

**OFFICE OF THE POLICE AND CRIME COMMISSIONER
FOR HUMBERSIDE
DECISION RECORD**

Decision Record Number: **03/2022**

Title: **HIVE INSPIRE PROJECT**

Executive Summary:

This initiative is being set up to identify and support those vulnerable young people who are at a crossroads in their lives and to be able to divert them from being exploited into criminality, by providing them with hope and aspirations to seek and gain employment through the support of Local Businesses and partner agencies.

The Aims are:

- Divert Vulnerable Young People away from criminality
- Provide Vulnerable Young People with skills and opportunities to seek employment
- Provide local businesses with local employees to improve the local economy
- Providing Hope and Aspirations for Young People in the local area.
- Disrupt Organised Crimes Groups and the criminality that this brings to the local area, by removing young people from the Organised Crime Groups criminal activity making it more difficult to operate.

Decision:

That the PCC fund a pilot programme for one year at a rate of £35,000 in North East Lincolnshire and if successful this would look to be rolled out across the force area to North Lincolnshire, Hull and the East Riding.

Background Report: Open

Police and Crime Commissioner for Humberside

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with my code of conduct. Any such interests are recorded below.
The above decision has my approval.

Signature



Date 13 January 2022

**POLICE AND CRIME COMMISSIONER
FOR HUMBERSIDE**

SUBMISSION FOR: DECISION

OPEN/CLOSED

Title: HIVE INSPIRE PROJECT

Date: 4 JAN 2022

1. Executive Summary

This initiative is being set up to identify and support those vulnerable young people who are at a crossroads in their lives and to be able to divert them from being exploited into criminality, by providing them with hope and aspirations to seek and gain employment through the support of Local Businesses and partner agencies. The Aims are:

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The opportunities provided by the businesses will range from the following:

- Apprenticeships
- Full/ Part time employment
- Work Experience
- Sponsorship for College Courses
- Motivational speakers 'Tell their story of success'
- Mentoring
- Coaching
- Support and Guidance for young People to write CV's and attend job interviews and develop other life skills e.g. networking & budgeting.

2. Recommendation(s)

That the PCC fund a pilot programme for one year at a rate of £35,000 in North East Lincolnshire and if successful this would look to be rolled out across the force area to North Lincolnshire, Hull and the East Riding

3. Background

County Lines and exploitation of children has risen across the UK and impacted on the lives of young people, not only in the UK but more specifically with in the Humberside Police area, which covers North East Lincs, North Lincs, Hull and East Riding.

Criminals are targeting impressionable young people who are losing hope and aspirations for their future due to poor home lives, vulnerabilities, academic difficulties and peer pressure to name but a few.

The exploitation of these vulnerable young people are areas such as:
Instant money - where they feel that they do not have the required grades to seek employment.

Feeling belonged – Organised Crime Groups make these vulnerable young people feel like they are part of a family and 'have their back'

Empowered – The young people feel supported and valued as they have older males encouraging them to commit crime by showing them a flash lifestyle with expensive cars, bundles of cash and designer clothes that they can aspire to.

What the Vulnerable Young People do not see is the violence, threats, intimidation, drugs debts and the consequences. Not only from rival criminal gangs, the criminals they work for but the criminal justice repercussions and the impact for future employment should they receive a criminal record.

Once these Young People have been exploited and encapsulated into this world it is extremely difficult to escape.

This initiative is being set up to identify those vulnerable young people who are at a crossroads to divert them from being exploited into criminality and provide them with hope and aspirations to seek and gain employment through the support of Local Businesses and partner agencies.

4. Options

- 1) Do Nothing and rely purely on existing enforcement action to tackle the issues. Not preferred option as we continue to see limited option available to successfully divert young people from the CJ system.
- 2) Adopt and fund these proposals for a pilot project which if successful can be extended across the Humberside Police area with the potential of generating national interest. This is the preferred option whereby the police force can work to consider out of court disposal as an option for young people with conditions to engage with this project. Whilst there is an option to conduct this Humber wide it makes sense to pilot in one area to build up learning before engaging force wide.
- 3) Fully adopt the scheme to initiate across the whole of the Humberside Police area. This is a longer term aspiration for the project.

5. **Financial Implications**

To provide the funding to employ a full-time coordinator to work with the young people and the businesses to ensure that the project is successful. This is due to the demand expected to manage the referrals, liaise with the business sector, conduct reviews and ensure the project is mapped effectively. The following funding is required

£35K – This is the cost of the full-time coordinator and funding to assist the young people with transport, clothing, protective equipment, courses etc to ensure they are able to engage effectively with the project

6. **Legal Implications**

The approach to this proposal has been considered by appropriate representatives of Humberside Police and the relevant sections of Northeast Lincolnshire Council. No specific legal powers are required to carry out this project and all activities and policies will be in line with existing legislation e.g. safeguarding, data protection, human rights etc.

7. **Driver for Change/Contribution to Delivery of the Police and Crime Plan**

This programme will contribute to aim 1 and 2 of the Police and Crime Plan. Aim 1 looks to ensure Engaged, Resilient and Inclusive Communities. The business community will become a key link with improving community safety by supporting these vulnerable young people. Aim 2 looks to create Safer Communities. This project will directly impact on crime and ASB rates by engaging those that have the potential to create demand in the criminal justice system and direct them to positive activities.

The programme has two main drivers, The first to develop local businesses and the local economy – to help local businesses to employ and support adolescents into employment , to support our place so that NEL has local people for local business taking pride in the community which in turn enhances the economy and reduces unemployment.

The second driver is the support to local young people – providing young people with hope and aspirations to gain employment and ensuring the next generation of workforce development in NEL have the opportunity enhance their skill set. This in turn will support the following

- Divert Vulnerable Young People away from criminality
- Provide Vulnerable Young People with skills and opportunities to seek employment
- Provide local businesses with local employees to improve the local economy
- Providing Hope and Aspirations for Young People in the local area.
- Disrupting Organised Crimes Groups and the criminality that this brings to the local area, by removing young people from the Organised Crime Groups criminal activity making it more difficult to operate.

Locality based problem solving , building safer, stronger, sustainable and resilient communities in line with Humberside police and local authority place based outcomes. to support the long term growth and economy to reduce poverty and inequality. longer term work would include working alongside local schools and academies to provide

young people realistic hopes and aspirations around life skills and practical ability not just solely focused on academic success.

8. Equalities Implications

Young people who are experiencing adverse childhood experiences that have a significant impact on their future prospects , not only employment but mental ill health and substance misuse due to childhood trauma. This project hopes to balance out the impact of ACEs and provide hope, aspiration and support to become employed with the mindset and confidence to break a circle of generational unemployment and provide aspirations amongst peers and dependents

This project is open to the whole community through troubled families incorporating diversity and inclusion. Each individual chosen for the project will have a bespoke plan to ensure the best success rate for that individual which will take into account any protected characteristics. The project will ensure that the local businesses and local authority reflects the community we serve.

9. Consultation

This proposal has been developed in consultation between various elements of North East Lincolnshire Council including Children's Services & Economic Development, Humberside Police Protecting Vulnerable People Unit, The local Business Community through direct engagement, social media and an open meeting facilitated by The Business Hive, part of E-Factor Group Ltd. There has also been engagement with the Home Office in the preparation and submission of this bid.

10. Media information

Press releases have been prepared to provide briefing and background information regarding the projects aims and ambitions which can be finalised in partnership with the PCC's office..

11. Background documents

There are no additional documents relating to ort in support of this proposal.

12. Publication

Open

This matrix provides a simple check list for the things you need to have considered within your report. If there are no implications please state

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|---|---|
| I have informed and sought advice from HR, Legal, Finance, OPCC officer(s) etc. prior to submitting this report for official comments | Actioned through DCI Phil Booker, Head of PVU, Humberside Police and Police lead on the project |
| Is this report proposing an amendment to the budget? | YES £35K from partnerships reserve fund |
| Value for money considerations have been accounted for within the report | YES |
| The report is approved by the relevant Chief Officer | YES |
| I have included any procurement/commercial issues/implications within the report | YES |
| I have liaised with Corporate Communications on any communications issues | YES |
| I have completed an Equalities Impact Assessment and the outcomes are included within the report | YES |
| I have included any equalities, diversity and or human rights implications within the report | YES |
| Any Health and Safety implications are included within the report | YES |
| I have included information about how this report contributes to the delivery of the Commissioner's Police and Crime Plan | YES |