

## COMMUNITY RESILIENCE PARTNERSHIP

**Wednesday 13 September, 5pm - 7pm**

**Chair: Cllr Susan Fajana-Thomas**

### **MINUTES**

#### **In person meeting**

| <b>Name</b>              | <b>Role / Organisation</b>                                | <b>Attended</b> | <b>Apology</b> |
|--------------------------|-----------------------------------------------------------|-----------------|----------------|
| Cllr Susan-Fajana Thomas | <b>Chair</b> and Cabinet Member for Community Safety, LBH | ✓               |                |
| Abdi Hassan              | Coffee Afrik                                              |                 | ✓              |
| Aku Adjei                | HCVS                                                      | ✓               |                |
| Alison Arnaud            | New City College                                          | ✓               |                |
| Allison Vitalis          | Charlie Burns Foundation                                  | ✓               |                |
| Amy Wilkinson            | Integrated Commissioning Workstream Director, LBH         |                 | ✓              |
| Ann-Marie                | Hackney Independent Parents Network                       | ✓               | ✓              |
| Bashir Rutasingwa        | ACD Arts                                                  | ✓               |                |
| Bennett Obong            | Hate Crime Coordinator, LBH                               |                 | ✓              |
| Brendan Finegan          | Service Manager, Youth Justice, LBH                       | ✓               |                |
| Brigid Beehag-Fisher     | Supt, HQ and Professionalism, MPS                         | ✓               |                |
| Chantelle Kelly          | Charlie Burns Foundation                                  | ✓               |                |
| Charlie Akintide         | Shepherdfold Ministries                                   | ✓               |                |
| Charmain Humphrey        | Immediate Theatre                                         |                 | ✓              |
| Che Clarke               | Salaam Peace and Local Policing Scrutiny Panel            | ✓               |                |
| Christine Ade-Ojo        | Strategic Delivery Officer, LBH                           | ✓               |                |
| Colette Allen            | CEO, Hackney Quest                                        |                 | ✓              |
| Courtney Brown           | Father 2 Father                                           | ✓               |                |
| Dawn Carter-McDonald     | Acting Chief Executive, LBH                               | ✓               |                |
| Deborah Barnett          | Diversity and Inclusion Lead (Children and Families), LBH |                 | ✓              |

|                      |                                                                     |   |   |
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| Deji Adeosun         | Immediate Theatre                                                   |   | ✓ |
| Debra Robinson       | System Lead for Parent/Carer Engagement<br>Hackney Education, LBH   |   | ✓ |
| Diane Benjamin       | Director of Children's Social Care, LBH                             |   | ✓ |
| Dionne Wilson-Brown  | MOPAC                                                               | ✓ |   |
| Emily Lewis          | IFMT Counselling                                                    | ✓ |   |
| Euphemia Chukwu      | Fame Star Youth                                                     |   | ✓ |
| Fatou Gassama        | N'dey Holistic Support                                              | ✓ |   |
| Frank Harris         | Cultural Solutions Hub                                              |   | ✓ |
| Gary Burgess         | Hackney Marsh Partnership                                           |   | ✓ |
| Gregory Logan        | Head of School, Daubeney Primary                                    |   | ✓ |
| Gwanwyn Mason        | MOPAC                                                               |   | ✓ |
| Dr Hailu Hagos       | WHEAT Mentor Support Trust                                          | ✓ |   |
| Rabbi Herschel Gluck | Shomrim, Muslim-Jewish Forum                                        | ✓ |   |
| Jacquie Burke        | Group Director Children and Education, LBH                          |   | ✓ |
| Jacqui Roberts       | Shoreditch Trust                                                    |   | ✓ |
| Jai Singh            | A/Supt Neighbourhoods, MPS                                          |   | ✓ |
| Jake Rubin           | Strategy and Governance Officer, Children and<br>Education, LBH     | ✓ |   |
| James Conway         | DCS, BCU Commander, MPS                                             | ✓ |   |
| Janette Collins      | The Crib                                                            |   | ✓ |
| Jason Davis          | Strategic Delivery Lead, LBH                                        | ✓ |   |
| Jeanette Manu        | Peabody, Children's Community Programme<br>Manager                  |   | ✓ |
| Jenny Dines          | Voyage Youth                                                        |   | ✓ |
| Jo Carter            | Immediate Theatre                                                   |   | ✓ |
| Joe Chown            | Hackney Foster Carers                                               | ✓ |   |
| Joe Walker           | Clapton Commons                                                     |   | ✓ |
| Joycelyn Dankwa      | Shepherdfold Ministries and Borough Dean of<br>Independent Churches |   | ✓ |
| Joyclen Buffong      | Rise 365 and Local Policing Scrutiny Panel                          | ✓ |   |

|                      |                                                 |   |   |
|----------------------|-------------------------------------------------|---|---|
| Juliet Coley         | OBCYP Accountability Board                      |   | ✓ |
| Katie Stafford       | New City College                                |   | ✓ |
| Kenneth Oyenusi      | Father 2 Father                                 |   | ✓ |
| Kome Owuas           | African Community School                        |   | ✓ |
| Lauren Tobias        | Volunteer Centre Hackney                        |   | ✓ |
| Lisa Aldridge        | Head of Safeguarding and Quality Assurance, LBH |   | ✓ |
| Lisa-Raine Hunt      | Strategic Delivery Manager, LBH                 | ✓ |   |
| Marlon Antoine       | Charlie Burns Foundation                        | ✓ |   |
| Marlon Gayle         | Skyway                                          |   | ✓ |
| Maurice Mason        | Community Safety and Partnerships Manager, LBH  |   | ✓ |
| Motty Pinter         | Interlink                                       |   | ✓ |
| Nana Badu            | Badu Sports                                     |   | ✓ |
| Nicola Baboneau      | Safer Neighbourhoods Board                      |   | ✓ |
| Nicolette Nixon      | Morningside and Gascoyne                        |   | ✓ |
| Oladapo Owakansare   | AFRIDAC                                         |   | ✓ |
| Olivia Pethick       | HCVS                                            |   | ✓ |
| Paul Anderson        | Voyage Youth                                    |   | ✓ |
| Paul Ryan            | Rising Tide                                     | ✓ |   |
| Peter McDonald-Smith | Chair of Hackney Local Policing Scrutiny Panel  | ✓ |   |
| Peter Merrifield     | SWIM                                            |   | ✓ |
| Reece Lukeman        | Management Trainee, LBH                         |   | ✓ |
| Richard Allen        | Strategic Delivery Officer, LBH                 | ✓ |   |
| Rickardo Hyatt       | Group Director Climate, Homes and Economy, LBH  | ✓ |   |
| Sabir Bham           | Salaam Peace                                    |   | ✓ |
| Saiful Alam          | Metropolitan Thames Valley HA                   |   | ✓ |
| Sam Bosede           | Wickers                                         | ✓ |   |
| Sandra Husbands      | Director of Public Health, LBH                  | ✓ |   |
| Sonia Khan           | Head of Policy and Strategic Delivery, LBH      | ✓ |   |
| Tim Head             | Account                                         |   | ✓ |

|                 |                                                    |   |   |
|-----------------|----------------------------------------------------|---|---|
| Tony Wong       | CEO HCVS                                           | ✓ |   |
| Toyin Ilo       | Hackney Carers Centre                              | ✓ |   |
| Vanessa Linehan | Hackney Independent Parents Network                | ✓ |   |
| Vincent Peters  | Supt, Neighbourhoods, MPS                          | ✓ |   |
| Wayne Hylton    | Estate ASB Manager, LBH                            |   | ✓ |
| Yemi Odubade    | Business Support Officer, LBH                      | ✓ |   |
| Yolanda Lear    | Young Futures Legacy Representative, LBH / ACCOUNT |   | ✓ |

The meeting was also observed by James Norbury and Vince Esposito from HMICFRS, as part of their routine inspection of Central East Borough Command Unit Policing.

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| 1. | 5:00pm<br>(10 minutes) | <p><b>Welcome and introduction to the CRP</b></p> <p>The Chair welcomed partners to our first CRP meeting of the current fiscal year. She noted how good it is to be meeting in person for the first time in 3 years and to have this opportunity to connect in person as we review our Trust and Confidence in Policing co-produced action plan. The Chair added a particular welcome to new partners joining the meeting for the first time.</p> <p>Jason Davis gave a brief introduction to the CRP. The CRP was established in 2018 as part of the Community Safety Partnership. It provides a forum where statutory and community and voluntary sector partners can work together to help build resilient communities, so that residents, the voluntary sector and businesses, working in partnership with statutory services, are better able to take action themselves. The CRP aims to facilitate communities developing and being involved in solutions and supporting each other to prevent crime and disorder.</p> | <b>Chair and Jason Davis</b> |
| 2. | 5:10pm<br>(10mins)     | <p><b>Round table introductions</b></p> <p>Lisa-Raine invited each table facilitator to lead introductions for their group, sharing name, organisation represented and one hope for the meeting today.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>Lisa-Raine</b>            |

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| 3. | 5:20pm<br>(35 minutes) | <p><b>Trust and Confidence in Policing Action Plan - 1 year review</b></p> <ul style="list-style-type: none"> <li>- <b>Council (10min)</b></li> </ul> <p>Lisa-Raine presented a brief overview of the T&amp;C partnership working during the past year - see slides <a href="#">2-8</a> All of the points covered can be read in more detail in the <a href="#">T&amp;C 1 year review report</a></p> <ul style="list-style-type: none"> <li>- After the Child Q Safeguarding Case came to light, many partners in this room joined community insight sessions and you gave us a clear message that we needed to go back to the start and work collaboratively to build trust in policing, and wider statutory services.</li> <li>- It has now been a year since we met online in September 22 to co-produce the T&amp;C action plan, facilitated by Peter McDonald Smith.</li> <li>- After the co-production workshop, CRP members volunteered to form a working group and a plan was drawn up with 5 sections: <ul style="list-style-type: none"> <li>- Police Leadership and Culture</li> <li>- Anti-Racism</li> <li>- Community collaboration and engagement</li> <li>- Community scrutiny and monitoring</li> <li>- Training</li> </ul> </li> <li>- The majority of the initial actions on the plan have all been met by the BCU, and this is a significant achievement for local communities from where we were a years ago. It is important that we acknowledge however that this is only the very beginning of a long term journey, many of the actions were to 'start' work that work needs to continue for many years in the BCU.</li> <li>- Lisa-Raine laid out the key successes of the work in the past year (see slide 6) and key recommendations to the BCU as they establish their T&amp;C Board (see slide 7).</li> </ul> <p>Lisa-Raine acknowledged that this work would never have been possible without the dedication of community members who had collectively given hundreds of hours to the working group and the initiatives (such as community conversations) covered in the plan. She thanked all of those involved in the initial CRP co-production, the T&amp;C Work group and the newly established Local Policing Scrutiny Panel, many of who were in the room.</p> <p>Jason talked about how the Council will continue to play an active role in ensuring that we see progress in Trust and Confidence in Policing in Hackney. Trust and Confidence is</p> | <p><b>Lisa-Raine Hunt and Jason Davis</b></p> |
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now, for the first time, one of the priorities of the Community Safety Plan, which is overseen by the Community Safety Partnership. This work is also aligned with our cross-council initiative to Improve Outcomes for Black Children and Young People as it forms part of the 'reducing harm' workstream alongside violence reduction. There will be a number of opportunities to get involved in the improving outcomes work and some key events in the next month or so. CRP members will be on the mailing list and we would encourage our partners to attend these.

**- Police (10min)**

James made clear that he and the BCU should not be thanked for work that has happened in the last year. This should be the basic level of good policing that local communities can expect to be delivered. James apologised that local communities and the council have had to lead this work on behalf of police and committed to leading this work moving forward and to ensure better outcomes are delivered for the residents of Hackney and Tower Hamlets.

James acknowledged that the essential work that local communities have lead under the action plan was mostly to 'start' a series of emergency responses to ensure we never saw a similar case of strip searching of a child again in Hackney. The long-term embedding of this work, and more ambitious improvements, now begins.

James laid out plans for the creation of a T&C Board within the BCU (see slide 9). There will be five initial project groups within the board, underpinned by Anti-Racist approaches and a co-designed training programme.

Brigid introduced plans for a bespoke BCU training package, proposed in addition to core MPS training (see slides 10-15). This will be community centred training, including Anti-Racism, Adultification, Stop and Search, Cultural Awareness. Brigid will be working with community partners to design and test this training. Some pilots have already taken place re Adultification and Anti-Racism and more are to follow before the training package is finally confirmed. Extended training for new Sergeants and Inspectors will be trialled in September 2023 and wider leadership training should be trialled in November 2023 before a procurement process for the wider training programme, with clear expected outcomes and evaluation.

**DCS James Conway  
and Supt. Brigid Beehag  
Fisher**

**- T&C Working Group (10min)**

Tony took us back to a year ago, when the Hackney Trust and Confidence in Policing Group was established, and community trust in the police appeared to be at an all-time low, with relationships between the local CE BCU and the community seemingly severely fractured beyond repair; particularly with those from Black and Global Majority communities. Over the last year, with initial leadership from Detective Superintendent Adam Ghaboos, and Chief Inspector Lucky Singh, and through effective coproduction with community partners which allowed for an equitable distribution of power, we've witnessed a significant shift in the right direction.

Concerns about the positive gains being lost due to a change of Borough Commander did not materialise, and James has demonstrated a firm commitment to furthering the ambitions of the partnership, making significant time to hear community concerns and respond. Crucially, the Borough Commanders' willingness to acknowledge the role of institutional racism has helped restore a level of faith within the community, supporting the community's willingness to engage.

Disproportionality has been a hard-felt frustration for a long time, but progress is being made with this by new data recently being made available, and a commitment from the Borough Commander to undertake a deep analysis to understand the drivers allowing the root causes to be tackled head-on. If we can continue to build on this renewed partnership approach, and continue to embed the approach as 'business-as-usual' through the new governance arrangements, I believe we're on our way to having a local police service that works with and for the community.

Emily shared that it is good that the T&C Project has brought together, not only residents, but also statutory agencies that have the ability to make change. It has been powerful coming together in conversation and then making direct actions together out of these discussions..

The police and community conversations taking place across Hackney have been narrowing the gap between the community and police and building the bridge for better relationships moving forward. It is brilliant to see young people involved in many of the community conversations, as well as having their own focused conversations with the Commander. This has

**Tony Wong  
(T&C Working Group  
Member)**

**Emily Lewis  
(T&C Working Group  
Member)**

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|    |                        | <p>provided an opportunity for young people to start to air their concerns about policing in a safe space and see these concerns beginning to be addressed. This is the start of an important ongoing process and brings us hope.</p> <p><b>- Local Policing Scrutiny Panel (5min)</b><br/> Peter shared the African Proverb 'If you want to travel fast, travel alone. If you want to travel far, travel with friends.' The Hackney Local Scrutiny Panel (LPSP) is aiming to travel far through friendship (partnership), however good friends will tell you what you need to hear and not what you want to hear - and this is the key of a strong scrutiny relationship - to be honest and authentic.</p> <p>The first formal meeting of the panel was last week (MOPAC training has preceded this). The group are getting to know each other and the remit of the work and will be meeting monthly moving forward. There will be two levels of scrutiny - a strategic scrutiny of data, numbers and patterns, and also as importantly, a focus on the human experience and interaction of policing - things that cannot be quantified with numbers eg treating people with dignity and a trauma-informed approach.</p> <p>The working motto of the panel is 'ABC' - Accountability (the panel being accountable to wider community and police accountable to us); Building Bridges (relationship and trust); C - Celebrating success and recognising where we are moving forward together.</p> <p>Voices that are not heard are some of the most important in our communities and are potential problems that we aren't aware of. Peter finished by asking the CRP to work collaboratively with the Scrutiny Panel and bring community voices forward.<br/> Contact <a href="#">Christine Ade-Ojo</a> if you have any insight or concerns to raise with Peter and the panel.</p> | <p><b>Peter McDonald Smith<br/>(LPSP Chair)</b></p> |
| 4. | 5:55pm<br>(10 minutes) | <p><b>Q&amp;A</b></p> <p><b>Q: Why is the bespoke BCU training package limited to one day for most officers, which is not sufficient for behavioural and cultural change. How would this training be extended and embedded into continued professional practice?</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <p><b>Chair</b></p>                                 |

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|    |                        | <p>A: James responded that he agreed that one day feels very inadequate, but that there had been a significant negotiation to secure this one day. There are plans to use ongoing team meetings and the limited CPD time available to continue to develop culture and practice, as laid out in the training. The training is also designed to catch officers at key points - when they enter the BCU, then again as soon as they progress and have line management responsibilities, and then again at each stage of progression, as well as annual refresher training.</p> <p>Q: Some partners find the language of Anti-Racism and Cultural Competency very problematic, as this may immediately close down the opportunity for mutual understanding and development. Can alternatives be explored?</p> <p>There was not time to answer this question in detail, but this will be picked up in future working groups and in the Council Inclusive Language guide.</p> <p>Due to limited timing, the Chair encouraged all tables to pass questions to their facilitators to be answered after the meeting. (No further questions were received in this manner)</p> |                                                                                                                                                                                                                                                                                              |
| 5. | 6:05pm<br>(20 minutes) | <p><b>Break Out Groups</b></p> <ul style="list-style-type: none"> <li>- Do you agree with the five priority areas set as the starting point for the Police Trust and Confidence Board, informed by the Working Group? Are these the right priorities and is there anything to add to these priorities?</li> <li>- What role can your organisation take forward in the next year to support and complement the police delivery of this work and build wider resilience in Hackney?</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <p><b>Lisa-Raine Hunt</b></p> <p><b>Group Facilitators</b><br/> Joyclen Buffong<br/> Debra Robinson<br/> Sandra Husbands<br/> Sonia Khan<br/> Rickardo Hyatt</p> <p><b>Note-takers</b><br/> Christine Ade-Ojo<br/> Yemi Odubade<br/> Richard Allen<br/> Lisa-Raine Hunt<br/> Jason Davis</p> |
| 6. | 6:25pm<br>(15 minutes) | <b>Feedback</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Chair and all</b>                                                                                                                                                                                                                                                                         |
| 5. | 6:40pm<br>(10 minutes) | <p><b>Police Performance - standing agenda item</b></p> <p>The Chair updated members that historically, before the T&amp;C</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                              |

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|    |                       | <p>partnership work, we had received a report on wider police performance at CRP meetings and we will now have a standing agenda item on this moving forward.</p> <p>James shared overall BCU performance stats, too small on the screen available for most people to read, but James will bring a more 'user friendly' version to the next CRP meeting. James highlighted that some crimes such as robbery have risen in Hackney in the past year. We saw a significant drop during Covid of street robbery, and this has now risen steadily in the past year as public circulation returns to pre-covid levels. The BCU are working hard with Council colleagues to ensure these crime levels do not rise any higher, to avoid them being as high as they were pre-covid. There is a focus on the Night Time Economy in Shoreditch where a large majority of street thefts take place. This includes additional resources for increased numbers of officers and proactive, preventative action with police officers and council community safety officers working together.</p> <p>There has been a similar pattern with burglary in Hackney, that dropped right down during Covid and is now continuing to rise. There will be focused policing approaches in hotspot areas moving forward - focusing on known repeat offenders living in these areas - as there is a trend that burglary perpetrators often operate very locally to their own address and the BCU are hoping these targeted investigations will change the rising trend.</p> <p>Sexual assault (excepting Domestic Abuse) is down. It is too early to pinpoint exactly what is positively influencing this but the focused work of the presence of police and Council in the Night Time Economy is one of these factors. A specific anti-misogyny campaign #DontCrossTheLine is just about to launch and will be promoted on social media as well as on posters, leaflets and billboards in Hackney.</p> | <p><b>DCS James Conway</b></p> |
| 7. | 6:50pm<br>(5 minutes) | <p><b>CRP Agenda for the coming year</b></p> <p>We have two further meetings scheduled for this fiscal year. In December our meeting will focus on young people - looking at two key programmes of work - Outcomes for Black Children and Young People, and the Hackney Young Futures Commission. In March 2024 our meeting will return to look at the impact of the Cost of Living Crisis and our poverty reduction response, and also to look at the key role that Place Based Working plays in building resilient communities. We look</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p><b>Chair</b></p>            |

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|    |                       | forward to partners joining us virtually for both meetings.                                                                                                                                                                                                                                                                                                                                |                      |
| 8. | 6:55pm<br>(5 minutes) | <p><b>AOB</b></p> <p>Please save the date for our next <b>virtual</b> meeting - Wed 6 December 5-7pm. Yemi will send out invites later this week.</p> <p>Thanks to all our speakers this evening, to Yemi for our meeting preparation and papers and to all partners for your contribution which will be noted and will inform the final draft of the Trust and Confidence 1yr report.</p> | <b>Chair and all</b> |