

# Progress Report

## May 2009

VIOLENCE REDUCTION UNIT

**CIRV**  
Community Initiative to  
Reduce Violence

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## EXECUTIVE SUMMARY

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This report highlights the progress made in the first 6 months since CIRV's first Self Referral Session on 24th October 2008. The report discusses the media strategy developed and an outline of the Self Referral Sessions to date.

Over the three sessions held so far, 186 young gang members attended out of 340 invited (a 55% attendance rate). These sessions have been the first held outside of the USA and have proved to be a success. They remain an integral part of the Project and will continue as progress is made throughout the city.

Statistics for the first three months have been analysed but this time span is too short to draw any conclusions. Therefore, statistics will be analysed for the first six month period and results circulated as a separate document when available.

Information sharing and partnership working is key to the Project and agreement has been reached on protocols allowing this.

The programmes and services on offer in the Project are discussed and it is recognised that this is a dynamic area, new programmes and services are being investigated and brought on line. Some of the events that have taken place, E.G. Mindstore, Street Advocate training days are also discussed to give members an insight into progress made.

To date 159 gang members actively engaged with the Project and the Case Management process is an important facet. This area is being reviewed and consolidated constantly to ensure that this is robust enough to allow proper engagement and monitoring. Six case studies included in this report to give members an insight into the type of young people being managed.

The report concludes with an intelligence picture painted for the north of the city highlighting the scale of gang involvement. This is greater than first thought, with approximately 500 gang members identified along with gang territories and conflict areas. This will be utilised to outline an engagement strategy for the move to Phase II and further throughout the City.

## INTRODUCTION

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The Community Initiative to Reduce Violence (CIRV – pronounced ‘Serve’) is a multi-agency and community-centred project designed to reduce violent behaviour amongst gang members across Glasgow. The reduction of levels of violence has been identified as a key outcome for Glasgow (as part of the single outcome agreement) and CIRV was designed with this fundamental aim in mind. CIRV will help directly achieve other positive outcomes for Glasgow – including reducing the impact and incidents of antisocial behaviour, reducing the involvement of young people in crime and reducing the fear of crime – but these and other positive outcomes are supplementary to the single aim.

The initial proof of concept is taking place in the east end of the City where it is intended to achieve early and dramatic reductions in gang violence which will then be sustained over time. The Project is a focused deterrence strategy modelled on world-recognised best practice including work in the USA to tackle gun related gang violence. CIRV is not intended to introduce any new programmes or services as we believe the right programmes and services are already present in Glasgow. CIRV is about better coordination and targeting of existing resources onto a high-risk, high-cost group – gangs – who do not traditionally engage effectively with services.

The police have gathered intelligence on 55 violent street gangs (phase I) that engage in violence. These gangs – collectively and individually – will be presented with a choice: those gang members seeking a more productive lifestyle will be provided with a tailored programme of support including education, employment, diversion, choice programmes and other support services. Those who choose to continue with their violent behaviour will face a robust challenge and the full weight of enforcement and criminal justice measures. A partnership has been established between agencies and the community to deliver a clear message to violent street gangs: **the violence must stop.**

The CIRV objective is to dramatically and quickly reduce the frequency of street violence in the east end of Glasgow and to continually reduce this frequency over time. CIRV coordinates law enforcement, service providers, and community members to ensure that those who participate in violent gangs receive due consequences and those who choose transition to a non-violent lifestyle, receive the appropriate services in the most effective, efficient, and respectful manner possible.

This report will focus on the first six months of the CIRV Project and provide an update to partners on the progress made in all aspects of the Project so far. Areas covered will include the Media Strategy employed, the protocols on Information Sharing, an update on the Self Referral Sessions held so far and an analysis of the statistics gathered for the first 3 months of

the Project. The report will also highlight the services that are on offer to clients and an update on the different events held so far. The law enforcement message is key part of the whole strategy and is delivered to gang members throughout the Project. This states that violence will not be tolerated and should a violent crime be perpetrated then the police and partner agencies will act accordingly on the whole gang. This strategy has been followed and this report will give an update on operations carried out to date.

The report will conclude with an outline of future plans and an update on the intelligence picture for the north of the city (BC & BE sub-divisions).

# MEDIA AND COMMUNICATIONS STRATEGY

## Media Handling & Coverage

Due to the sensitive nature of the initiative, every effort was made to limit media knowledge in the early stages. This was particularly the case with the first Self Referral Session, as some invitees expressed concerns about attending if media were present. Inevitably, due to the range of parties involved, some details were discovered. Careful negotiation preserved the integrity of the event, but inevitably raised interest in CIRV.

The official media launch of CIRV on 12th December 2008 provided an opportunity for greater media access and achieved much positive coverage. Inevitably, it also increased demand for access to gang members taking part in the project. This was refused on the grounds that the initiative was in its early stages and it would be unfair to subject those involved to such scrutiny. It is envisaged that greater access will be granted at some point (likely to be the six month mark), but again this will require careful handling.

## Marketing, Advertising and Communications

Given the lack of budget it was originally envisaged any marketing and advertising activity would be limited. In addition, given the main target market (gang members involved in violence, many of whom will have limited reading skills and not be easily engaged through traditional media or advertising methods), verbal communication through street level workers was by far the best form of advertising CIRV.

Subsequent to this various marketing and advertising materials were developed ad hoc. While these served an initial purpose they lacked coherence in terms of branding and targeting. The branding issue was resolved through the development of the CIRV logo. Going forward, market segmentation and targeting rather than broad blanket coverage will help strengthen the ability of any future marketing and advertising material to reach the intended audience.

## Going Forward

- There is a need to carefully assess target market with regards to future plans for advertising and marketing.
- Media requests for access are likely to continue, particularly if one party is granted this at six month mark. These will be given consideration on their individual merit and value to the initiative, with the core work of CIRV always the prime consideration rather than media coverage. Channel 4 Dispatches have requested that they be allowed to film the next Self Referral Session in June as part of an ongoing investigation to knife crime in the UK. This was refused on the grounds stated above that filming is prohibited to preserve anonymity etc. However, the producers have been granted access to some speakers to be interviewed with their consent. These interviews will be managed by the Communications Manager and CIRV staff.



Poster used in campaign

# SELF REFERRAL SESSIONS

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## Introduction

One of the key tools that CIRV use to communicate the consequences of violent behaviour to the gang members is the 'Self Referral Session'. This session demonstrates the availability of services for those choosing to get out of "gang life," and the expectations of the community and the consequences for them should the violent acts continue

The Self Referral Session delivers the CIRV message directly to those attending the session. It is then a stated expectation in the session that the attendees pass along the message to their fellow gang members. Every attempt is made, therefore, to identify attendees for the Self Referral Session that most broadly represent the street gangs identified by the intelligence gathering carried out by the Coordination Group.

## Session Venue

CIRV has held a total of three Self Referral Sessions to date. The first two sessions were held on 24th October 2008 within Court 8 at Glasgow Sheriff Court, 1 Carlton Place, Glasgow and the third was held in the same venue on 20th February 2009. (The 4th session is planned for 19th June 2009)

This venue was selected for a variety of reasons. The security was vital to protect the anonymity of clients and guests alike with access being available via a side door without the need to enter through the main doors of the court building. This would assist the court staff by keeping disruption to the court down to a minimum.

The media were excluded from the session and cameras and mobile phones forbidden in the court and its precincts.

The layout of the court allowed the CIRV team to set up a Reception area to log in clients and guests and cards were given out with the free phone number thereon\*. Finally the use of the court room, gave a certain gravitas to the occasion, especially with the Sheriff in full regalia sitting on the bench.

\*Example of card.





### Session Attendance

The session held in the morning on 24th October targeted clients who were under 16 years of age. It also included those persons over 16 and under 18 who were on supervision. This arrangement came about after discussions with the Reporter to the Children's Panel for the east of Glasgow due to concerns raised regarding having adults in the same room as young people.

**120 young people were invited to attend the first session and 95 attended (a 79% attendance rate).**

The session in the afternoon was for adults over the age of 16 and there were **100 invited with 45 attending (a 45% attendance rate)**. This group also included 6 adult prisoners from Perth and Polmont Prisons. These clients were escorted by Scottish Prison Service staff and were located in the dock in the court.

The third Self Referral Session was held on 20th February 2009 and consisted of adults over the age of 16 only. There were **120 people invited and 46 attended (a 38% attendance rate)**.

It has to be stressed that all who were at the sessions, attended of their own free will and were assisted by CIRV staff and police officers with a dedicated Transport Plan being put in place to bring people to the court.

### Session Content

The Self Referral Session follows a distinct path and the delivery of the three key messages is crucial to the whole event. This was achieved by utilising different members of the law enforcement community, the community and the service delivery agencies, both voluntary and statutory, to speak at the session.

Each session was chaired by a Sheriff, with the permission of the Sheriff Principal. This gave the court a certain level of gravitas and control as the clients in attendance would be aware of the power of a Sheriff, even though the court was not actually empowered during the session.

The law enforcement message was delivered by the Chief Constable at the first two sessions and the Assistant Chief Constable at the third session. The audience is made aware of the new law enforcement strategy, emphasising that this is business, not personal and any violence committed by members of a gang will attract the coordinated efforts of the police. Not only will the individual be directly responsible for the violence he commits, the members of his group will also be pursued for any illegal activities and that individuals affiliated with groups that engage in violence will be prioritised.

Following the police message, two doctors gave an input to the clients on the consequences of violence and the dangers of what some perceive to be minor slashes or stabbings.

The community message followed on and was delivered by a mother of a victim of crime, an ex-gang member, a convicted murderer, a church minister and two ex-prisoners. Each person had a different message to deliver, e.g. the mother talks about the impact of the violence on her son and the family, the murderer talks about the impact on his family, his life and the life of the victim's family.

The service delivery section outlines the various opportunities on offer to all clients who engaged with CIRV. These included access to key workers from Careers Scotland, whose role will be outlined later in this report, Get Ready for Work programmes, access to key workers in Job Centre Plus, diversionary schemes including football, outward bound courses and self development courses. Also on offer are programmes on all types of addiction, anger management and parenting skills.

Glasgow Community and Safety Services provide a huge range of services designed for the client group and these have been regularly accessed and will expand in the future.

Education schemes on offer include Intensive Support and Monitoring Services (ISMS) and Glasgow's Enhanced Vocational Inclusion Programme (EVIP) and access to Family Learning Centres.

### Policing the Event

Security at the court is extremely important and in addition to the reasons outlined above, a policing plan is put in place for each session. The policing plan consists of three levels, ranging from inside the room to the environs of the court building itself and the surrounding areas. This is to ensure that all who are in the room are safe and that the surrounding streets do not become the site of violence or disorder.

The security in court building is assured by using secure access through a side door for all young people to avoid press etc. Everyone is scanned at front door of building for weapons and again at courtroom entrance. There is also a heavy police presence in the courtroom with the gang members surrounded to ensure the safety of all in room (clients and guests).

A dedicated policing plan is also put in place for outside of court in the immediate vicinity and surrounding areas with Support Unit vehicles, high visibility foot/cycle patrols, Mounted Branch, Dog Unit, Marine Unit [river] and the Helicopter utilised.

Divisional policing plans were also put in place for the aftermath and over the weekend to ensure that any gang activity was strongly dealt with.

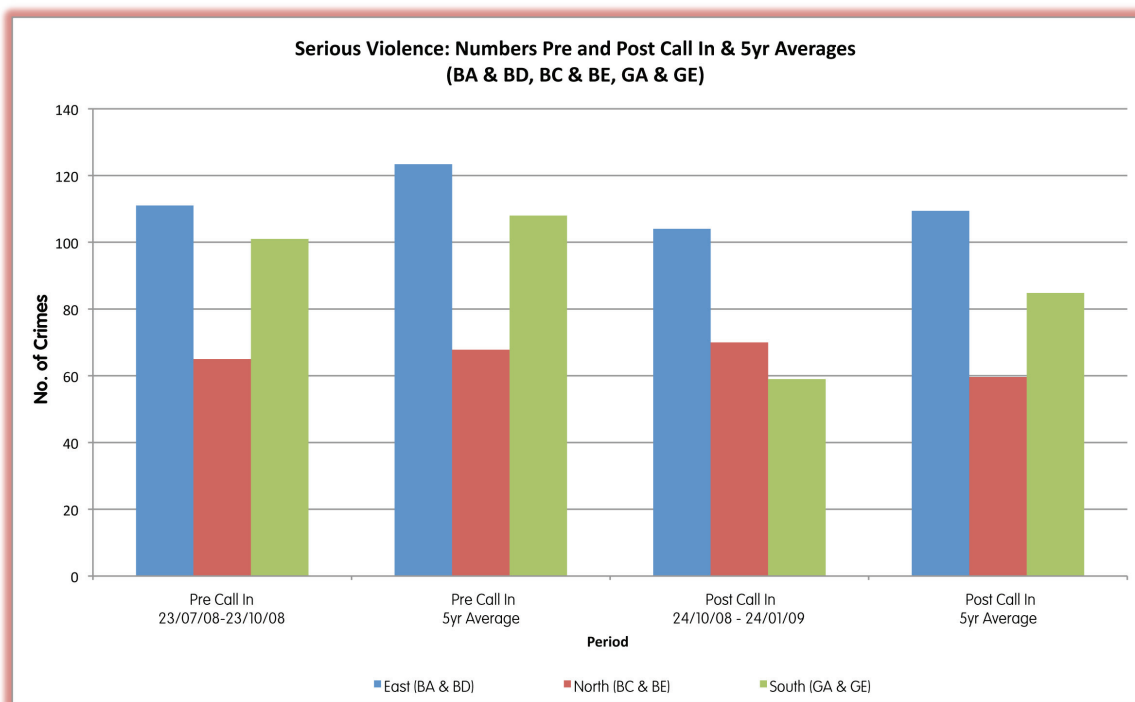
In conclusion, each session has passed off safely with no incidents of disorder either in the court or out with taking place.

## THREE MONTHS ANALYSIS FOR PHASE I

Phase I of the Project covers the east end of Glasgow and specifically BA and BD policing subdivisions. Original analysis of the gang picture in the area revealed almost 600 gang members and 55 active street gangs. The figures produced here cover the period 24th October 2008 through to 24th January 2009.

**It should be noted that the three months spread does not allow a complete picture to be drawn on crime or incident trends either up or down. Indeed the Cincinnati Initiative to Reduce Violence Project in the USA state that it will take at least 12 - 18 months to see correct indications as to crime patterns. As the CIRV Project continues these figures will become available and will be duly analysed to give a better indication of success or otherwise.**

The following chart shows the numbers of serious violence crimes in the east for the three month period pre Self Referral Session and the three month period post Self Referral Session. These figures are then compared with the five year average (figures from the same time period in the previous five years). This is also compared with the North and the South.

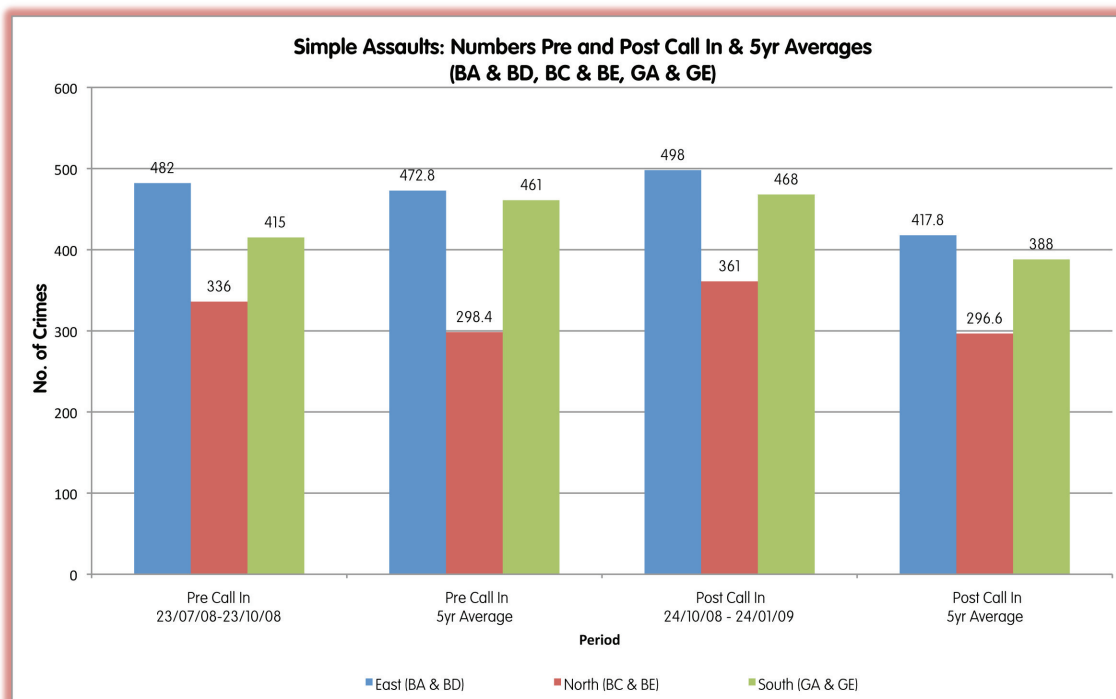


This chart shows that overall, **serious violence decreased by 6%** in the three months post Self Referral Session compared with the three months pre Self Referral Session. However we are comparing a summer/autumn period with an autumn/winter period and from the five year average it would appear that this is a typical seasonal trend. The comparison areas of the

north and the south of the city show a similar pattern, with the exception of the post Self Referral Session period in the north which showed a slight increase this year. However the five year average did show the predicted drop. Comparing the post Self Referral Session period with the five year average shows that there has been a **5% decrease serious violence crimes**. There had been a steady decrease in the number of serious violence crimes over the five year period until 2007/2008 when the numbers increased to 96 and this years figures show an increase again to 104. The north has shown an overall increase of 17% and looking at the previous five years the numbers fluctuated each year. The south however has shown a steady decline in numbers and has shown a 31% decrease compared with the 5 year average.

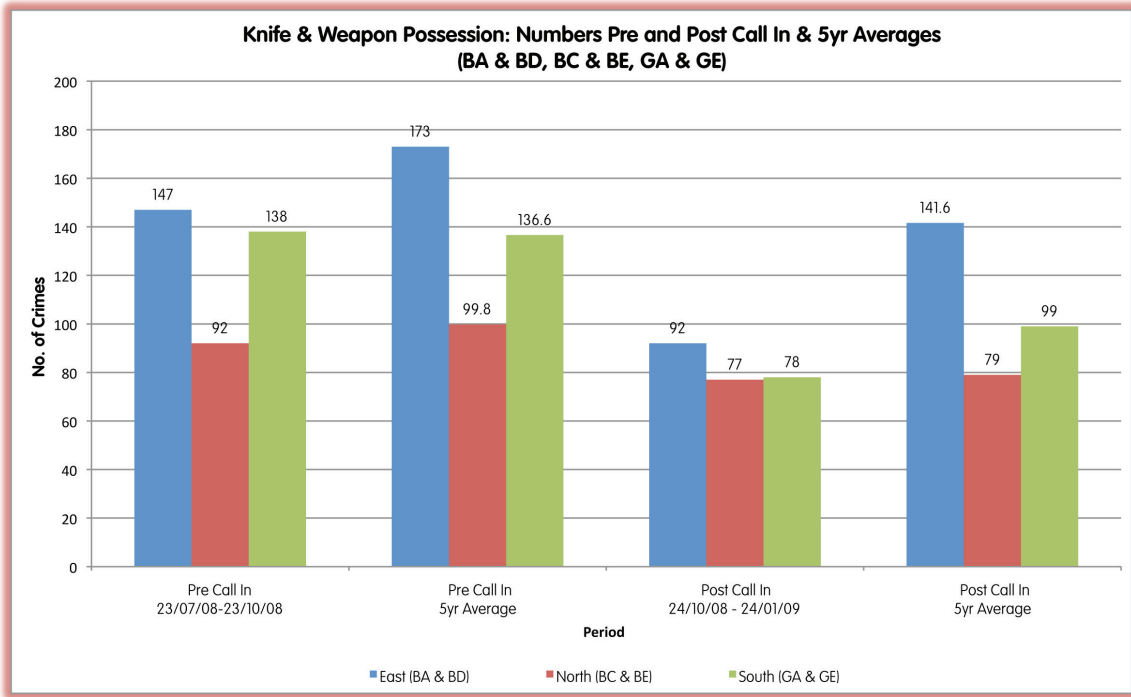
It should also be taken in to account other activities that have impacted on the serious crime numbers over the last five or six years. The introduction of the VRU, the Strathclyde Police Gangs Taskforce, Safer Scotland initiatives and other local initiatives will all have had an impact.

The following table shows the number of simple assaults in the east for the three month period pre Self Referral Session and the three month period post Self Referral Session. These figures are then compared with the five year average (figures from the same time period in the previous five years). This is also compared with the north and the south.



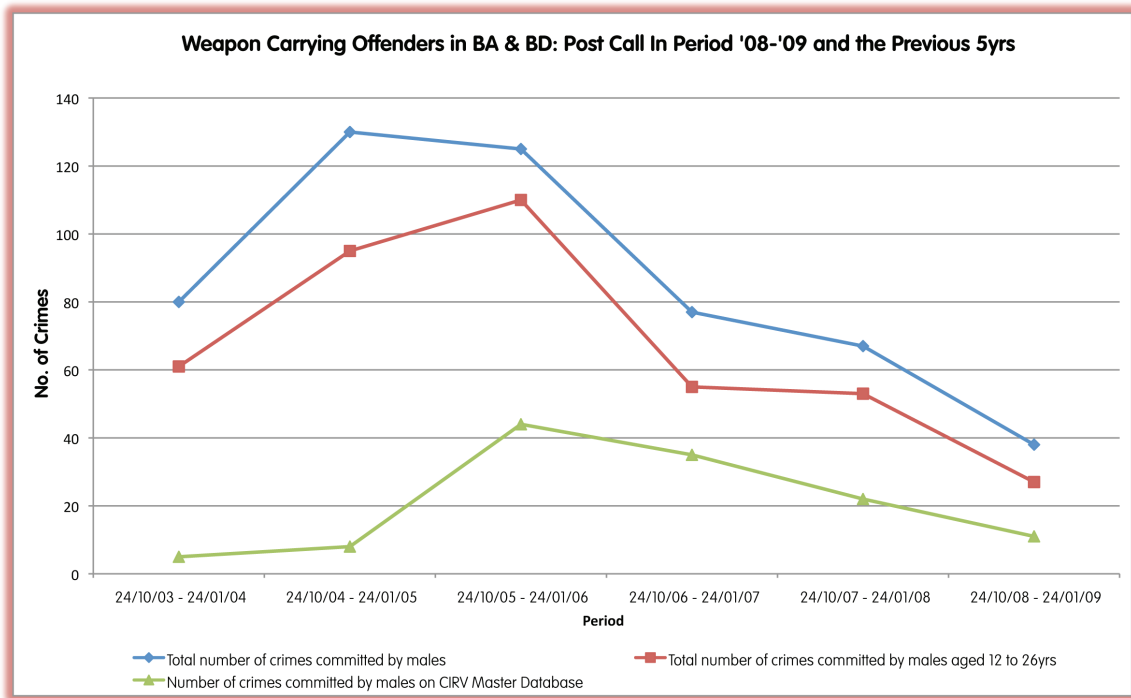
This table shows that the east had an **increase of 7% simple assaults** comparing pre Self Referral Session and post Self Referral Session. However the north and south have also shown an increase with 7% and 13% respectively. Comparing the post Self Referral Session period with the previous five year average each area has shown an increase: the east 19% increase; the north 22% increase; the south 21% increase.

The following chart shows the number of knife and weapon possession crimes in the east for the three month period pre Self Referral Session and the three month period post Self Referral Session. These figures are then compared with the five year average (figures from the same time period in the previous five years). This is also compared with the north and the south.



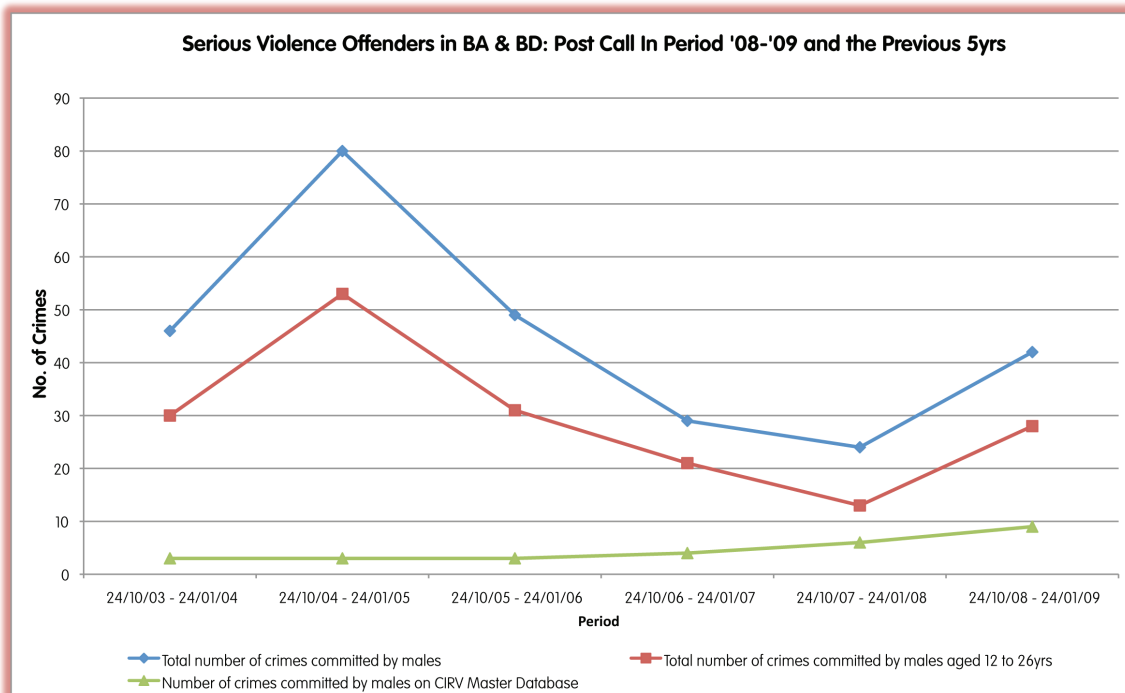
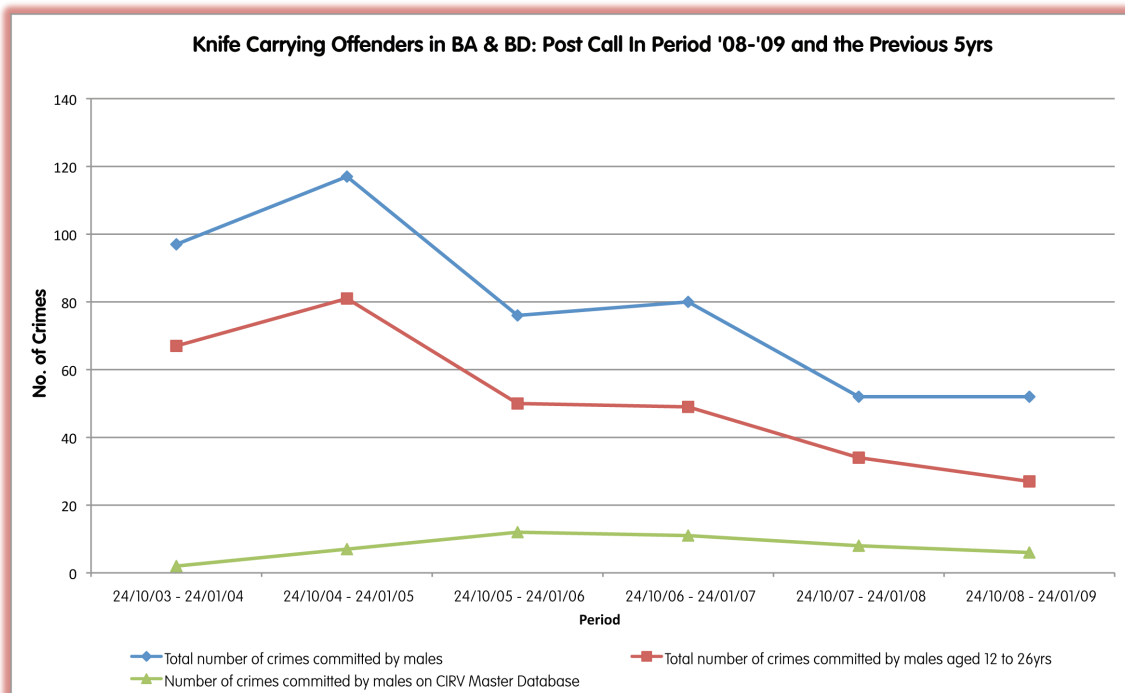
This table shows that knife and weapon possession crimes have **decreased** in the east from pre to post Self Referral Session (**by 37%**) and also in the post Self Referral Session period compared with the previous five year average (**35%**). The north and south have also shown decreases.

The following charts show the number of individuals accused of weapon carrying, knife carrying, and serious violence crimes. The data was compared with the CIRV master database to ascertain how many of the individuals on the database were responsible for these crimes in the post Self Referral Session period – this was then compared with the numbers in the previous five years.



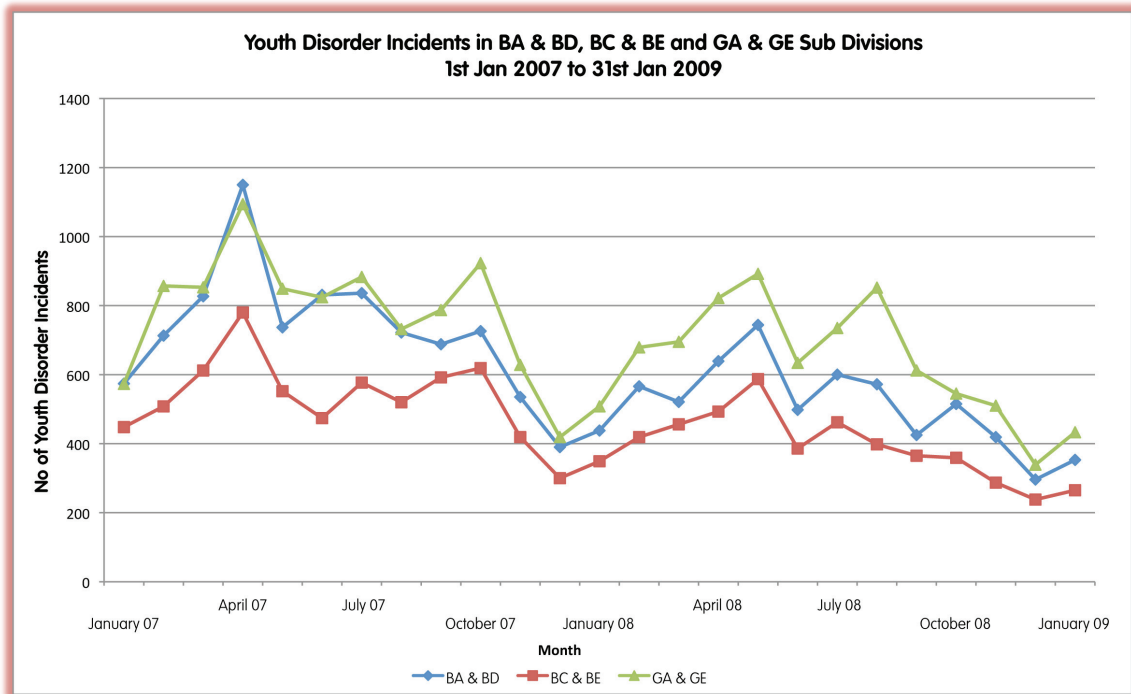
This chart shows that the number of crimes committed by males on the CIRV database has **decreased** from the 2005/2006 period through to the 2008/2009 period. It also shows that the total numbers of crimes committed by males and males aged 12 to 26 years has also **decreased** in this period. The much lower numbers in the 2003 to 2005 period could be attributed to the age profile of the members of the gang database being younger at this time.

The same pattern is shown for knife carrying as shown on the following table.



This chart shows that the numbers of serious violence crimes committed **increased** from 2005/2006 through to its peak in 2008/2009. The total numbers of crimes committed by males and males aged 12 to 26 years was **decreasing** from 2004/2005 to 2007/2008 however the numbers **increased** again 2008/2009. The increase in the number of CIRV database members committing these serious violence crimes could be attributed to the increased age of the individuals, into the age range where serious violence offences are more likely to be committed.

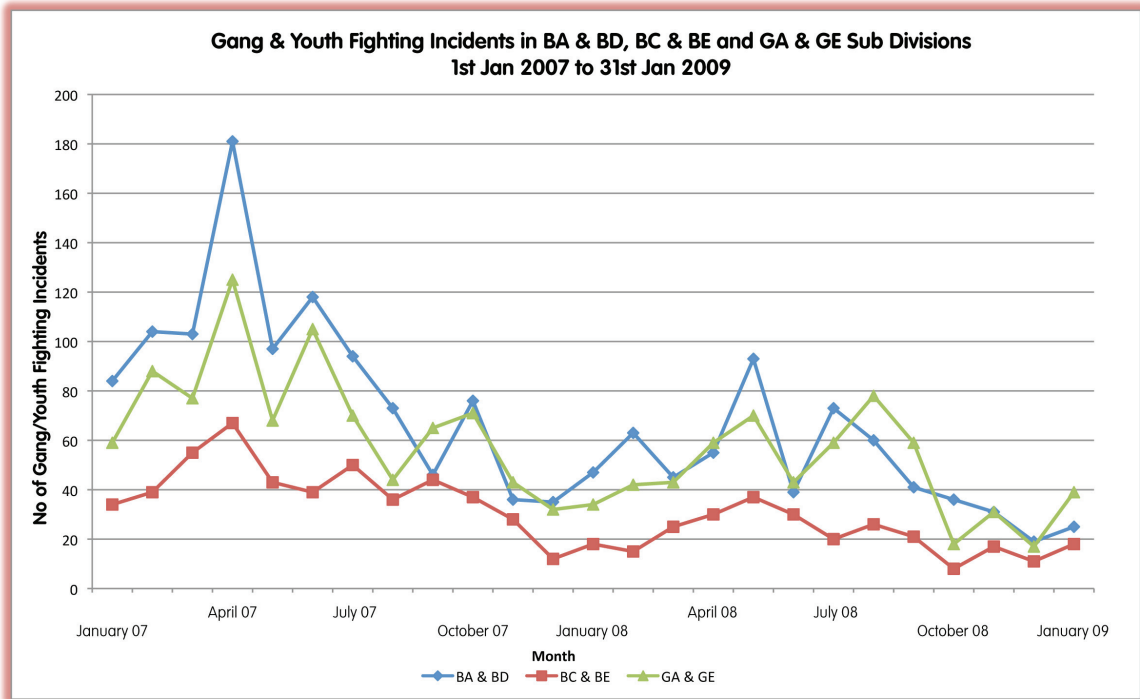
The following chart shows youth disorder incidents in the east, north and south per month from January 2007 to January 2009.



As can be seen on this chart, all three areas show a very similar pattern of youth disorder incidents over the time period. It can be seen that the number of incidents **decrease** from October 2008 through to December 2008 before **increasing** again in January 2009. However if you look at the same time period in 2007 it shows the same pattern, all be it a more pronounced decrease.



The following chart shows incidents that involved gangs and youth fighting incidents in the east, north and south per month from January 2007 to January 2009.



As with youth disorder the three areas show a similar pattern. However the east showed a **decrease** in the number of incidents from July 2008 to December 2008 before **increasing** again in January. The other two areas displayed the same fluctuation patterns during this time.

## INTELLIGENCE & INFORMATION SHARING

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One of the key requirements for the CIRV Project to work is a sound intelligence informed picture of the current size, structure, and membership of street gangs. It is acknowledged that the composition of a gang is dynamic and can change on a weekly if not a daily basis. Therefore this kind of information needs to be recorded and evidenced on the Scottish Intelligence Database (SID) when searching for gang-related intelligence and nominals.

A Gangs Database (Excel Spreadsheet) has been developed to consolidate intelligence currently held on SID and by that provided by various partner agencies, e.g. Glasgow Housing Association, Education and Social Work etc.

The Gangs Database is currently held within B Division 'O' Drive and contains intelligence held on known gang membership within the BA and BD Sub-Division areas. The database is intended to be rolled out to the remainder of B Division and thereafter, Glasgow-wide in due course. This database replaces the current B Division youth gang database for gangs /youths in the BA and BD areas only. Information regarding BC, BE and BF gangs is not included at this time, though this will be developed as Phase II of the project is implemented.

To ensure currency of information this database is populated only by persons noted on SID since January 2007 as being an active gang member and is therefore dependant on the accurate submission of SID logs. Prior to any additional persons being added to the database a SID log must be entered providing an evidence base to why that person has been included.

### Sharing Of Information

One of the cornerstones of the CIRV project is the sharing of information. In order for the project to work effectively, it is imperative that all partner agencies continue to work in tandem and share information when relevant to enable effective and appropriate decisions to be made.

The information available to be viewed by each partner agency (information that can be viewed by each agency is indicated by an X on the table below) reflects individual agency requirements and right of access. Should any partner agency require access to information held on the CIRV Master Database, not currently provided to them, application can be made to the CIRV Implementation Team outlining their reasons for access. This will be considered and should the information request is valid, the relevant information will be provided.

The information to be shared is personal data and therefore subject to the provisions of the Data Protection Act 1998 ("DPA"). An inter-agency data sharing protocol is being developed to describe the applicable data protection rules in more detail, but the general position is

as follows. The main CIRV Gangs database sits on a Strathclyde Police server and the data controller is the Chief Constable of Strathclyde Police (acting through the Violence Reduction Unit). The Chief Constable therefore determines the manner in which, and purposes for which, information on the Gangs Database is held and used, and is responsible for data security and quality of information held on the system.

Other agencies whose information is added to the database may do so on the basis that disclosing information for purposes of the CIRV project is necessary for purposes of the prevention of crime, and such disclosure is accordingly permitted under the DPA without the consent (or indeed knowledge) of the individuals concerned. Once an individual agrees to participate in the programme, they sign a consent form authorising the sharing of relevant personal information among the agencies concerned as described in the table appended to this document. Again, this renders the processing in question fair and lawful for DPA purposes. It is, however, crucial that any other agencies acquiring information from the Gangs Database use this information only for CIRV-related purposes and take appropriate steps to keep it secure and confidential.



# PROGRAMMES AND SERVICES

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## Introduction

CIRV is committed to providing various programmes and services to its clients. These are designed to provide opportunities to young people to give them the chance to make a change to their chaotic lifestyles, either through education, employment or diversionary schemes.

## Employment Opportunities

### Careers Scotland – Key Worker Support

Careers Scotland provides Key Worker support to young people involved in gang culture in the East End of Glasgow. These Key Workers provide in-depth employability advice, information to help young people access suitable employment, training, education or voluntary opportunities. In addition, they advocate, negotiate, signpost and trouble shoot on behalf of their clients ensuring partnership working and avoiding unnecessary duplication. They provide one to one mentoring support building up relationships, raising confidence and self esteem. They also support with CV, application completion and interview techniques.

Group work can also be provided through 'Breakthrough' and 'Career Essentials' where they seek to empower their high tariff clients who may have been out of the labour market for some time to self assess, self help and become effective Career Planners. Employability and skills assessments are carried out where necessary to identify skills, learning styles or any gaps.

Careers Scotland has a Discretionary Fund which allows Key Workers to assist their clients with travel costs, interview clothes, working clothes and equipment they may require to carry out their job role.

### 'Get Ready for Work' Programmes

There are various 'Get Ready for Work' Programmes that young persons can be referred onto. These programmes offer core skills, personal skills, life skills and vocational skills. After a number of weeks within a training centre, the young persons carry out a work placement with an employer. There is the possibility that the young person will gain full time employment through a work placement. Some examples are:

- Right Track
- Tigers
- MiTech

## National Children's Home (NCH)

The NCH Youthbuild Programme works with High Tariff Offenders. An initial six week training course offers candidates the opportunity to obtain qualifications in Health and Safety as well as basic Construction Industry skills. This is followed by a further 13 weeks of college training, six months paid work placement and if successful, full time employment in the Construction Industry.

The NCH also run the 'Challenge Project' which is an eight week project for young people who take on a Community Challenge such as renovating derelict areas. The participants gain different skills and some go on to the Youthbuild Programme.

## Job Centre Plus

Jobcentre Plus is a government agency supporting people of working age from welfare into work, and helping employers to fill their vacancies. Work Trials are offered to young persons which involves up to 15 days with potential employers. There is no obligation on either party to enter into a contract of employment and the candidates retain their benefits during the work trial. This option is suitable for young unemployed people who may fail at employer interviews and 50% of starts gain full time employment.

'New Deal for Young People' is compulsory for 18 - 24 years on Job Seekers Allowance for at least 6 months. 'New Deal' offers Clients an allocated personal advisor who assists in preparation of C.V., give advice on careers, offer other support, and pay some travel costs such as bus / train fares. If the client does not find a job in the first stage, they enter 13 week options phase which offers training / work experience. If no job is found, the client then enters a 26 week 'follow through' phase where additional support is offered.

'New Deal 25 Plus' is similar to 'New Deal for Young People' but for clients over the age of 25.

'Progress to Work' is a voluntary programme supporting clients with a history of drugs misuse to take up or remain in New Deal provision and enable them to find sustainable employment. Clients must be fully unemployed and in receipt of Jobseekers Allowance, Income Support, Incapacity Benefit, Carers Allowance, Severe Disability Allowance and who have completed drug treatments programmes or are still within treatment programme but need additional help to get in to work.

Job Centre Plus staff also has access to an Adviser Discretion Fund to help customers make the move from claiming benefits to employment.

## Diversionsary Activities

### Football League

The organisation Sidekix runs a football league for the CIRV Project at Eastbank Academy every Friday night. There are also training sessions including workshops dealing with anger management issues organised for mid-week nights.

Young persons engaging with the CIRV project can be offered the opportunity to join the football league. If the football leagues are full or are no longer available, the CIRV Team and Street Advocates will seek other football opportunities for the young person in the East End area.

The following information gives a breakdown of the information relative to the football participation.

Total Number of Participants Registered: 268

AREA	No PARTICIPANTS
Easterhouse (2 Teams)	55
Barrowfield	39*
Shettleston	55
Ruchazie	20
Baillieston	13
Parkhead Wee Men	34
Parkhead Rebels	23
Other	29

\*19 of the participants were too young, so only attended on the first night, but have been engaged since in ongoing coaching programmes set-up by Sidekix.

Total number of activity sessions: 41 (between 9th Jan – 24th April)

Total number of attendances: 1588

Average Attendance Rate for Match Nights (Friday): 82

Average Attendance Rate for Training Nights (Monday, Tuesday and Wednesday): 21

Average Age of Participants: 16

## AREA BREAKDOWN

### **Easterhouse (Young Team):**

Average Age of Participants: 14

Average Attendance Rate (Match nights): 14

Average Attendance Rate (Training nights – Monday): 10

### **Easterhouse (Old Team):**

Average Age of Participants: 17

Average Attendance Rate (Match nights): 13

Average Attendance Rate (Training nights – Monday): 10

### **Barrowfield:**

Average Age of Participants: 18

Average Attendance Rate (Match nights): 13

Average Attendance Rate (Training nights – Thursday): 11

### **Shettleston:**

Average Age of Participants: 16

Average Attendance Rate (Match nights): 16

Average Attendance Rate (Training nights – Tuesday): 18

### **Ruchazie:**

Average Age of Participants: 15

Average Attendance Rate (Match nights): 14

Average Attendance Rate (Training nights – Monday): 15

### **Parkhead Wee Men:**

Average Age of Participants: 18

Average Attendance Rate (Match nights): 14

Average Attendance Rate (Training nights – Monday): 12

### **Parkhead Rebels:**

Average Age of Participants: 18

Average Attendance Rate (Match nights): 13

Average Attendance Rate (Training nights – Monday): 11

\*Baillieston dropped out of the league.



## Army Outward Bound Course

The army provide five day outward bound courses at the training camp at Garelochhead and have proved to be popular amongst the client group. It should be noted that CIRV does not and will not actively put anyone forward to the army for recruitment purposes.

## Youth Centres

There are various youth centres throughout the east end of Glasgow that offer diversionary activities, 'drop-in' centres, and personal development and life skills.

Some examples are:

- Parkhead Youth Project
- FARE
- Urban Fox
- Bridgeton Community Learning Campus
- Innerzone

## Kan Do

This is a five week course which accommodates 10 young people and is designed to develop the natural leadership qualities of individuals in a positive manner. It is designed to work with individuals who are seen as leaders from various gangs within the east end of Glasgow. To date there have been 3 courses ran which have received positive feedback from all who participated.

A recent development is the progression of successful candidates from the Kan Do course onto a five week 'Get Ready for Work' programme delivered at the Bambury Centre in Barrowfield.

## Bambury Centre

The Bambury Centre is a community facility based in Barrowfield and is heavily utilised by the local community and in particular unemployed job seekers. Staff have developed a bespoke programme which compliments the programme delivered at Kan Do. It focuses on preparing young people for employment and participants gain their CSCS card during the course which is a nationally recognised qualification for any person seeking work in the building industry. At the end of the course, which is designed for 10 young people, participants will be offered full time paid employment with an industrial cleaning company.

## PLATFORM 2

Platform 2 is a global volunteering opportunity funded by the Department for International Development and run by Christian Aid, Islamic Relief and BUNAC. Clients volunteer for travel to South Africa, Malawi, Ghana, India and Peru where they carry out volunteer work constructing community buildings, caring for and teaching children, building infrastructures at eco centres and assisting in HIV clinics. There is a one week orientation 'in country' followed by 9 weeks volunteering.

### Support Services

#### East Community Addictions Team

The Community Addiction Teams provide access to Alcohol support and treatment and Drug use support and treatment, including: substitute prescribing, family support services, young peoples services, services to offenders with addiction problems, needle exchange, harm reduction advice, community support, rehabilitation services, hospital services (including outpatient, specialist in-patient and day services), community development and service user involvement groups, 24/7 drug crisis centre, carers services, family support, training and employment and mental health.

#### Greater Easterhouse Alcohol Awareness (GEAAP)

GEAAP offers trained counselling in relation to alcohol or drugs misuse and anger management. Clients who disclose other issues are referred to appropriate agencies. Services for those who feel their own or someone else's use of alcohol is causing problems in their life.

#### Sadies (Safer Drinking in the East End)

Sadies are closely involved in education and prevention work with young people across the east end. They operate under the umbrella of the Glasgow Council on Alcohol. They are able to offer routes to counselling.

#### H4U (Health 4 U)

Doctors, nurses, youth workers and peer workers or counsellors are available to assist young people with health related problems. Group work sessions cover a range of issues including sexual health, healthy eating, alcohol/drugs misuse, and territorialism. H4U also run emotional literacy programmes in all east end High schools.

#### GCSS Services

ASSIST, the Violence against women team will offer a support service to young people aged under 16 in the East referred from CIRV as there is work ongoing with the mother or family.

## Education Services

### Intensive Support and Monitoring Service (ISMS)

Intensive Support and Monitoring (ISMS) was introduced by the Anti-social Behaviour (Scotland) Act 2004, as an alternative to secure accommodation. ISMS involves a 24 hours 'wrap-around' support package (intensive support), which includes up to 30 hours per week of education, and a movement restriction condition (MRC). Compliance with the MRC is monitored via an electronic monitoring device (tag) which is placed on the young person's ankle (or wrist) and a monitoring box which is placed at their residence.

### Glasgow's Enhanced Vocational Inclusion Programme (EVIP)

Glasgow's EVIP offers 64 full-time places to young people aged 15+ who have experienced severe problems in their lives and who, as a result, do not access the opportunities typically available to their peers. The target group includes young people who are looked after or looked after and accommodated, and young people with social, emotional and behavioural difficulties. EVIP provides access to a range of vocational options in growth employment areas, a programme of core and life skills, integrated literacy and numeracy support, opportunities to undertake additional accredited qualifications; and, as such, acts as a springboard to further progression routes.

### Family Learning Centres

These centres offer families a range of support including individual access to advice on a range of issues: future employment, counselling, drug awareness, group based support or training. These services are offered through the joint working of Education Services, Health and Social Work Services. This work is further enhanced by the development of partnerships with voluntary services to ensure the provision and expansion of a more cohesive service for parents and children.

### LAAC (Looked After and Accommodated Support Team)

The LAAC Team aims to build links with all young people who are in residential or foster care. The LAAC Team consists of a Co-ordinator, 5 Support Teachers and an Education Liaison Officer (ELO).

### Interrupted Learners Service

The Interrupted Learners Service is a citywide flexible service that aims to minimise the effects of severe disruption to education that a child or young person may experience. Referral to this service is through the school or psychological services

## CASE MANAGEMENT

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There are a variety of ways that a young person can be referred to the CIRV Team. They can self-refer themselves via the CIRV Helpline, a helpline that is manned 24 hours a day by one of our partner agencies the Neighbourhood Relations Team, part of the Glasgow Housing Association. Alternatively young persons can self refer themselves by emailing the CIRV team at CIRV@ymail.com.

Alternatively, Youth Projects can encourage young persons to refer themselves to the CIRV team, the Strathclyde Police Gangs Task Force may refer a young person to the project following an incident or the intelligence and Enforcement Officers within the CIRV Coordination Team can 'cold call' individuals identified as being in a gang within the East End of Glasgow.

Once a young person makes contact with CIRV, a Form A - Referral form is completed which documents the individuals contact details and his reasons for contacting CIRV.

The young persons name and date of birth is circulated to contacts within Strathclyde Police, Social Work, Education, Careers Scotland, Glasgow Community Safety Services and Glasgow Housing Association. Each contact provides the information they hold on that young person and what contact they may have had with their organisation. This information is documented on a Form B - Services Form.

After all the services information is gathered a Case Allocation Meeting will take place between various members of the CIRV Coordination Team. The meeting will review all the information on each young person and allocate the case to either a Street Advocate only, Street Advocate accompanied by Police or Police only. This decision is based on the severity of offences that each individual has committed and how recently they were committed.

The Street Advocate will then arrange an initial visit with the young person to discuss what CIRV is and what it means to sign the commitment form. It is also used to establish what the young person may need support with. Following the initial visit, the Street Advocate will facilitate access to the services or programmes that are deemed appropriate for that young person. The Street Advocate will stay in continuous contact with the young person, providing support, advice and encouragement.

Case Review meetings take place between the Street Advocates and the CIRV team where each case is discussed and suggestions or recommendations are made to enhance the young person's progress.

This process is continued until the young person gains a successful outcome which may be employment, training or education. However, the young person will continued to be reviewed on a less frequent basis to ensure no re-offending occurs or that the successful outcome continues. (Samples of the forms that the Project uses are attached).

## Social Work Involvement

Since June 2008 a Social Work Practice Team Leader has been seconded to the CIRV project. Initially it was agreed that this person would be at the project two days a week however this was increased to three days in January 2009. The substantive post continues to be within an area team which is situated in Parkhead.

Many of the young people who have come to the attention of CIRV are already known to Social Work Services, a number are either subject to a Supervision Requirement or Probation Order. There are also a number who are not known or who have no current SW involvement.

Links to CIRV are now beginning to be made within the area team. Social Workers are now identifying those young people whose offending profile seems to be characterised by gang activity. Checks via CIRV can then confirm if the young person is in fact a member of a gang and appropriate services can then be explored.

In discussion with the young people the majority of those 16 and over, intimated that securing full time training/employment is their aim.

**Since the first Self Referral Session back in October 2008 CIRV have engaged with 159 gang members. 49 of these young men are aged 16 or under. Of the 159 gang members, 111 were already known to Social Work Services. 17 were subject to a Supervision Requirement and 6 were subject to a period of Probation.**

Contact with young men under 16 has proved to be more challenging. Many of them have been out of the formal education for some time and referrals initially seemed to come from Campus Officers.

## CASE STUDY EXAMPLES

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The following case studies give examples of the type of young people the CIRV deal with. They indicate differing levels of engagement, crime backgrounds and support required.

### Case Study 1 - Summary

Case study 1 had been involved in large scale gang fights, had a number of previous convictions, was known to Social Work and had a history of substance misuse.

Case study 1 attended the 1st session at Glasgow Sheriff Court and stated he wanted to join CIRV in the hope of finding employment and to get away from gang culture.

His first interview was carried out by a police officer and a street advocate where he stated he was interested in the football league, Jack Black Mindstore event and the army outward bound. He advised that he wanted to gain employment but had several ongoing issues in his own life which needed to be addressed. He had attended anger management in the recent past and admitted his anger being directly linked to previous alcohol and substance abuse.

Since engaging with the CIRV project, Case Study 1 has joined a boxing club which he attends three times per week, the CIRV team set up an appointment with the Army Careers Office to give case study 1 advice on joining the army. He also attended the CIRV Football League, completed the Kan Do Sports programme and is now working with Venture Trust and Careers Scotland to secure a job within a car repair shop and funding has been made available for case study 1 to undertake a motor vehicle qualification if he successfully secures the job.

During his engagement with CIRV, case study 1 was involved in a crime, although this was not gang related. The Enforcement Officers within CIRV contacted case study 1 and reminded him that he had signed the commitment form and one of the conditions be being involved with CIRV that he was to stay away from crime. Case Study 1 has not been involved in another incident since.

### **Case Study 1 – Aged 21**

- Aged 16 – spray painting graffiti.
- Aged 16 – attacked from behind and punched and kicked to the head and body.
- Aged 17 – spray painting gang tags.
- Aged 17 – stabbed a male to the buttock and slashed a female's forehead.
- Aged 18 – assaulted his mother.
- Aged 19 – engaged in a stand up fight.
- Aged 20 – domestic breach of the peace.
- Aged 20 – threatened mother and step-father.
- Aged 20 – suspected of spray painting gang tags.
- Aged 20 – assaulted a male with a hammer.
- Aged 21 – engaged in a stand up fight.

He was also responsible for numerous road traffic offences and thefts from/of motor vehicles from the age of 16 to 21.

### Case study 2 – Summary

Case study 2 was initially targeted by the CIRV enforcement officers as an active gang member. Case study 2 has in the past been involved in gang culture and had been arrested for causing disorder and regularly carrying weapons. He had a number of previous convictions for various offences, mainly breach of the peace and gang related violence.

Since engaging with CIRV he has been attending the Football League and has successfully completed the Kan Do Sports programme. As a result of this, case study 2 has successfully obtained an interview with Youthbuild.

#### **Case Study 2 – Aged 21**

- Aged 13 – spray painting graffiti
- Aged 13 – gang fighting
- Aged 15 – participated in a fight resulting in lacerations to his hands. Uncooperative complainer.
- Aged 16 – punched female to face.
- Aged 16 – victim of simple assault - stabbed to the abdomen.
- Aged 17 – spray paint graffiti.
- Aged 17 – gang fighting (x4).
- Aged 17 – involved in fight.
- Aged 17 – seen brandishing a large piece of wood with protruding nail.
- Aged 18 – breach of bail conditions.
- Aged 19 – cannabis possession.
- Aged 19 – gang fighting.
- Aged 19 – involved in a fight which resulted in a male being stabbed.
- Aged 20 – victim of serious assault - slashed on the chin with bladed instrument.

He was also responsible for breach of the peace, drinking in public, vandalism, stealing from vehicle and road traffic offences.

### Case Study 3 – Summary

Case study 3 attended the first session at Glasgow Sherriff court. Case Study 3 advised that he was interested in hearing more about the opportunities available and confirmed that he wanted away from gang violence.

Since engaging with the CIRV Programme, Case study 3 has completed the Kan Do Sports programme. He has also attended the Football League and Jack Black Mindstore. Case Study 3 is intensely involved with Careers Scotland and GERA to secure an employment opportunity.

#### **Case Study 3 – Aged 18**

- Aged 13 – member of a group which seriously assaulted a male using golf clubs.
- Aged 15 – victim of serious assault – stabbed to the back.
- Aged 16 – cannabis possession.
- Aged 16 – possession of a folding knife.

### Case Study 4 – Summary

Case study 4 did not attend the session at Glasgow Sherriff Court on 24/10/08 as he felt intimidated by the idea of other gang members being present. On meeting Case study 4 for an initial interview, the Street Advocate advised that Case study 4 appeared to have low self esteem and lacked confidence and motivation. Case study 4's parents seemed very supportive. Case study 4 was keen to gain employment and was interested in sports coaching.

Since engaging with CIRV, Case study 4 expressed that he did not want to attend any of the diversionary activities as he wanted to focus solely on employment opportunities. As a result of the project, he gained an interview with Street League and was successful. He attends for 20hrs a week and is thoroughly enjoying this placement. It was proposed that Street League will put him forward to gain more professional coaching qualifications.

#### **Case Study 4 – Aged 21**

- Aged 15 – victim of a serious assault – struck to the ear with a metal pole.
- Aged 15 – victim of simple assault – spat on, punched to the face and back of the head by another male.
- Aged 20 – responsible for gang graffiti.
- Aged 20 – victim of common assault - punched to head and face. Uncooperative complainer.
- Aged 21 – victim of common assault – was struck to the neck with a baton while his friend was struck with a machete. Uncooperative complainers.



### Case Study 5 – Summary

Case Study 5 is a new referral and was referred to the project by FARE. He has been involved in gang culture and has committed offences such as street drinking, breach of the peace and noted as being a member of a gang.

After a meeting with a Street Advocate from CIRV he indicated that he wanted to gain employment or training. He said that an apprenticeship for a trade would be ideal.

The Street Advocate for Case study 5 has referred his mother to the Parent Support Group, has linked case study 5 to Careers Scotland for Key Worker Support in gaining employment and has passed his details to Sidekix for participation in the Football League and to the CIRV Communities Lead for involvement in the Army Outward Bound Course.

#### **Case Study 5 – Aged 16**

- Aged 13 – involved in group disorder.
- Aged 13 – gang fighting.
- Aged 15 – punched males to the face.
- Aged 15 – punched and kicked male.
- Aged 16 – engaged in a stand up fight.
- Aged 16 – breached bail conditions (x3)

Also when 16 was responsible for drinking in public, stealing from a car and stealing a motor vehicle.

### Case Study 6 – Summary

Case Study 6 initially made contact with CIRV as he had attended the session at Glasgow Sheriff Court.

His main reason for contacting CIRV was to gain employment. He had previously worked with Sky installations but this was work experience and Case study 6 was yet to hear if he was to be kept on as an installer. Case study 6 expressed interest in the football league.

Since engaging with CIRV, Case study 6 has completed the Kan Do Sports Programme, attended the Jack Black Mindstore event and regularly attended the football league at Eastbank Academy.

He is attending Learning Gateway through Job Centre Plus and is registered with Skills to Build through GERA. He has also applied for a job with Pointer Alarms and is waiting to hear if he was successful.

#### **Case Study 6 – Aged 18**

- Aged 11 – part of a disorderly crowd challenging other youths to fight.
- Aged 17 – named as member of gang.

## EVENTS

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CIRV have held various events over the first six months of the project, over and above the Self Referral Sessions discussed earlier. These include a Media Launch, a Mindstore event at Celtic Park, a Parents Information evening and two Street Advocates Training Days.

### Media Event

A Media event to formally launch CIRV was held at the GESH in Easterhouse on 12th December 2008. The formal announcement and the funding grant from the Scottish Government was made by the Justice Minister, Mr McAskill with the Chief Constable of Strathclyde Police, Mr Stephen House and Detective Chief Superintendent John Carnochan, the Head of the Violence Reduction Unit.

The event was given a substantial amount of media coverage on national news programmes on television and radio and national press. Various people connected with the project were also interviewed by the various media representatives.

### MindStore Event

In the 1980s, Jack Black was a social worker in the east end of Glasgow. After seeing two colleagues destroy their health through the stress of work whilst only in their 40s, and then experiencing a similar collapse himself, he decided to discover how stress could be managed and personal development harnessed to allow people to fulfil their potential. MindStore was the culmination of his findings and now, Jack is recognised as one of the UK's leading authorities on personal development and is an internationally renowned key-note speaker.

Early in the Project Jack Black met with members of the Project Team to discuss the possibility of being involved in the first Self Referral Sessions in October 2008. During this meeting, he agreed to participate by speaking at the sessions. He also expressed an interest in carrying out further work with members of gangs and those engaged with CIRV. It was agreed at this time to explore the possibilities after the first Self Referral Sessions.

Following the Self Referral Sessions in October, further discussions with Jack Black culminated in him agreeing to host a two day event. This event would involve him speaking to gang members identified from the client database over the days. The main purpose of the event was to break down barriers and give the young men tools to move forward with their lives and to put an end to recreational violence between them.

## Event

On Tuesday 3rd and Wednesday 4th February 2009, the event was held in the Kerrydale Suite at Celtic Park, Parkhead, Glasgow. Over the two days a total of **128** young males attended (**71** on the first day and **57** on the second day). The event began at 1030 hours and concluded at 1530 hours each day.

The youths came from various gangs and backgrounds throughout the east end of Glasgow, ranging from Easterhouse, Shettleston, Parkhead, Calton and Dennistoun and the age range was from 12 to 21 years of age.

Transport was provided where necessary and each young person was brought to the event by a member of staff, a campus officer or a youth worker. On arrival at the event each person was searched by police officers who were in attendance. This was to provide safety and security for all concerned and ensure that no person was carrying any offensive weapon.

The venue was large enough to hold up to 200 people and tables were arranged for the clients, their workers and staff accompanying them to sit together.

Over the two days Jack Black attempted to provide the young people with a set of mental tools and techniques, which offered them a direct and practical framework to increase their self belief, creativity, problem solving, positive expectation and intuition.

He engaged with the boys and pulled them together to ascertain their views on the causes of violence and their thoughts on how to alleviate the problems.

The boys were also asked what they thought the causes of violence were and they gave the following points:

Causes of violence:

- Territorialism
- Bullying - by email/text
- Race/Religion/Football Violence/Immigrants
- Fear - especially knife crime
- Drugs, especially by 'junkies'
- Boredom

Furthermore they also suggested some solutions to the causes of violence:

- Legalise cannabis
- Getting a job
- Helping the younger boys in the community

## Evaluation

The event was certainly challenging on various levels.

At the commencement of the MindStore event, Jack Black asked the table arrangement be change to move the young people closer together and to move the adults, i.e. police officers (who were in plain clothes at the behest of Jack Black) and youth workers, to the rear of the hall. This was to give him the chance to engage on a more personal level with the clients.

It became apparent over the course of the day that this arrangement was causing problems and some unruly behaviour occurred. It appeared that the clients did not like to be 'mixed in' with opposing gang members and did not like to be in the close proximity of others. They felt that their 'personal space' was being invaded.

A decision was made by the officer in charge to change the arrangements for the second day by moving the tables back to the original configuration and to bring the officers back in full uniform. These changes had the desired effect and there were no issues on the second day. The presence of the uniformed officers had a calming effect on all concerned and added safety and security to the clients.

## Conclusions

The thoughts of people who participated in the event were sought and noted in an effort to ascertain the overall views.

Some of the comments made by the youths were:

- "I know he's here to help me, he has come all the way from France so he must want to help me".
- "I spoke to one of my rivals during the break and he was actually ok".
- "I feel different inside, I feel I can control my anger, and it was one of the best experiences of my life".

One campus Officer, who was in attendance at the event, noted that at lunch time on the second day, he saw boys from the rival areas of Calton, Dennistoun and Bridgeton all walking outside the stadium together to get lunch. He commented that this was unknown and would not have happened before the event!

There were some negative comments made about the event by a couple of boys but on the whole it turned out to be a success. Indeed at the conclusion of the event, Jack Black asked everyone in the hall if they thought that it had been useful and asked for a show of hands which revealed that the overall majority agreed. He further asked if he held a similar event would anyone come back and again there was a large majority in favour.

Jack Black was asked to comment on his thoughts of the event and he stated:

'Weekly I travel to work with all kinds of audiences across all sections of the economy here and elsewhere in the world. We end up often working with really challenging integrations in corporate situations. Yet, these two days have been the most challenging event I have ever been involved in. The young people themselves have had to cope with sitting a table away from rival gangs where a stabbing is part of their recent history. Bravado and the need to disrupt the event were always under the surface. At times I thought "what am I doing here". I could have easily walked away but the young people just kept coming back for more. We have started something with this wider work, that I have played a part in, that we hope will reduce violence and have a real potential to save lives and the endless heartache for the families, victims and the perpetrators".

Overall, the event proved to be a success with a large amount of boys in attendance over the course of the 2 days. The experiences and thoughts of those who participated in the event show that this type of event can prove to be worthwhile.

### Street Advocacy Training

CIRV Street Advocates play a pivotal role, representing a strand of the 'wider partnership' approach to violence reduction and gang violence.

Officers within a range of job types, designated by key partner organisations such as Careers Scotland, Glasgow Housing Association, and Culture & Sport Glasgow commit part of their working hours to be the central point of contact for young men signing up to CIRV. Their role is to act as the conduit between the individual, the CIRV team and the services or activities available and to lead the direction of a support plan for changing behaviour.

When the street advocate receives a case they will carry out the first visit to the individual, listening to their hopes for change and for the future and facilitating where possible access to resources and services available via CIRV as a special project or as part of universal provision. They will be the helping hand for the person, supporting and encouraging them to participate in the activities offered and to keep in touch with the agencies delivering these to maximise attendance and positive outcomes and update case files progressively.

The flowchart on the next page highlights the role of the Street Advocate in the case management process and their engagement with young people.

## Street Advocate Flowchart

Case is allocated - Form C Information Sheet received from CIRV Team

Initial Visit arranged and carried out by Street Advocate

Complete the Form and send a copy to Admin Officer

Young Person requires assistance from Careers

Liaise directly with Careers Scotland

- Sharon Currie
- Billy McGuire
- Eric Foy

Young Person requires other support

Liaise with members of the CIRV Team

- Education Harry Campbell
- Programmes Jimmy Kirkland
- Social Work Agnes McQuillan
- All Other Jennifer Russell

Record all actions and responses onto the Form F on an on-going basis

Send a copy of the Form to Office and suggest a review date

The CIRV Team will review the Form E and Form F's and make any relevant recommendations. A second review date will be agreed.

It would be beneficial for the Street Advocate to attend the case review meeting if their schedule allows.

This process is repeated until it is agreed that there is no further action required for that young person and the case is closed.

In order for the Street Advocates to carry out their roles a programme of training has been produced in a modular format.

The first training day was carried out on 16th October 2008 in Bridgeton Community Centre when 80 people attended from all of the partner agencies to gain more information on the processes involved in CIRV and the proposed roles for the Street Advocates.

This has led on to a cadre of Street Advocates attending a second session at Westergate on 20th March 2009 to provide participants with more detailed information about the systems and processes in place for Street Advocates. The event also included a practical group session to develop skills based on actual case studies.

Further training days are planned for the near future to fully train the Street Advocates.

Linked to the programme is an opportunity for the participants to be trained the concepts of conflict resolution. This facet is provided by an organisation called 'Leap Confronting Conflict'.

'Leap Confronting Conflict' works with young people and the professionals who work with them. Their starting point is the belief that conflict is inevitable in the lives of young people. It is important, to enable them to deal with conflict in ways that are constructive and creative, rather than destructive and harmful. Leap work in partnership with schools and the youth and prison services, developing the potential of the young people they serve, and the resources and skills of those who work with them.

As a contribution to the CIRV initiative, Leap have made available an experienced trainer who consults with the CIRV team and partner organisations and delivering training to professionals involved in tackling Gang violence. The focus of this work is on conflict resolution, education, prevention and diversion. In doing this the three main aims are:

- 1) to develop a common understanding of the issues affecting young people involved in group or gang violence
- 2) to intensively train and support a core team of practitioners from local partner agencies who will then be able to deliver programmes using leap's frameworks; and
- 3) to contribute to CIRV's development of a holistic and sustainable approach to reducing youth gang violence in Glasgow.



# ENFORCEMENT

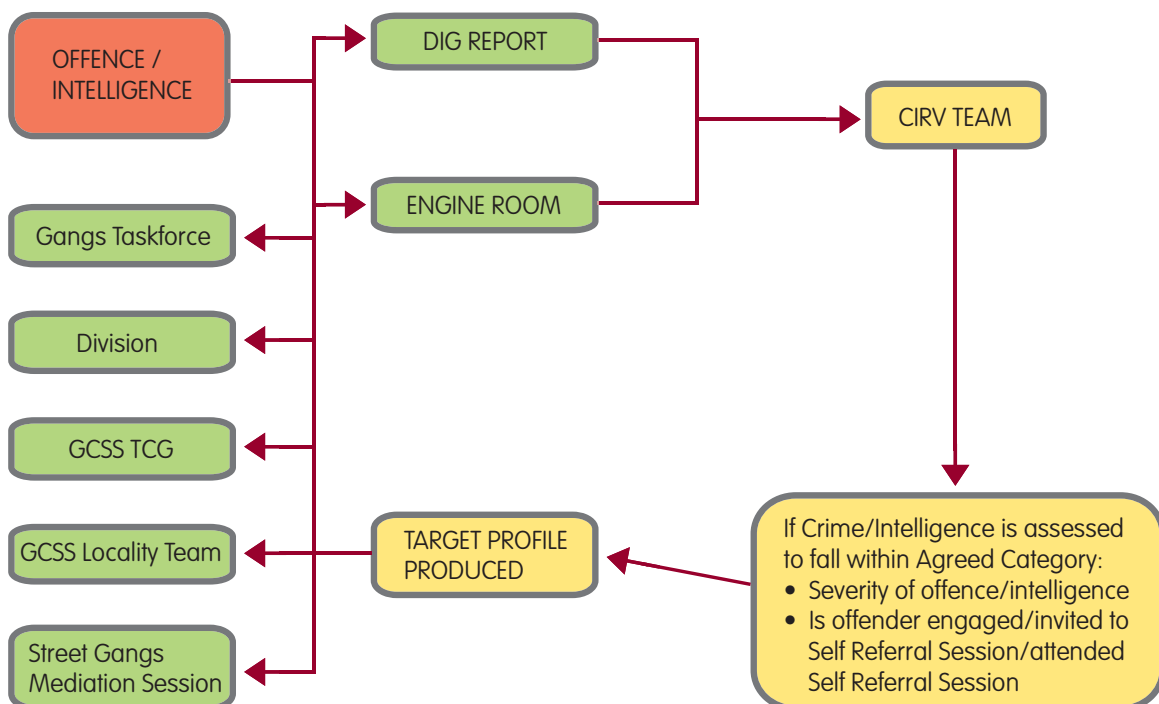
The CIRV objective is to dramatically and quickly reduce the frequency of street gang violence across Glasgow and to continually reduce the frequency over time. CIRV's objective is to coordinate law enforcement, service providers, community groups and members to ensure that those who participate in violent gangs receive due consequences and those who choose transition to a non-violent lifestyle, receive the appropriate services in the most effective, efficient, and respectful manner possible.

CIRV has three basic messages around the theme of reducing street gang violence. The first being, that there is a new law enforcement strategy. The second is that everyone including the community has had enough. The final message is that there are ways out of the violent lifestyles.

These messages are clearly delivered during the Self Referral Session. Violence committed by members of a gang will attract the coordinated efforts of the police. Not only will the individual be directly responsible for the violence he commits, the members of his group will also be pursued for any illegal activities. Individuals affiliated with groups that engage in violence will be prioritised. In other words, the way of doing criminal justice business has changed for those individuals who are affiliated with violent groups. It is now in an individual's best interest to make sure that his associates are not violent.

A guideline document to provide clear guidelines on the processes involved has been produced and circulated with the partner agencies to deal with any infraction by the gang members. These include the role for CIRV, the Gangs Task Force, the police division and GCSS staff. The flowchart below provides an outline of the process.

**CIRV Response to Violent Crime committed by individual in Project**



### Parkhead Rebels Operation

To date this process has been utilised on one occasion to deal with the Parkhead Rebels. Over the course of a couple of weeks various members of the gang were involved in a series of offences, including a Serious Assault. This was a particularly brutal assault leading to the victim suffering a broken leg in addition to other injuries. The second incident involved a member of the gang seriously assaulting a woman the following week and breaking her arm.

Following these incidents the operation took place targeting the members of the gang with the aim to arrest the persons responsible for the assaults. The Gangs Task Force, in addition to divisional personnel, carried out operations on Friday 30th March 2009 and targeted members of the gang, which resulted in a significant amount of offences in the area being detected and reported, including the apprehension of several suspects for the Serious Assaults. The operation also resulted in the recovery of weapons and controlled drugs.

Furthermore, as part of the partnership strategy, all members of the gang were visited by CIRV staff, housing officers, Glasgow Community Safety Officers and Strathclyde Police Gangs Task Force, warned about their behaviour and told they will no longer be able to access projects and help offered to them by CIRV – regardless of whether or not they were actually involved in any violent act.

It was noted by members of the community that the operation was carried out and the message delivered backed up the CIRV strategy.

On an individual level, as recently as the weekend of 26th April 2009, a male who was engaged with the Project and on the Kan Do programme was apprehended in the Shettleston area carrying and brandishing a knife. He was subsequently contacted by the CIRV team and he was removed from the programme with immediate effect. This person will be visited again on the future and an attempt will be made to re-engage with him.

As a footnote to this incident, when the person was informed that he was being ejected from the Kan Do programme, other participants in the programme were seen to approach and heard to state to him that he was 'stupid' and that his actions could have resulted in them all being thrown off the course! This is just the kind of reaction that CIRV is hoping for, with gang members influencing others in a positive way.

## FUTURE PLANS

This report concentrates on the first six months of the project and as mentioned earlier the figures produced are for the first three months from the date of the first Self Referral Session on 24th October 2008. It is the intention of the team to produce statistics for the first six months and carry out an evaluation when they are ready. These figures will be produced as a 'stand-alone' document at a later date.

It is the intention of the Project to expand into Phase II and begin operations in the north of the city, (BC & BE police sub-divisions). This work has already begun with an analysis of the intelligence relating to gangs in the areas.

### Intelligence Picture BC & BE Sub-divisions

The CIRV master database has a total of 471 nominals, however this number will fluctuate throughout the course of the project. The following table shows the number of gang members identified per gang.

Gang Name	Sub	Number of Members
Balornock Bison	BC	20
Blackhill Toi	BC	44
Glendale Fleeto	BC	13
Gringo	BC	51
Millerston Young Team	BC	4
Royston Shamrock	BC	17
Sighthill Mafia	BC	8
Springburn Peg	BC	61
Back End Boys	BE	11
Cadder Young Team	BE	9
Club Boys & Front End	BE	11
Hamiltonhill Toi	BE	3
Lambhill Fleeto/Young Lambhill Boys	BE	4
Maryhill Fleeto/Maryhill Young Team	BE	21
Parkhouse Young Team	BE	7
Posso Fleet/Young Posso Fleeto	BE	47
Queens Cross/Young Trossachs	BE	7
St George's Cross/Young Georges Cross	BE	5
Valley Young Team	BE	15
Young Ruchill Boys	BE	16
Young Skitzo Lyndale	BE	9

There are also a further 87 individuals identified as being involved in gang related activity but their gang affiliation is unknown.

## Age & Gender

The peak age range for gang membership in north Glasgow is 15 to 19yrs, with 16yrs being the peak age. Females only account for 4% of the gang members and it is often unclear whether the females have any active role in the gang or whether they simply associate with them. However there is intelligence to suggest that some females do participate in gang fighting, weapon carrying and arranging fights, although this is still very rare.

## Ethnicity

The ethnicity of the gang members is predominantly white. Although north Glasgow has the highest asylum seeker population in Scotland there is no real intelligence regarding these individuals forming gangs.

There is however intelligence regarding a gang from A Division (the Hoodz), formed by members of the asylum seeker community, fighting with a north Glasgow gang. 2007 intelligence provides that the Hoodz attended at All Saints Secondary school to attack Gringo members in retaliation for a previous attack on a Hoodz member. It was believed that this rivalry may have been due to the Gringo's racist attitudes.

Other north Glasgow gangs are known to have racist attitudes. The Ruchill Boys as a whole claim to be racist and when spraying tags often put up swastikas. All but 4 of their members have SID indicators for Hate Crime. The Blackhill Toi has historically been known to have racist tendencies. 2004 intelligence provides that the Blackhill Toi was joining forces with the Sighthill Mafia to actively target black and minority ethnic victims in Sighthill. It is not known if the current members also have this racist attitude but it is interesting to note that only 2 of the 44 members have a SID Hate Crime indicator. There is only historical intelligence that the Sighthill Mafia have racist tendencies and none of their current members have indicators for Hate Crime.

Racial crimes in north Glasgow overall have shown a 15% decrease from 2004 to 2008. BC has shown a significant decrease of 32% over this time period. BE showed an overall decrease of 7% from 2004 to 2008; however the numbers have increased in 2007 and 2008.

## Criminality

The nominals on the CIRV database were cross referred with all crime from 2007 and 2008. Of the 471 nominals, 348 have been accused of a crime. The number of crimes per nominal ranged from 1 to 54. The table on the following page shows the number of crimes committed by these nominals per crime type.

CRIME TYPE	Number of Crimes
Group 1 - Crimes of violence	98
Group 3 - Acquisitive crimes	295
Group 4 - Crimes of fire raising, malicious mischief etc	388
Group 5 - Other crimes	681
Group 6 - Miscellaneous offences (inc simple assault and breach of the peace)	1324
Group 7 - Offences relating to motor vehicles	32
<b>TOTAL CRIMES</b>	<b>2817</b>

As can be seen the majority of the crimes committed are the lower tariff, disorder crimes. However it was found that some gang's members were heavily involved in drug dealing.

The nominals were also cross referred with data of victims of violent crime and it was found that 77 had been a victim of a violent crime in 2007 or 2008.

It wouldn't seem to be the case that any of the gangs in North Glasgow are engaged in organised crime. However there are some links to Organised Crime Groups (OCG). One gang has several gang members dealing drugs on behalf of an OCG member. Also another gang has a young OCG member as one of its gang members.

The nominals were also cross referred with prison service data which showed that a total of 31 nominals had previously been in prison or a young offender's institute. 26 nominals are currently within prison or a young offender's institute.

## Communication

Graffiti tags are a traditional method of communication by gangs; showing membership and allegiance to gangs and also to taunt rival gangs. Tags are still commonly used by gangs but communication has become more sophisticated with the use of social networking sites such as Bebo and Facebook etc. A large number of gang members have their own personal Bebo page which often mentions their gang affiliation. Some gangs also have a general gang page. On these sites there can be mentions of gang rivalries and rival gangs can message each other with threats. Another common way for gangs to contact each other is via MSN messenger. Youtube is also commonly used as a way of posting video and images of the gangs, in some cases participating in gang activities.

## Rivalries & Alliances

There are a number of alliances and rivalries between gangs in North Glasgow, and also with gangs in other Divisions. The majority of the rivalries are based around territories. Territoriality

is a major issue when considering gangs. In a lot of cases gangs have existed in the same area for generations and people will often refer to the gang area they are from rather than the actual area's name because the gang culture is so ingrained. A 2008 study by a team from Glasgow University investigated territorial behaviour by young people (one of the study areas was Glasgow). It found that territoriality was a cultural expectation, passed down to young people from older generations, often with deep historical roots. The negative impact of this territoriality was constrained mobility, problems with access to amenities, and the risk of violent assault and criminalisation.

School attendance can also influence affiliations between gangs. For some gangs this influence is negative leading to pupils fighting before during and after school. There are also instances of pupils being chased or attacked on their way home from school because they have to walk through a rival gang area. Some gangs have been found to be allies due to the fact that their members attend the same school.

Some of these rivalries and alliances are long term and fairly fixed. However in the majority of cases the relationships are very fluid and a falling out between two members can quickly lead to an alliance turning into a rivalry. This makes tackling the gangs more difficult because it means that intelligence is very quickly out of date.

## CONCLUSION

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This report pulled together information from the first six months of the CIRV Project and highlighted various areas that are important to the ongoing work. It should be borne in mind that this is not an exhaustive account of the project and services on offer at present but merely a 'snap shot' for the information of the main partners.

The Self Referral Sessions are an integral part of the process and the main vehicle to directly and accurately communicate the consequences of violent behaviour to the gang members. They will continue over the course of the project and take on more significance as the client/target group grows.

The level of services on offer has grown significantly over the first six months of the project and are being added to as new contacts are made.

The move to the north of the city is being progressed as indicated in the intelligence gathering discussed earlier in this report. Levels of gang membership were greater than anticipated, therefore it is imperative that the project team consolidate their position and services and case management processes to ensure that when the move does take place that the correct levels of support and engagement are in place. This will no doubt involve more heavily the services and staff in GCSS in the North Locality Team and meetings have taken place to ensure that these links are in place.

There are several new areas of work that the project are investigating, for example, and Early Intervention Screening Group is being set up in association with the Reporter to the Children's Panel, local police in the east end and Social Work staff. This pilot will attempt to engage with young people at an early stage and divert them from the Reporter system. The lead for this initiative will be the Social Worker attached to the Project.

A Parents Strategy has also been adopted to assist Parents of youths currently successfully engaged with C.I.R.V are being specifically targeted with a view to supporting their sons through their engagement, supporting each other, engaging the support of the wider community and delivering and enforcing the core CIRV messages.

Furthermore, St Andrews University have assisted by employing a student to work with the project over the summer months to carry out research with the engaged clients based on a questionnaire prepared by the team. This work will assist in future evaluations and provide a clear picture of reasons for engagement.

In conclusion, it is the intention of the Project Team to prepare further reports over the coming months at regular intervals to ensure that the correct levels of evaluation are maintained.



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