

Haringey Community Gold 2: End of Year One Report

Section 1: Programme Overview

Haringey Community Gold 2 - Background

The original Haringey Community Gold (HCG) programme ran between 2019-2021 as part of the Young Londoners Fund (YLF). Funded by City Hall, YLF aimed to help children and young people to fulfil their potential, particularly those at risk of getting caught up in crime. A consortium of ten community partners, with Haringey Council as the lead partner, came together to apply for the funding and to deliver the programme which included detached youth work and activities including: play, sports, employment support, a future leaders programme, and mental health support for young people in Haringey aged 10-21 years old. Following the success of the original programme, further funding was sought to continue provision. (A full evaluation of the original programme, alongside a mini documentary showcasing the programme can be accessed [here](#)).

At the end of the programme new funding was sought and ‘HCG2’ is now funded by Haringey Council and the MOPAC London Violence Reduction Unit. Whilst HCG 2 broadly follows the original model of provision, some key differences were made to the model based on a mixture of: reduced overall funding; the learning from the original programme; availability of alternative local services; and funder priorities. In order to maintain delivery within the available resource, the overall number of partners reduced from 10 to 7 (including the management agent NLPC and the evaluation partner, the Bridge Renewal Trust) and a greater emphasis was placed on the external funders ‘core target group’ - YP with:

- a. Gang affiliation
- b. Criminal records
- c. Victim of crime (violent)
- e. At considerable risk of CCE and CSE

The programme also supports Haringey’ Council’s ‘ Young People at Risk Strategy, 2019 – 2023’, which highlights under its Priorities for Action: “This strategy commits to developing a stronger more co-ordinated universal youth offer, alongside provision targeted at specific locations, times and groups of young people, including those most at risk.”

This report, produce by the Bridge Renewal Trust, summarises the activities and progress of the programme for the period for the 12 months period ending August 2023.



Haringey Community Gold 2 - An overview of what the programme offers

Detached and outreach youth work - taking support out to where young people are and bringing YP voices into the programme



Access to safe spaces with youth worker led sports/fitness activities for 'at-risk' YP



Targetted interventions for YP excluded from mainstream school and/or involved in criminal activity



Support to improve access to employment, focussed on those with those with criminal record



The Haringey Council Youth Outreach team have provided a consistent presence for HCG in the Borough, going out to talk to young people where they are and connecting them in to HCG services and wider support available in the Borough. In addition to attending events, delivering school assemblies and workshops, the team carries out regular street outreach in areas identified as youth crime hotspots, as well as supporting a range of youth engagement activities in the Borough.

Previous evaluations and wider research shows that young people want and need safe spaces and positive 'things to do'. The Off the Street Less Heat element of HCG2, delivered by London Elite Sports and Football Club and based on the Broadwater Farm estate, is a diversionary sports-based service, and My Training Plan, based at the Selby Centre, provides boxing and fitness training. Both organisations aim to support young people's overall health and wellbeing through positive engagement in physical activity alongside informal mentoring and support.

For those YP identified as at the highest risk of exclusion, gang affiliation or criminal involvement Up Skill U offer access to their flagship Exodus programme – a restorative intervention which incorporates a range of therapeutic models including: strengths based and trauma informed approaches, mental skills training, CBT and motivational interviewing. In addition Haringey Play Association works with students excluded from mainstream school (through partnerships with Pupil Referral Units) to provide activities that develop YPs social and emotional well-being and skills at their Summerford Grove centre in Northumberland Park.

Finally, NLPC provide 1-2-1 support to help YP, with a focus on those who already have criminal records, to develop employment skills and access paid employment.

In addition NLPC acts as the managing agent for the programme and the Bridge Renewal Trust provides independent evaluation support.

Section 2: Programme Delivery in Depth



Detached and outreach youth work - school workshops and assemblies

School workshop and assemblies, delivered by the HCG outreach team, offer both an opportunity to raise awareness of the programme amongst YP in the borough as well as to raise awareness and understanding of the some of the issues surrounding CCE & CSE amongst YP. Following learning from the original programme, in HCG2 a greater emphasis was placed on running smaller group workshops alongside the assemblies to allow for more in depth discussion and connection between the facilitators and YP.

The exact content and format was agreed in conjunction with individual schools (see the menu of workshop themes made available to schools below). Some opted for assemblies only, some chose delivered workshops across full year groups and some organised for the workshops to be carried out in single sex groups and/or to be attended only by pupils who had been identified by the schools as at increased risk of vulnerability to CCE & CSE. In a number of schools the workshops were also complemented with 1:1 specific interventions for specific pupils identified as requiring that support.

Haringey Community Gold

A collection of unique awareness workshops designed to raise awareness through active learning and leadership

Year 7 Transitioning

- Bullying
- Support System
- Labelling
- Conflict Management
- Confidence Building
- Social Media
- Grooming

Safety and Gangs

- Definition of Gangs
- Knife Crime
- Self-Worth and Self-Value
- Social Media
- County Lines
- Law on Crime
- Girls on Gangs
- Child Criminal Exploitation

Sex and Healthy Relationships

- My Body
- Body Image and Media
- Gender
- Consent
- Legal aspects of Sex
- Healthy Relationships
- Contraception
- Child Sexual Exploitation

Emotional Wellbeing

- Self-Worth and Self-Value
- Social Media
- Risky Behaviours
- Girls on Gangs
- Healthy Relationships
- Healthy Boundaries
- Positive Mindset
- Mental Health

SUPPORTED BY

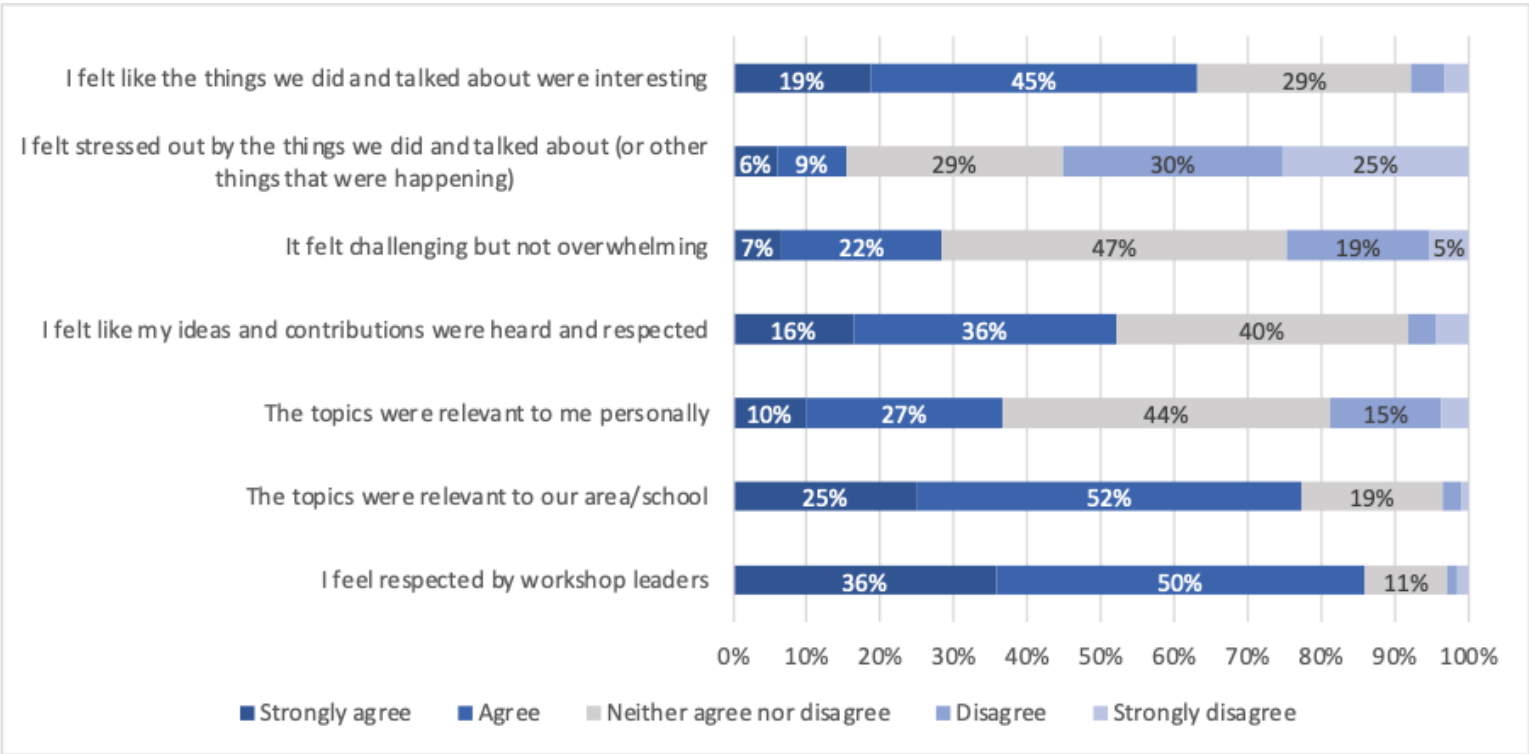
Workshops and/or assemblies were delivered at:

- Alexandra Park School
- College of North East London (CONEL)
- Gladesmore Community School
- Greig City Academy
- Haringey Learning Partnership – Commerce Road
- Haringey Sixth Form College
- Harris Academy
- Heartlands High School
- Highgate Wood School
- Hornsey School for Girls
- LAE Tottenham
- St. Thomas Moore Catholic Secondary School
- Woodside High

Surveys completed by pupils attending the workshops and/or assemblies⁽¹⁾ showed that 79% of respondents would recommend the workshops/assemblies to friends/family. Two thirds of respondents had already or planned to talk about the issues raised with friends/family and 73% reported that knew where to go if they needed further support on any of the issues raised.

As shown in Figure 1 the majority of respondents (86%) who attended the workshops felt respected by the workshop leaders. 63 per cent felt the things they did and talked about were interesting. Just over a third (37 per cent) felt that the topics were relevant to them personally but a far higher proportion (77 per cent) felt the topics were relevant to their school or area.

Figure 1: Survey feedback from pupils attending workshops (n= 409)



(1) Feedback surveys were completed by 542 pupils across four schools who attended either the workshops or an assembly.



Detached and outreach youth work - Street outreach

The HCG outreach team delivered weekly street outreach sessions at various locations in the Borough. In order to decide on the location of the street outreach, each quarter the team would work with a data analyst to identify the top five youth crime hotspots alongside information about emerging incidents, with intensified street outreach being undertaken following serious incidents. Figure 2 illustrates the most common locations for street outreach. Information on when and where the outreach work would be undertaken was also shared with the local police.

Outreach workers engaged with young people (on average 23 per session), signposting them to local services offered by the programme and more widely. In addition, the regular presence of the outreach team, including liaising with local businesses and organisations, provided an active early intervention and deterrence function, as highlighted in the following worker observations:

"I observed a group of young people (male) throwing what were seen to be stones at a bus stop and making noise outside a shop. I intervened and introduced myself and HCG to the young people, and asked what activities they are interested in. One young person said he was interested in boxing, I signposted him to Selby boxing club's weekly sessions for young people which he was very happy to hear about."

"Around 40 year 7s & 9s students ran down a residential street shouting 'let's get him' and 'let's go for round two'. Outreach Workers followed the crowd and found them kicking a year 9 student's door. As we arrived, they ran off. Victim's grandfather came outside distressed, we spoke to offer support. A group of year 11's were present, we went to the school with them to report the incident as witnesses, and try to identify those involved through school images provided by school. We then offered diversion activities to students involved (perpetrators and victim) via teachers."

"Whilst engaging with a group of young people in the football pitch within an estate, the young people reported the flood lights no longer turn on at night when it is dark. They feel uncomfortable because of this and unsafe. We supported them to report this to the council".

Another example of activities highlighted by the outreach team was that they regularly visited an estate location having received reports that "Older young people were around the area smoking and engaging with younger kids, potentially grooming them." The outreach team engaged the young people and located their education establishment to divert activity. The group of young people engaged also requested employment support and were referred onto NLPC and Haringey Works and Enfield partners.

In addition the street outreach, outreach workers provided 1-2-1 support for a small number of YP (each caseworker held a caseload of around 5 YP at any one time). The team also supported a number of youth engagement activities including supporting young people to engage with Haringey's Youth Advisory Board and working with schools on projects such as a Scholarship Programme with 'Natixis Investment Managers' (further info available [here](#)) attracting further external funding to support YP in the Borough.

Following a restructure within the Council in the last quarter of the year the majority of the original HCG2 specific outreach team moved to different roles, meaning that activities in the last quarter of the year were reported to have significantly reduced. Going forward however the HCG2 will be supported by youth outreach workers as part of Haringey's Early Help, Targeted Youth Team.

Figure 2: Wordcloud representing 10 most commonly cited street outreach locations





My Training Plan - Sports & Fitness programmes

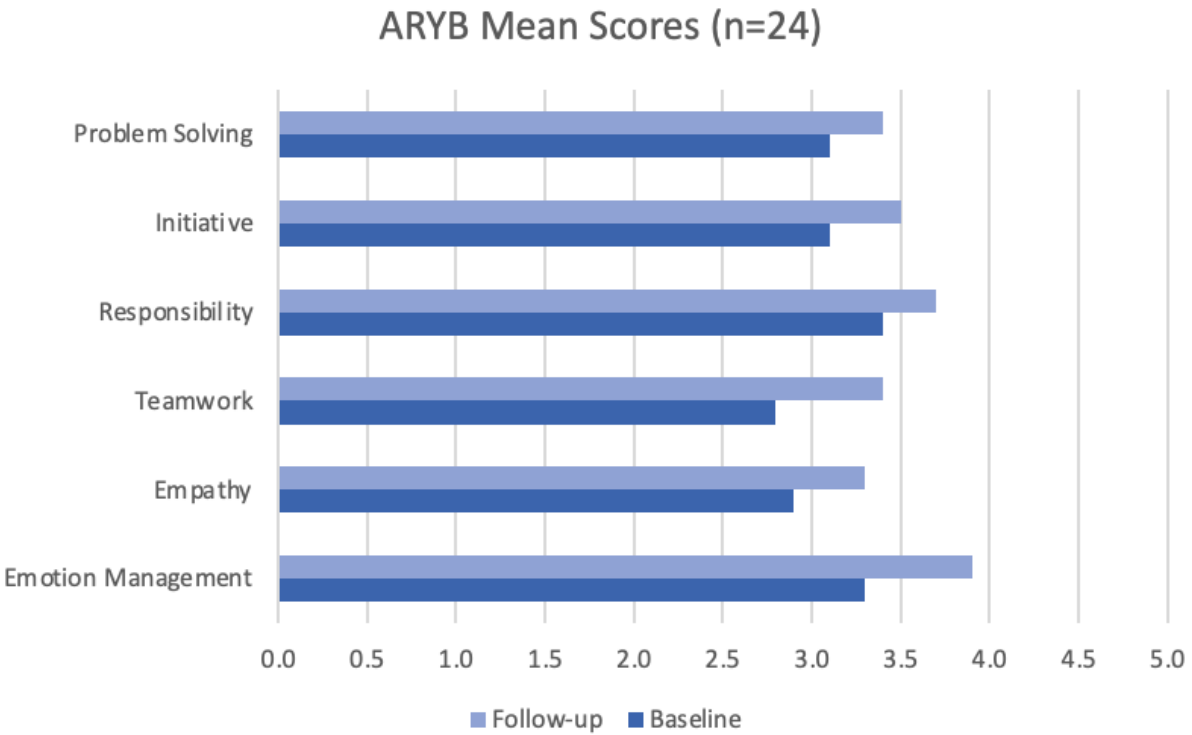
MTP run boxing and fitness training sessions combined with Child Criminal Exploitation (CCE) awareness raising. The programme includes a minimum of four core sessions, with many young people continuing to attend additional fitness and boxing training sessions with MTP. To help YP engage with the programme and to build a trusting relationship with the programme leader the first session is focussed on individual fitness and having fun. In the second/third sessions the YP progress to understanding more about developing fitness drills and setting targets both for themselves and others. Then in the fourth session there is a session on awareness of grooming in the context of CCE. The YP watch two videos one about County Lines grooming (an interview with a prominent youth activist from Tottenham) and a similar one about grooming for CSE. The group discuss these videos, in particular the similarities in language and behaviour used for both. The aim is to help YP to better understand CCE grooming, how to recognise the signs for themselves and how they can keep themselves safe. The programme ends with a competition where YP can showcase their skills and earn JD Sports vouchers for achievement.

There were a total of 97 programme starts in 2022/23, of these 27 YP were from the core at risk group. In addition to a small number of referrals from the outreach team and YP self-referring, the programme targeted schools through their Learning Support Centres/Units. These units provide individual support programmes for pupils who become disengaged or who have challenging behaviour and/or social and emotional difficulties. This was found to be a very effective way to engage with the target group. In addition, it was seen as beneficial where the programme was included as part of the individuals behavioural management/support plan as it promoted initial engagement and meant that the YP were also receiving support and encouragement for school staff.

In addition to raising awareness of CCE amongst participants the programme develops skills and offers a taster for YP who might want to consider fitness/sports training as a future career. Importantly, the programme also helps to develop young people's social and emotional skills. Improvement in socio-emotional skills is like to longer term impacts including an ability to cope with the transition into adulthood, alongside long-term improvements in mental and physical health, educational attainment, positive relationships and personal safety (Centre for Youth Impact, 2022). Focussing on the core group. MTP applied an observational assessment tool called the Adult Rating of Youth Behaviour which asks staff to rate young people's socio emotional skills based on the behaviours displayed within the youth provision setting both in the early stages of their engagement and then again at the end of the programme. The tool measures changes across six domains: problem solving; initiative; responsibility; teamwork, empathy and emotion management. As shown in Figure 3 increased scores were observed amongst participants in all six domains.



Figure 3: Core Group ARYB observations





London Elite - Off the Street Less Heat

Based on the Broadwater Farm estate the London Elite Sports and Football Academy has strong and well-established links to the community. The team provide a safe space for youth directed sports activities (e.g. football/boxing) overseen by a core team of youth workers/coaches. The team has strong relationships and high levels of trust with the families and young people living on the estate. The provision is open door, drop-in and relatively informal which is seen as important in enabling broad access particularly YP who may have concerns about completing formal applications for services. Nevertheless, many of the YP do engage consistently in the activities over long periods of time, developing relationships with the staff team who become trusted adults in their lives.

HCG funding allowed for the team to open one evening a week with the aim of providing an alternative to being out on the streets. The sessions were well attended and the team reported that young people were travelling from across the Borough to attend which was unexpected and seen as demonstrating how safe and trusted an environment the team have created. The primary aim of the project is to provide open access sports provision, however the skills of staff mean that they regularly also provide informal mentoring for the YP accessing their provision (see case study).

During the first year of HCG2 LESAFA ran 95 separate sessions for YP, which were attended by 115 young people aged 9-27. Whilst the majority of YP were in the target age group 10-21 (78%), the ability to include a minority of YP outside the age range was important in order for the organisation to maintain their open door approach.

Whilst only a relatively small number of the YP were formally identified as belonging to the core group (10) staff noted that this is likely to be an underestimate due to the cohort of the programme.

Case Study A

'A', a 16 year old male, had experienced difficulties with his relationship with his step-father which impacted his behaviour outside the home and in school. He had been expelled from two schools when he began working with LESAFA.

'A' began football training with LESFA and his mother confided in the staff about his concerning behaviour. The team worked with 'A', supporting him to improve his relationship with his step-father and his behaviour within the schools. He consistently engaged in the project and the staff team observed improved behaviour; increased knowledge of football; and improved confidence.

'A' went on to complete intense football sessions including one on one sessions. He sat his GCSE's last year and is now a youth scholar at a professional football club outside of London. He continues to stay in touch with the team at LESAFA updating them on his journey as a young footballer.





Haringey Play Association - Somerford Grove open sessions

Every Wednesday, between 3-6pm HarPA provided open access to the Somerford Grove adventure playground for young people over 10 years old, offering an opportunity for older children to hang out with friends after-school in a safe environment, supervised by HarPA staff. This provision was funded through a combination of the VRU funding and Peabody Trust funding.

Enabling access for this age group was identified as important for a number of reasons. It is recognised that there is a lack of spaces for young people to go in the Borough where they can feel safe and also where their parents and carers can feel confident that they will be safe. Secondly, many of the young people had attended the playground as younger children and being able to continue to access the space and staff, with whom they already have a trusted relationship, as they get older and manage the transition to secondary school and adolescence was seen as vital.

HarPA registered 78 young people at these sessions. Whilst all of these young people can be identified as higher risk of becoming either a victim of or involved in serious youth violence owing to the prevalence of risk factors such as poverty, family challenges and proximity to known gang activity, 5 of these young people were identified as being at significant risk of becoming involved in criminality. These YP were provided with extra support from the HarPA team, for example: informal mentoring, working with parents/carers and referrals to other support.

Beyond providing a safe space for young people to go, the HarPA team ran activities/trips that the young people could attend, examples include: bowling; an all you can eat buffet; trips to the seaside and the forest. This offered positive opportunities for YP to participate in social activities that they would not otherwise have been able to do and experiences outside of the local area. The trips and activities also provided opportunities for YP to develop and demonstrate their social and emotional skills development, for example some YP acted as young leaders and YP were also involved in activities to raise funds to support additional trips and activities.

Case Study B

'B', a 15 year old male, had challenging family circumstances, including a parent with severe mental health issues, which resulted in him being removed from the parental home by social services and placed with other family members. He struggled to adjust to his new living situation owing to the relative strictness of his carers and feelings of guilt that his removal from his parents followed his disclosure at school. He struggled with authority and discipline coming from those he lives with and showed a number of concerning behaviours such as not returning home for several hours after HarPA sessions finished.

The team were able to work both with 'B' and his family to support them with exploring ways to help keep him safe and improve communication within the family. He regularly attended the Wednesday sessions where he was able to express himself and feel free of judgment and pressure. He enjoys chopping wood and making camp fires and reported that it helps him feel calm when he is frustrated. HarPA staff also observed his temperament calming after he takes part in these sessions. He bonded well with HarPA staff and shared that he trusts them and knows he can go to them when there is something he struggles with. He has also accessed their forest school sessions where he has shown dedication and become a young leader that other young people can look up to.

Over the months that 'B' has been attending HarPA staff have observed clear changes in his behaviour. He now returns home straight after the sessions and is willing to help, learn and ask for advice. At the time the case study was taken 'B' was applying for college.



Haringey Play Association - partnership with Haringey Learning Partnership, Pupil Referral Unit (PRU)

In partnership with the Haringey Learning Partnership (HLP) a group of pupils from the PRU escorted by HLP staff, attended the Somerford Grove adventure playground for one full day a week (Fridays 9.30am - 2.30pm). The young people were selected because they had particular difficulties managing in the classroom environment and were already involved in or at significant risk of involvement in violence and/or other criminal activity.

The sessions were led by two skilled playworkers, including a trained construction playworker, and provided an opportunity to develop practical skills to support future employability and to develop their social and emotional skills by working as part of a group. The YP attending were involved in maintenance projects at the site, learning new skills such as gardening, painting, plastering and carpentry, including working with power tools. During the day they also had time to let off steam and play together in the outside space. YP would also talk as a group over lunches with staff around the campfire, during which staff observed that a lot came out from young people about the issues they were facing.

Having skilled workers available to support the young people throughout, both individually and as group is a key feature of the delivery. Group discussions were youth led, enabling workers to respond to the issues that the YP brought to them. For example, as a result of participants discussions about Andrew Tate, staff felt it important to address healthy relationships and attended training on working with young people to address misogyny to enable them to confidently facilitate those group discussions and to support individuals who were demonstrating concerning behaviour/attitudes.

In total 23 YP aged 12-16 years attended these sessions. Most YP attended for the majority of the school year giving them sufficient time to develop trusted relationships with staff. The minimum engagement was reported as around 30 hours (a 5-6 weeks half term). A number of the YP continue to return to the playground as part of separate programmes run by the organisation.

Case Studies C & D

'C', a 15 year old male, presented with family issues, anger management issues and gang affiliations. He attended the project for two school terms. At the start of his engagement staff he was aggressive and rude to staff with multiple altercations and threats, although these never turned physical. Over time he became more engaged in the programme and particularly enjoyed working with battery operated tools which he found fun. The relationship between him and the playworkers became less confrontational, he responded well to the non-judgmental advice and guidance he was given on treating himself and others with respect and showed great progression. He was able to return to mainstream school and was sad to leave the programme.

'D' a 15 year old female who had alluded to Domestic Violence in the home, battles with emotional regulation and violence within her school and peer group. Regular attendance allowed her to grow and develop relationship with HarPA staff, she began to demonstrate improved conflict resolution and was also to listen and take advice, which hadn't been possible at the start of her engagement. She enjoyed both having space and time to socialise and play as well as learning to use tools and to see different points of view on issues as part of group discussions. After two terms coming to the project she returned to mainstream school. She was very upset at leaving but felt safe to cry and be emotional rather than just angry and isolating herself as she had done when she first joined the project. She spoke with staff and peers with grace and asked to come back to HarPA. She was referred to a separate girls group run on the site.



The Exodus programme, developed and delivered by UpSkillU, was co-designed by young people, experts through lived experience and professionals. It is aimed at supporting YP who are already involved in or assessed as particularly high risk of becoming involved in youth offending and violent crime. The programme is delivered either as a tailored 12 week groupwork programme or as 1-2-1 targeted therapeutic Mentoring Clinics, including Trauma Screening for complex needs cases. Where appropriate family conflict mediation/systemic family therapy is also offered. As needed support workers will also represent and advocate for the YP/family with statutory organisations such as schools and safeguarding teams in the interest of the YP.

The key themes covered in the programme include:

:

- Organized Criminal Groups and Criminal Exploitation
- Healthy Relationships with female/ male peers
- Positive choices around life and future
- Victims
- Family
- Offending
- Personal Safety Health & well-being

Exodus aims to support YP to: better understand the causes and consequences of conflicts; de-mystify the perception of life associated with crime, prison and gangs; develop a greater awareness & understanding of issues of exploitation and how to keep themselves safe; understand impact of trauma and how this may be affecting them and others around them; and to reflect on what they can do to change / manage their own personal situation.

The course leaders act as mentors throughout the programme supporting the YP and linking them to other services. A strengths-based approach is adopted, supporting YP to be able to recognise their own individual strengths and the positive networks and communities available to support them. 50 YP from the core target group attended the Exodus programme, of whom 29 had completed the intervention by the end of year one (to complete the programme the YP must have attended at least 8 sessions) with many receiving ongoing support. Two-thirds of the YP accessing the programme as part of HCG2 were referred by the HCG Outreach team with the other third referred by schools. YP attending were aged between 13-18, of whom just under two-thirds (65%) were aged 15/16 years. 75% were male and 25% female.

Mentoring has been shown to be effective in both reducing crime and the behaviours associated with crime and violence. Research from the Youth Endowment Fund suggests that, on average, mentoring reduces violence by 21%, all offending by 14%, and reoffending by 19%.⁽¹⁾ The Exodus programme primarily employs an Outcome Star tool to assess the impact of their provision. This self-evaluation tool measures distance travelled in attitudinal changes, critical decision making and ultimately behavior.

Whilst impact data could not be isolated for the HCG2 specific cohort, the wider programme has been able to demonstrate consistent improvements amongst participants in relation to: attitudes around serious violence, group offending including gang involvement/ affiliation; awareness and empathy towards their victims; and attitudes towards family and carers. In addition, the wider programme has demonstrated reductions in both levels of offending and victimisation (for further detail see <https://upskill360.co.uk/our-impact/>)

(1) Youth Endowment Fund Toolkit - Mentoring (2022)

Case Study E

"When I first started working with 'E', I was made aware that she was doing 6 weeks probation at [a Haringey School] on a managed move by [a local Pupil Referral Unit (PRU)] . Within the first few sessions of attending the school, I noticed that they were not able to locate where E's class was, which was a safeguarding issue for me, because should she not attend school they would not have records of her.

The second issue I had was that E was not given a timetable for the whole probation period, 'E' informed me she would always get into trouble and the school assumed she was bunking classes, when in fact she could not find her class due to the lack of timetable.

'E' suffers from anxiety and says her mental health had been challenged whilst attending [school]. After the 6 weeks period was done we had a review meeting, attended by myself , 'E's mum, two teachers and a teacher from the PRU. The meeting had all of us in shock. The teachers were very blunt; they insinuated that they had never intended to keep her there and had mentioned this to [staff] at the [PRU], which was incorrect information. I comforted mum and 'E' with positive words and how we could challenge the school with the safeguarding issues and how this meeting had been held. Mum eventually made an appointment to see the head principal of the school. To mum's surprise, after mentioning where the school had ignored the code of conduct, the school overturned the decision and gave 'E' 6 more weeks of probation period. 'E' is getting on better at the school, she now has a timetable schedule, so she feels like she belongs at the school and is working hard and also attending saturday school to support her with her GCSE mocks which are starting soon."

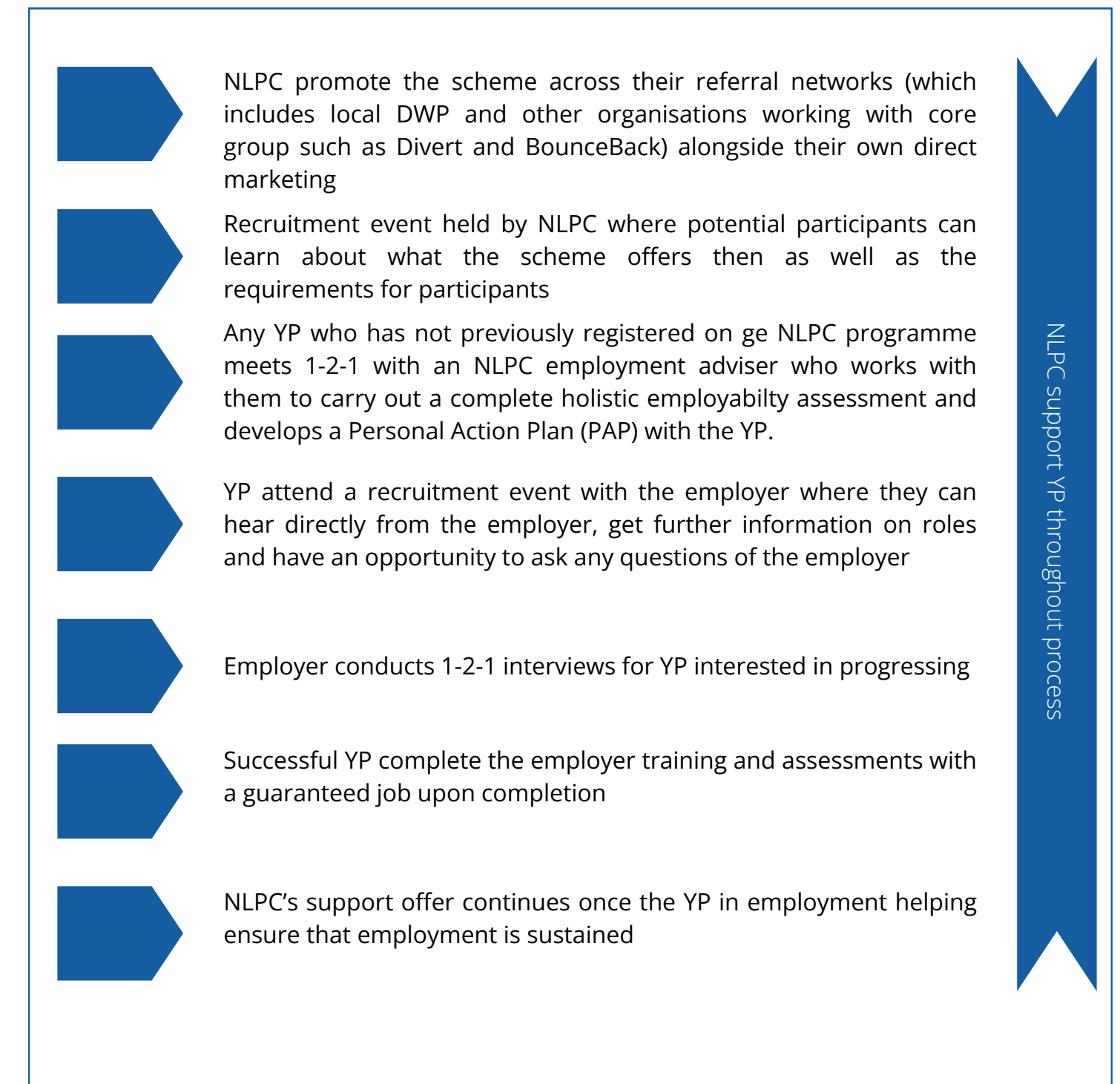
NLPC are an experienced provider of employment support in the Borough. As part of HCG2 the provide targeted support for YP focussed on those with criminal records, who experience particular challenges in accessing employment.

YP accessing the service are assigned an employment adviser who works with them throughout their engagement. A key part of the adviser's role is supporting the YP to remain engaged with support. This can be particularly challenging for vulnerable YP who may experience a range of barriers to accessing help. Advisers adopt a positive, supportive and non-judgemental approach which is key given the sensitive nature of some of the discussions that are necessary (e.g. disclosing drug use). Advisers also work very proactively with the YP, checking in regularly, reaching out if the YP does not attend a meeting/interview/training and sending reminders for key dates.

Each YP is supported to develop an 'Individual Skills & Career Action Plan' which includes clear, manageable, incremental targets. Setting small, achievable goals promotes confidence and increases engagement as its helps YP to feel less overwhelmed and to more easily recognise their ongoing achievements against the plan. Advisers also work to address wider needs that may be acting as a barrier to employment. For example, in a small number of cases where a YP disclosed recent prior drug use NLPC arranged for them to be privately drugs tested. This is important as a pre-requisite to some employment schemes is passing a drugs test which if the YP fails leads to them being unable to reapply for such schemes for a significant period of time.

To support the project NLPC also used their close ties to employers to establish recruitment schemes that are tailored to young people with a history of offending (see Figure 4 for an example). Importantly YP are closely supported from accessing the service through to employment and beyond. Continuing to support YP once they are in employment is seen as essential to help YP to sustain employment and also acts as important incentive for employers to work with the programme as they know that their employees will have additional support once in the workplace.

Figure 4: Example recruitment pathway: Railway track operatives





North London Partnership Consortium - Pathways to employment

In total NLPC supported 96 YP in the first year of the HCG2 programme. Almost half these YP (48%) came directly to NLPC, just over a third (36%) were referred by the Youth Outreach team, with the remainder being referred from a variety of sources including: police, YOS, CS, DWP and family members. Over half of the YP engaging (58) were from the high risk target group. 80 per cent were male. 66 YP created a Personal Action Plan with the adviser and 23 went on to successfully secure employment during the period.

Case Studies F and G

'F' had recently left prison and wanted to enter employment but was struggling with finding work. During his time in prison, he had reflected on his previous work history, and felt that he had wasted his time in retail roles that offered no chance of advancement or a real career. He wanted to secure employment that offered the possibility of progression, but he had never completed his GCSEs, and felt that his lack of qualifications was preventing him from accessing the opportunities that he wanted.

The rail sector as an industry that interested him and could offer him long-term career options. NLPC enrolled him on their rail open day and prepared him for the opportunity. He attended the open day and was selected for the course. During the training his employment adviser maintained regular contact and guided him through the process; ensuring that he was prepared for every session and assessment, and providing him with support and encouragement. 'F' successfully completed the course, achieved rail qualifications and began working in the rail sector.

'G' was unemployed and looking for work. She was interested in attending our railway open day but had concerns that she might not pass the Drug and Alcohol test required for the job opportunity. After discussing the opportunity in detail, she had revealed to us that she had smoked cannabis recently, but was willing to commit to giving up permanently. Failing the official test would result in her being barred from working in the rail sector for 5 years, so we paid for a private test for her.

The participant failed the test. She was disappointed with the outcome, but we reassured her that we would continue to work with her and could put her forward for the next rail opportunity. Rather than wait, we promised to help her with looking for alternative employment in the meantime. We assisted her by updating her CV and sourcing job vacancies for her, and she managed to secure a job interview for a hospitality role. We provided her with interview preparation to ensure that she was confident and ready. This support enabled her to pass the interview, and she began working shortly afterwards.

Section 3: A Year in Summary

Haringey Community Gold 2 - The Year in Summary



1,192
YP engaged

Detached and outreach youth work - taking support out to where young people are and bringing YP voices into the programme

819 YP engaged through the Haringey Community Gold Outreach activities, including street outreach, schools workshops and assemblies



Access to safe spaces with youth worker led sports/fitness activities for 'at-risk' YP

208 YP engaged in sports and fitness programmes run by experienced youth workers run by London Elite Sports & Football Academy (117 YP) and My Training Plan (91 YP)



Targetted interventions for YP excluded from mainstream school and/or involved in criminal activity

145 YP engaged in targeted interventions including the Exodus programme run by UpSkillU (44 YP) and playwork through Haringey Play Association (101 YP)



Support to improve access to employment, focussed on those with those with criminal record

96 YP received targeted employment support, with 23 securing employment



Haringey Community Gold 2 - Summary & Conclusions

The original Haringey Community Gold (HCG) project ran between 2019 and 2021 and was established through the Mayors Young Londoners Fund. Following the success of the programme funding was sought to continue this provision with Haringey Council and the MOPAC London Violence Reduction Unit jointly funding 'HCG 2'. HCG 2 broadly follows the original programme but overall provision was reduced, with a smaller number of partners (7 as opposed to the original 10) in line with available resources. In addition, HCG 2 has a stronger focus on reaching those YP at greatest risk of involvement in CCE/CSE.

The programme involves a combination of:

- detached and outreach youth work - taking support out to where young people are and bringing YP voices into the programme;
- access to safe spaces with youth worker led sports/fitness activities; targeted interventions for YP excluded from mainstream school and/or involved in criminal activity; and
- support to improve access to employment, focussed on those with those with criminal record.

A total of 1,192 young people engaged with the programme, of whom 272 were identified as being part of the core target group, which was defined as YP with either: gang affiliation; criminal records; victim of violent crime; and/or at considerable risk of CCE and CSE. This is likely to be a conservative estimate as it was acknowledged that it only captures YP where such information was disclosed/known to the partners.

A key premise of the programme is that by connecting YP with community based partners a greater and more sustainable level of support can be provided than by statutory services alone. This is due to: the range of services that can be offered; the continuity provided by working with organisations that are well known and have long term connections with the communities they serve; and the ability of community organisations to establish a level of trust with YP and families that is not always possible for statutory services.

Partners emphasised the importance of being able to establish longer term relations with YP in order to be able to slowly and carefully build levels of trust amongst the most vulnerable YP, and often their families/carers. In many cases this meant working with the YP outside of the immediate funding of HCG 2, for example by continuing involvement with them through separately funded activities run by their organisations. The need for sustainable funding remains a key issue for partners and the HCG2 programme management team have worked to support partner organisations to strengthen their ability to access funding wherever possible.

The evaluation of the original HCG highlighted three key areas that YP reported they wanted, namely 'things to do', 'opportunities', and 'someone to talk to'. HCG 2 has continued to support this, as detailed below:

'Things to do' - enjoyable, positive activities, within safe spaces, facilitated by experienced youth workers. These activities enable YP to keep active, safe and to develop their social and emotional skills. For example, observations of young people involved in MTPs boxing and fitness programme, using the Centre for Youth Impacts Adult Rating of Youth Behaviour - a tool to measure changes in young people's socio emotional skills - demonstrated positive changes across all six domains measured: problem solving; initiative; responsibility; teamwork, empathy and emotion management.

'Opportunities' - HCG has provided YP with opportunities to develop their skills and access training and employment. This includes developing informal skills such as working with tools (HarPA), gaining experience coaching peers through London Elite and MTP's sports and fitness programmes, as well as the formal employment support provided by NLPC. 23 high risk YP have secured paid employment as a result of the programme. Importantly, as well as providing practical opportunities the programme supports YP to see and recognise their own potential.

Additionally the programme management team has proactively helped to connect YP with

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wider opportunities. Examples include: supporting YP involvement with Haringey's Youth Advisory Board (YAB) - which was established as part of the original HCG programme; providing opportunities to become involved in the peer research projects within the Borough; and linking to projects receiving corporate support such as the 'Natixis Investment Managers' scholarship programme.

'Someone to talk to' - Through formal/informal mentors and group programmes HCG provides YP with safe spaces to talk to a trusted adult about their challenges and share their successes and hopes, as well as to be connected to further support/or opportunities. As many of the case studies demonstrate, an important part of this is also about the YP having someone who can help them to advocate for themselves and empower them to improve relationships with the network of people and/or organisations that can help support them to succeed, including parents/carers, schools, employers and statutory services such as youth offending services.

Overall, evidence from the first year of HCG2 the programme continues to demonstrate its ability to deliver successfully for young people and to contribute to the strategic aims of the funders. The programme currently has funding to continue for a further two years.

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