposting to partner agencies, commissioned services, or other sector organisations

Our Deliverables

- Creation of the Initial Enquiry Team, to replace our current practices in the Safer Neighbourhood Service Desk
- A redesigned appointment system focussing on remote resolution
- Professional CPD for customer contact staff
- Improve our digital capability to provide greater customer choice
- Value every customer contact to manage expectations and increase satisfaction

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PLACE BASED WORKING

A problem solving approach in collaboration with partners

Place Based Working Project – Plan on a page

Vision

Place Based Working reflects the diverse communities of North Yorkshire & the City of York. It will recognise the unique nature of local needs and the requirement to produce bespoke solutions to achieve effective outcomes. We will promote active collaboration and engagement with the widest range of partner agencies and community representatives, to maximise the opportunities for effective prevention and early intervention on a range of priority issues.

Our Aim

- Improve our approach to local service delivery, with greater multi-agency working and efficiency
- Have a rounded understanding of issues that affect a place
- Identify and tackle the root cause of problems
- Increase community well-being and resilience
- Change the cultural mindset of the organisation to one of P&EI

Our Objectives

- Establish strategic leadership, governance and accountability across all stakeholders
- Create the right relationships with partners to broaden our range of intervention options
- Improve the lives of communities and individuals through high quality service delivery
- Use an evidence based approach to create a framework for Place Based Working models
- Create a tailored programme of training based around prevention and early intervention

Our Deliverables

- Develop & improve information sharing across our partnerships
- Develop a performance framework to track the impact of our partnerships
- Utilise effective engagement tools to build community resilience
- Develop bespoke place-based resourcing models
- Deliver force wide problem-solving training

STRENGTHS

What works well

- Problem Solving approach to deliver P&EI

- Informing the workforce – Problem Solving Dashboard

- Problem Solving Team – sharing best practice, national guidance and learning

- Partnerships – NYP colleagues embedded in CSHs

- Initiatives eg. Stepping Up project, Cops vs Kids

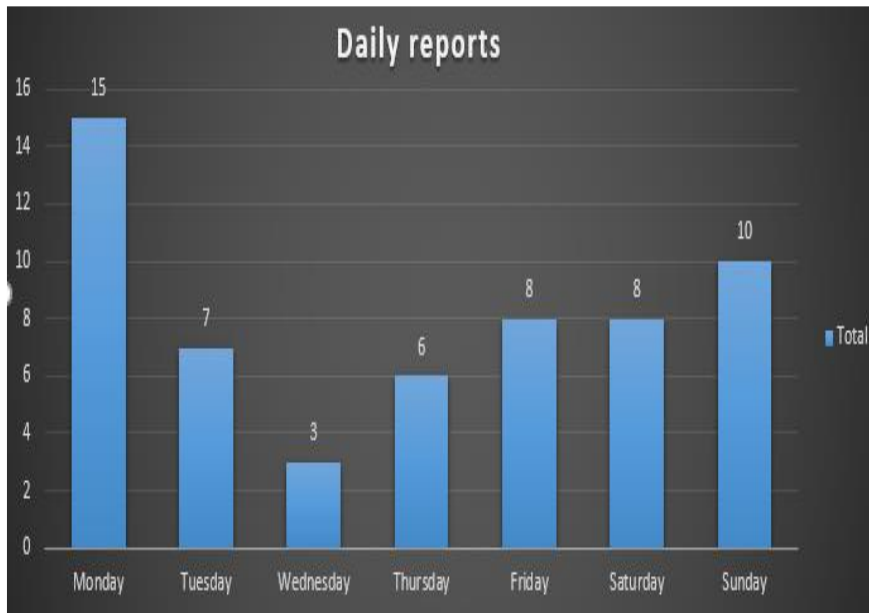- Schools Liaison – early engagement

STRENGTHS

Case Study – Derwenthorpe – Problem Solving Approach using the SARA model
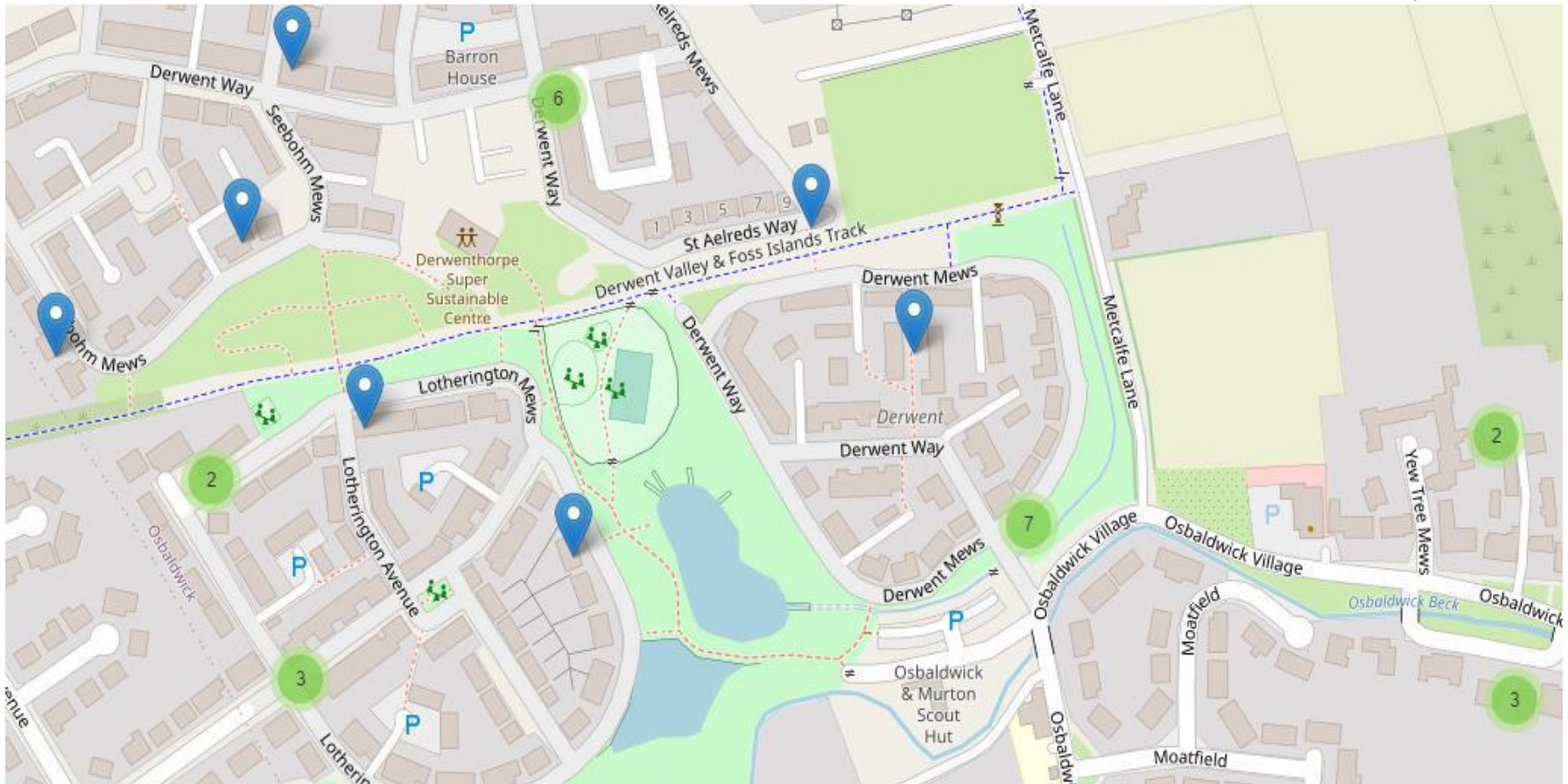
STRENGTHS

Case Study – Derwenthorpe – Scanning the problem

Information also gathered by survey of residents, in partnership with the local Council

Survey by email, and by visits to engage with communities

STRENGTHS

Case Study – Derwenthorpe – Analysis phase

Analysis: Build up a detailed picture of problem you have highlighted in your scanning. Consult partners and communities.

Use the Problem Analysis Triangle to identify the underlying causes
Consider the –
- What
- Where
- When
- Who
- Why
- How

How the three sides interact.
For further info see guidance document

Below is a brief overview of the issue, we will dig deeper into the problem when we work through the problem analysis triangle.

- **What is occurring and for how long has it been going on** - From the information that we have, it would appear that the issues relate to a group of YP of mixed sex, possibly aged between 10-14yrs, who do not live on the estate. The emergence of this group appears to have started in the summer months of 2020.

STRENGTHS

Case Study – Derwenthorpe – Response - what worked?

- best practice from NYP, partners and the College of Policing

- tailored and prioritised to address issues effectively

- designed to break cycle of repeat calling by getting to the root of the problem

- victim, place and subject specific

- community fully involved

- joint approach with partners

CHALLENGES

- Mindset change – police and partners

- Cultural change – takes time to deliver

- Community confidence in problem solving – perceptions

- What does success look like – how do we measure the impact of prevention?

OPPORTUNITIES

Mindset change
- problem solving training, with partners
- clear expectations, recognition of good performance, supportive approach

Cultural change
- EAT: consistency, clarity, engagement (team and partners), value creation

Community confidence
- aligning resources to EAT project demonstrates NYP's commitment to P&EI
- innovative approaches to solving problems: Cops vs Kids, Stepping Up
- effective communication to build confidence

Measuring success of prevention and early intervention
- reduction in repeat victims as root causes of problems solved
- quantity and quality of problem solving plans
- framework to measure P&EI being developed from national best practice

OPPORTUNITIES

Case study – Cops vs Kids, York
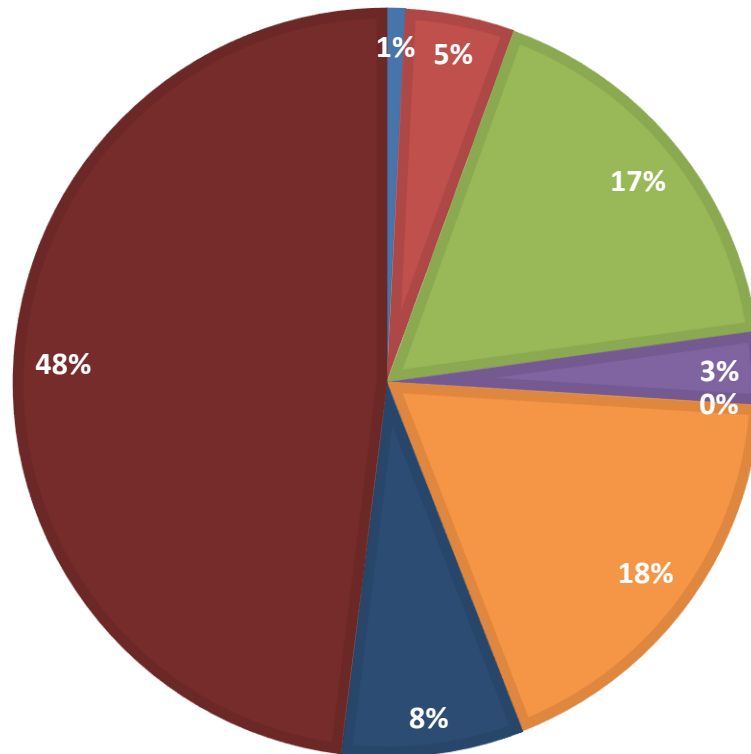
Effective engagement with young people

OPPORTUNITIES

Example - Stepping Up Project

Innovative approach to P&EI, engagement through sport

REFERRALS BY AREA

■ Craven ■ Hambleton ■ Harrogate ■ Richmond ■ Rydale ■ Scarborough ■ Selby ■ York

1% 5% 17% 3% 0% 48% 18% 8%

127 Referrals
106 Male
21 Female

OPPORTUNITIES

Case studies – Stepping Up, Op Choice, Schools

Real-life examples to illustrate effect of preventative activity

Stepping Up Project – Year 9 pupil who was on the periphery of criminality and vulnerable to exploitation. Risk taking and disruptive behaviour led to exclusion. Engagement through sport changed behaviours, now integrated into mainstream education

Op Choice – pupil found in possession of cannabis. Positive relationship established, and identified mental health concerns. Referral to NY Rise, discharged from the service in January 2022, drug free

Schools – 10 year old displaying threatening and violent behaviour in school and at home, missing from home. Acceptable Behaviour Contract implemented, emphasis on consequences of actions. No further reports

AIMS AND RESULTS

In the next 12 months and beyond....

- Alignment of resources and implementation of the four EAT projects, supporting NYP's prevention and early intervention strategy

- Delivery of the next round of problem solving training, joint approach with partners, resulting in long term sustainable solutions

- Continue with cultural change needed to deliver true prevention and early intervention

- Innovative initiatives such as Cops vs Kids, Stepping Up, Op Choice

- Continue to develop ways to measure impact of prevention, drawing on national best practice and academic research