

**EMPOWER U Coordinators Local Area Offer**

**Aims of the offer**

The aim is to prevent children and young people from becoming victims of Child Exploitation (CE) and to prevent locations being used to recruit, groom and abuse children and young people. In order to do this, prevention must address victims, offenders and locations. The network will provide education to enable more people, including communities, to understand what a healthy and safe relationship looks like, and recognise early signs indicators and possible symptoms of Child Abuse/Exploitation, as well as being aware of what grooming , recruitment and unhealthy relationships look like. Wider understanding will help the network be vigilant and identify locations of concern.

Providing an appropriate response to CE requires the combined efforts and skills of a protective network for children and young people and depends heavily on multi-agency co-operation. By co-ordinating and empowering a wider network within Birmingham there will be wider and more varied options of support available to children young people and families, which are all co-ordinated through the correct policies and procedures. Engage Birmingham Young People, the Community and Workforce in Prevention, Protection and Prosecution activities in relation to Child Exploitation by:

* Co-ordinating the network of multi-agency professionals, voluntary, community sector and faith-based organisations across the Birmingham area in prevention, protection and prosecution in relation to Child Exploitation
* Empowering the network, families and children/young people by providing a range of area specific briefings and training opportunities that share best practice based on learning from national and local research, serious case reviews and best practice
* Creating and sharing clear pathways for action, and accurate information advice and guidance

This current picture is formed by the information held by statutory services, with little input from voluntary sector and community-based organisations and children young people and families themselves. The co-ordination and empowerment of the network will increase our knowledge and accuracy of the scale and risk of threat and harm by:

* Providing opportunities for local knowledge to be shared
* Communicating the importance of and encouraging the sharing of intelligence; including what to share and how
* Identifying children and young people at risk or involved in child exploitation at the earliest possibility
* Growing the capacity for informed targeted disruption activities in Birmingham local areas of concern

**There are coordinators within the hub:**

**NWC (Team Manager Imran Suddle)**

Stephanie Johnson Stephanie.Johnson@birminghamchildrenstrust.co.uk

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**EAST (Team Manager Denise McMorrow)**

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**Statutory Area Work Offer**

Extended Management Team Mtg (EMT) monthly – to include:

* Performance data that looks at trends and patterns locally, Core Messages from EMPOWERU HUB, Community updates, most concerning 10 children / young people in area. Upcoming opportunities
* Case Discussions/Consultations – offered to all Teams in area including Family Support Teams, Early Help Teams, Child In Care, Safe Guarding, Assessment

**High risk** – minimum of Bimonthly

**Medium Risk** – Minimum every 3 months

**Low risk and No risk** – on request

Coordinators to physically present within their service area once a week and the day they will be there to be circulated to all area teams so they can access support, advice and guidance.

There may be occasions when coordinators will be requested to support practitioners in the area with joint visits to children and families. On these occasions there should be an agreement on the purpose of the visit and the role of the coordinator within that visit .

Electronic diaries to remain open (Free/busy) and accessible to all staff to enable staff to book in consultation /case discussions during coordinators duty week. All diaries to be fully open to EMPOWERU Team members and management (if not already).

Attendance by coordinators at their area Local Partnership Delivery Group Meetings (LDPG) Monthly – to feed in low risk and localities of concern

Locations identified as possible problem areas in the hub to be added to agenda for additional resources

Peer groups of concern identified within the hub to be added to agenda for additional resources

Contextual Localities Assessments and Peer Assessment and Mapping of appropriate and agreed locations and peer groups to be shared for additional sourcing and disruption opportunities (also intel gaps and assisting in initiating WMP enquiries and to respond to early Identified issues and concerns)

**Practice Development**

Quarterly EMPOWERU HUB Structure presentation to be booked in area for new starters, AYSE’s, Students or as a refresher. Attendance should be taken and shared with HOS in area.

Child Exploitation basic awareness raising and Parents as Safeguarding Partners to be delivered in area twice yearly for all staff to attend where appropriate. Specific teams should also be able to contact you direct for these to be delivered directly to their Teams where they feel appropriate.

focused work on practice improvement using podcasts and webinars. These can be bite sizes things about doing a good screening tool what does appropriate language mean (challenging victim blaming but also wider oppressive language) cultural competency, Anti-oppressive approaches, Trauma informed – we can use case studies from our areas.

**Individual Area Teams**

Team Managers and Seniors will be able to arrange with area Coordinators having individual awareness raising with their teams directly if felt appropriate.

Team Managers and seniors can request questions and answer sessions at Team Meetings in area.

**Whole Service Meetings/Area Practice Days – Yearly**

These should be requested by AD or HOS in area with clear aims for the coordinator’s attendance. Please be aware you may be requested to present on a specific area of exploitation or missing. You may be required to present data, themes, trends patterns and areas locations of concern, you may also be requested to deliver practice workshops to assist in developing practice in area.

**Champions**

**Statutory Champions Meeting Bimonthly** – Purpose:

To build additional capacity and support for practitioners in area and create opportunity for practice development.

A monthly **Statutory Network Group** with a comprehensive training plan across 12 months to increase specialised knowledge base of Exploitation, Trafficking and MDS of the Champion members.

Champions will be expected to cover a 12-month yearly events timetable.

Champions will participate in national/local Campaigns and delivery of national/regional/local Campaigns. Regional and Local/Corporate keys messages on the agenda delivered via a Contextual and Rational Safeguarding Model. (NWG, national child safety week, Parents forums, national transportation safety week, CSE awareness week, education conferences, Local Safeguarding Partnership Conferences etc.) via Market stalls and Awareness raising workshops to the statutory teams, the local community, third sector and charitable agencies, local businesses and faith-based organisations (churches, mosques, temples). This will enable BCT to increase capacity and increase Champions/workforce knowledge and confidence so they can feel empowered, to develop the network further and share best practice new learning and key messages for the trust.

In addition, a strong contextual support network will improve communication between professional agencies including all partners (WMP, BCT, Health, YOS, Youth Service, Education, the local community etc.) of local safety concerns and good community intelligence.

Outcome will be improving the overall response to children, young people and families affected by exploitation in Birmingham.

**Process for Recruiting Champions**

1. Meet with Team Manager and Champions identified. Discuss and explore project plans and expectations of role. Make amendments if needed and agree finalised programme plans.
2. Send email to all statutory team managers requesting nominations of staff members to be Champions and explaining the commitment expectations with year timetable for meetings.
3. Invite Champions & introduce purpose of the programme.
4. Introduce the training programme and expectations and events timetable. Champions to self-nominate for events shadowing with Coordinator (first six months independent and in groups going forward).
5. Run training programme and Market stall events programme. Build self-esteem and confidence and public speaking and engagement skills.

Leads to be identified and agreed in area with Team Manager and Head of Service leads

Champions group must have representation from all service areas locally

All Champions to be involved in at least 2 promotional awareness raising events per year

**Key Messages**

* Victim blaming language is unacceptable – Children are victims first
* We promote being offender focused
* Anti-oppression awareness and cultural competence
* Rational Safeguarding – parents as partners in safeguarding & guardianship
* Contextual safeguarding – risk and vulnerability in the community and in social relationships
* 18+ agenda – exploitation does not stop at 18
* 2015 Statutory “Duty to Notify” legislation – NRM/ Trafficking
* VAWAC – Zero Tolerance to Violence Against Women and Children

**Daily Tasks**

• Attend local area Disruption planning meetings and any other meetings where exploitation is a concern ( following discussion with Team Manager)

• Attend local area Strategy discussions.

• Progress area Screening Tools received.

• Complete mapping at complex strategy discussions chaired by EMPOWERU Principle Officer.

**Community Work Offer**

The identification of children and young people at risk of CE or other exploitation is low for the Youth population of Birmingham.

Information & Intelligence around exploitative activity from the young people, professionals and community in Birmingham is low.

Services and practitioners have struggled to engage the diverse communities; whose make up represents a number of ethnicities and cultures in Birmingham.

Positive Prosecutions for grooming and sexual offences relating to child sexual exploitation and Criminal Exploitation are low within the WMP force area and nationally, according to the Ministry of Justice Figures 2017 (most recent available).

Other neighbouring LA areas are sighting Birmingham as a high-profile area for their young people being located or linked to people from this area.

There is continual emerging best practice and continual new research from University of Bedfordshire, and the Centre of Excellence CSA/E, amongst others. And better understanding of the wider agenda; The Exploitation of Children and young people (including; Roma, 18+, Criminal Exploitation, County Lines, Gangs, Serious Youth Violence, Peer to peer, U13’s, Radicalisation, UASC, etc.)

In order to improve the professional response overall to exploitation of children and young people there is an increased need to equip the wider workforce via new training.

The Network will grow the knowledge and understanding of Child Exploitation and empower people and communities to respond appropriately. More eyes will be aware and sharing information, intelligence, concerns and good practice to provide a co-ordinated response to disrupt activities and purse those involved in enabling and facilitating the exploitation of children; through evidence gathering, civil remedies, licencing acts, or prosecution.

All network Champions will be expected to feedback any Persons of Interest, Locations of Interest, Activities of interest, Peers of interest into relevant and appropriate pathways; FIB, Missing Demand, LPDG, Management Team for consideration.

Assessment (Identifying, Tasking, Resourcing)

Complex group Mapping and contextual peer group assessments with EMPOWER U Principal Officers

Progress the mapping to inform and develop to planning Contextual Locality Assessments – with Key Stakeholders and partners. (LPDG, VRU, Youth Services, etc)

Community Profiling & Network Building (Profiling localities and familiarising with area)

Youth services, VRU, LNPT, Trading Standards & Licencing, Housing, Business forums, community/Youth/residents’ groups, Faith Forums (Principal Officer : Ophelia Turkson in conjunction with the Violence Reduction Unit Faith Alliance is leading on Faith groups), Birmingham City Council departments, Safe Havens, CIC’s, Charities, volunteers, midnight/late-night, economies etc…

**Champions Offer**

We will engage groups of young people, statutory and community representatives from each localised Birmingham area to take part in informal education sessions in an informal environment delivered via youth work principles (educative, participative, empowering & equality). From the knowledge Champions gain, will empower them to have the skills knowledge and experience to decide how to share their learning with peers.

The project will have to be tailored to meet the needs of the groups and run at a pace that enables them all to engage and learn, so it is important for them to be involved and empowered to grow and develop.

Celebrate the Champions achievements and involve them in re-running the project for another year. Link all Champions Action groups Locally/ regionally/ Nationally (Youth Ambassadors, Community Champions and Statutory Champions)

**Outcomes**

1. Individual Champions will gain new and specialised knowledge, skills and experience increasing professional and personal development.
2. They will have the opportunity to achieve and shared learning demonstrating the skills and knowledge they have developed. In addition, achieve a range of recognised accreditations demonstrating the skills and knowledge they have developed.
3. Those who wish can become community ambassadors and share their knowledge with wider forums.
4. The Champions will educate other peers; growing the knowledge of the wider workforce.
5. The project will create an accessible, confident and equipped peer support network within the city.
6. Champions, the local community, YP and workforce will have a better understanding of exploitative activity, how to recognise and where to seek support.
7. The numbers of young people identified at risk and intelligence may increase because young people will know how to report concerns and seek support.

**Community Champions (Capacity Building)**

To build additional capacity locally and outside of normal working hours.

Members Identified and development of group is through profiling and networking

Champions training programme to be delivered across 12month period

Promotion and Awareness Raising events

All Champions to be involved in at least 2 promotional awareness raising events during a 12month period

**Youth Champions/Ambassadors (Empowerment & Enablement)**

Invite young people & negotiate ground rules, build relationships - team building activities & have fun.

Introduce purpose of the programme and start the process of empowering young people to shape the sessions and information they wish to receive.

Raise awareness and educate young people about a range of exploitative behaviours, concerns and appropriate responses and support services using local and national information and examples of best practice.

Build self-esteem and confidence and public speaking and engagement skills

Provide peer education training and awareness

Work with the young people to develop a peer education programme to disseminate through those who wish to become the community as ambassadors

Deliver the peer education

Celebrate the young people’s achievements and involve them in re-running the project with a new group.

**Tasks**

Identify Champions via Community profiling and Networking

Partnership working (delivery and development) with Birmingham Youth Services and other Youth Service Providers (where appropriate i.e. WMP & WMFS Cadets, VRU)