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WEST STRATEGIC NEIGHBOURHOOD FORUM

Day: Thursday
Date: 22 June 2023
Time: 6.30 pm
Place: Zoom

Item No.	AGENDA	Page No
1.	APOLOGIES FOR ABSENCE To receive any apologies for absence.	
2.	MINUTES To consider the minutes of the meeting of the West Strategic Neighbourhood Forum held on 23 March 2023.	1 - 6
3.	CADDY LINERS IMPLEMENTATION To receive a presentation from the Assistant Director, Operations and Neighbourhoods.	7 - 12
4.	HOUSEHOLD SUPPORT FUND To receive a presentation from the Head of Economy, Employment and Skills.	13 - 18
5.	FOSTERING To receive a presentation from the Assistant Director, Children's Social Care.	19 - 30
6.	SHIFT To receive a presentation from the Assistant Director, Early Help and Partnerships.	31 - 44
7.	DATE OF NEXT MEETING To note that the next meeting of the West Strategic Neighbourhood Forum is scheduled to take place on 12 October 2023.	

From: Democratic Services Unit – any further information may be obtained from the reporting officer or from Carolyn Eaton, Principal Democratic Services Officer, 0161 342 3050 or carolyn.eaton@tameside.gov.uk, to whom any apologies for absence should be notified.

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WEST STRATEGIC NEIGHBOURHOOD FORUM

23 March 2023

Commenced: 6.30pm

Terminated: 7.30pm

Present: Councillors Quinn (Chair), L Boyle, Cooney, Gwynne, A Holland, B Holland, Jones, Martin, Mills, Reid, Ricci, M Smith, T Smith, Ward and Warrington

In Attendance: Simon Brunet Head of Policy, Performance and Intelligence
James Mallion Assistant Director of Population Health
Emma Lewis Service Manager, Early Help
Chief Superintendent Greater Manchester Police
Phil Davies

Apologies for Absence: Councillors Naylor, Newton and Ryan

24. MINUTES

RESOLVED

The minutes of the meeting of the West Strategic Neighbourhood Forum held on 26 January 2023 were approved as a correct record.

25. GREATER MANCHESTER POLICE – NEIGHBOURHOOD MODEL

Chief Superintendent Phil Davies presented before Members and gave an update in respect of the Neighbourhood Policing model, a copy of which was circulated with the agenda.

Chief Superintendent Davies explained that the new GMP model would deliver a focus on the basics of neighbourhood policing. 35 neighbourhood areas, serviced by 89 dedicated teams, across a 3-week shift pattern, providing coverage 7 days a week across the neighbourhood area would deliver the following model.

“In Greater Manchester Police, neighbourhood policing provides communities with dedicated named teams of local police officers, together with police community support officers.

These officers are visible and can be contacted by local communities. They listen to issues that concern communities and work with the public, community groups, businesses and other organisations like the NHS and the local council to reduce crime, protect vulnerable people and improve community safety.

They take a problem-solving approach to focus on the root causes of the problems that matter most to communities, and they feedback on action that has been taken”.

Once the model was fully staffed, there would be 1,148 officers and staff working in neighbourhood policing.

He outlined the key features of the Neighbourhood Policing model as follows:

- Strong leadership and accountability for a clearly defined geographical area – 1 Inspector covering 3 teams. Dedicated named teams of local police officers working together with police community support officers, recognising that an effective model required a heavier weighting of police officers – giving teams the powers to deal with the issues the communities were identifying.

- Aligned to partner boundaries / service delivery footprints to support partnership problem solving and place-based working.
- Resourcing formula applied to determine resourcing levels based on demand / need: neighbourhood teams need more people with policing powers.
- Revised shift patterns to supply better coverage and increased visibility. A new three-week shift pattern already in use by other forces provided full seven-day cover in each NH footprint ensuring weekends – which were often uncovered – had the same focus for NHP.
- Teams were visible and could be contacted by local communities. They listened to issues that concern communities and work with public and partners. Provide feedback on action that had been taken.
- Engagement plans included new information on the website for every team – photos, contacts, dates of meetings, feedback on activity and priorities. A new community alerts system called ‘Bee in the Loop’ where people could sign up to receive dynamic information from their neighbourhood team and use it to communicate two-ways.
- Neighbourhood teams would also benefit from the restoration of support functions which include a dedicated Neighbourhood Prevention Hub consisting of an inspector and specialist neighbourhood officers working with partners in every district.
- The Hubs had already been set up and would help drive prevention and problem solving with communities and partners by supporting neighbourhood teams to plan their interventions and would lead on force wide reduction of repeat demand which reduced pressure on neighbourhood policing to focus on identified problems. Neighbourhood Prevention Hubs were further supported by a Prevention Hub working at HQ with partners to support local initiatives and develop Greater Manchester wide prevention plans.
- A new Neighbourhood Crime Team would be created in every district to lead the delivery of force operations targeting neighbourhood crimes such as burglary, car crime and theft. This specialist capability would provide neighbourhood policing teams with the resources needed to effectively connect intelligence to target offenders in the district and conduct high profile action to help the neighbourhood policing teams drive down crimes and formed a key part of the delivery strategy for neighbourhood crime.
- There will be closer management of abstractions and, whilst it could not always be guaranteed, the policy of non-abstraction would be re-emphasised and more closely monitored as part of a new neighbourhood policing performance management regime.
- The need for neighbourhood beat officers to perform response duties would also be reduced through investments being made in other parts of the force which were driving down demand: a new grading policy, investment in response policing and the investment into desk-based investigators would all come together to reduce the potential for neighbourhood policing abstraction.
- Improved training: Accredited Neighbourhood Management Training began in October 2022, to skill up officers and professionalise neighbourhood policing. To date, 324 officers had been trained up and were putting their skills into practice.

Chief Superintendent Davies further acknowledged the tremendous hard work of PCSO's. He added that PCSO's would continue to form a valued and essential part of Neighbourhood Teams, particularly focusing on community visibility and engagement. However, to be able to deal more effectively with the issues that communities wanted GMP to prioritise, neighbourhood teams needed more people with policing powers. As a result:

- PCSOs would reduce – through natural attrition - by 333 from 518 currently filled posts to 215;
- Every ward will have one named PCSO;
- Savings made by reducing PCSO numbers would be invested in a further 264 warranted neighbourhood policing police officers; and
- No jobs would be lost, and any PCSO who wanted to transfer to becoming a police officer or taking up another role in the force, would be supported.

Discussion ensued in respect of the presentation and the content of the Neighbourhood Policing model. Members sought clarity in respect of Neighbourhood Beat Officers; the role of PCSO's and GMP ongoing attendance at PACT meetings.

It was also requested that shift pattern information be provided to Members going forward, to aid communication with the neighbourhood policing teams.

The Chair thanked Chief Superintendent Davies for a very interesting presentation and it was:

RESOLVED

That the content of the presentation and the Neighbourhood Policing model, be noted.

26. EQUALITY STRATEGY

The Chair welcomed Simon Brunet, Head of Policy, Performance and Intelligence, who gave a presentation in respect of the Equality Strategy 2023-27, a copy of which was circulated with the agenda.

Mr Brunet explained that, Under the Equality Act 2010 the Local Authority had a duty to publish one or more specific and measurable equality objectives, and subsequently at intervals of no more than four years.

The strategy had been developed using a Local Government Association self-assessment tool, advice from an independent review of the approach to equalities in Tameside Council, engagement with the Partnership Engagement Network, reports delivered through the Inequalities Reference Group and a review of equalities data.

Members were advised that, in identifying the objectives for the next five years, a variety of public engagement, consultation, and self-assessment methodologies had been undertaken. This had helped the authority to understand where the priorities were, the gaps in work with more diverse communities, and what must be done to address this.

From the engagement, consultation, and self assessments, six Equality Objectives had been identified:

1. Continuous Effective Monitoring: Improve our approach to monitoring performance in terms of equalities to enable transparency, accountability, and rigour;
2. Embedding Equalities in Service Change: Embed equalities in service changes, strategy and policy development, and decision-making processes across the organisation through robust and rigorous Equality Analysis and Impact Assessments;
3. Cultivate Seldom Heard Voices in Engagement: Expand and adapt our engagement and consultation approaches to increase the involvement of "seldom-heard groups" and ensure that their perspectives are central to strategy, policy, and service development;
4. Addressing Barriers to Information and Services: Address and alleviate barriers to accessing Council information and services that protected groups encountered;
5. An Accepting Organisational Culture: Instil an organisational culture and practice of acceptance of different staff needs and requirements to ensure that all staff, particularly those from protected groups, were valued; and
6. Celebrating Diversity: Promote and celebrate the value of diversity in Tameside, so that as an anchor institution, the Council could be a positive exemplar to the broader community.

Through those objectives, it was aimed to embed an approach and ethos throughout the organisation that would centralise equality, ensuring that equalities concerns would orient and permeate through all strategies, policies, and services. Under each of the Equality Objectives defined, a series of actions had been identified that would enable the organisation to achieve each objective, details of which were set out in the Strategy.

The Chair thanked Mr Brunet for an interesting presentation.

RESOLVED

That the content of the presentation and the Equality Strategy, be noted.

27. ANTI-POVERTY STRATEGY

James Mallion, Assistant Director, Population Health presented before Members providing an overview of the new borough-wide strategy to tackle poverty in Tameside.

Mr Mallion explained that, last week, the new 'Building Resilience, Tackling Poverty' strategy was launched and published. It was launched at the Health & Wellbeing Board with commitment from all partners, not just the council, to take action to tackle poverty over the next 5 years across Tameside.

The strategy presented some of the context of what poverty looked like in Tameside and contained a lot of data and information which set out the challenge that communities faced both in the longer term challenges around poverty, as well as the more recent and immediate challenges in light of the current cost of living crisis.

Key statistics from the strategy were displayed, which articulated some of the impact of poverty in Tameside with high rates of debt and insolvency; high rates of food insecurity; lots of people qualifying for council tax support and free school meals; and relatively lower numbers of jobs paying the living wage in Tameside. The measures all indicated that there were particular challenges around poverty in the borough.

It was further explained that, at the end of February 2023, Greater Manchester Poverty Action (GMPA) published their report 'Local anti-poverty strategies – Good practice and effective approaches'. GMPA made twelve advisory recommendations for those areas embarking on the development of an anti-poverty strategy.

Current work put Tameside in a strong position against GMPA's recommendations. Examples of work that met the recommendations included:

- Poverty Needs Assessment;
- Programme of engagement and lived experience listening;
- Poverty Truth Commission;
- Adoption of the socio-economic duty in 2022;
- Partnership approach through the Health and Wellbeing Board;
- Clear leadership with named Executive Member (Cllr Wills);
- Development of a detailed and tracked action plan (in development now);
- Poverty dashboard (in development now building on the needs assessment); and
- Pilot and implementation of Money Advice Referral Tool.

To showcase some of the existing good work in the borough, a range of case studies had also been included in the strategy of work already happening. Mr Mallion gave details of two, one of which highlighted the success of the 'Tameside In Work' programme, which had supported many people into better paid work by developing new skills and increasing confidence. The other case study showed the work that was happening across partners such as Onward Homes, who held a 'Helping Hands Winter Warmer' event to provide support and advice for residents.

He further referenced the 'Helping Hands' campaign from the Council, which was another example of the approach taken to try to bring services and support to residents to better enable them to access the information, help and support that was available to them and in many cases, increasing the uptake of many of the entitlements that people should receive that they may not be claiming.

The strategy identified 10 key priorities that required action, in order to tackle poverty and build resilience across the borough, as follows:

- Raising incomes – supporting residents to maximise income and access all benefits they are entitled to;
- Making Tameside work for everyone – securing high quality and high-wage employment for all residents;
- Poverty was everybody’s business – supporting residents, communities and partners to identify signs of poverty and sign post to support;
- Climbing out of the debt trap – understanding why Tameside residents had relatively high levels of debt, high insolvencies and poor access to good credit to help alleviate the issue;
- Breaking the cycle – specific focus on providing the best start in childhood and education;
- Laying the foundations – ensuring residents had access to what they needed in order to live in comfort and dignity and support those in poverty;
- Putting people first – making sure that working practices (both customer facing and internal) were best placed to identify and support those in poverty;
- One size doesn’t fit all – additional support for residents identified as being at particular risk of poverty;
- Advocating for change – highlighting the need for action on poverty-related issues where responsibility was with national government.

Members were advised that a dedicated working group had been established to ensure progress was made, and a draft action plan for delivery of the 10 key priorities was already in development.

The Chair thanked Mr Mallion for a very informative presentation and requested that link to the Strategy, as published on Tameside’s website, be circulated to Members after the meeting.

RESOLVED

That the content of the presentation and the Anti-Poverty Strategy, be noted.

28. EARLY HELP STRATEGY

Emma Lewis, Service Manager, Early Help, delivered a presentation in respect of the updated Early Help Strategy, a copy of which was circulated with the agenda.

Ms Lewis explained that Early Help meant providing extra support to families to prevent problems from occurring or getting worse. These may include:

- Young people struggling at school, nursery or education setting;
- Mental health problems within the family;
- A young person or child missing healthcare appointments or leading an unhealthy lifestyle;
- A young person, parents or their family members using drugs or alcohol;
- A young person, parents or their family members getting involved with crime; or
- Parents struggling financially.

In Tameside, this support came from practitioners, usually in nurseries, schools or health settings. Early Help Advisers from the Local Authority were there to help support practitioners to coordinate this help, which included the earliest possible intervention for those children with special educational needs and/or disabilities.

Key principles of the Strategy, including Tameside’s approach, were outlined as follows:

- Supporting and helping children and families at the earliest opportunity - the right help, at the right time, from the right place;
- Actively listening to the voices of children and families in line with the [Listening Framework](#);
- Holistic support was provided with families, bespoke to their needs;
- Proactively utilising Signs of Safety to help assess risks, concerns and identify solutions in partnership with children and families;

- Support and help was delivered with children and families, building on their strengths and supporting them to come up with solutions with the help of their network;
- Understanding that safeguarding was everyone's business. Everyone working with children, young people and their families understood that they were responsible for keeping children safe and promoting the welfare of children;
- Acknowledging that many situations needed a multiagency, trauma informed response, all agencies would work collaboratively to offer a coordinated response and avoid duplication;
- Everybody was confident with data protection principles and would proactively share information to help recognise, assess and act to provide a coordinated response to the needs of the child and the family; and
- No one should assume that someone else would pass on information which may be vital to keeping a child or young person safe.

To create the initial draft of the strategy, two interactive workshops were held with representatives from VCSFE sector, Health, the Council and Police. These established what participants felt was working well and what needed improvement within the borough and led to the creation of the priorities of the strategy.

Members were advised that, following the end of the online consultation and the governance procedure through to Executive Cabinet, the new Strategy would be launched in July 2023.

Discussion ensued and Members sought further clarity in respect of the location of the family hubs and the communication of the content of the Strategy.

The Chair thanked Ms Lewis for the thought provoking presentation.

RESOLVED

That the content of the presentation and the Early Help Strategy, be noted.

29. DATE OF NEXT MEETING

RESOLVED

That the next meeting of the West Strategic Neighbourhood Forum is scheduled to take place on 22 June 2023, be noted.

CHAIR

Neighbourhood Forum

June 2023

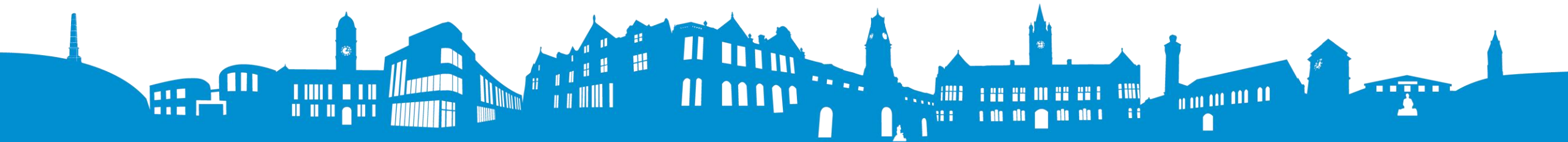
Caddy Liners

Emma Varnam



Background

- The Council currently supplies free on request compostable caddy liners.
- Initially introduced to encourage residents to compost their food waste and add to their brown bin for food and garden waste.
- The practice of recycling of food waste is now well established.



Ceasing the free provision of caddy liners

- Although we have provided previously, the supply of caddy liners is not required for the process of recycling and it is not a statutory requirement for waste disposal.
- Food recycling caddy liners will no longer be provided free of charge from 1 July 2023.
- This is to help reduce unnecessary waste and to save money to continue to deliver vital services.



Continue to recycle

- Households are strongly encouraged to continue to recycle their food waste either by recycling waste food directly in their brown bin and/or caddy or by buying compostable caddy liners, which are available in most supermarkets and online where you would normally buy your bin bags.
- Households are asked to please not use newspaper or recyclable carrier bags to wrap their food waste as these are classed as contamination and would lead to full wagon loads being rejected for recycling.

Continue to recycle

- The collection of food waste is a well-established practice across households in Tameside now. The provision of caddy liners is not necessary to enable residents to recycle their food waste.

We are no longer supplying free caddy liners for food waste.

This is to reduce unnecessary waste and help save funds to protect vital services. You can recycle food waste directly in your brown bin or compostable caddy liners can be bought at most supermarkets or online. Thank you for recycling, helping the environment and safeguarding limited funds for the services that matter most to you.



Tameside
Metropolitan Borough

www.tameside.gov.uk/recycling



R4GM
Recycle for Greater Manchester

Ava knows food waste is turned into compost in 6 weeks

Keep food waste... In the **loop**

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Neighbourhood Forum

June 2023

Household Support Fund
Emma Varnam



Background

- In Rounds 1 to 3, funding has primarily been used to support families with children eligible for free school meals during holiday periods.
- Vouchers are provided, via schools, to all eligible families ahead of each holiday period in the form of supermarket vouchers.
- Following the guidance set by the Department for Work & Pensions (DWP), an application based scheme has also been available for low income households to support with basic costs such as food, energy, utilities and related essentials.



Background

- The Household Support Fund has been disbursed by Tameside Council since October 2021 with funding provided in 4 'Rounds' to all Local Authorities.
- Tameside has received:
 - £2.2m for Round 1 – October 2021 to March 2022 (6 months)
 - £2.2m for Round 2 – April 2022 to September 2022 (6 months)
 - £2.2m for Round 3 – October 2022 to March 2023 (6 months)
 - £4.4m for Round 4 – April 2023 to March 2024 (12 months)

Round 4 funding – to March 2024

- Funding for a 12 month period has been confirmed, allowing longer term planning and support
 - 70% is being provided via schools to families eligible for free school meals
 - 27% is allocated to an application based scheme for residents not directly in receipt of Cost of Living payments, accessed via Navigators to ensure residents are supported to access the funding most relevant to them and wider support to build longer term financial resilience
 - 3% is being used for the staffing required to administer the fund

Communication

- Families with school age children will receive vouchers via schools directly.
- Older people (aged 65+) in receipt of Council Tax Support will be contacted directly and organisations such as Age UK, the Action Together community network and the Carers team will help to raise awareness.
- Outreach drop in sessions will also be planned in community venues and information will be provided via existing channels such as social media, Welfare Rights, Citizens Advice Bureau, Customer Services, Libraries and Helping Hands events.



Contact Information

- The team can be contacted via householdsupportfund@tameside.gov.uk
- The website <https://www.tameside.gov.uk/householdsupportfund> is being updated with the fund due to reopen in early July.
- Residents will be able to book appointments by phone, online or in person with Customer Service Navigators to discuss the support they need and to help them access funding relevant to their situation.



TAMESIDE COUNCIL
FOSTERING SERVICE

TAMESIDE COUNCIL FOSTERING SERVICE

NEIGHBOURHOODS PRESENTATION

JUNE 2023

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Agenda Item 4



FOSTER FOR TAMESIDE
CHANGE A LOCAL CHILD'S LIFE



WHAT IS FOSTERING?

- **Support and care** for a child when they can't live at home
- Providing a **stable and caring** environment.
- Assisting **Contact** – birth parents & other - connected persons
- Getting the child(ren) to **School**
- Attending **Meetings** – reviews, education
- **Training** – developing fostering skills



WHO CAN FOSTER?

- You can be **married, co-habiting, single, straight or gay.**
- There is **no upper age limit.**
- You don't need to own your own home, as long as you have a **spare bedroom.**
- Ideally you will **live locally**, in order to transport children to school etc.
- All **ethnic and religious backgrounds** are welcome.



ONGOING FOSTERING SUPPORT

- Fostering social workers and support workers
- Social workers for the children
- Foster carer support groups
- Foster Care Association
- Buddy scheme
- Training programme
- Therapeutic services
- Foster care allowances and fees

WHAT TYPE OF CARERS DO WE NEED?

- All ages 0-18
- Sibling groups
- Older children (over 5 years of age)
- Teenagers
- Children with complex needs
- Children from a range of ethnic backgrounds
- Children who need fostering on a long term basis



HOW YOU CAN HELP

- Word of mouth – spread the word for the need of local foster carers with your neighbourhoods.
- If you know of anyone you think would make a good foster carer, refer them to the fostering team; fosteringenquiries@tameside.gov.uk
- Share our marketing materials (digital pack to be sent round with slides).
- Share our social media posts to help spread our message.



FOSTERING UNFILTERED

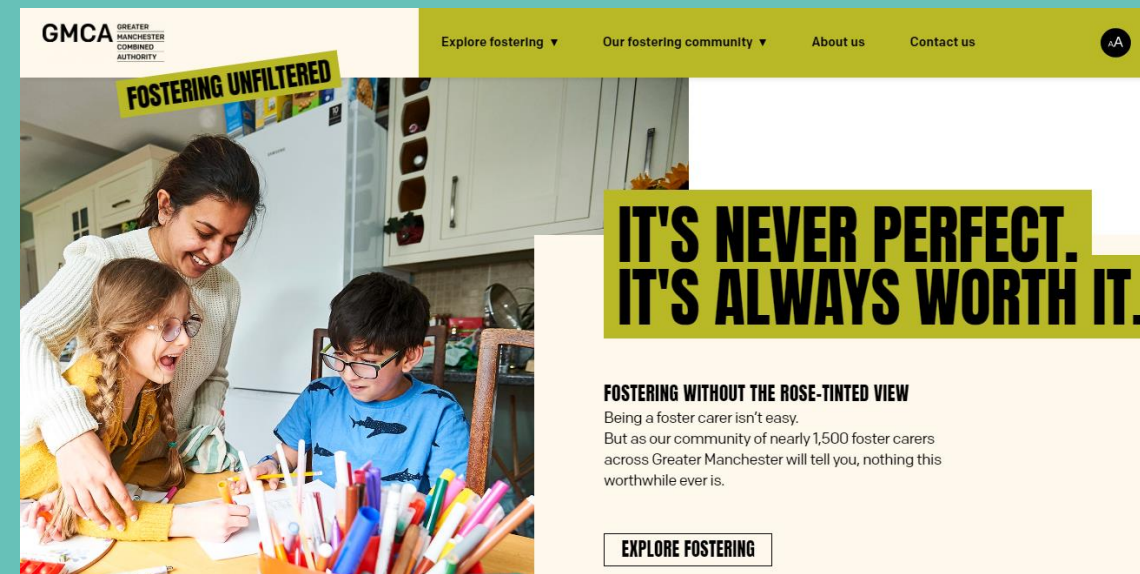
Fostering Unfiltered

We have been working alongside Greater Manchester Combined Authority to create a brand new fostering campaign called Fostering Unfiltered to help the whole of Greater Manchester recruit more foster carers.

It's been about 18 months in the making and a lot of evidence-based work has taken to place to understand what motivates people to inquire and how people expect to be contacted about fostering.

Images that are being used on the advertising are of real foster carers for Greater Manchester and children that have taken part are children of staff in local authorities who work with fostering families. It is for foster carer by foster carers.

There is a new website for the campaign [Fostering Unfiltered - Home \(fostering-unfiltered.org\)](https://fostering-unfiltered.org) and on there are lots of blogs about fostering that carers from across all 10 Greater Manchester council's have taken part in.



FOSTER CARE FORTNIGHT 2023

Advan campaign

As part of a joint Greater Manchester campaign involving all 10 Local Authorities, we showcased the new 'Fostering Unfiltered' Campaign and our own fostering video in Ashton and Denton, supported by Council Leaders Children's Services & the Fostering Team.

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Foster Carer Ambassadors

We have a new team of 6 foster carer ambassadors who represent the fostering team at local events to help us recruit more foster carers in Tameside. Our new ambassadors enjoyed getting started for Foster Care Fortnight with a range of events and activities.

Parkrun events

The fostering service hosted 2 Parkrun Takeovers at both Hyde Park and Stamford Park in May as part of Foster Care Fortnight, supported by Council Leaders. We had a fostering stand and engaged local people with conversations about fostering, supported by local press and social media.



STAYING PUT

Staying Put is about care leavers continuing to live with their foster carers when they reach the age of 18.

Whenever a young person continues to live with their former foster carer in these circumstances, it is referred to as a Staying Put arrangement. Staying Put arrangements continue until the young person completes their education, or stops living in the household before then.

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Local authorities also have significant statutory obligations to support care leavers whether or not they participate in Staying Put.

The new policy takes into account:

- Early Planning
- Package & Support for Providers
- Young Person's contribution
- Sharing Life Skills
- University arrangements



SUPPORTED LODGINGS

Supported Lodgings are a form of accommodation that supports vulnerable young people who are not ready or don't wish to live independently just yet.

Page 28 The scheme provides places for those young people aged 16 to 21 years. Should the young person be studying at Higher Education the scheme could be extended until their 24th birthday.

The new policy will cover:

- The criteria for Supported Lodgings Providers (can be families or individuals)
 - Experience and motivation.
 - If there is a spare bedroom to be used solely for the young person.
- Support package for providers
- The agreement between the provider and young person



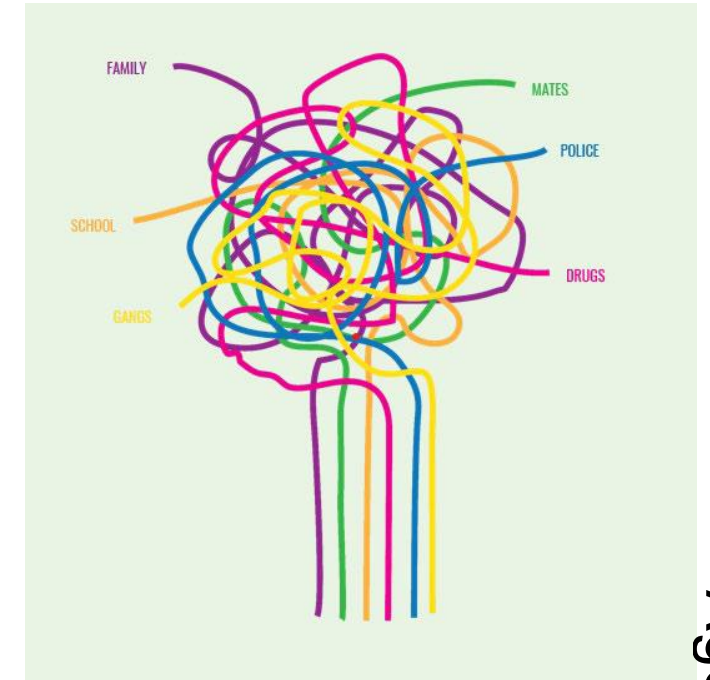
THANK YOU & QUESTIONS

If you have any further questions, please contact:
lynda.clifford@tameside.gov.uk



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1. Implementing the GM Adolescent Safeguarding Framework
2. The SHiFT way
3. Who will SHiFT work with, and why?
4. SHiFT National
5. Trauma informed practice
6. Adverse Childhood Experiences
7. A Relational approach
8. SHiFT Tameside
9. Contacts



Above all, every SHiFT Practice is focused on enabling creative and impactful change with children and young people to break destructive cycles of harmful behaviour.



The presenters

Mathew Morris-Jones

SHiFT Lead Guide

Mathew.morris-jones@Tameside.gov.uk

Tel. 0161 342 4479

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Jane Darrington

Service Unit Manager Adolescent Services

Adolescent Services

Early Help and Partnerships

Children's

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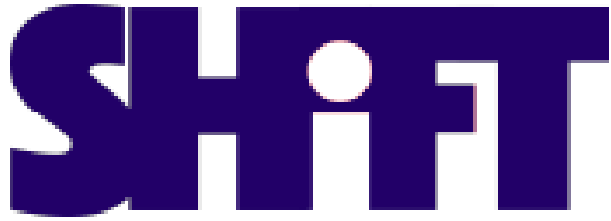
Implementing the GM Adolescent Safeguarding Framework

Reducing and responding to the risk of extra-familial harm
(sexual, physical violence, criminal and emotional)

The Adolescent Safeguarding Framework has been developed as part of the GM Children and Young People's Plan. The Framework sets out principles and guidance for working with young people. The Framework has been created and adopted by the 10 GM authorities.

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The Framework is not prescriptive - it is designed to provide a shared foundation for the development of local systems and practice. The framework provides some detail and examples around 6 practice principles and 3 strategic enablers that underpin good practice with young people at risk of extra-familial harm.



TAMESIDE SHiFT – STRATEGIC AMBITIONS FOR PARTNERSHIP

SHiFT EXISTS TO BREAK THE DESTRUCTIVE CYCLE OF CHILDREN AND YOUNG PEOPLE CAUGHT UP IN, OR AT RISK OF, CRIME.

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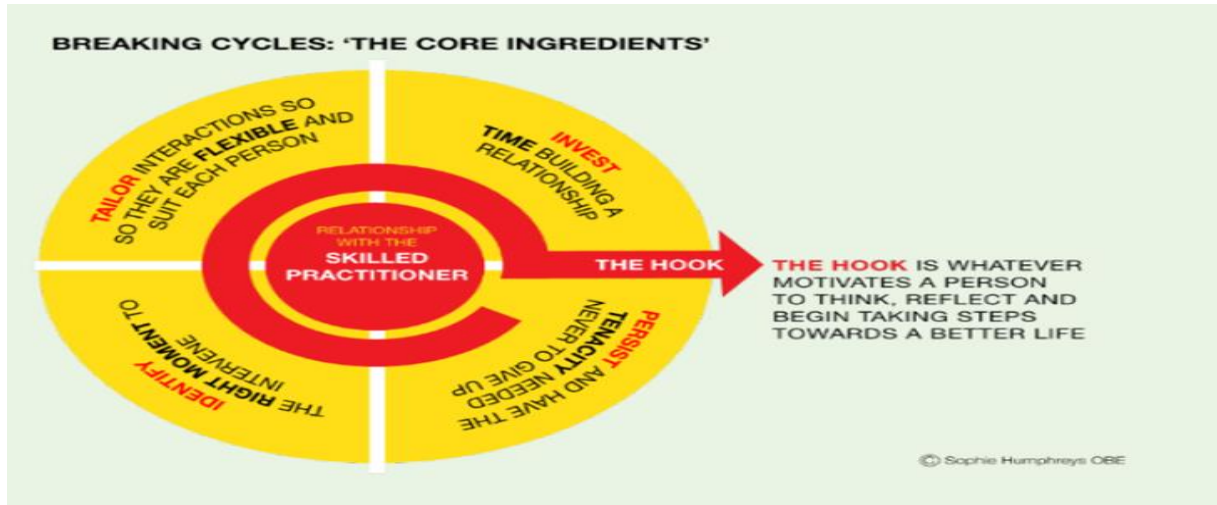
Thousands of children and young people in England are growing up living vulnerable lives – poor, excluded, unsupported, unheard, and misunderstood. Many become caught in cycles of harmful behaviour and lives are lost to criminal and sexual exploitation and the youth justice system. Despite the best efforts of dedicated professionals, many young people and their families are not getting the support they need. Services and systems are experienced as piecemeal and uncoordinated, with artificial thresholds that create cracks, gaps, and cliff edges. It doesn't need to be like this.



SHiFT IS SCALING HIGH IMPACT 'INSIDER-OUTSIDER' PRACTICES ACROSS THE UK, USING THE 'BREAKING CYCLES INGREDIENTS', A DYNAMIC AND EVIDENCED APPROACH TO ENABLING CHANGE, CREATED BY SOPHIE HUMPHREYS OBE.

SHiFT works with children and young people up to the age of 25 who are caught in cycles of harm, in circumstances that we know can set people on course for conflict with the law, and where, although many services are trying to help, they're not making the difference that's needed and the situation is getting worse.

'Breaking Cycles' is at the heart of SHiFT – a dynamic and evidenced approach to enabling change, created, and pioneered at Pause, by one of SHiFT's Co-Founders, Sophie Humphreys OBE. SHiFT Guides use the 'Breaking Cycles' ingredients of time, tenacity, flexibility and 'the hook', to get alongside children, working with them across all aspects of their life to develop the strong foundations needed to achieve their aspirations. Guides go where young people go, unconstrained by geography, bureaucracy, or service thresholds, and they work systemically, with only a few young people at a time for at least 18 months



PARTNERSHIP / Relationship based

SHiFT's success depends on people - the children and young people we work with, the relationships we build with them, their families, communities and institutions, the skills and expertise of Guides in local SHiFT Practices, and the culture and support of the national SHiFT team and the Host or Commissioning Organisations with which we partner.

Together, these relationships create a synergy that can change lives, professional practice and systems.

SHiFT Practices form part of a wider network. This network includes other agencies, some of which hold statutory responsibilities for children and young people. We believe in building relationships across every aspect of our work and that those relationships are key to our success. This includes how we interact with colleagues from all agencies involved in the lives of the children and young people who work with SHiFT.

Balancing relationships with this network are not always easy.

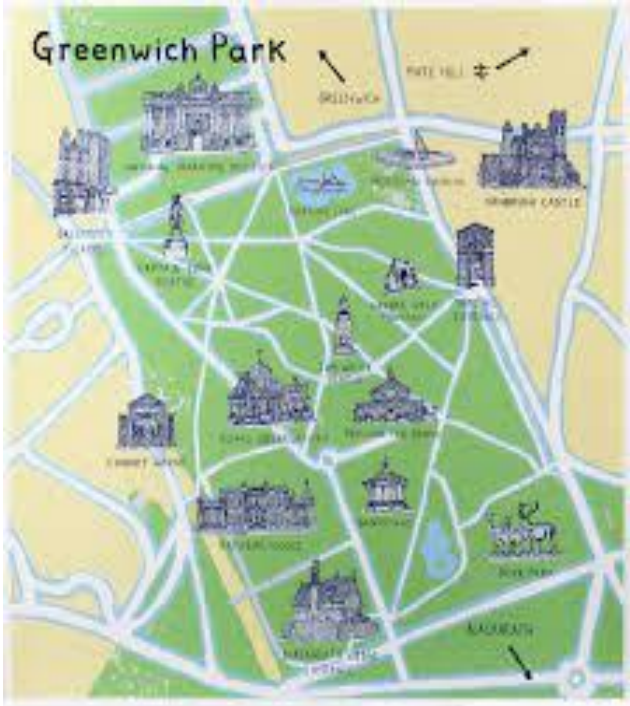
Who will SHiFT work with, and why?

- All staff have attended a 5-day induction w/c 30th January 2023. SHiFT National also attended which really emphasised the commitment to each separate programme.
- A particular point to raise was the long-listing of children who were put forward by many different professionals within Tameside to work with SHiFT. A detailed exercise was undertaken with meaningful collaboration between a range of partners, guided by SHiFT National. This resulted in 86 children being identified and the team were well supported to make the next steps to progress shortlisting and begin their work in earnest.
- Factors taken into account when looking to match children to the SHiFT programme were around, childrens adverse childhood experiences, their education situation and involvement with the Youth Justice Team. We have access to all three recording systems.
- We were also fortunate enough to gather police intelligence in order to support the process.
- The four guides were then matched with 6 children each, and the lead guide matched with three.
- We are sat among the youth justice workers in Clarence Arcade, Ashton and we have already heard many of the SHiFT childrens names being discussed and have therefore been able to commence the work accordingly.

National

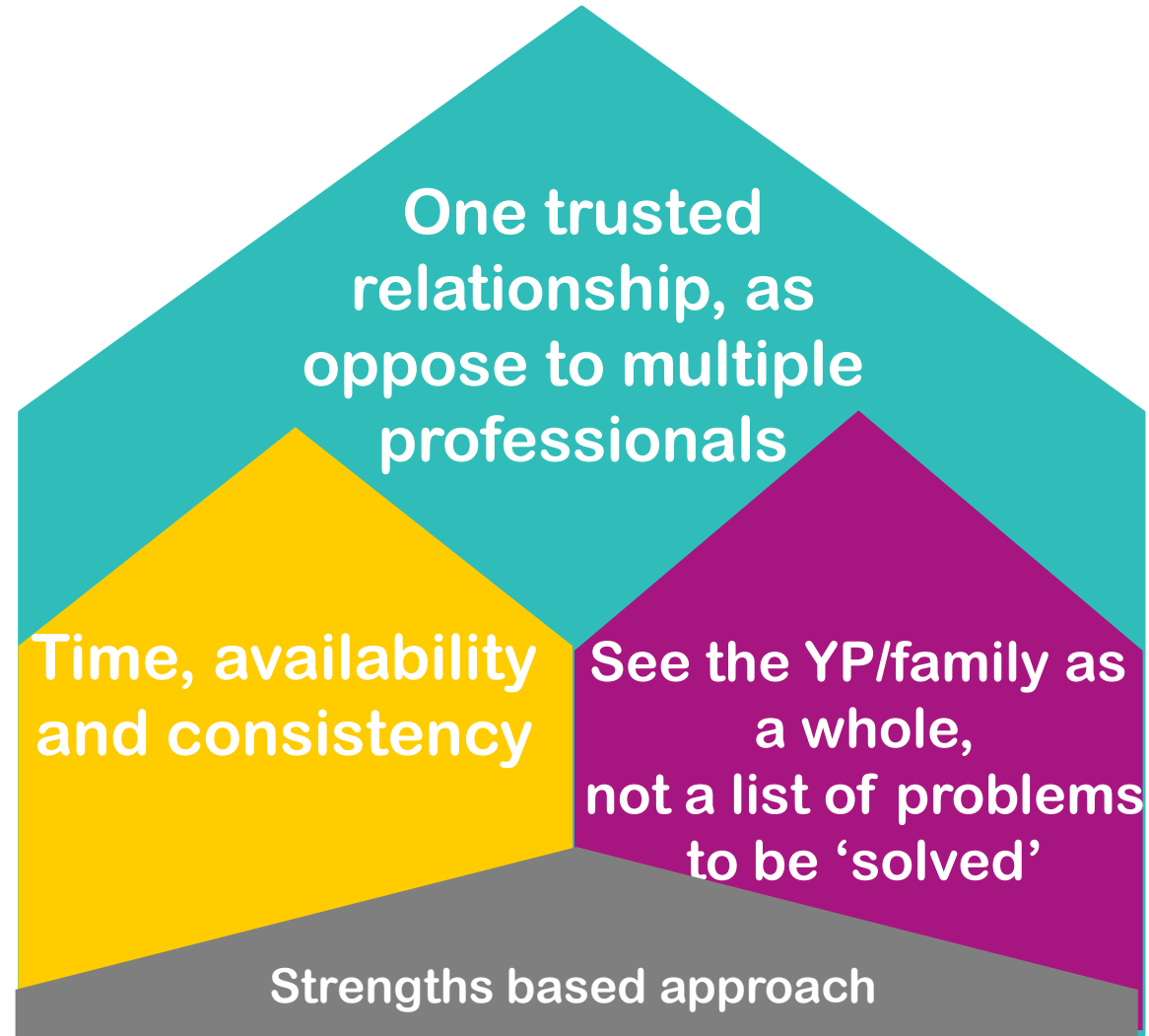
Who are they? How do they support us?

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A relational approach

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Shift - Tameside

SHiFT

The Tameside SHiFT Practice is currently working with 27 children and young people.

The three guides Eva Amos, Louisa Senior and Robyn Searle commenced on the 16th January and Stephen Woolley joined on the 6th March.

In February, Mathew Morris-Jones (Lead Guide) and Sally Dickin (Head of Service) worked to identify potential children for the SHiFT Practice to work with. This began with Sally Dickin completing an extensive scoping exercise where she presented in various team meetings to partner agencies within Tameside Borough Council in order to inform them of the SHiFT programme and how to nominate young people they felt are appropriate. 83 individual children were sent in to consider. (116 in total with repeat considerations). This scoping exercise was during the latter months of 2022. This high figure would evidence that there was a positive response by the professional network toward the SHiFT model.

**DOING WHATEVER
IT TAKES**
SHiFT

Tameside

- Tameside SHiFT is currently supporting 27 children in the borough and. We are beginning to see some evidence of relationships being built and trust established; for example, a young person who was missing from his local authority placement contacted the SHiFT guide in order to request some money. This was understood to be a key breakthrough for this young person as he was not known to reach out to professionals when in need‘
- This period of establishing these relationships is the cornerstone of the SHiFT work. Establishing trust and building a strong relationship will develop as one of the key foundations of the SHiFT programme as we look to develop foundations of the young persons lives so that they can move to a place of safety and strength

Outcomes and progress

- Of the 27 cohort, the breakdown of engagement and relationship building is as follows –
- 14 children – currently engaged and are enjoying regular face to face interaction. Also receiving regular communication via text message. All the professional networks have been contacted and the guides are beginning to become embedded within this network.
- 6 children – tentatively engaging at present. These children require a more measured and staggered approach, whereby the initial steps are communicating through text message, visiting the home and ensuring the guides are conducting themselves in a different manner befitting of the SHiFT model.
- 2 children – we have recently swapped guides for two children as one guide was working with cousins who were experiencing family issues and had become estranged which would have caused issue when working with both.
- 5 – Currently not wishing to engage, but steps of engagement are underway. For example, Guides are remaining in contact with the professional network, sending letters and offering support through messaging. Due to the co-location with Youth Justice Services we are able to ensure we are up to date with any pending matters for some of the cohort and therefore can bide our time in offering the support.

About us / Contact List



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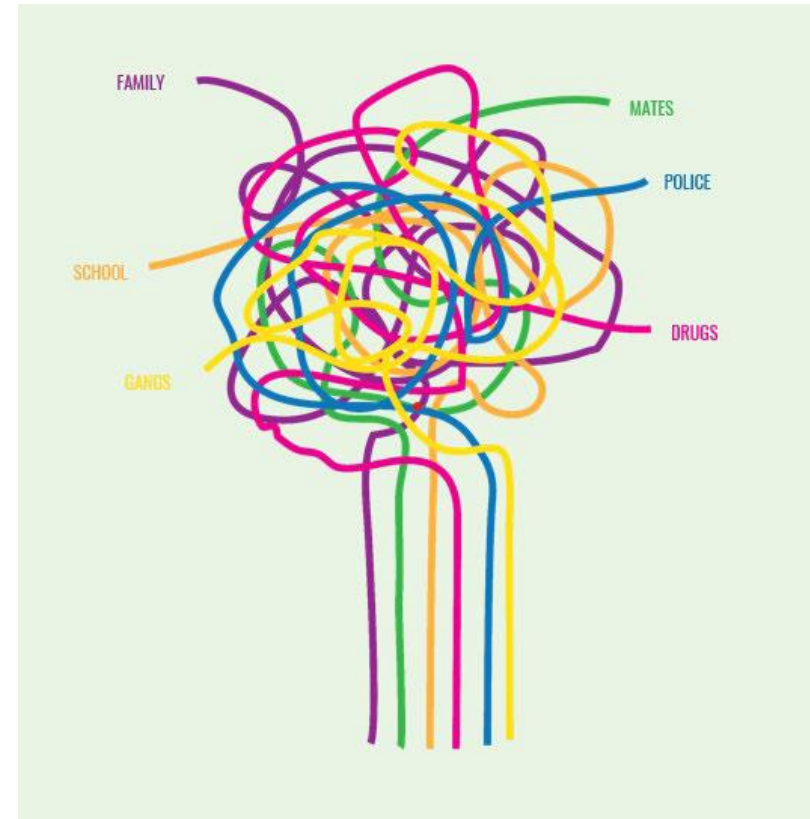
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