

Public Document Pack

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SAFER NEIGHBOURHOOD BOARD

Wednesday, 29th November, 2023 at 7.00 pm in the Conference Room, Civic Centre, Silver Street, Enfield, EN1 3XA

Membership:

(Please see attached list)

AGENDA

1. WELCOME & APOLOGIES

2. MINUTES OF PREVIOUS MEETING (Pages 1 - 4)

To agree the minutes of the meeting held on 19 September 2023.

3. MOPAC GRANT FUNDING - UPDATE

To receive an update from Alice Bird, Programme Manager, Community Engagement, Mayor's Office for Policing & Crime (MOPAC)

4. MOPAC- COMMUNITY ENGAGEMENT STRUCTURE FUNDING APPLICATION 2023/24

To approve the MOPAC Community Engagement Structure Funding Application 2023/24 for the following project:

- Love Your Doorstep Community Patrol

5. REFORMING THE MET - THE IMPLICATIONS FOR LOCAL POLICING & HARINGEY (Pages 5 - 20)

To receive a presentation from Chief Inspector Karl Curran, North Area BCU – Partnership & Neighbourhoods.

6. CHAIRS FEEDBACK

The Chair to provide a verbal update to include feedback on the following:

- Stop & Search monitoring group
- CCTV Monitoring group
- How CAPE's are functioning

7. DATES OF FUTURE MEETINGS

To note that the next meeting of the Safer Neighbourhood Board will take place on Wednesday 6 March 2024 at 7:00pm in the Council Chamber at the Civic Centre.

Members of Safer Neighbourhood Board

*SNB Chair - Tim Fellows

*SNB Secretary - Alok Agrawal

*SNB Vice-Chair – Glenn Breslin

*SNB Vice-Chair - Janet Marshall

*SNB Treasurer - Vacancy

*Adrian Bishop-Laggett (FERAA)

*Vicky Dungate (Enfield Racial Equality Council)

*Vacancy (Disability Representative)

*Vacancy (Business Representative)

*John Prior (Parent Engagement Network) Representative

*(EYP Representatives)

* Rasheeda Ali-Sevaratnam (Independent Advisory Group (IAG))

* Vacancy (Youth & Community Connexions)

Councillors: Gina Needs and Emma Supple

***Ward Panel/CAPE Chairs**

*Tom Mautner JP (Arnos CAPE)

*Gillian Yeung (Bowes CAPE)

*Tim Fellows (Brimsdown CAPE)

*Glenn Breslin (Bush Hill Park CAPE)

*Zakir Hossain (Bullsmoor CAPE)

*Shettal Panchal (Carterhatch CAPE)

*Simone Strauss (Cockfosters CAPE)

*Janet Marshall (Edmonton Green CAPE)

*Laraine Hodgson (Enfield Lock CAPE)

*Auber Delgado (Grange Park CAPE))

*Eddie Fraser (Haselbury CAPE)

*Adrian Bishop-Leggat (Highfield CAPE)

*Simon Tweedy (Jubilee CAPE)

*Jany Badoye (Lower Edmonton CAPE)

*Anna Kontopyrghou (New Southgate CAPE)

* Stephen Elston (Oakwood CAPE)

*Karl Brown (Palmer's Green CAPE)

*Maria Aciyan (Ponders End CAPE)

* Dave Cockle (Ridgeway CAPE)

- *Carole Shuttle (Southbury CAPE)
- *Dionne John (Southgate CAPE)
- *Irene Wilson (Town CAPE)
- *Janet Marshall (Upper Edmonton CAPE)
- *Vicky Pite (Whitewebbs CAPE)
- *Jon Appleby (Winchmore Hill CAPE)

Other Interested Parties: - (who are not SNB Members)

Borough Commander Caroline Haines

Superintendent Simon Beardwell

Chief Inspector Karl Curran

Inspector Chris Byrne

Inspector Richard Lee

Inspector Andy Cover

A/Inspector Farhan Asghar (Neighbourhoods Enfield)

Havana Wellings-Longmore (MOPAC)

Irene Wilson (Willow Road Residents)

Adam Cummings (Head of Community Safety)

Councillor Gina Needs (Cabinet Member Community Safety and Cohesion)

Councillor Emma Supple

*=Parties with voting rights. Please note support officers and advisors do not hold voting rights.

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SAFER NEIGHBOURHOOD BOARD - 19.9.2023**MINUTES OF THE MEETING OF THE SAFER NEIGHBOURHOOD BOARD HELD ON TUESDAY, 19TH SEPTEMBER, 2023**

MEMBERS: Councillor Gina Needs (Cabinet Member for Community Safety & Cohesion), Councillor Adrian Grumi, Tim Fellows (Chair) Janet Marshall, Alok Agrawal, Simone Strauss and Gina Needs (Cabinet Member for Community Safety and Cohesion)Inspector Richard Lee, Inspector Andy Cover, Dave Cockle, Carole Shuttle, Peter Musgrave, Stephen Elston

Officers: Koulla Panaretou (Mayoral Services Manager attending as Committee Secretary)

1. WELCOME & APOLOGIES

The Chair welcomed everyone to the meeting.

Apologies were received from Cllr Emma Supple who was substituted by Cllr Adrian Grumi

The following members also sent apologies:

Tom Mautner JP, Chair – Arnos Grove CAPE (substituted by Peter Musgrave, Arnos Grove CAPE Secretary)

Rasheeda Ali-Sevaratnam, Independent Advisory Group.

Vicki Pite

Glen Breslin- SNB Vice-Chair

2. CHAIRS FEEDBACK

The Chair advised that this had been a period with a lot of activity happening across our Borough, with some very positive results, evidenced in the crime statistics.

The MET Turn Around Plan has now been published, the final version took into account feedback from the first draft and the Baroness Casey Report into the MET. That report pulled no punches for the MET.

Of particular interest to us, the Turn Around Plan does contain a greater emphasis on Neighbourhood Policing and the importance of visible policing with stronger neighbourhood teams.

The roll out of the plan in Enfield and the practical, visible signs of its implementation is something SNB will be closing following.

In the last quarter, the Chair attended:

- Hate Crime Management Panel X 2

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- Safer & Stronger Communities Board
- Whitewebbs CAPE
- Brimsdown CAPE
- Crime Scrutiny Panel
- LCP2 meeting

It was confirmed that during this period the NA Faith Officer has left and the position will hopefully be filled soon.

Stop & Search Monitoring Group

The group are back to having meetings and are in the process of getting new members, with some recommendations having already been received in. Chief Inspector Karl Curran suggested that attendees need to be refreshed as there are number of cross over meetings taking place. Young people need to be engaged and he suggested visiting youth centres and a lot of work is needed to get young people to come through the ranks, perhaps something that the Young Mayor can be involved in.

CCTV Monitoring Group

Janet Marshall (SNB Vice Chair) advised that independent monitoring is taking place and is currently being updated.

How CAPE's are functioning

Chief Inspector Karl Curran advised that the value of the current CAPE's contact needs enhancing. Police Officers can easily change their shift patterns to attend CAPE meetings when booked and regular dates are needed in the diaries. An invitation is sent to all chairs and councillors, who are key members and their input is significantly needed. If councillors do not attend, then the group offices need to be notified. Chief Inspector Karl Curran said he had instructed a set of guidelines be created to assist in CAPE meetings. The Chair advised that it is all currently in the Handbook but the document is too long and an abridged version suitable for Enfield be created. A What's App group was recommended but not everyone will be willing to join the group.

Update from Chief Inspector Karl Curran:

Chief Inspector Karl Curran provided an update on key changes in the BCU in respect of Enfield allocation of police. Within the new system it is envisaged that 14 new inspectors will be available as the workload of the current neighbourhood inspectors is too high. New map sighting allocations of officers per ward is not available yet.

There will be 700+ new PCSO's introduced over the next three years. Every BCU (such as Enfield, Haringey etc) will gain a group of new PCSO's, Sgts and Inspectors, Enfield being the smallest BCU in the Met. PCSO's will go out more than Police Constables as they are not required to complete as much paperwork and spend more time on the ground, giving the community more confidence, although they do not have the power to arrest, but can radio for help and there is always someone there to make decisions, if necessary. It was agreed that the PCSO's are more approachable and have a better

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relationship with the public. They tend to be older than Police Officers and they tend to stay in the jobs longer than Officers, but chances of promotion for them is slim, compared to Officers, who tend to get promoted and leave, as part of usual progression. Retired Police Officers often become PCSO's.

In future more Sgts will be allocated in Enfield to provide leadership to the PCSO's, dependent on funding.

A new Faith Officer has been recruited, Daniel Modeste, working closely with the faith leaders and be corporate across the Met. A new LGBT Liaison Officer has also been identified, to be managed by Chief Inspector Karl Curran.

3. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting dated 7th March 2023 were agreed.

4. SSCB PERFORMANCE MANAGEMENT - MONITORING UPDATE

RECEIVED, in respect of SSCB Performance Management, the monitoring update report of Andrea Clemons, Head of Community Safety and Rebecca Barnett, Community Safety Intelligence Officer.

The following comments were received:

- Extra funding has been received to tackle vehicle theft, with a joint operation taking place in Chingford next month.
- Stolen vehicles found without a known suspect are allowed to be claimed back by the owners, avoiding the cost of pound and forensic support.
- Police do not have the manpower to attend all vehicle theft calls although welcome the intelligence to keep stats figures up to date. Car thieves are part of organised crime units, and use different people each time, making analysis difficult.
- Restructure of BCU has provided a proactive "one team" on call 24/7 with good results seen.
- One of the priorities of the Crime Scrutiny Panel is tackling violence, and more information/stats are needed. Police can provide and share live crime data. Once CAPE dates are confirmed, the information can be provided directly.
- Further stats are available. If PCSO's need further training to access this it can be arranged.

5. DATES OF FUTURE MEETINGS

The dates of the future meetings were confirmed as:

Wednesday 29 November 2023

Wednesday 6 March 2024

SAFER NEIGHBOURHOOD BOARD - 19.9.2023

The Board requested a slot at the beginning of the next meeting to discuss Safer Neighbourhood Plan, a new area of business and Counter Terrorism (Karl Curran to provide a powerpoint presentation)

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CRIME**

**HIGH
STANDARDS**

Reforming the Met - the implications for Local Policing in Enfield



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1

Baroness Casey review

A selection of themes highlighted in Baroness Casey's Review

Insufficient resource and people in local policing—with not enough transparency and engagement at local level

Discrimination is not tackled effectively the Met needs to better understand the experiences of its people's lived experience

Ineffective use of data across a range of areas including staffing profiles and workforce planning

The Met does not understand London well enough and **does not engage with local communities meaningfully**

Management and Supervision needs strengthening. PDR system is not used. Training and HR support is lacking

The Met is not open, does not respond well to criticism, and does not act on recommendations

Public protection does not have sufficient strategic and operational focus

Need to align priorities, management and workforce structures around a **coherent operating model**

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2

A New Met for London

Reforming our culture - guiding principles and values

- We've reset our values and guiding principles, to help deliver cultural reform across the Met. We're reasserting what we want our people to be, how we want them to behave and the culture we want to build.
- These values and principles will be embedded in the HR processes that develop and assess our people, meaning we're all judged by how we work.

Principles: How we work and make decisions	Values: How we behave
Putting the community first	Respectful
Focused on public-facing, front-line staff	Integrity
Inclusive, anti-discriminatory, reflective	Empathetic
Collaborative; working with partners	Courageous
Precise, data-driven, intelligent policing	Accountable

Community crime-fighting – working with Londoners to keep them safe

We will:

- ✔ Work with communities to fight crime and anti-social behaviour, because Londoners have told us that's a priority

- ✔ Recruit an additional 500 Police Community Support Officers (PCSOs)

- ✔ Put more officers and PCSOs into local neighbourhoods and make sure they're delivering against the priorities of Londoners

- ✔ Use data to better understand the demands we face and deploy officers to where we'll make the biggest difference to communities

- ✔ Strengthen specialist teams, with an extra 565 people who will work closely with local police teams and partners on investigating domestic abuse, sexual offences, and child sexual abuse and exploitation

- ✔ Make it easier to contact us, whether by phone, digitally or face to face – each borough will have at least one 24/7 front counter

- ✔ Continue to improve our 999 service so your calls get answered more quickly

- ✔ Continue to work with our partners to ensure individuals in need of care and non-crime help get supported by the right agency, freeing up officers' time to tackle crime

- ✔ We will create a Victim Focus Desk to provide better support and advice

Culture change – embedding the values of policing by consent

We will:

- ✓ Build a strong culture focused on delivering for London, maintaining high standards and better reflecting the diversity of the city we serve
 - ✓ Become a police service that doesn't discriminate – tackling racism, misogyny and homophobia
 - ✓ Deal with discrimination wherever we find it, ensuring all cases are robustly dealt with
 - ✓ Take a more precise approach to the use of force and stop and search and carry out regular reviews to make sure we use these tactics properly
-

Fixing our foundations – setting the Met up to succeed

We'll better serve London by organising and deploying our people better, giving them the training, equipment, and data and technology they need to use their powers precisely and cut crime. We'll also develop the outstanding and diverse leaders we need to deliver the reform ahead.

Our people care about delivering More Trust, Less Crime and High Standards to keep London safe – we ask you to collaborate with us as we reform. Together, we will succeed in delivering A New Met for London.

Key progress in North Area BCU

- We are **actively consulting more with local communities across Enfield**, listening to their views to help shape how we prioritise our work. All strands have been represented at these community events with more to follow.
- We are running community led **engagement across wards to establish their priorities**
- We are **changing the way ward panel meetings happen**, ensuring greater awareness and attendance
- We are **increasing the neighbourhood resourcing** on every ward in Enfield and have used data to allocate resources effectively.



Key progress in North Area BCU

- We have **reduced abstractions from Neighbourhoods and Local Investigation teams** by putting more officers in response. We review abstraction data constantly to ensure our plan is working
- We are **expanding the model of volunteers** who undertake community patrols, supporting and working alongside us in high crime areas
- We are implementing the “**Right Care, Right Person**” project this year, to ensure the right agency deal with certain calls e.g. concern for welfare and mental health calls.

Key progress in North Area BCU

- We are **creating a central, proactive team** that can target specific crimes and help tackle local policing priorities, which will be in place by mid Jan 2024.
- NA BCU are working to develop a **new tasking and co-ordination team** which will provide support to the new proactive teams. Together they will deliver precise local crime-fighting.
- The **North Area Violence Reduction Group** is into its fourth year with over 40 members across Health, Education, Local Business Partnerships, 3rd sector charities, bringing together vital support in helping us combat violent crime and support victims.



Key progress in North Area BCU

- We have successfully launched a **new Acting Sergeant / Inspector process** providing NA officers with **fair and transparent** development opportunities.
- We have a **dedicated Career Development Lead**, CI Tracy Wilkins, to support officer development and progression.
- We have introduced a **new Performance and Development review system** for all staff.
- We have invested **experienced Detective Constable mentors** to support our new detective cohorts.
- We are **strengthening the local public protection services**. We will have an additional 2 DIs, 8 DS's and 22 DCs as well as 7 additional police staff posts.

Key progress in North Area BCU

- We have invested in a **wellbeing team to support all officers and staff**, including health checks, wellbeing rooms, open days, and enhanced support for officers subjected to hate crime or assaulted on duty. We have increased the number of Blue Light Champions and Mental Health First Aiders.
- We have focussed on **redeployment and effective use of non-deployable officers** to perform support roles which has reduced demand on response team officers who are now more able to focus on emergency calls
- We have secured more **fit-for-purpose uniform** to support our officers over winter **and procured new life saving first aid equipment**.

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3

Strengthening Neighbourhood Policing

			Current resources		Future resources			
			PC	PCSO	PC		PCSO	
Edmonton Green	1.8352	16	4	1	4	0	7	+6
Upper Edmonton	1.6921	22	4	1	4	0	7	+6
Brimsdown	0.6559	98	4	1	3	-1	5	+4
Haselbury	0.6017	104	2	1	3	+1	5	+4
Lower Edmonton	0.5277	123	4	1	3	-1	5	+4
Enfield Lock	0.5206	124	2	1	3	+1	5	+4
Ponders End	0.5001	127	4	1	3	-1	5	+4
Southbury	0.3328	178	2	1	3	+1	5	+4
Town	0.2868	194	3	1	3	0	5	+4
Jubilee	0.2631	198	2	1	2	0	5	+4
Carterhatch	0.2327	206	2	1	2	0	5	+4
Palmers Green	0.0244	272	2	1	2	0	2	+1
Whitewebbs	-0.0376	308	2	1	2	0	2	+1
Bullsmoor	-0.0507	312	2	1	2	0	2	+1
Southgate	-0.2451	376	2	1	2	0	2	+1
Ridgeway	-0.3562	431	2	1	2	0	2	+1
Bowes	-0.4933	488	2	1	2	0	2	+1
New Southgate	-0.5016	490	2	1	2	0	2	+1
Cockfosters	-0.6379	552	2	1	2	0	2	+1
Bush Hill Park	-0.6591	557	2	1	2	0	2	+1
Highfield	-0.7512	596	2	1	2	0	2	+1
Winchmore Hill	-0.8273	624	2	1	2	0	2	+1
Arnos Grove	-0.8368	625	2	1	2	0	2	+1
Grange Park	-0.9411	656	2	1	2	0	2	+1
Oakwood	-0.9651	662	2	1	2	0	2	+1
Totals			61	25	61		87	62

Strengthening Neighbourhood Policing :

The information detailed on this slide represents our ambition to increase **posts** on our neighbourhood policing teams **over the next three years**. Please note that this is subject to recruitment and funding of PCSOs.

We have already started to see an increase in Sergeants and Inspectors within Neighbourhood Policing. Realisation of an increase in PCSOs on wards relies on recruitment and is subject to a longer lead time.

Current	Future	Current	Future
INSP	INSP	PS	PS
1	4	7	14

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4

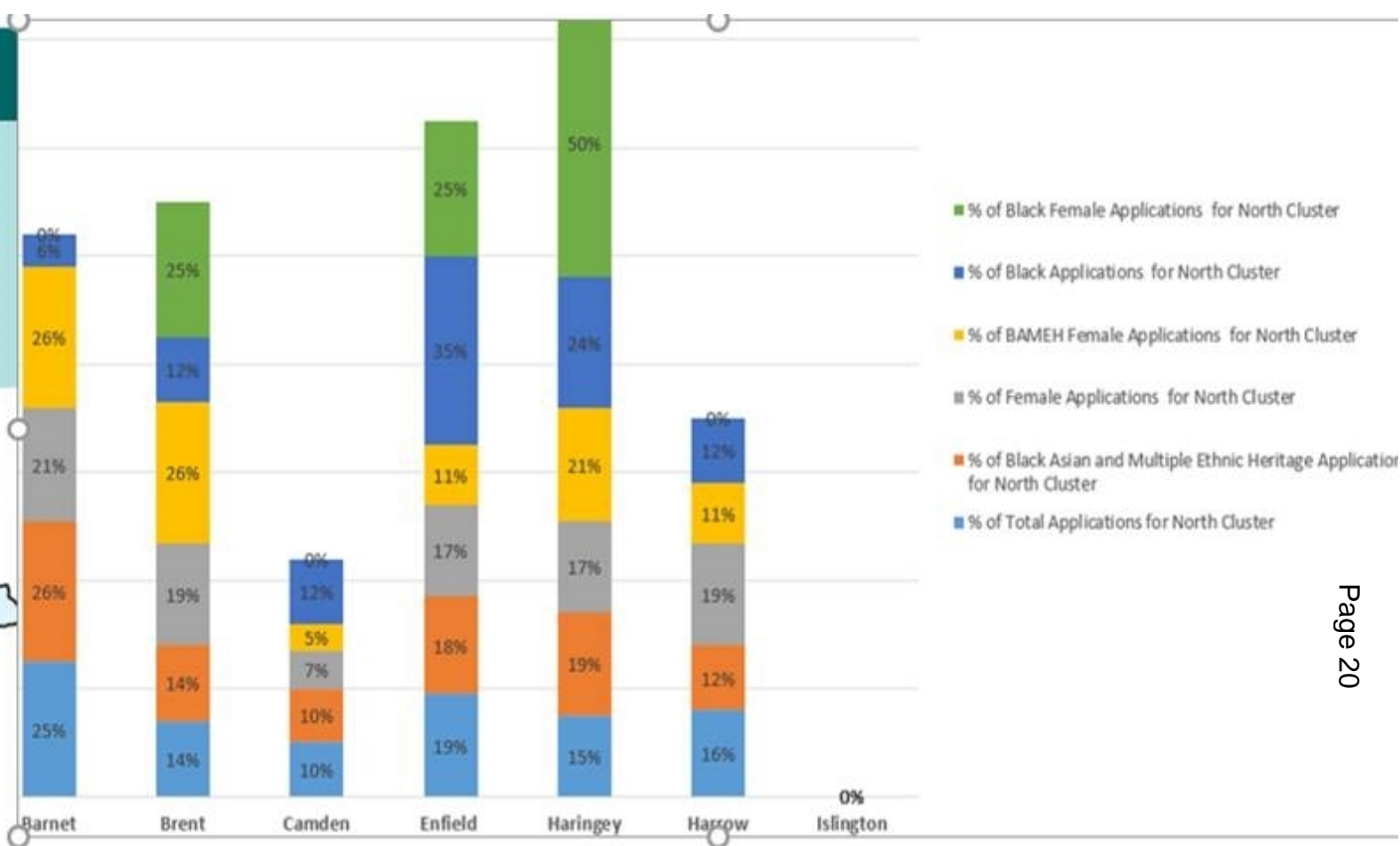
Outreach recruitment work to increase representation

NORTH CLUSTER SUMMARY

- 57% of North Clusters applications were Black, Asian and Multiple Ethnic Heritage, 31% Female, 14% BAMEH Female, 13% Black and 3% Black Female.
- Volume, Black, Asian and Multiple Ethnic Heritage and Black Application Categories saw an increase compared to the previous month
- 2nd highest for BAMEH and Black Applications categories



Monthly trend has seen level of applications increase across all categories



% of Applications per Borough across demographic categories

- In August, Barnet and Enfield were the highest volume contributors to applications, with Barnet also seeing the highest level of BAMEH applications and BAMEH Female, followed closely by Haringey who had the 2nd highest for BAMEH and BAMEH Female applications. As is the longer term trend Barnet, Enfield and Brent are the three priority areas for the Cluster.
- This month saw Haringey's applications increase across all categories
- Islington continues to have a negligible level of applications.