

Social Inclusion and Community Safety Policy and Accountability Committee Agenda

Wednesday 24 April 2024 at 7.00 pm

145 King Street (Ground Floor), Hammersmith, W6 9XY

Watch the meeting live: youtube.com/hammersmithandfulham

MEMBERSHIP

Administration	Opposition
Councillor Nikos Souslous (Chair) Councillor Omid Miri Councillor Trey Campbell-Simon Councillor Sally Taylor	Councillor Andrew Dinsmore

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This meeting is open to the public and press. The building has disabled access.

Members of the public are welcome to attend but spaces are limited. If you would like to attend, please contact: Debbie.Yau@lbhf.gov.uk

Date Issued: 16 April 2024

Social Inclusion and Community Safety Policy and Accountability Committee Agenda

24 April 2024

<u>Item</u>		<u>Pages</u>
1. APOLOGIES FOR ABSENCE		
2. DECLARATIONS OF INTEREST		
	<p>If a Councillor has a disclosable pecuniary interest in a particular item, whether or not it is entered in the Authority's register of interests, or any other significant interest which they consider should be declared in the public interest, they should declare the existence and, unless it is a sensitive interest as defined in the Member Code of Conduct, the nature of the interest at the commencement of the consideration of that item or as soon as it becomes apparent.</p> <p>At meetings where members of the public are allowed to be in attendance and speak, any Councillor with a disclosable pecuniary interest or other significant interest may also make representations, give evidence or answer questions about the matter. The Councillor must then withdraw immediately from the meeting before the matter is discussed and any vote taken.</p> <p>Where Members of the public are not allowed to be in attendance and speak, then the Councillor with a disclosable pecuniary interest should withdraw from the meeting whilst the matter is under consideration. Councillors who have declared other significant interests should also withdraw from the meeting if they consider their continued participation in the matter would not be reasonable in the circumstances and may give rise to a perception of a conflict of interest.</p> <p>Councillors are not obliged to withdraw from the meeting where a dispensation to that effect has been obtained from the Standards Committee.</p>	
3. MINUTES OF THE PREVIOUS MEETING		4 - 13
	<p>To approve the minutes of the previous meeting as an accurate record and note any outstanding actions.</p>	
4. UPDATE REPORT FOR THE PREVENT TEAM		14 - 29
	<p>This report provides PAC with an update on the work of the Prevent Team between 01 April 2022 and 29 February 2024.</p>	

5. DATE OF FUTURE MEETINGS

To note the following dates of future meetings:

- 24 Jul 2024
- 20 Nov 2024
- 4 Feb 2025
- 30 Apr 2025

London Borough of Hammersmith & Fulham

Social Inclusion and Community Safety Policy and Accountability Committee Minutes



Wednesday 7 February 2024

PRESENT

Committee members: Councillors Nikos Souslous (Chair), Omid Miri, Trey Campbell-Simon and Andrew Dinsmore

Other Councillors:

Councillor Rebecca Harvey (Cabinet Member for Social Inclusion and Community Safety)

Councillor Rowan Ree (Cabinet Member for Finance and Reform)

Officers:

Bram Kainth (Strategic Director of Environment)

Andre Mark (Head of Finance – Strategic Planning and Investment)

Kellie Gooch (Head of Finance – Environment)

Matthew Hooper (Director of Public Protection)

Neil Thurlow (Assistant Director of Community Safety, Resilience and CCTV)

Yvonne Okyio (Strategic Lead for Equality Diversity & Inclusion)

Mo Basith (LET Manager)

Debbie Yau (Committee Coordinator)

Guests:

Jamie Hilton (CEO, Fulham Good Neighbours)

Malcolm John (Founder, Action for Trustee Racial Diversity)

Dalton Leong (Independent Chair, Surrey VCSE)

Shad Haibatan (Deputy CEO, SOBUS)

1. APOLOGIES FOR ABSENCE

An apology for absence was received from Councillor Sally Taylor.

Councillor Trey Campell-Simon joined the meeting remotely.

2. DECLARATIONS OF INTEREST

There were no declarations of interest.

3. MINUTES OF THE PREVIOUS MEETING

RESOLVED

That the minutes of the meeting held on 22 November 2023 were agreed as an accurate record.

4. 2024 MEDIUM TERM FINANCIAL STRATEGY

Councillor Rowan Ree (Cabinet Member for Finance and Reform) gave an overview of the 2024 Medium Term Financial Strategy. He remarked that despite the financial and economic constraints faced by local government, this Council was able to put together a balanced budget that not only protected core services that residents valued and relied on but also protected those extra services that only Hammersmith and Fulham (H&F) delivered like free breakfast for primary school children, free home care services, council tax support scheme and the local Law Enforcement team. This was made possible because of its ruthlessly financially efficient approach adopted for budget management and a continuous process of reform. Councillor Ree took the opportunity to thank officers in the finance team who had helped put together this budget and those across the service departments like the Environment who, together with the Cabinet colleagues like Councillor Rebecca Harvey, Cabinet Member for Social Inclusion and Community Safety had done an excellent job in managing their budgets throughout the year and identified savings.

Councillor Ree remarked that the LGA estimated that this year, one in five local authorities might issue a section 114 notice, which essentially meant that they were not able to meet their financial obligations. He reassured those who relied on council services that this Council had managed its finances well, having run a budget surplus last year and adding this to the reserves when most councils were taking money out of theirs. H&F had been able to offer the same services despite the funding from central government had been cut by 56% in real terms since 2010/11. The budget setting this year had started with a budget gap of £23m from which savings had to be found. In terms of reforms, Councillor Ree highlighted the technology reform which used artificial intelligence (AI) for the adult social care service and the revenue and benefits team. Under organisational reform, more savings across the council would continue to be identified through the four large corporate savings programmes. The Council was also funding new policy reforms to improve service delivery, notably the commissioning of the family hubs where residents might access childcare, housing, social care services and so on under one roof.

Andre Mark (Head of Finance – Strategic Planning and Investment) presented the Corporate Budget Strategy 2024/25. He outlined the strategic operating environment, objectives of the Council’s financial plans, the strategy to deliver the financial plans, plus the proposed budget for 2024/25, including a summary of proposed revenue budget 2024/25, savings and investment proposals a summary of the reserve position and a medium-term forward look. The budget would be considered by the Cabinet on 12 February and approved by Full Council on 28 February this year.

Bram Kainth (Strategic Director of Environment) presented the Environment Department revenue budget 2024/25. He outlined a wide range of universal services delivered to residents, the recent achievements relevant to social inclusion and community security, the budget breakdown under the three service directorates of Climate Change and Transport, Public Realm and Public Protection, key budget changes and future strategic budget issues.

The Chair sought elaboration about core spending power (page 16) and its impact on budget. Councillor Ree noted that core spending power was central government’s assumption of the Council’s funding as part of the local government financial settlement. He said that the Chancellor’s Autumn Statement in November 2023 had provided an increase in core spending power of 6.7% (the level of CPI inflation in September) which was made based on the assumptions that the Council Tax and social care precept would be increased by the maximum amount. As the Council was acting far from the assumptions, there was a shortfall in terms of core spending power. Separately, Councillor Ree expressed his grave concern about central government’s ways of allocating the financial settlement. First, it only allocated one-year settlement for the past six years instead of multiple settlements. Also, the final figure only arrived as late as 18 December last year. The late arrival plus just an one-year settlement had made the setting of a budget incredibly difficult.

Councillor Omid Miri sought examples of using AI and asked if it was aimed at delivering better service or saving staff costs. Councillor Ree noted that it was proposed to deploy £0.25m for Adult Social Care to use AI in processing the return of equipment on loan and in strengthening the system interface and hence communications between the Council and those residents receiving home care services. The revenue and benefits team also used automated processing to make things easier for residents such that they only needed to update their details once and for all by the system. He said that the Council was always looking out for opportunities to utilise new technology. Councillor Miri was pleased to note that there were both front line and back-room applications of AI.

Councillor Miri enquired whether the anticipated growth in properties could be implied as growth in the population. Andre Mark clarified that while major capital projects would contribute to the growth in property households, such growth could also be seen in the context of the council tax system. For example, a resident no longer eligible for the single person discount or other exemption cases would be counted as growth in terms of number of households.

Noting that income under the Public Protection directorate amounted to £9.4m, Councillor Andrew Dinsmore asked what constituted the income. Kellie Gooch (Head of Finance – Environment) noted that the sum included environmental health income in respect of food safety inspections, pest control, and a small amount of fine income. She said that these incomes would be re-invested in enforcement functions, such as the Law Enforcement Team (LET) and Gangs Unit.

Councillor Dinsmore was concerned whether the provision of equipment, vehicles and uniforms for LET was a one-off start-up cost or an ongoing investment. Councillor Ree advised that while the equipment and vehicles were broadly in place, the Council was constantly investing in new equipment to ensure the LET had updated equipment to keep the streets safe.

Given the use of AI could possibly reduce crimes, Councillor Dinsmore was concerned whether the increased deployment of AI and CCTV would lead to the reduction of LET officers such that the generated savings could be spent on policing. For example, camera possessing the technology could automatically call the police if it recognised weapons obviating the need for a patrol officer to make the call.

Councillor Ree noted it was fundamental for the Council to keep people safe and invest as appropriate. He considered it was worth investing on both AI/CCTV and LET, which had worked well together to make the borough safer and cleaner. He was pleased to note that according to a recent report, the borough had the biggest decrease of 33% in fly tipping across London. That was partly achieved through the investment in CCTV and partly due to the LET's work. While agreeing to the continual investment in CCTV camera to keep the streets safe and clean, Councillor Ree considered the use of AI camera for the entire borough might lead to other problems.

The Chair expressed concern about the withdrawal of funding for Prevent which was an important service and asked about the implications. Bram Kainth clarified that despite the withdrawal of central government funding from 2024/25 (£150k), the Council had reprioritised the budget to maintain the existing Prevent service.

Councillor Miri asked whether the Prevent programme would be implemented in the same way after the withdrawal of government funding. Matthew Hooper (Director of Public Protection) noted that the government had stopped funding Prevent service for certain boroughs/parts of the country. The Council had found alternative sources to continue funding the programme which would be maintained at the current level. Councillor Ree considered it bizarre that the government had cut the funding based on an assessment that there was no risk of extremism in H&F. The Council would continue this valuable service.

Replying to the Chair's enquiry about green bond, Councillor Ree said he was proud of this green investment which aimed at raising £1m and was by far the largest local government climate investment scheme. It was an all-win scenario where residents could participate in a long-term and low-risk investment with return pitched at 4.85%, the Council could borrow at a more competitive rate while the environment be protected. The aim was to raise £1m by 13 February but the target was hit on 7 February.

In response to Councillor Miri for more information about family hubs, Councillor Ree noted that in addition to providing good quality services, the Council also aimed at making them more accessible to residents. The family hubs would enable the residents to obtain the services they needed under one roof, from childcare, housing, benefits to the full range of services expanding over time.

RESOLVED

1. That the Committee noted the budget proposals and recommended them to Cabinet as appropriate.
2. That the Committee noted the proposed changes to fees and charges and recommended them as appropriate.

5. TRUSTEE DIVERSITY IN THE THIRD SECTOR IN HAMMERSMITH & FULHAM

The Chair welcomed Jamie Hilton, Malcolm John, Dalton Leong and Shad Haibatan to the meeting. He thanked particularly Jamie who alongside Councillor Campbell-Simon had suggested to look at an issue that some H&F charities would like to diversify their trustee boards. The Council committee might be a good forum to bring people together for exchanging ideas and sharing the good practice.

Yvonne Okyio (Strategic Lead for Equality Diversity & Inclusion) gave a presentation on trustee diversity. She outlined the protected characteristics, national trustee diversity context, sector standards, benefits of diverse trustee boards, some approaches taken by charities and what the council could do.

Malcolm John (Founder, Action for Trustee Racial Diversity (ATRD)) noted that he had founded the organisation about 4 to 5 years ago after witnessing related challenges for over 20 years. He had completed a Guide on Completed Diversity about two years ago. He shared his work of recruiting Black and Asian trustees and diversification of volunteers but sometimes people left after they had joined because of the non-inclusive environment. Malcolm said that ATRD had acted proactively to fill the big gap by looking at challenges and barriers, raising awareness and taking complete actions. However, limited progress had been made since 2017 as reflected in the statistics he shared (page 36), and about 92% of the charity boards were composed of older educated white people which did not reflect the population they served. These boards tended to recruit successors from their own networks of similar background and hence could not be diversified even if intended to. To tackle the issue, Malcolm highlighted their database of over 500 Black and Asian people from network organisations having different skills who might help their boards to become more diversified and providing peer support/signposting advice to their own fellows. He further noted that last year, Black and Asian Future Chairs Academy was set up with a view to grooming future chairs who shall set the culture and influence the board composition by highlighting the benefits of diversity (page 36).

Dalton Leong (Independent Chair, Surrey VCSE) presented the case study where practical steps Surrey VCSE had taken to address under-representation at trustee boards. Under his present role after retirement from banking and charity work, he had brought together about 16,000 VCSE organisations in Surrey for their voice to

be heard. He had also chaired the Surrey EDI Steering Group formed after the murder of George Floyd to look at the issues around equity, diversity and inclusion within the charity sector. They had recently worked with ATRD and brought together a programme funded under the Surrey County Council's equity, diversity and inclusion strategies and called "Transforming Trustee Board" with the aim of enabling at least 30 people of diverse backgrounds to join the boards of 19 VCSE organisations in Surrey. The latter had finished the programmes of 6 modules including delivery of inclusive recruiting practices, and group coaching during and post the appointment process. The trustee application process was underway and recruitment was expected to happen around April time with outcome to be known by July. It was encouraging to note that according to the programme organiser, the 19 VCSEs were the most engaged group of organisations.

Shad Haibatan (Deputy CEO, SOBUS) referred to his involvement with the borough's Minority Ethnic Mental Health Landscape Research and noted not much change had been made since the black mental health project he had helped set up some 30 years ago. He also shared his experience in running a national positive action programme and its impacts. One of the recommendations in the research report was for the providers' staffing to reflect the community they served and there was a response committing a target of 40% of the senior management to be from minority ethnic communities. At a subsequent meeting with the board after receiving a complaint about its lack of minority and female representation, the trustees just acknowledged they did not discriminate and treat everyone equal. Shad stressed that's why a trustee ward with ultimate power was indispensable to steer policy direction and reflect community needs. He added that a dynamic diversity in terms of ethnicity, gender, disability and age could bring in new ideas and challenges to meet the community needs.

Jamie Hilton (CEO, Fulham Good Neighbours) noted his organisation was led by a committed and capable board which however was nearly fully white, mostly were born in this country, church-going and able-bodied such that the board did not represent the community it was serving. He said the guest speakers attending this meeting all felt passionately about this issue and welcomed any commitment that the councillors could do to support them.

Councillor Andrew Dinsmore was concerned if a charity targeted at multiple protected characteristics, how did the board work and be represented. Malcolm John pointed out intersectionality was key so most charities did not target at just one protected characteristic, for example, it could be Black Asian disabled with a sexual orientation. He and Dalton Leong noted in identifying suitable trustees, the board should start with skills gap analysis to see what skills and experience it needed, for example, fundraising or HR, to carry out its function and achieve the mission, rather than just box ticking matching some of the characteristics. Dalton confirmed Councillor Dinsmore's understanding that it was more about representing the systems and the beneficiaries. For example, for a charity for children brain injury, a parent who had supported the child now serving in the board could influence at a government's level.

Councillor Omid Miri was concerned about economic diversity as working-class people might not be able to join board meetings held in daytime. Also, people from an economically deprived background and/or had not received university education might feel out of place. As he observed, there was a general lack of economic diversity across the board for charities.

Dalton Leong responded that there were different ways of incentivising those less well-off and in recent years, it became more possible to pay a trustee or reimburse their expenses in honour of their contribution. For example, youth trustees who looked at things differently and brought a refreshing dynamic might not be in the same economic status as other board members yet as they just started their careers. Malcolm John advocated for a more flexible system/structure for charities in terms of pay and day off for trusting work so that the role of board trustees would be more accessible to the majority and not mainly those retired people who could afford it. Jamie Hilton added that this was partnership beyond the third sector such that trustees could have time off from their full-time job with the private/public sector to compensate for their time in serving the boards.

Councillor Miri believed that unless the system/structure changed, some people would still be kept out. Malcolm John remarked that more experienced charity chairs would be able to bring about diversity for a board of trustees with specific skills. Dalton Leong added that mentoring and reverse mentoring were also brilliant and important ways to coach the new trustees.

Shad Haibatan noted that there was an increasing trend for start-up charities to begin as a Community Interest Company (CIC) so that the trustees could get paid for doing the work. While big charities did pay their chairs, the smaller ones were behind and something needed to be done to address the difficulty in trustee recruitment. Jamie Hilton suggested upscaling and making the trustee role of interest to people who, through the training found the board more accessible without feeling stepping into the dark. Dalton Leong said that in addition to CIC, there was also Voluntary Community and Social Enterprise (VCSE) which could receive income, not for profit, social sector and civic bodies etc. Shad noted that there were some charities who had a minority representation but were still marginalised. The local authorities were expected to give policy advice to the sector and address the recruitment issues.

Councillor Rebecca Harvey (Cabinet Member for Social Inclusion and Community Safety) appreciated the work that had been doing by the guest speakers. Referring to previous request for recommending someone from her network as charity trustees, she was pleased to note that there were organisations set up for the purpose. Echoing her views about networks, the Chair shared his experience of serving as a trustee for a charity board. As there might be many other local charities experiencing the same situation, he considered it might be opportune to bring the discussions together and review how the local authority could support trustee diversity.

Councillor Miri asked about local authorities' guidance or good practice guidelines, if any, for trustee diversity. Jamie Hilton remarked that in theory, it was strategically helpful to have the guidance although they might already be out there. However,

with charity commissioning and campaigns launching by organisations like ATRD, things should be taken forward in partnership on a local level by appealing to the under-represented in the local community and understanding their concerns. Shad Haibatan said the local authorities might consider giving support when necessary to guide the boards to become more dynamic whereby the trustees felt involved and would contribute to the charity in general. Malcolm John said the local authorities' guide should be specific.

RESOLVED

That the Committee noted the report.

6. ANNUAL PERFORMANCE REPORT FOR THE LAW ENFORCEMENT TEAM

Mo Basith (LET Manager) presented the report which provided the Committee with an update following the last February meeting focusing on work of the Law Enforcement Team (LET) between 01 March and 30 November 2023. Detailed information and statistics including patrol data, the number of service requests, the types of work involved and so on were available in the report.

Mo Basith outlined the background of the LET's Tasking Enforcement Group (TEG) set up with the Police. He said that the Council had always attended the BCU's Tactical Coordination Group (TCG) held by the Police whilst the latter had been attending the monthly TEG meetings to resolve a lot of issues that arose in the borough. Since last November, the TEG meetings were co-chaired by Superintendent Craig Knight and Neil Thurlow, the Assistant Director responsible for community safety to better align the priorities and actions for wider level of services across the borough.

New forums for more localised intervention had also been set up in the north, south and central of the borough. The LET's senior and community safety officers had worked together with the four police sergeants at the fortnightly Tactical Coordination Group meetings to deal with ward level issues. The LET would help address the top three priorities brought by the Police whilst the latter would join the LET's coordinated patrols to meet the service demands of the residents. The two parties had worked closely to tackle drug abuse and car crimes as well as deal with assault cases in the borough.

Replying to Councillor Andrew Dinsmore's question about LET officers being assaulted, Mo Basith recalled the incidents he had come across as an officer and confirmed that the risk of physical threat was there for LET officers. He mentioned about a case in which the LET officer had been subject to racist remarks and assaulted twice. The Council worked to support the officer and worked with the Police to ensure action was taken – the offender was identified, charged and imprisoned for it. There was a more recent case with racial abuse directed at two LET officers who had intervened due to a reported nuisance. That person was going to court in a few months' time.

In response to the Chair's concern about the support available to LET officers, Mo Basith noted the good support network for staff like the employee assistant programme and the forums that staff might attend to get the mental health support

they needed. As regards internal support, the LET seniors might modify the patrol schedule and move officers among wards so that the victimised officers might stay away from the abusers. In response to a question around lone patrols of female officers, Mo advised that any female officer who felt the need to conduct patrol with another officer would always have that support.

Councillor Omid Miri asked about measures in place to deepen the cooperation of the two separate bodies, the Police and LET, outside their regular meetings, such as an emergency direct line. Neil Thurlow (Assistant Director of Community Safety, Resilience and CCTV) highlighted the emergency function of the LET radios and body cameras carried by the officers during the 24/7 patrol. Once the emergency button was hit, the signals would go through the CCTV control room. The LET would have direct access to the police radio through Airwave (the Met Police radio network) to request support. The LET body cameras could also stream live footage in that emergency situation which went to CCTV. These images could then be patched through to police where/if needed.

In terms of sharing information and intelligence, Neil Thurlow noted local TCGs provided a fortnightly meeting and these helped shape delivery to tackle “on the ground issues”. These meetings, with TEG, would be developed and built over time allowing more work to be done jointly on bigger challenges such as gang crimes or violence, through partnership and strategic assessment of shared priorities for actions. Councillor Miri appreciated the hard work done to reduce the anti-social behaviour reports by 22%.

The Chair asked about the number of police officers allocated to H&F following the central government’s announcement of putting more police officers on the streets. He also asked about the impacts on operation. Neil Thurlow said that while the official number of additional police officers deployed to H&F was not available, he observed that H&F got an increase from one inspector to two and to a total of 8 sergeants who shall take up the neighbourhood function of the north and south of the borough. In terms of operation, the LET’s senior and community safety officers would undertake shared operations with the sergeants to tackle the shared priorities. Neil noted the increase in police capacity had enabled more problem-solving opportunities between the LET management and police inspectors who shall work to shape each other’s thinking in respective work. Matthew Hooper (Director of Public Protection) remarked that while the absolute number of police officers in London had been uplifted, the population of London since the last marco crime statistics published in 2010 had also increased which meant the police per 1,000 Londoners was now less than that time so the challenges remained. He confirmed Councillor Miri’s understanding that even the police numbers were increasing, they were not increasing at a rate that was proportional to the rising population.

The Chair recalled at the November meeting, Superintendent Craig Knight had mentioned about the difficulties in recruiting police officers to fill the established positions and encouraged those suitable to come forward and apply. Councillor Rebecca Harvey (Cabinet Member for Social Inclusion and Community Safety) said she learnt from Superintendent Knight one to two weeks’ ago that they were still struggling to recruit the right number of officers and this seemed to be an ongoing problem. In this connection, Mo Basith noted the interest of serving police officers in

working for the LET, with one of them starting in March and several enquiries made directly with the LET offices about the application process. Councillor Dinsmore remarked about the changes in police numbers and recruitment.

The Chair thanked the report and LET's success in meeting the challenges of the past year. He invited the officers to share changes of the services looking forward. Matthew Hooper expected that there would be much closer working with the police in tackling issues such as drug dealing, violence and anti-social behaviour, and officers from both sides would focus daily on identified hotspots over the next 12 months. The LET would also continue the success in tackling the environmental crime in which LET officers had responded to large number of reporting on fly tipping and reduced them significantly to improve the borough's look and feel.

RESOLVED

That the Committee noted the report.

7. DATE OF NEXT MEETING

Members noted that the next meeting would be held on 24 April 2024. The Chair suggested discussing Prevent at the next meeting.

Meeting started: 7.05 pm
Meeting ended: 9.14 pm

Chair

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Agenda Item 4

Report to: CSE Policy and Accountability Committee

Date: 24/04/2024

Subject: Update Report for the Prevent Team

Report author: Aysha Esakji, Prevent Lead and Neil Thurlow, Assistant Director of Community Safety

Responsible Director: Matthew Hooper

SUMMARY

1. This report provides PAC with an update on the work of the Prevent Team between 01 April 2022 and 29 February 2024.
2. There are no decisions required from this report.

RECOMMENDATIONS

3. For the Committee to note and comment on the report

Wards Affected: All

Our Values	Summary of how this report aligns to the H&F Values
Building shared prosperity	A cleaner, greener, safer borough increases opportunities for all
Creating a compassionate council	Working with our communities the Prevent Team has built trust to enable residents to share challenging and sensitive concerns impacting them and their communities and the service offers help, support, and advice for all ensuring that everyone's problems are addressed
Doing things with residents, not to them	The Prevent team works with residents to understand what works best and has co-designed and co-delivered projects and events to benefit residents.
Being ruthlessly financially efficient	The team operates with minimal staff needed to ensure that all work strands are delivered efficiently and to a high standard.
Taking pride in H&F	The team strives to create and maintain community cohesion in H&F
Rising to the challenge of the climate and ecological emergency	The team works in line with the Councils expectations to address the climate and ecological emergency

Background Papers Used in Preparing This Report: None

Background

4. The Prevent Team works across both the London Borough of Hammersmith & Fulham and the Royal Borough of Kensington and Chelsea. The team has covered both boroughs since its inception in 2011. It was a Home Office decision which dictated that H&F and RBKC would be regarded as one area, and one Prevent Team would be funded to work across both boroughs.
5. The Prevent service was fully funded by the Home Office for over a decade. The service has seen significant cuts over this time concluding in April 2023, when service funding was reduced by 50% and notice was given to the Council that funding would completely cease from the end of financial year 2023/24.

6. The Home Office has cut all Prevent funding from Hammersmith & Fulham from April 2024. This decision follows the Government's decision to significantly reduce funding for the Prevent programme and place greater responsibility on to Local Authorities.
7. From April 2025, just seven London boroughs will continue to receive Home Office funding, and Hammersmith & Fulham will now hold 'non-priority' status, meaning Home Office funding will be completely withdrawn.
8. Over the last two years Hammersmith & Fulham have lobbied the Home Office against the withdrawal of funding. The Home Office have justified their decision by looking at referral figures, number of arrests and convictions for terrorism offences in H&F when compared to other London boroughs. **Appendix 1** shows the comparison of Prevent referral data in London compared to other regions of the UK. London sits in the top 3 areas with the highest referral data.
9. Both H&F and RBKC feel that the terrorism risk has not diminished and have agreed to jointly fund the Prevent service while decisions are made to secure long-term funding for the team.
10. Despite the removal of all Home Office funding from 1 April 2024, the LA must comply with the statutory Prevent Duty and this report provides further details of the work that the Prevent Team have undertaken and the work they intend to deliver once the Home Office funding is removed to safeguard the residents of H&F.

What is the statutory Prevent Duty?

11. The Prevent statutory duty contained in the Counterterrorism and Security Act 2015 on specified authorities, states that those specified authorities must in the exercise of their functions, have "due regard to the need to prevent people from being drawn into terrorism".
12. This means that specified authorities such as education, health, local authorities, police, and criminal justice agencies (prisons and probation) need to help prevent the risk of people becoming terrorists or supporting terrorism and to safeguard the residents of H&F from a terrorist attack.
13. LA's should ensure all staff (especially frontline staff) understand the Prevent Duty and their responsibilities within it, which are to "identify vulnerable individuals and to refer to the appropriate agency for support".

What does local delivery look like under the Prevent Duty?

14. Each local authority's delivery of the Prevent Duty is assessed against a specific performance benchmark framework which is set by the Home Office.
15. The table below outlines the 10 Prevent Duties which LA's must comply with. It is to be noted that the detail and scores come from the most recent Home Office assessment of H&F' s delivery of the Prevent Duty sent to the LA in May 2023.
16. The assurance process uses a scoring system based on a scale of 1-5. A score of 3 against a benchmark indicates that that Duty is being "met", whereas a score of 1-2 indicates that statutory responsibilities "are not being met", and a score of 4-5 indicates that the Duty requirements are being "exceeded".
17. All scores related to our service provision have been returned with a minimum score of three with the majority assessed as "exceeding" which highlights the quality and depth of service delivery being seen by the service. These scores are issued by the Home Office.

	Prevent Duty Benchmark	H&F Local delivery	Score
1	The organisation has a local risk assessment process reviewed against the Counter Terrorism Local Profile.	The prevent Team produce an annual corporate risk assessment and situational risk profile. Risk is monitored & reviewed quarterly at the Prevent Transformation Board and is driving delivery.	4
2	There is an effective multi-agency partnership board in place to oversee Prevent delivery in the area.	H&F have a Transformation Board / Steering Group in place to oversee, monitor and scrutinise local Prevent delivery	3
3	The area has an agreed Prevent Partnership Plan.	The team produces an annual Partnership Plan which is reviewed quarterly at Prevent multi-agency boards.	3
4	There is an agreed process in place for the referral of those identified as being at risk of radicalisation.	The team uses the National Referral Form which can be sent to the police directly or to the team who helps them make referrals if required.	4
5	There is a Channel Panel in place, meeting monthly, with representation from all relevant sectors. (This will now be monitored by a new Home Office team)	This score will now be assessed by the new Channel Team set up in the Home Office, who will be attending a H&F Channel Panel in April, The expected time to receive the indicative assessment score has not been confirmed by the Home Office. Our previous score, however, was 4	N/A
6	There is a Prevent problem solving process in place to disrupt radicalising influences.	A problem-solving process (PSP) is in place where Prevent issues are managed as they arise and includes wide membership to include statutory and other relevant agencies.	4
7	There is a training programme in place for relevant personnel.	A Prevent training programme is in place to ensure all frontline staff, including staff within the education sector are trained.	4
8	There is a venue hire policy in place, to ensure that premises are not used by radicalising influencers, and an effective IT policy in place to prevent the access of extremist materials by users of networks.	The team have developed a venue hire policy and provide support & training to community groups /businesses around due diligence & venue hire.	4
9	There is engagement with a range of communities and civil society groups, both faith based and secular, to encourage an open and transparent dialogue on the Prevent Duty.	The team set up the Prevent Advisory Group 12 years ago and regarded as best practice by the Home Office. This group has strong representation from community and faith members who are well engaged with Prevent and have constructive dialogue with the local authority and partners on issues that impact them and their communities. Some members deliver projects in the community which demonstrates local buy in, and they have also lobbied the Home Office against removing Prevent funding.	5
10	There is a communications plan in place to proactively communicate and increase transparency of the reality / impact of Prevent work, and support frontline staff and communities to understand what Prevent looks like in practice.	A communications strategy is in place and regular comms activity is undertaken. A newsletter for schools is produced by the Prevent Education Officer along with Prevent information leaflets shared with key services. Six newsletters are sent to schools by the Education Lead via an education portal.	4

Headlines of the Prevent Teams work for this year April 2023 – February 2024.

18. The Prevent Team is a small team made up of four specialist officers who deliver key workstreams which are designed to meet a range of needs from case management through to community engagement.
19. Due to the sensitive nature of the information we hold, we are only able to share limited data around the different functions of the team.

20. Our posts and their focus are:
- a. Prevent Manager – responsible for the strategic oversight, service delivery and quality assurance of the service with relationship management with Police, Home Office, other government bodies and internal partners;
 - b. Safeguarding lead – responsible for delivery and research of the boroughs Channel meeting, reviewing referrals and queries to the service, providing advice and guidance, ascertaining threat/risk level to ensure that the right referrals are made to the right people and delivering specialist training to professionals.
21. The work of the **Safeguarding Lead** is captured in (**Appendix 2**) with headlines as follows:
- a. 111 Prevent queries to the team where advice and support was given.
 - b. 18 Safeguarding meetings were attended.
22. Education lead – responsible for working with all schools across the LA to ensure that safeguarding leads, management teams, governing bodies and pupils are trained and educated around Prevent. The education lead visits schools to provide training and student sessions on Prevent related subjects along with oversight of cases.
23. The work of our **Education Lead** is captured in **Appendix 3** with headlines as follows:
24. A key element of this work is the delivery of the Workshop to Raise Awareness of Prevent (WRAP) training. WRAP is a training session designed to introduce staff who work with service users to the Prevent strategy, so they understand the strategy and their role within it. The aim of the session is for staff to recognise when a vulnerable individual may be in need of help, be clear on what help and support looks like in this area, and who to turn to if there are concerns. Research shows that there is a correlation between training and referrals. Statistics for the current year shows an increase in the number of school staff trained leading to an increase in Prevent referrals and Prevent queries from schools.
25. The year ending 31 March 2023 saw referrals from the Education sector account for largest proportion of all referrals nationally (39%) compared to the previous year (36%). This year:
- a. 1146 school staff were Prevent trained - increase from last year
 - b. 1240 students trained – increase from last year
26. **Community Engagement lead** – the role of our Community Engagement officer is essential to building trust and confidence in the service, the Local Authority and with the Police. We know and understand that many of our communities are nervous around the Prevent agenda and Community Engagement is an essential way for us to engage our community groups, faith leaders and others to establish relationships and break down misconceptions.
27. The work of our Community Engagement lead is captured in detail in **Appendix 4** with headlines of
- a. Our community engagement sessions have increased from 122 to 223 this year.
 - b. Our Prevent Advisor Group (PAG) continues to go from strength to strength with monthly meetings averaging more than 17 representatives present
 - c. Our H&F Faith Forum continues to grow and expand with over 20 faith groups fully engaged.

Service highlights

28. In addition to statistical returns the below highlights are designed to provide the PAC with a broader understanding and examples of work delivered over the period of this report.

Safeguarding

29. Provision of support and advice to Childrens Services in relation to the safeguarding of children of a prominent Daesh foreign fighter who was returned to the UK in August 2022 and is serving a prison term in the UK. His family reside in H&F.
30. Israel / Palestine war – international conflict often sees local impact. Unfortunately, during 2023 there were several attacks at the Palestinian Mission in Hammersmith. Due to the nature of the threats and frequency of them the Council's CCTV service, Law Enforcement team, the graffiti removal team and the Prevent team have been working together to address these concerns whilst providing support to the Palestine Mission through this difficult time. The Mission requested extra assistance from the Foreign Office, but none is forthcoming. Joint working between the different LA teams provided intelligence to the police which led to the arrest of the perpetrator who vandalised the Palestine Mission with red paint on four occasions. **(Appendix 5)**
31. Channel is a multi-agency safeguarding panel where Prevent cases are discussed, risks assessed and appropriate bespoke support packages are put in place to divert vulnerable individuals who are at risk of radicalisation, away from extremism and engaging in terrorism. This year the Channel Panel dealt with one of two highest risk cases in London.

Training /Education

32. Our safeguarding officer and community engagement officer have been delivering training in the community. This training has led to two referrals to service from family members in H&F along with several queries from community and faith leaders. Referrals to the service from community and family members are rare both nationally and across London. It is the strength of our relationships, educational offer, and trust in the community that such referrals were received.
33. Our training is well received with a selection of comments from recipients captured below:
- a. *'This has been amongst the most informative and engaging training sessions that I have taken part in. With the current terrorism threat level at substantial and a requirement at national level for counter-terrorism police and intelligence staff to exclusively occupy and operate from the 33 floor Empress State building in London (ironically on the border between H&F and K&C), it begs the question as to why H&F and RBK&C's PREVENT programme funding is being decimated. This training should be made mandatory across all local authorities'.*
 - b. *"The training was delivered excellently by Marilyn, she ensured that it was very interactive and clear. It was honestly one of the best training courses I've attended in a long time! This training is vital in being in a position to identify an individual becoming radicalised and taking action, or not having the awareness and something happening that puts lives at risk."*
 - c. *"The presenter was very knowledgeable, and the slides were well designed and informative. I feel a lot more confident in my ability to spot concerning behaviour and I would be very keen to attend additional training events in future. Thank you for the opportunity to attend this training live (on MS Teams), which made it interactive and very engaging."*
34. As mentioned above the impacts of international incidents are seen locally. With the war in Israel and Palestine, the team have been supporting schools on tackling emerging issues such as hate crime/tolerance.
35. We have facilitated a local Imam to deliver a school assembly on the importance of tolerance following reports of antisemitic comments made in school.
36. We have been engaging young people on critical thinking and fake news. Giving young people an outlet to discuss emerging issues within structured educational environments to prevent them from being exploited by those with extremist views, and engaging in inappropriate and misguided activities, such as travel to areas of conflict, which has been mentioned as a potential issue.

Community Engagement

37. Keeping our residents safe is priority for the Team, and as such, we have increased our community engagement since the war in Israel and Palestine started. We have been regularly engaging with leaders of the Muslim and Jewish faith to understand any emerging community tensions and any instances of hate crime.
38. The team have met with the Prevent Advisory Group (PAG) and the Mosque Advisory Group (MAG) to provide a safe space for community and faith leaders to voice concerns on behalf of their communities / congregation. Both the PAG and MAG members have requested a meeting with the Home Secretary via the Home Office, to share and raise their concerns around the ongoing war in Israel and Palestine. No response has yet been received.
39. We continue to work with and support our faith leaders with the Faith forum. Over the last year members visited Wormwood Scrubs Prison to understand the faith needs of the prisoners and to learn about how faith communities can support the prison.
40. Members of the group came together to support Rabbi Janet Burden for the Hannukah celebration in Lyric Square and the forum produced a joint statement which was sent to both the Prime Minister and Home Secretary raising their concerns and seeking answers around the war in Israel and Palestine. This letter was signed by community and faith leaders from Muslim, Christian and Jewish faiths. At the time of the report being written the group are awaiting a response (the letter was sent 22/12/23).
41. Our communities in H&F are united in their response and condemnation of the war. In Autumn 2024 we will see our first Interfaith week delivered with events to take place across H&F to support each other and to show solidarity. Faith leaders will also continue to attend each other's religious festivals to further enrich this solidarity with the next celebrations being those of Eid and Easter in early April.
42. We have also seen our Muslim residents offering to protect Jewish places of faith, amongst increased fear at the time of religious Jewish festivals.
43. At the request of our PAG members the team facilitated a training session for community and faith leaders on tackling Antisemitism and Islamophobia in February 2024
44. The team have also trained 26 parents on the dangers of radicalisation and how to safeguard young people from engaging in or supporting extremism / terrorism.

Current Priorities, threats, and risks in H&F from the Counter Terrorism Local Profile (CTLP)

45. The CTLP is a document which is produced annually by Counter Terrorism Police Command (SO15) in partnership with security agencies. The CTLP provides strategic direction to help deliver the Prevent strategy locally. The most recent CTLP was delivered in February 2024.
46. The current priorities and risks identified in the CTLP this year are (the categories listed are taken directly from the CTLP but some of the narrative for each has been amended to improve accessibility)
 - a. Self – Initiated Terrorism (S-IT). It is thought almost certain that aspiring self initiated terrorists will continue to plan attacks in the next 6-12 months. This applies to both Daesh inspired ideology and the Extreme Right Wing (ERW) ideology.
 - b. Online Space - Continues to be the primary driver for extremist activity in London across all ideologies. It is highly likely that self-radicalisation is occurring online. The wide reaching and readily accessible nature of online material continues to make the online space a viable platform for extremist groups and individuals to exploit, and for radicalisation to occur. It is highly likely that it will continue to feature in Prevent referrals. Drivers influencing these behaviours are likely to be global events, social media trends and personal life changes. All

of which can form a narrative of grievance that can be exploited. Risk is continuous as social media platforms are used by extremists as a radicalisation tool.

- c. Radicalisation - Radicalisation can be a rapid process. The fastest radicalisation process took 3 weeks from online to being entrenched in extremist views.
- d. Places of Interest - Civilians in densely populated, publicly accessible places remain the most likely target for Daesh inspired terrorists as they are most likely to target indiscriminately. In H&F, the three football clubs, Westfield and the Apollo can be potential targets.
- e. Vulnerability and Susceptibility – The referral category ‘Vulnerability present but no Ideology or CT risk’ remains the most prevalent Prevent category for West London (58%). These type of cases can be characterised by individuals with established vulnerability but no established faith/belief who are at risk of being drawn into extremism. This has increased from the last period of 45% and is currently the highest percentage for this category across London. **Appendix 6** shows the increase in this category of referrals along with a breakdown of ideology of the referrals received. The second highest category was 'No risk, vulnerability or ideology present', making up 21% of total referrals. These are referrals where concern has been raised about someone who doesn't otherwise present as a concern. A high number of these referrals were closed and referred onto other services; suggesting that some individuals are better assisted by other services, rather than being referred to Prevent.
- f. Extremism in Prisons - Prisons remain a likely environment for a terrorist attack to occur. Wormwood Scrubs in H&F is a holding cell for those on remand for terrorism offences.

Current Threats and Risks

- 47. Daesh/Islamist Inspired Extremism - It is highly likely that Islamist Inspired Extremism and narratives will be linked to international politics and events, such as the escalation in the Israel/Palestine war. Grievances are also likely to feature elements of misogyny, anti LGBTQ+, anti Semitism, anti-western, anti-authority views, alongside feelings of perceived injustices and being discriminated against due to being a Muslim. Islamist Inspired influencers and groups often exploit events and trends across society to promote their grievance narratives, adopting them to recruit individuals to their cause.
- 48. Extreme Right-Wing Terrorism - It is likely that activity from Extreme Right Wing groups and individuals will increase over the next 6 to 12 months. Heightened media coverage of 'triggering' topics, such as UK immigration policy and asylum seeker/refugee housing policy and the governments Rwanda Plan have resulted in anti- immigration rhetoric within mainstream media.
- 49. Travel - It is essential that LAs are prepared for the arrival of returnees, returning Foreign Fighters and in particularly minors. H&F has historically seen significant Daesh extremist activity, with some high-profile Daesh / ISIS foreign fighters originating from H&F. This includes 3 of the 4 members of the cell known as 'The Beatles' who were residents of White City & Shepherd's Bush. Two were convicted and sentenced to life imprisonment last year in the USA. The third 'Beatle' was deported to the UK from Turkey in August 2022 and is serving a prison term in the UK. The Prevent Team are currently involved in multidisciplinary partnership working with several statutory agencies to safeguard his family following his return, as concerns of them being radicalised have been raised. The Home Office will continue to inform us of returnees and we will continue to put in necessary support networks and safeguarding approaches for their families.
- 50. Mental-Ill Health & Neurodiversity - Neurodiversity and mental ill health feature heavily in Prevent cases and it is highly likely this will continue. There is no causal relationship between radicalisation and involvement in terrorist/extremist activity and mental ill health or neurodivergence. However, vulnerabilities can interact with other risk factors and likely to exacerbate an individual's risk of exploitation or radicalisation.

51. Asylum Seekers and Refugees – Although not in H&F, there have been instances where asylum seekers and refugees have been involved in violence and extremism throughout Europe and the UK. Similar activity is expected over next 6-12 months.
52. Minors under 18 - Counter Terrorism Policing's Head of Prevent has warned that the latest Prevent statistics show a continuation of the 'worrying trend' of children becoming more prevalent in Counter Terrorism casework. The graph in Appendix 6 shows the number of under 18's referred to Prevent nationally. The picture is similar in H&F. Across London, 13% of all Terrorism arrests were under 18's including a 12-year-old. This is an increase from 8%. Under 18s make up 44% of total referrals (4% increase) of which 14-16yo represent 24%. Under 13's was 9% (often referred because of family member). Most arrests featuring minors involved online activity and ranged from possession and dissemination of Terrorism material, radicalising others online, aspiring to attack plan and possession of bomb making material.

Emerging issues affecting/influencing the work of the Prevent team

53. Israel / Palestine war – The war has led to:
- Increased hate crimes and community tensions – Islamophobia and Anti-Semitism.
 - Increased anti-West sentiment for involvement/lack of in conflict.
 - ERW response towards Muslim and Jewish communities.
 - Prevent referral increase.
54. Proscription of HuT Britain - previously held influence in West London and the proscription is likely to cause grievances.
55. Artificial Intelligence - threat of Deepfakes (hyper-realistic films) and AI has intensified, and it is likely that extremists and radicalisers may start using these tools for the purpose of creating compelling radicalising content.
56. Social injustice and grievance-initiated violence - can involve individuals adopting a lower tolerance towards government action and policies which appear unfavourable to the majority or are taken advantage of by minority groups. This presents a long term, evolving threat as this alignment with social issues represents a move away from more traditional forms of political or religiously motivated terrorism. Elections in the US, UK and India can mobilise individuals who have such grievances and this can impact communities in the UK.
57. Due to the nature of the CTLP whilst we can share headlines as the full report cannot be shared. Briefings on the CTLP have been delivered to the CEX and senior leaders within Community Safety and the findings/risks will influence the work of the Prevent team, partners, and broader Community Safety Partnership over the coming 12 months.

Prevent Delivery over next 12 months

58. With the removal of funding from the Home Office we will be developing a new workplan for the next 12 months and beyond to allow us to transition and deliver Prevent with our own resources.
59. We will continue to deliver our work in schools, with our community groups and safeguarding to ensure that the LA can deliver its requirements of the Prevent Duty.
60. Alongside this the team will develop a work plan based on the CTLP. This will include:
- Safeguarding our residents – by working with stakeholders to identify individuals at risk and providing support.
 - Understanding ideologies that feature in recent cases identified in **Appendix 6**.
 - Continue delivering training to all frontline staff including educational settings.
 - Continue to listen to our communities and provide a safe space for them to share concerns
 - A focus on engaging with young people to understand their grievances.
 - Raising awareness of the potential for artificial intelligence to generate text and pictures which further extremist narratives. This will improve the ability of individuals to identify the key indicators of Deepfakes, and scope prevention techniques

61. **Appendix 7** provides national Prevent data for the period April 2022 – March 2023 and comparisons with the year before where data allows. At the time of writing, data for 2023 / 2024 has not yet been released.

List of Appendices:

Appendix 1 – No. of Referrals in the UK by region

Appendix 2 – Comparison of Prevent queries raised with the team.

Appendix 3 – Comparison of staff and students Prevent trained.

Appendix 4 – Comparison of community engagement activity

Appendix 5 - Article about the arrest of Palestine Mission attacker.

Appendix 6 – Comparison of types of concern/ideology featured in referrals

Appendix 7 – National Prevent statistics as per Home Office data.

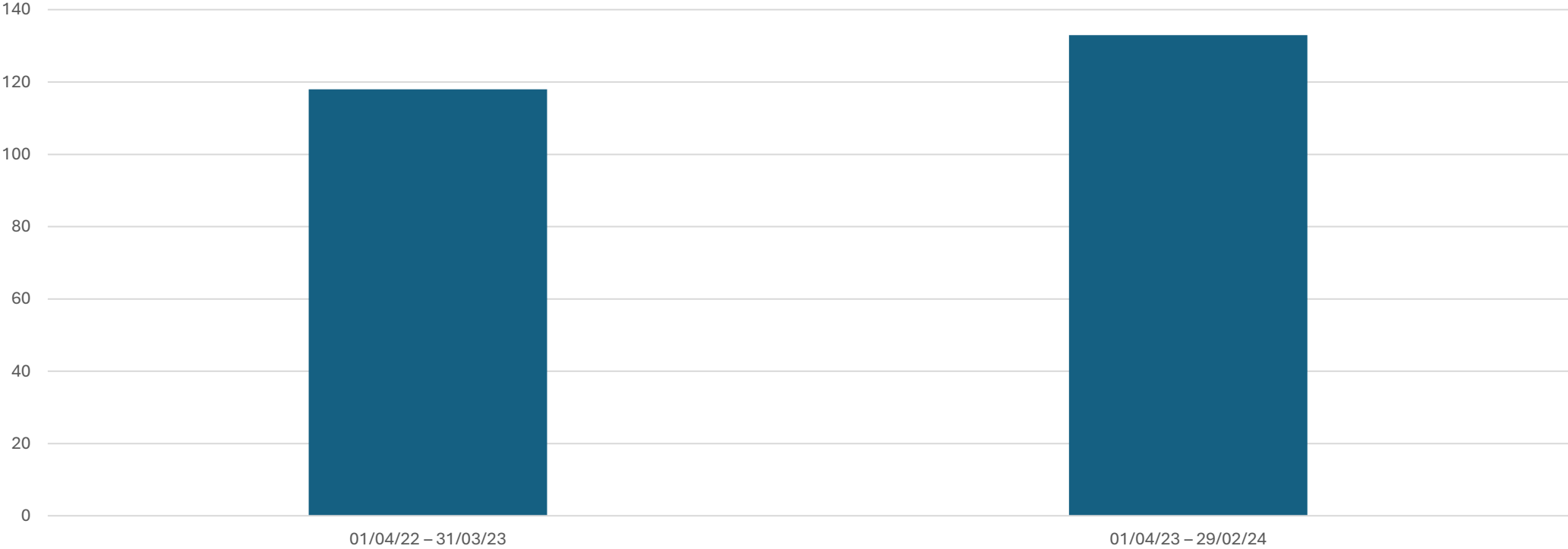
Appendix 1

Number of Referrals by Region. Comparison for 2021 / 2022 and 2022/2023

Year	Stage of Prevent Programme	Region	Financial Quarter				Total
			Q1	Q2	Q3	Q4	
2022/23	Prevent Referrals	Total	1,635	1,381	1,796	2,005	6,817
		East	142	107	133	128	510
		East Midlands	143	133	161	177	614
		London	285	241	284	293	1,103
		North East	235	219	277	311	1,042
		North West	247	186	264	273	970
		South East	229	201	312	364	1,106
		South West	132	108	119	130	489
		Wales	46	42	73	110	271
		West Midlands	176	144	173	219	712
2021/22	Prevent Referrals	Total	1,517	1,405	1,895	1,589	6,406
		East	119	76	125	90	410
		East Midlands	180	152	192	154	678
		London	176	251	287	278	992
		North East	279	234	316	234	1,063
		North West	174	144	201	239	758
		South East	252	234	344	285	1,115
		South West	100	112	153	103	468
		Wales	68	60	87	57	272
		West Midlands	169	142	190	149	650

Appendix 2: Safeguarding

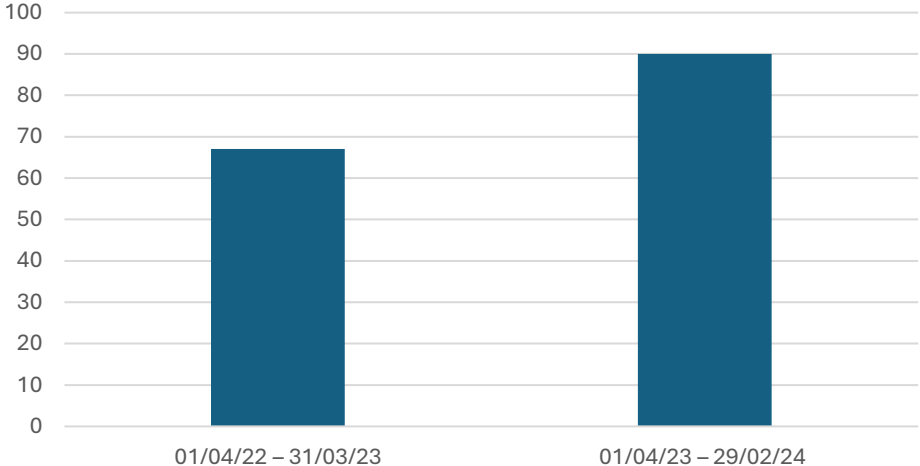
Total number of Prevent queries received by the team.



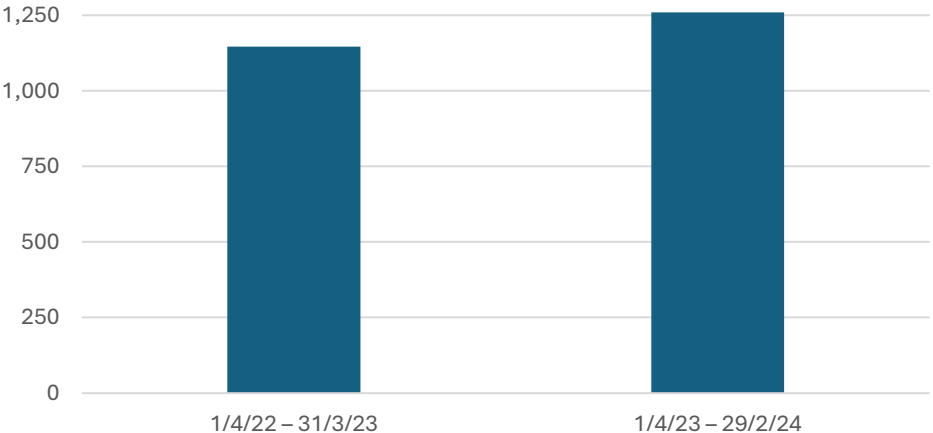
	01/04/22 – 31/03/23	01/04/23 – 29/02/24
Total number of Prevent queries received by the team	118	133

Appendix 3: Training

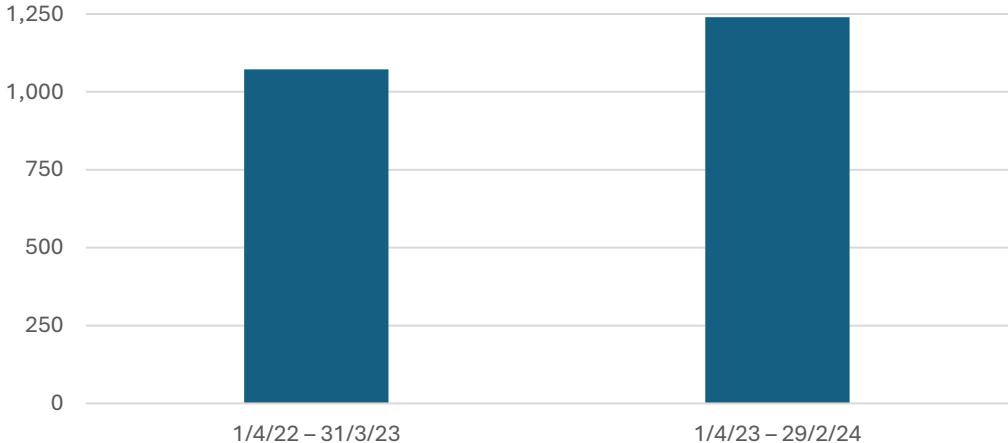
LA staff trained



School Staff Trained



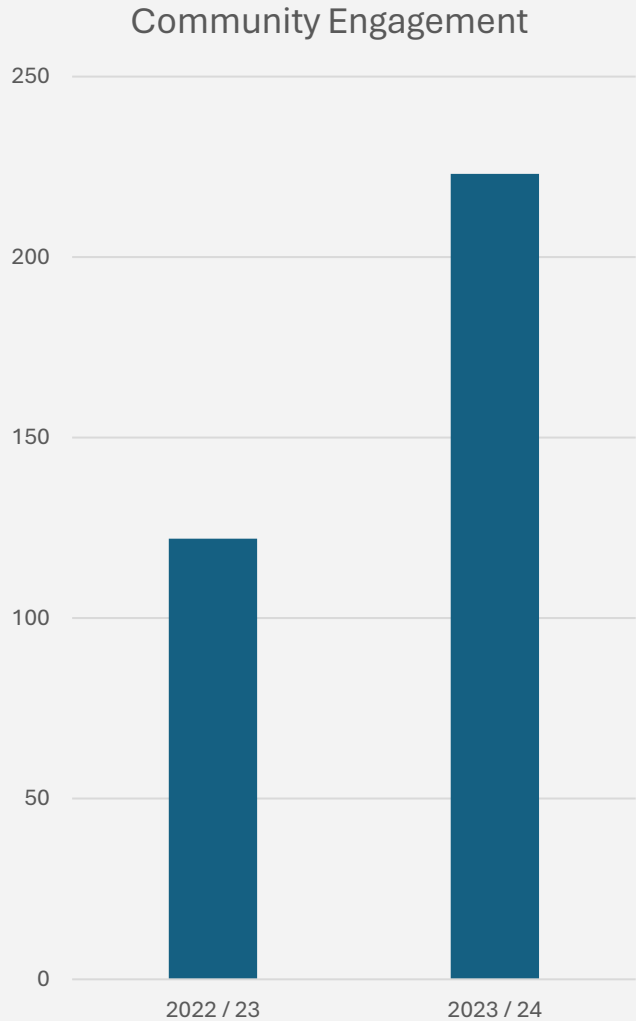
School Students Trained



Appendix 4: Community Engagement Activity

Community Engagement

2022 / 23	2023 / 24
122	223



Due to the war in Israel and Palestine which started, we increased our community engagement with Muslim and Jewish leaders.

72 queries/engagements related to the Israel / Palestine war.

This engagement allowed us to understand community tensions and emerging issues impacting the residents

From the feedback, we identified a need to work more closely with young people to understand and address their concerns early on.

Appendix 5 – Article about the arrest of Palestine Mission attacker

HAMMERSMITH
TODAY.CO.UK

Man Arrested After Attacks on Palestinian Mission. Building on Galena Road spattered with red paint.



December 4, 2023

A 61-year-old man from Ealing has been arrested in connection of a number of acts of vandalism including attacks on the Palestinian Mission in Hammersmith.

He was detained on Monday 27 November and was held in custody on suspicion of racially aggravated criminal damage. It is understood that red paint was spattered on the building on Galena Road.

The incidents happened during a spate of similar attacks on mosques and Muslim owned businesses in west London.

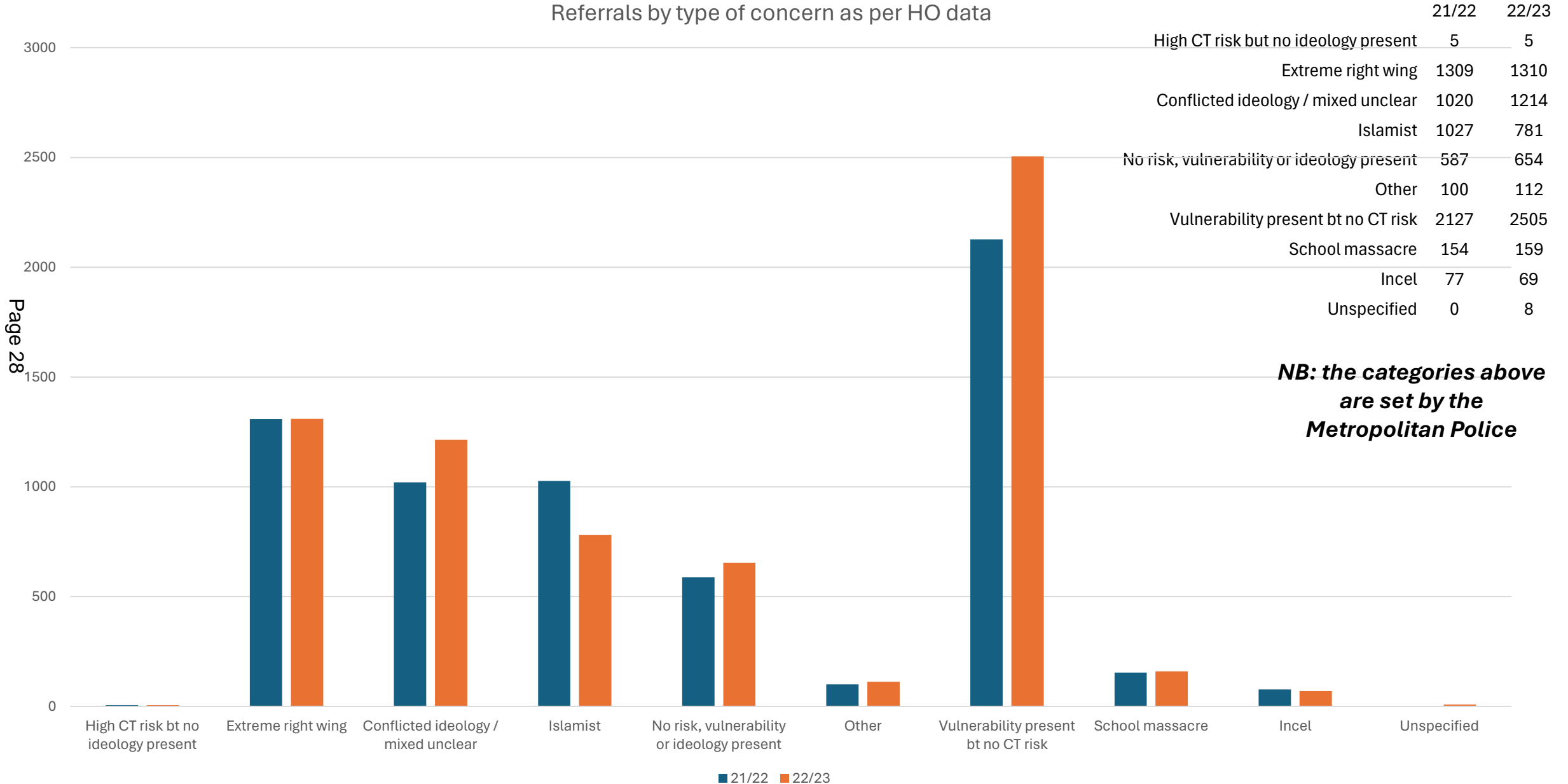
Officers believed that a series of twelve Islamophobic incidents, that took place in the boroughs of Ealing and Hammersmith & Fulham between Monday, 16 October and Saturday, 18 November, are linked.

These include also damage to the PistaHoney patisserie and café by the junction with Grove Road in Acton. The Syrian-owned establishment was hit on Monday 23 October.

<https://www.hammersmithtoday.co.uk/#!/pages/hammersmithtoday:info:concrime301>

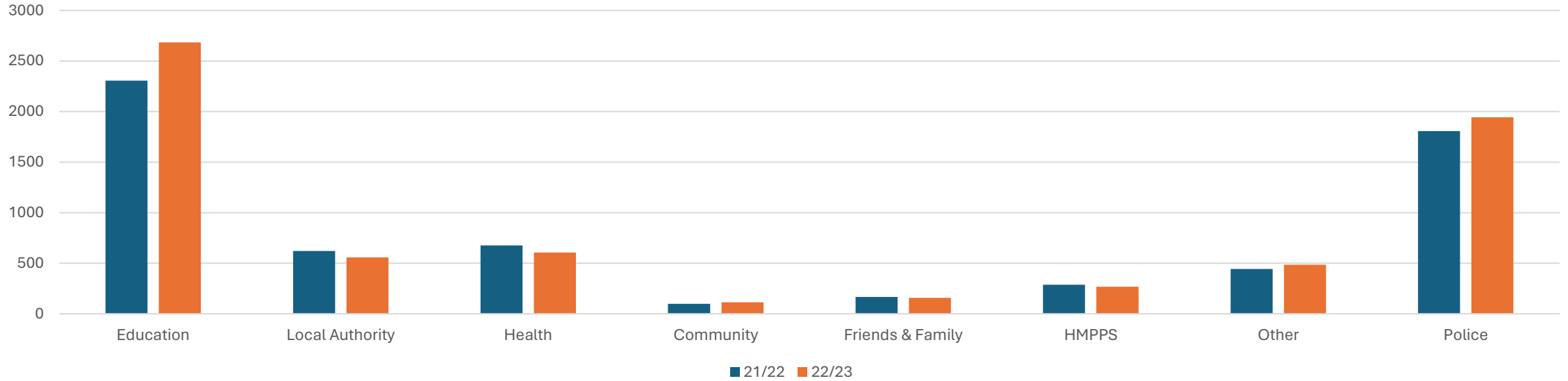
Appendix 6: Comparison types of concern/ideology featured in referrals (London Area)

Referrals by type of concern as per HO data

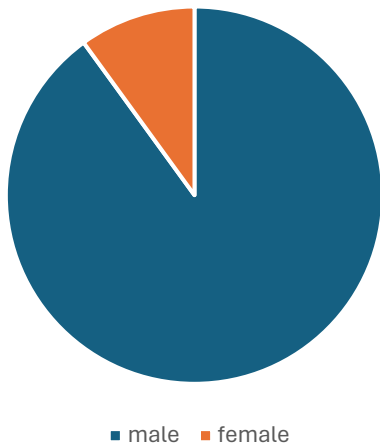


Appendix 7: National Prevent statistics April 22 – March 23

Referral Source HO



Referrals by gender



90% Male

Number of referrals by age group for U18s (see para 69 in main report)

