



North Yorkshire Youth Commission:

Final Report to the Police, Fire & Crime Commissioner

June 2020

**LEADERS
UNLOCKED**

 North Yorkshire
Police, Fire & Crime
Commissioner

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Introduction



The North Yorkshire Youth Commission (NYYC) was established in 2015 with funding from the **Police, Fire and Crime Commissioner for North Yorkshire (PFCC), Julia Mulligan**. NYYC aims to give young people across North Yorkshire a voice on police and crime issues that are important to them. NYYC supports, challenges and informs the work of the Police, Fire & Crime Commissioner (PFCC) and North Yorkshire Police (NYP).

A key part of NYYC's role is to gather the views of young people in North Yorkshire through peer-to-peer research and campaigns. This peer-led process provides a safe environment for young people to **talk about the issues that affect their lives**. The views gathered from young people are formerly analysed by the Youth Commission members in order to create a set of **key findings and recommendations** to present back to the PFCC, NYP and partners.

Following 3 successful years using the above model, the PFCC continued their commitment to further develop and expand the NYYC over the period 2018-20. The key objectives of the project during this time were to:

- **Recruit new members to actively maintain a membership of 35 young people aged 14-25** from across North Yorkshire. We placed particular emphasis on engaging those from 'hard to reach' groups and those in new localities.
- **Provide NYYC members with the practical skills training** they need for their role.
- **Plan and deliver subgroup meetings based on the 6 key priorities** bringing together NYYC members, PFCC, key NYP leads and partners in North Yorkshire.
- **Plan and deliver the 'Big Conversation'** campaign activities, developing an enhanced peer to peer approach, to enable NYYC to gather meaningful views from young people across North Yorkshire in relation to the 6 priorities.
- **Support NYYC members to turn their research** into key findings and tangible recommendations for change.
- Support **NYYC members to present** their key findings and recommendations at the final conference to an audience made up of the PFCC, NYP and strategic partner agencies from across the region.

Leaders Unlocked

The North Yorkshire Youth Commission is facilitated by Leaders Unlocked, a social enterprise that aims to **enable young people to have a stronger say on the decisions that affect their lives**. Leaders Unlocked has established Youth Commissions working with PFCCs in 9 other regions and is planning to further expand the model in the years ahead.

For more information about Leaders Unlocked please see: www.leaders-unlocked.org

About this report

The primary approach developed by the NYYC members was to enhance the peer-to-peer model on their 6 priorities through the creation of KYMSGAME (Keeping Your Mates Safe) game. In this report we will explain the development and outcomes of the approach. **The report is structured into 6 key sections** that outline what NYYC found out about each of the priorities. The sections feature analysis of **young people's key findings, verbatim quotes from individual young people, and recommendations that have been put forward by NYYC as a result of their work**. The report will share some of the contributions made by partners at the Youth Commission 'Big Conversation' conference. This report is intended to act as an honest, independent **record of what young people have told us through the KYMSGAME campaign** process. This is also intended to be a basis for further action on the part of the PFCC, NYP and relevant partner agencies.

What we did

Recruitment of NYYC members:

In May and June 2018 Leaders Unlocked carried out a rigorous two-part recruitment process. This included an accessible application form and a second-stage telephone interview, which we used to select a diverse group of young people to join NYYC. After the initial recruitment period Leaders Unlocked went on to adopt a 'rolling recruitment' process that allowed for new members to be recruited on an ongoing basis.

NYYC campaign priorities:

The following campaign priorities had been established during the previous NYYC phase and developed through peer-led research:

- **Mental Health & Vulnerable Young People**
- **Abusive Relationships**
- **Hate Crime**
- **Drugs & Alcohol Abuse**
- **Relationship with the and Police and Authorities**
- **Missing Young People & Exploitation**

Campaign development:

The Youth Commission members decided to deliver a campaign to raise awareness of their priorities amongst 14–25year olds. NYYC members knew that the priorities were complex, and that they did not want to duplicate the work of other organisations. Members talked about the importance of credibility, relevance, risk, empathy, responsibility, consequence, expectations and reality in the context of young people's lives. The NYYC members decided to create a consistent and compelling youth-led, peer-to-peer campaign around the 6 NYYC priorities.



KYMSGAME:

In order to take our priorities out to young people's settings and build on previous NYYC work, members decided to create a **conversation focused around 'Keeping Your Mates Safe'**. KYMSGAME was developed as a peer-to-peer workshop for groups led by Youth Commission members and suitable for 14-25year olds. **KYMSGAME is a competitive game about risk** which looks at young people's responses when exposed to risky situations. **It poses relevant questions and encourages discussion about empathy, peer encouragement, safety and responsibility.** KYMSGAME tries to immerse the players in scenarios based on 'real life' and it poses questions about how a situation might be interpreted. **Members developed an edition of the game for each of the priorities.** The aim was to **have a conversation and gather feedback from the young people as part of NYYC research.** During the workshop's members asked participants to complete worksheets and postcards with key questions about what positive actions they could take, and what help or support would they need to do this.

From June 2018 to March 2020, the North Yorkshire Youth Commission designed the KYMSGAME campaign and delivered **46 sessions with 907 participants** in various settings including: mainstream schools, Special Educational Needs provision, colleges, Pupil Referral Units, Youth Justice settings, and targeted youth provision.

For further information on KYMSGAME please see Appendix 1

Further development:



For specialist delivery settings where **one-to-one approaches were more effective**, a pocket version of the game was created **for use on a tablet or phone**. The pocket version has been **used in targeted youth settings**, such as at the **North Yorkshire Care Leavers Conference** and with members of the public at **York Explore Library during Safeguarding Week**. We also played the pocket version with young people during their sessions at **York Youth Justice Service**.

Skills training:

NYYC members took part in practical training sessions to **obtain the key skills and knowledge needed for their role**. This training included **communication, public speaking, presenting stories and giving constructive feedback**, as well as a briefing on the NYYC Ethical Framework and Safeguarding. This was done to ensure NYYC members felt comfortable and confident in addressing the 6 campaign priorities. Before taking KYMSGAME on the road, we also accessed priority specific training including:

- **IDAS** - Domestic Abuse Champions Training
- **Changing Lives** - Basic Drugs Awareness
- **Alcohol Education Trust** - Talk About Alcohol
- **Barnardo's Prouder Communities** - Positive Identities
- **Advocacy Alliance** - STOP Safeguarding Training & Prevention
- **All About Respect** - Bystander Awareness Training

North Yorkshire Police Partnership:

To ensure feedback and communication is a two-way process, Youth Commission meetings are supported and regularly attended by **NYP Officers and PCSOs from the North Yorkshire Police Partnership Hub, including Schools Liaison Officers** and specialist area leads linked to the priorities, such as Hate Crime and Mental Health. The Youth Commission Coordinator also attended the NYP Youth Team Development Day and is an active member of the Youth Engagement Group, led by NYP.

We held Subgroup meetings that focused on the 6 priorities and invited senior officers from North Yorkshire Police and partner agencies from the public and third sectors. The purpose of the subgroups is to ensure young people have the opportunity to be **directly involved in discussions with key agencies**, to share good practice, current experiences, and to present their peer research findings to inform the development of policies, practice and challenge current processes where required.

Takeover challenge:

As part of NYYC's 'Relationship with the Police and Authorities' priority we have successfully run two **Takeover Challenge Days** involving 6 of our members accessing 3 organisations: **North Yorkshire Police, North Yorkshire Fire and Rescue Service and the Crown Prosecution Service**. Takeover Challenge was established by the former Children's Commissioner for England and is designed to put children and **young people into real-life decision-making positions in organisations**. Young people gain a valuable insight and experience of a workplace, while organisations benefit from a fresh perspective.

Big Conversation conference:

Youth Commission members analysed the data collected through the feedback worksheets and postcards at their KYMS Game workshops. They **identified important themes** illustrated by quotes taken from the workshops and from this they **prepared their key findings and recommendations** presented at the conference. **The NYYC 'Big Conversation' conference** was well attended and including professionals from across the county and young people from Skipton, Scarborough and York. **The 'Big Conversation' conference was led by North Yorkshire Youth Commission members.** They welcomed their guests, told their personal stories, hosted the table discussions, captured social media content. NYYC member presented the key findings and recommendations contained in this report to the **Police Fire and Crime Commissioner, Chief Constable and senior professionals from partner agencies.**

Special thanks goes to **North Yorkshire Youth Commission members** who have worked hard to deliver this exceptional peer-led project:

Amelia Carney	Chelsie Brandrick	James Porter	Sean Franey
Amy Judge	Daisy Bell	Jane Kupolati	Shannon Williams
Angus Gatus	Dawid Badowski	Jorawar Takhar	Shawny Dixon
Anita Devakumar	Emma Toulson	Joseph Massey	Simon Hoyle
Becca Devonport	Evelyn Richards	Josh Allenby	Sophie Sabin
Becka Meade	Georgia Morgan	Katie Yates	Thomas Bruce
Beth Carter	Hamaiza Ul-Hassan	Katy Welford	Tilly Williams
Beth Foster	Helen Waller	Ksawier Bratkowski	Tyler-Jay Anthony
Caitlin Karim	Imogen Clayton	Luke Ryan	Zamyar Abdulrahma
Carla Pollard	Imogen Hannaby	Mae Ogilvie	
Charlene Ryder	Jack Cave	Robin Melvin	
Charlotte Wallace	Jack Cooper	Scarlet Maury	

Priority 1: Mental Health & Vulnerable Young People



What we did

NYYC members identified that **Mental Health was a common theme** that linked together all our priorities. As a result of the Mental Health Subgroup, the North Yorkshire Young Minds Combined group was established to join together strengths with other like-minded organisations. We held two Mental Health Summits to which young people, Elected Councillors, Service Leads and Senior Police Officers attended and discussed the priorities identified by young people.

Through KYMSGAME, the Youth Commission set out to raise awareness and tackle the **stigma around mental health**. We aimed to help NYP and other agencies to respond effectively with young people in vulnerable situations. We delivered the KYMSGAME **Mental Health** edition with **292** young people in the following places:

Craven College	Rossett School 6th Form
Door 84 York	Skipton Girls High School
Flying Futures NCS	The Parish Project
Fulford School	York College
North Yorkshire Leaving Care Conference	York Youth Justice Service
Princes Trust, York	

For further information please see Appendix 2

Our key findings:

Here are the main themes coming out of young people's feedback after participating in KYMSGAME Mental Health edition. Young people were encouraged to find out the facts in response to the situation rather than acting on **what they thought might be happening**.

In the workshop young people said KYMSGAME helped them to see that being there to help a friend meant they are able to **stay calm, be present and listen to what their friend is saying. This can help to de-escalate the situation** and allow for **better choices to be made** about the risks and what to do next, for example whether any other help is needed:

"You have to remain calm and listen"

"Stay close to your friend so you can keep them safe"

"Don't assume things, you could get it wrong and make things worse"

Young people stated that feelings of being alone can make **mental health difficulties feel worse**. Conversations about Social Media and use of technology raised some positives in terms of young people feeling connected to each other. It also highlighted risks and vulnerabilities due to **exposure to online exploitation and abuse**. There are many campaigns in the media at the moment created by organisations to encourage young people that they are not on their own with their experiences. Finding a way to **talk about difficulties is a helpful part of dealing with them**:

"A friend's voice can help, not just professional services"

"I would like to understand how the police deal with cyber-crime; the online world has a huge effect on young people"

Young people said they were **shocked to find out how many police incidents involve someone effected by mental health issues** and wondered why this was the case. Youth Commission members discussed this problem with Police Officers at the Partnership Hub, they recognised that custody is not necessarily the most appropriate environment for a young person struggling with their mental health issues. However, the Police are often the first to be called to an incident. The Police wouldn't leave a potentially dangerous situation unresolved and therefore need to take any action they see as necessary to keep people safe. The Youth Commission members welcomed the concept of the Liaison and Diversion (L&D) Service presented by Tees, Esk & Wear Valleys NHS Trust. The L&D is based in Police custody suites and helps to secure mental health interventions for those that have a need. In the KYMSGAME workshops it was raised that **Mental Health First Aid training for young people and the Police would be beneficial to help a better understanding of mental health issues and support ways to minimise escalation** of an incident. Young people felt it was a way they could actively help in this situation.

Recommendations:

For North Yorkshire Police:

- Embedding support and the **promotion of services** such as the **Liaison & Diversion Service in Custody Suites**
- **Mental health first aid training** for officers responding to incidents involving young people with mental health issues

For the Police, Fire and Crime Commissioner and Partners:

- **Provision for mental health first aid training** and peer-led training to enable young people know how to respond in a **crisis to help themselves and others**
- Resourcing and **promotion of partner services that help to support young people's** mental health

For the North Yorkshire Youth Commission:

- **Provide young people with key messages** on 'keeping their mates safe' and encourage discussion of mental health concerns in a safe environment
- Support services to be encouraged to work with **young people to help co-design their mental health services**
- **Raise awareness of support services** in their area on **social media platforms and workshops**

Priority 2: Abusive Relationships



What we did

NYYC members were keen to reach out to victims in **ways that could make a difference**. We were delighted to develop a helpful relationship with IDAS: Firstly, by accessing background information from NYP Domestic Abuse lead and IDAS Trustee Joanne Beilby. Secondly by experiencing **IDAS's Champions Training, adapted for NYYC members**.

Most recently in response to a surge of concerns around abusive relationships we **launched a joint social media campaign on Instagram** creating the hashtag #123challengecheckin, to **encourage young people to check in on their friends** during the COVID19 Lockdown period. The campaign had a live launch on Instagram with NYYC members and IDAS.

Through KYMSGAME the Youth Commission set out to raise awareness of the different **types of abusive relationships**, how they can be identified and to challenge misconceptions and stereotypes. We delivered the KYMSGAME **Abusive Relationships** edition with **303** young people in the following places:

Craven College

Door 84 York

Fulford School

Flying Future NCS

NCS York Joseph Rowntree School

NY Youth Voice Conference

Princes Trust Risedale

Rossett School 6th Form

The Parish Project

Our key findings:

Here is the feedback from young people participating in this edition of KYMSGAME. Young people felt that abusive relationships can happen to anyone, at any time. These relationships can be **terribly damaging and have long-lasting effects**, both for the victim and for any witnesses.

In the KYMSGAME workshops, in nearly all cases the young people said they were **compelled to intervene** in the situation either by distraction, delegation or direct intervention. From training provided to NYYC members by IDAS we were introduced to **'the 3 Ds'**, a bystander awareness term. 1) **'Distraction'** might include **taking the perpetrator or victim's attention away** to diffuse the conflict, perhaps by spilling a drink or crashing the conversation. 2) **'Delegation'** could be used when a distraction is not possible and **you feel like you need someone else**, perhaps an authority figure to intervene. 3) **'Direct Intervention'**, this could be by a bystander and involves **immediately removing the victim from the situation** by walking them away to avoid an escalation. Most of our conversations were about **how they would safely intervene and how they would maintain the confidence to stand with and support their friend**:

"Always check up on your mates, not everything may be as it seems"

"If you are in an Abusive Relationship you can't see what your mates see"

Young people agreed that it was **safer to stick with your mates** in situations where there were a lot of unknowns. They expressed the idea that **your mates are the best sources of help and awareness** if you are involved in a coercive situation. Sticking together also brought up discussions around **peer influence and positive versus negative choices**:

"Try to talk to them if you think they are in a bad relationship and help them realise it's toxic"

Young people felt passionate **about being there to look out for their mates**. They were troubled by the idea that their mates **may have been coerced** into not seeking or accepting help. **The majority wanted to intervene in some way**:

"More education in schools on positive relationships and spotting warning signs"

"It's really valuable to learn the signs of abuse"

Recommendations:

For North Yorkshire Police:

- **Promote joint social media awareness raising campaigns** between NYP, NYYC, IDAS and Community Safety partners and in particular how **Abusive Relationships impact on young people lives**
- Share Police best practice when dealing with equality and abuse issues by **engaging with and public awareness campaign messages**

For the Police, Fire and Crime Commissioner and Partners:

- Support **awareness raising projects** promoting open, non-judgemental conversations between young people about the **signs of coercive and controlling behaviour**
- **Promote support services for young** people such as those offered by IDAS and projects such as All About Respect

For the North Yorkshire Youth Commission:

- **Raise awareness of healthy and unhealthy relationships** through KYMSGAME in education settings
- **Work with survivors**, affected family members and ambassadors to keep future NYYC workshops **accurate, relevant and supportive**
- Promote **key messages on abusive relationships** and where to go for support through **NYYC work and social media platforms**

Priority 3: Hate Crime



What we did

Youth Commission members wanted to understand the support available to victims of **Hate Crime in North Yorkshire**. They accessed the **STOP Safeguarding Training and Prevention with the Advocacy Alliance based at The Street in Scarborough**. The training introduced members to a type of exploitation known as 'Mate Crime'. Mate Crime is when a **friendship is established by a perpetrator** with another person for the purpose of exploiting them. It was explained to NYYC members by NYP that this can be associated with '**grooming**' and '**cuckooing**' and is a key feature of 'County Lines' strategies used by criminal gangs.

Through KYMSGAME workshop, the Youth Commission set out to raise awareness of **Hate Crime definitions** and gain a better understanding about the under-reporting of incidents. We delivered the KYMSGAME **Hate Crime** and Mate Crime workshops to **168** young people in the following places:

Craven College

Welburn Hall Special School

Door 84 York

York College

Flying Future NCS

York College LGBT+ Club

Fulford School

The Youth Commission members also joined the steering group for North Yorkshire Youth's 'Wake Up Call' initiative to share approaches and create opportunities for joint delivery. 'Wake Up Call' is available to secondary schools in North Yorkshire. The programme is a Pre-prevent course for young people who are at risk of being radicalised, committing a hate crime or showing negative racial behaviour. A peer-review was planned to gather the feedback from participants and a news story was written to showcase some success stories.

For this story and NYYC Media Campaigns links please see Appendix 3

Our key findings

Here we show the main themes coming out of young people's feedback after participating in this edition of KYMSGAME.

Social groups and togetherness were very important to minority groups and the LGBTQ+ community.

The idea was raised that a person **may resort to risky behaviour**, such as use of certain mobile apps, in order to **keep connection with people they considered to be 'like them'**. Although sharing experiences can help marginalised people to grow in confidence, this needs to be done safely to ensure the positive impact is maintained:

"Hate Crimes can be used to gain power or control over a victim and discrimination can have lasting effects on our mental health leading to depression, anxiety and even suicidal thoughts"

"How do young people get these attitudes in the first place? We need to educate people and spread awareness of the impact of Hate Crime. It's a problem through the generations."

"Young people with vulnerabilities can be in a bubble of support and if that bubble disappears they can feel on their own in the world"

"I would be present and help them when they need it"

Under-reporting of Hate Crime was seen as a major problem. Members recognised that without accurate reporting, things cannot be done to address issues in the community. Young people believed that the nature of Hate Crime makes it **harder for a victim to come forward for fear of 'come-backs'**. Although we gathered responses from young people in the workshops saying they would report hate crime to the police. There were however, a considerable amount of young people who were unaware they could report Hate Crime and receive support from the Supporting Victims Service, without the need to report to the police. Young people also told us that they felt if they reported it to the police they feared it could be ignored or make the situation worse. Young people were often troubled by the fact that **feelings of fear and shame associated with reporting** could increase the impact of crime on the victim:

"Check with them, escalate if need be to 101 or 999"

"Report crimes, support friend's"

"Don't leave your friend in an uncomfortable situation. Support each other"

Many young people seemed to be unaware of mate crime and the part it can play in **county lines, modern slavery and exploitation**. Raising awareness through **open conversations in Special Education settings and with carers was seen to be an important way of tackling** the issue. Many **young people were shocked to learn of the way people can be exploited for criminal gain**. They were also shocked to learn that **many vulnerable people are so accustomed to being abused, that they accept it** as part of their normal life:

"People need to know what a hate crime and mate crime is and know what to do"

Recommendations

For North Yorkshire Police:

- Look at how Hate Crime is **currently reported** and work with advocacy organisations and education settings, special educational settings in particular, to **understand how reporting can be improved amongst young people**
- Learn lessons from and support the rollout **from community initiatives such as, Equality for Everyone in Selby** - (a community ownership and restorative approaches)

For the Police, Fire and Crime Commissioner and Partners:

- **Increase the promotion of the independent report and support function of Supporting Victims Service**
- **Support the work of organisations**, such as Advocacy Alliance, who provide advocacy and **support to vulnerable people in society** and training for organisations and groups
- Promote schemes that offer **a sense of shared belonging to minority groups**

For the North Yorkshire Youth Commission:

- **Promote the Supporting Victims service** as an alternative way of reporting and accessing support as a victim of Hate Crime
- Review and promote local **community Hate Crime initiatives and share lessons learned and success stories**
- **Review Hate Crime resources** and create a Hate Crime edition of KYMSGAME for participants with a special educational need or disability (SEND)

Priority 4: The Relationship between Young People, Police & Authorities



What we did

We have maintained a **strong working relationship with NYP Partnership Hub** throughout this period and been directly involved in a number of NYP processes. This has included NYYC members directly contributing to the **selection process for the Chief Officer and Assistant Chief Officers** by assisting in Stakeholder exercises. On top of this members have helped to provide a peer-to-peer evaluation for NYP's successful **Crucial Crew programme** as well as working to directly influence and contribute to the review of the **NYP Youth Strategy in 2020**.

Through the **Youth Commission peer-led workshops**, we set out to understand the **under reporting of crime** by young people and their lack of knowledge and access to the Supporting Victims Service in North Yorkshire.

Youth Commission members spent a morning at the Supporting Victims Service (SVT) to find out more about how this service can help young people. We found out that this was a **free, confidential and trusted** service to signpost young people to, committed to helping victims cope and recover from the impact of crime.

The service has a number of important factors relevant to young people:

- As long as you live in North Yorkshire or York, the crime could have taken place anywhere and at any time.
- You don't have to have reported a crime to the police to access support. This can help with young people reporting Hate Crime for example, they can report directly to the Supporting Victims Service.
- If the victim is a young person aged under 18 they will automatically be treated as needing immediate support, no matter what the crime, this is due to their added vulnerability as a young person.

Members learnt that **victims are offered immediate, emotional and practical support** by the team and can be referred to other specialist services for further help. Youth Commission members were really encouraged by what the service does for victims. As a result of their visit, NYYC members offered to **promote SVT through all of their activities** to ensure young people understood how to access support as a victim of crime.

Over this phase NYYC members delivered 907 hours of direct contact awareness raising with children and young people across the county. We also delivered 30 hours of awareness raising via **presenting the Supporting Victims awareness stand to young people**, professionals and members of the public.

Our key findings

Here are the main themes coming out of the young people's feedback.

When we discussed the issue of reporting crime, **young people consistently said that they don't want to involve the Police**. The perception of a lack of Police presence, **lack of time and care taken with victims and lack of follow-up** have all been raised.

Young people's perceptions of the power balance in the relationship is often negatively weighted. The most **positive reflections came from young people** who had experience of meeting **Police Officers who were aware of this perception and did things to make young people feel more comfortable**:

"When we do see Police round here they are just here to whip out their speed guns"

"You're not going to report it. You don't want to be a snitch"

"I know the ones around my area they always stop and talk to us"

Loyalties to friends, family or the community were also popular **explanations for lack of reporting**. The **fear of things getting quickly worse**, being fearful of the process and things being taken out of their control also played a part. **Young people were sometimes unconvinced that the Police could help keep them safe** when reporting certain crimes. Responses to the conversations sometimes gave the impression that not involving the Police was the expected thing to say amongst peers:

"We need a police service that young people can talk to"

"When they take you to one side and speak to you with respect they are alright"

Through KYMSGAME workshops, young people were **introduced to the Supporting Victims service**. The **Supporting Victims service** is a way for **victims of crime to access support** without necessarily involving the Police. **None of the young people we worked with claimed to know about the Supporting Victims Service**. However, all of the participants were given promotional material by NYYC members and were told how to access the service:

Recommendations

For North Yorkshire Police:

- Using social media platforms to **promote better communication between young people** and the police, and apply positive language and images in campaigns
- **Work together with the Youth Commission** when delivering in youth or education settings
- Promote the different ways of **reporting crime, including anonymously and how to access Supporting Victims Service**

For the Police, Fire and Crime Commissioner and Partners:

- **Increase promotion** of the Supporting Victims Service and how to access it
- Highlight and **promote the positive work of the police** particularly their work with young people
- Promote how and what young people need to do if they want to **report a crime or make a complaint**
- **Promote the Police & Fire services** as being open, inclusive and welcoming, **representing the communities they serve**

For the North Yorkshire Youth Commission:

- **Raise awareness of Police ethics and mutual respect** through case studies and stories
- **Work together with NYP when delivering in youth settings to positively promote the relationship between young people and the police**
- Promote **Supporting Victims Service** and alternative ways to **report crime or make a complaint** as part of all Youth Commission activities
- **Support the training** and development of Police officers and PCSO's

Priority 5: Drug & Alcohol Abuse



What we did

NYYC member's attendance and **presentations to the North Yorkshire Drugs Summit** resulted in us establishing a helpful relationship with North Yorkshire County Council Public Health Team and allowed us to connect with a range of organisations. Through this exposure we have **collaborated with North Yorkshire Sport** and we were able to connect with **Tees, Esk and Wear Valley (TEWV) Liaison & Diversion Service** resulting in **an apprenticeship opportunity for one of NYYC members**.

Through KYMSGAME the Youth Commission set out to **raise awareness of the misconceptions and expectations of drug and alcohol use** and to understand young people's experiences. We delivered the KYMSGAME **Drug and Alcohol** edition to **111** young people in the following places:

Ampleforth College

Wensleydale Young Farmers

Flying Futures NCS

York College

Scarborough Pupil Referral Service

Our key findings

This section outlines our main themes coming out of young people's feedback after participating in the **Drug and Alcohol edition** of KYMSGAME.

Most of the discussion in the sessions **related to drugs and not alcohol**. There were however moments when alcohol was raised as a concern and young people seemed **very aware of the personal costs, to families and society, of the misuse of alcohol**.

Many of the references to drugs seemed to be based on anecdotes and common stories, rather than young people sharing direct experiences. **There was often the impression that young people should be left to make their own choices** about substances. **Credibility and saving face** were important to their own decision-making and also when supporting friends. Often young people **felt they would know when they had to act** if their mate had become vulnerable:

“Give them a fair reason to get out of the situation”

“Help them if you are worried but subtly so you don’t draw attention”

Young people spoke about some campaigns that use **negative approaches including shock tactics**, said they felt that more educational approach designed for young people and **delivered by young people would be more beneficial**. They expressed feelings that **messages about alcohol from trusted adults were often hypocritical**. Young people commented on the **perception of alcohol as being a safe**, socially acceptable substance which therefore **invalidated messages around risk**. In response to the scenarios presented in KYMSGAME we found it more useful to discuss the **levels of risks and consequences young people are willing to accept and why**:

“Stay with them, talk to them so you can work out what is actually going on”

“Keep calm, talk to them in private and find out the situation”

Young people also commented on the money made from taxing alcohol sales and perception that authorities could be seen to be **not doing enough to encourage a healthy and safe culture**. Most young people were surprised to learn, from the ‘Growing Up in North Yorkshire’ survey results 2018, that the numbers of young people who drink alcohol is less than they may have thought:

“They can make their own choices as long as it doesn’t go too far”

Recommendations

For North Yorkshire Police:

- To adopt **empathic approaches** when dealing with drug and alcohol issues and be aware that a **young person’s** behaviour may be an **indicator of other problems in their life** or a young person may be guarded or defensive so as not to lose face

For the Police, Fire and Crime Commissioner and Partners:

- Promote educational campaigns that **focus on helpful, positive messages**
- Ensure information is relevant, based on **simple facts and not easily dismissed**

For the North Yorkshire Youth Commission:

- Promote the power of friendship and what **positive effects and support friends can have for each other**
- Promote a better understanding of **personal safety and how risk changes** when under the influence of substances
- **Promote campaigns** such as the ‘All About Respect’, Bystander Awareness project and other campaigns

Priority 6: Missing Young People & Exploitation



What we did

NYYC members have built a closer working relationship with **North Yorkshire Safeguarding Children Partnership** and in particular the **Multi Agency Child Exploitation** group chaired by NYP. Through this we were able to **co-produce an online exploitation awareness Social Media campaign for Child Exploitation Awareness Day 2020**. The campaign used direct quotes from NYYC members to present the **reality of young people's vulnerability to online exploitation**.

Through KYMSGAME exploitation edition, the Youth Commission set out to raise awareness of exploitation and discuss noticeable changes that may indicate to friends there is something wrong. We delivered the KYMSGAME **Missing Young People and Exploitation edition** to 42

Door 84 York

NCS Harrogate Manhattan Club

Princes Trust Risedale

Safeguarding Week at York Explore

York College,

York Youth Justice Service

Our key findings

Here are the main themes coming out of young people's feedback after participating in the **Missing Young People and Exploitation** edition of KYMSGAME.

Young people were keen to show support and friendship. They often commented, relating to the scenario, that the lack of contact between friends would be unusual and that this would indicate a person's vulnerability. Young people felt they had the power and were **willing to do something to help their friends** in this situation:

"Friendship between young people is a really important thing and sometimes underestimated by adults"

"The way young people are spoken to about these things makes them feel like they don't understand anything – they understand it more than adults"

"It's harder to see it when it's happening to you than when it's happening to someone else"

"Being there for your mates is really important but it's also good to know when to ask an adult for support"

"You are the best person to know what's going on as you know what your mates are going through and they will talk to you"

Keeping their mates talking, finding out the facts of the situation and trying to maintain future contact was a recurring response. **Being present in the moment to listen** and take in what was happening appeared important to young people:

"Talk to them, pay attention and offer help"

"You'd have to sit with them and just listen so they trust you and then you can get information about what's going on and decide how to help"

"You need a positive attitude to it - there should be more Police so they can take the time needed to talk, protect people and keep them safe. They should be able to build relationships rather than rushing off to the next job"

Demonstrating empathy and **caring responses were regular features** of discussion. The idea that it was **their own responsibility and duty to keep their mates safe in risky situations** was a common theme. It was evident that young people sometimes felt **more comfortable looking out for their mates than changing their own risky behaviour**.

"You are the best person to look out for unusual behaviour in your mates"

Recommendations

For North Yorkshire Police:

- Have **open and frank conversations** with young people about what they can **realistically do to help keep each other safe**
- Promote key messages that show that **police officers are on the young person's side** and understand young people are vulnerable to exploitation

For the Police, Fire and Crime Commissioner and Partners:

- Raise awareness of key message that **crimes involving young people target and exploits their vulnerability**. Children and young people should be seen as **victims of exploitation**. **In an emergency, dial 999, non-emergency dial 101**

For the North Yorkshire Youth Commission:

- Further develop KYMSGAME workshops and scenarios around missing young people and exploitation themes, and **involve young people with lived experience**
- Raise awareness of **what young people can do to identify exploitation, and how they can support others safely** through workshops and social media platforms
- Promote **local support services** in peer-led workshops

For further information on where to signpost others or to access support:

Supporting Victims:

The North Yorkshire specific service for support given to victims of crime (whether reported to NYP or otherwise) is:

www.supportingvictims.org 01609 643 100

In an emergency, dial 999, non-emergency dial 101

Conclusion & Next Steps:



What we did

The NYYC has been on an impressive journey so far. The members have continued to make remarkable progress with their priorities through the development of KYMSGAMES and continue to plan for their next phase of peer-led research and campaign. NYYC members have given their time generously, learned new skills, had memorable experiences and influenced people along the way. They have met and worked with a diverse range of young people and partner agencies across North Yorkshire. The key messages that epitomise their approach are as follows:

- The NYYC methodology offers an opportunity for peer-to-peer conversations and a chance for a credible voice to be heard
- This approach creates space to ask questions and have honest discussions
- KYMSGAME generates data which can be transformed into tangible recommendations for the PFCC and can inform the Police and Crime Plan and NYP Strategy

The work contained in this report culminated in the 'Big Conversation' conference in February 2020, where North Yorkshire Youth Commission members presented their key findings and recommendations to the PFCC, the Chief Constable of North Yorkshire Police and a wide range of partner agencies.

Round-table discussions led by young people were held, including ideas for future action and commitments. Here are some key themes from the conference discussions:

- It's more engaging to promote positive messages about empowerment and protecting vulnerability rather than highlighting disorder and punishment
- The voice of lived experience is highly valued within KYMSGAME and future editions need to be kept up to date and relevant

- Training for the police and partners on how to work with young people needs to be continuously improved and reviewed by young people
- Ambassadors could be established within schools who could promote KYMSGAME in order to signpost to relevant support
- KYMS Game development opportunities:
 - The Mate Crime edition could be developed further to show a broad spectrum of exploitation
 - An online abuse edition could be developed
 - Consider integrating relevant elements from partners' programmes to support consistent messages, e.g. the Bystander initiative at All About Respect and the Let's Talk About Alcohol training
 - Consider development of a professional's version of KYMSGAME for the police and partner agencies to use in training, to encourage empathy and understanding of the things that impact on young people's decision-making processes
- A need to address and tackle negative perceptions and fear of the Police by promoting ethics and positive relationships wherever possible
- A better understanding of the process of reporting crime is needed by young people, including: options for anonymity when reporting and the different responses to expect when using 999 and 101
- A commitment to building positive relationships with young people, being mindful of perceived power imbalances
- A commitment to creating environments for communicating about risk with clear pathways to support which are accessible to young people

At the end of the conference, guests were asked to complete an evaluation form and pledge card detailing the positive action they would now take away as a result of attending the 'Big Conversation' conference. The majority of the pledges invited the Youth Commission to have a closer involvement with their organisation. Here are some quotes taken from the conference evaluation form:

"Listening to young people and their concerns is so important, this was a fantastic event"

"The young people were so passionate, enthusiastic and inspiring for the young people I brought along to the conference"

"It's inspiring to see the high level of skills that the young people have gained let alone know that they are doing an excellent job to educate other young people, the police and Commissioner "

"You could tell the young people were passionate about the work they are doing!"

"Thank you very much for welcoming us to this conference, we took a lot from it and will share this with the rest of our organisation. Well done"

What next?

We will now take our learning back to the members to digest, discuss and plan the next phase. Current plans to support the above include:

- Development of further KYMSGAME editions (including looking at a remote, accessible version) created by Youth Commission members in line with the above recommendations
- Working with members and partners to embed PSHE curriculum standards
- Focus on developing a greater understanding of young people's reluctance to report crime to the police and exploring ways to address this.

With the continued access, help and support from the North Yorkshire Police Partnership Hub, the strength of encouragement and engagement from the PFCC and the change-making asset of a peer-led approach set out by Leaders Unlocked, the North Yorkshire Youth Commission will ensure many more valuable experiences take place.

Testimonials:

Julia Mulligan - Police, Fire and Crime Commissioner

"I set up the Youth Commission in 2015 to ensure the priorities of young people were better understood by the police. It is really good to see the very positive impact the Commission has had, both on the way the police work with young people, and the benefits to young people themselves through their involvement with the Commission. I am immensely proud of their work - they have made a real difference. It's also clear that over the years, the Commission has developed, involving literally thousands of young people, showing how important it is to listen and learn from their experiences and to share that learning widely with other young people. The most important thing about the Youth Commission's approach is that it is peer-to-peer. It is all about young people working with their friends and their mates to keep safe. One great example of how they are making a difference is KYMSGAME, which is all about Keeping Your Mates Safe. I'll be watching closely to see how the Youth Commission's work develops in the future and it will always have my full support."

Chief Constable Lisa Winward - North Yorkshire Police

"What a fantastic opportunity the Youth Commission have created to take priority subjects and do something meaningful, proactive and positive with them in KYMSGAME. The Youth Commission has created something very special for young people to immerse themselves in the experience of thinking and feeling about some of those key issues. I think this can go from strength to strength. Things that affect young people in their lives have a huge impact on the wellbeing of everybody in society. You absolutely have our support as this work continues and grows into the future for the greater good of society."

Thanks to Sergeant Neil Northend

Prior to his retirement in December 2019, Sergeant Neil Northend played a huge role in the success of the Youth Commission to date. As Sergeant of the Youth Team / Schools Liaison he was pivotal in terms of the Youth Commission's access to and influence with the Police. Neil worked with us from the pilot stage in 2016. He embodies the 'can-do' attitude of the Police and always has time for you. The best judgement of his character is seeing the way young people respond to him; he puts people at ease, makes them feel safe and is prepared to roll his sleeves up and get in the thick of it with them to help them find solutions

Tom - Youth Commission Member

"His commitment to this organisation, and the way he works with its members is outstanding, if you're with him, you know it's going to be a good few hours. He's helpful and insightful, he's always trying to stir up the conversation which leads to ideas etc. He's a sound guy, he doesn't seem to have a negative bone in his body. If you speak to him tell him it's been a pleasure to meet and work with him."

Josh - Youth Commission Member

"Neil is a legend! Neil has so much time for the young people he works for, he listens, he tries, and he will be greatly missed! He doesn't judge, he helps, he makes you laugh and not cry! You can have a joke with him, and he won't get offended. Neil is one of the nicest Police going! Shame he is going, I actually quite liked him."

Helen- Youth Commission Member

"Neil's always been a massive part of the Youth Commission. He's positive and committed at every session which gets all of us invested in what we're doing. He's also really approachable about anything else you might want to talk about."

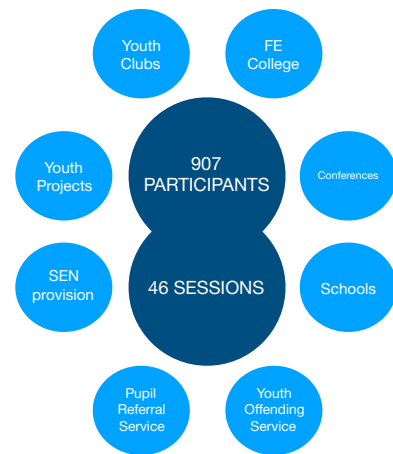
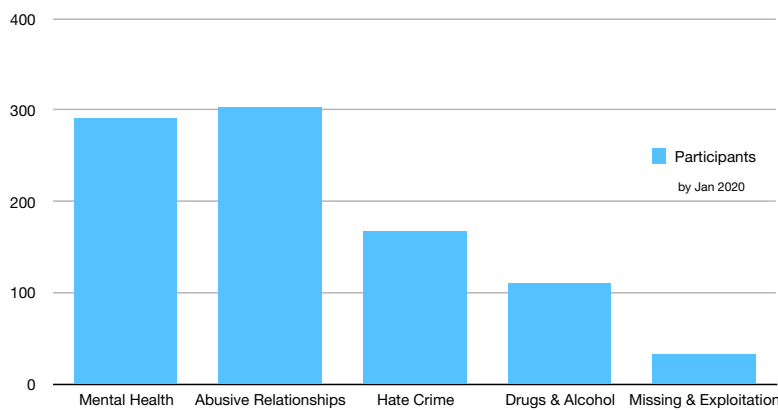
Tyler-Jay Anthony - Youth Commission Member

"The Youth Commission have been helping young people by spreading a positive message and starting conversations. It's meant that young people can be more aware of the consequences of their actions, for example the importance of keeping each other safe. I became involved with the Youth Commission due to taking part in KYMSGAME whilst I was on NCS. It was then I realised I wanted to be involved and influence more young people - like they influenced me. I feel very lucky to be a part of the Youth Commission, it's definitely very rewarding and provides different people from different backgrounds with a voice. Those of which that might not usually have one."

Shawndelle Dixon - Youth Commission Member

"As a 'Policing Studies' student and a budding police officer, I am passionate about the relationship between the public and the police being a strong and ethical one built on the foundation of trust and accountability. We have collected the voices of so many young people and relayed their opinions about what they think needs improvement and how relationships can be re-built between the police, authorities and young people. I feel privileged to be a member; building bridges, learning while educating, inspiring change and ensuring that the future is brighter for everyone in North Yorkshire."

Appendix 1:



KYMSGAME

North Yorkshire Police, Fire & Crime Commissioner

LEADERS UNLOCKED

Keeping Your Mates Safe

"KYMSGAME", is a peer to peer workshop co-facilitated and led by Youth Commission members. KYMSGAME is suitable for 14-18 year olds

: chris@leaders-unlocked.org :

Purpose

It is a game about risk which looks at young people's responses when exposed to risky situations. It poses relevant questions and encourages discussion about empathy, peer encouragement and responsibility

Logistics

- A maximum of 60 players can work with teams of 5 around tables
- A minimum of 4 players (two teams of 2 could also work)
- An Audio Visual setup is required to play a supporting presentation
- A 'pocket version' is available to be played 1-to-1 on an iPad for unstructured settings if needed
- We will ask you to sign a Memorandum of Understanding which makes clear our expectations of each other

Content

KYMSGAME can cover any one of our campaign priorities:

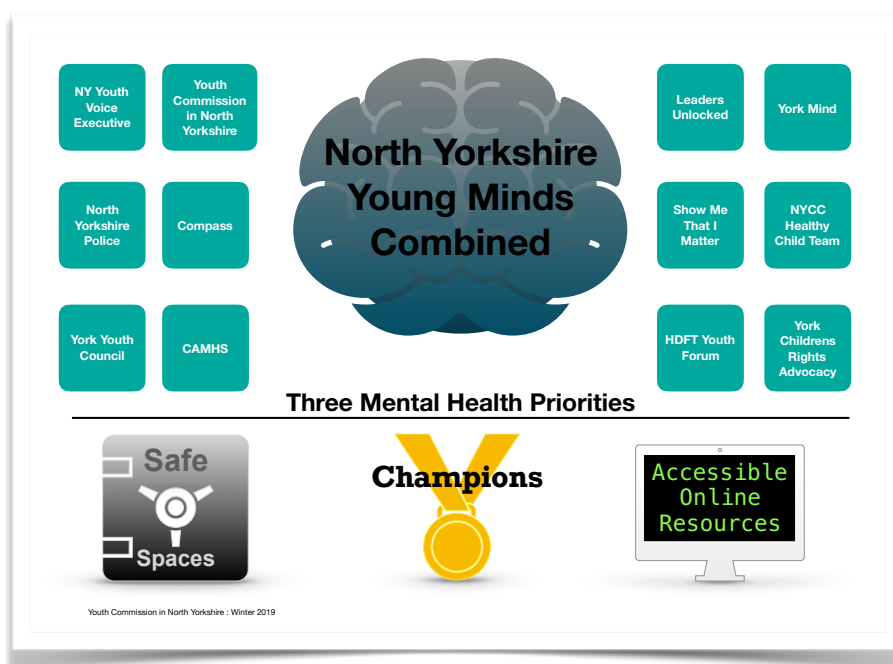
- Mental Health
- Abusive Relationships
- Hate Crime
- Drugs & Alcohol
- Young People's Relationships with Authority
- Missing Young People & Exploitation

KYMSGAME is set at a house party and explores different scenarios. It also looks at Police and Crime issues such as 'Stop & Search' and the under-reporting of crime by young people. Importantly it shows pathways to support including the Supporting Victims Service and can illustrate any pastoral support you may wish to promote

Delivery is fully funded by the Police, Fire and Crime Commissioner : Youth Commission Members who deliver the session are volunteers

Appendix 2 - North Yorkshire Young Minds Combined

North Yorkshire Young Minds Combined



Due to our attendance at the North Yorkshire Police Youth Partners meeting organised by Sgt Neil Northend, we became aware that many of the young people's projects around the table had a mental health priority. We didn't want to duplicate our work but to make the most of our combined efforts. So we decided to set up a working group for representatives of each group. The group became known as 'North Yorkshire Young Minds Combined' (NYYMC) and has included influence and representation from the groups and organisations listed on the image. North Yorkshire County Council Participation Manager, Kevin Jeffreys and the Youth Commission Coordinator agreed to organise the meeting. In our first meetings the members established 3 focusses for the group to explore and promote : Safe Spaces / Mental Health Champions / Accessible Online Resources. We worked towards a Mental Health Summit to which services, Commissioners and other stakeholders sat down with young people & developed pledges and a joint report was published. NYYMC has given us opportunities to be in the room with Commissioners and service managers to whom we have presented the stories and experiences of our members and peers. This led Youth Commission members to be invited to present at the Tees, Esk and Wear Valleys NHS Trust (TEWV) Child and Adolescent Mental Health Services Whole Pathway Commissioning Team meeting in advance of the TEWV Stakeholder Day event. The conference presentation went really well and was an excellent example of how members who share a passion for the campaign priority can present the experiences of their fellow members in a compelling, empathic and memorable way. The Whole Pathway Commissioning Team has invited an on going relationship for feedback and input on this basis.

Appendix 3 - OPFCC / NYP Press & Web Media Campaigns

OPFCC / NYP Press & Web Media Campaigns

The Youth Commission have been developing their relationship with the NYP Communications Team and the OPFCC to provide their perspective and comments on a number of live stories and consultations.

Youth Commission Member Simon adds his views to a NYP news piece on Hate Crime
<https://northyorkshire.police.uk/news/north-yorkshire-polices-commitment-to-tackling-hate-crime-against-young-people-one-year-on/>

Youth Commission review of North Yorkshire Youth 'Wake Up Call' project - OPFCC Website
<https://www.northyorkshire-pfcc.gov.uk/news/bula-vinaka/>

Work Experience Article - OPFCC Website
<https://www.northyorkshire-pfcc.gov.uk/news/youth-commission-update-work-experience-with-the-police/>

The Youth Commission Experience - OPFCC Website
https://www.northyorkshire-pfcc.gov.uk/news/toms_story/

Independent Office of Police Complaints - IOPC Website
<https://www.policeconduct.gov.uk/research-and-learning/learning-and-recommendations/learning-lessons>

OPFCC Consultations

[Consultation FaceTime Katy Jorawar]

Taser Consultation
<https://www.instagram.com/p/B2vz6GEnW7c/?igshid=s74cyseg11ti>

Road Safety for Young and Novice Drivers in Rural Areas
<https://www.instagram.com/p/B08JzoCHsiB/?igshid=ze3msiodi3dd>

Acknowledgements:

We are grateful to a wide range of local partners who have supported our work and allowed NYYC to consult with young people in their organisations. Many thanks to the following:

Advocacy Alliance	Door 84 Youth Club	Partnership	Tees, Esk and Wear Valleys NHS Trust
Alcohol Education Trust	Flying Futures	North Yorkshire Sport	Vale of York CCG
All About Respect	Fulford School	North Yorkshire Youth	Wellburn Hall School
All Saints School	Futureworks	North Yorkshire Youth Voice Executive	Wensleydale Young Farmers
Ampleforth College	Harrogate District NHS Foundation Hospital Trust	Office of the Police Fire and Crime Commissioner	YMCA Scarborough
Askham Bryan College	Independent Domestic Abuse Service	Princes Trust	York College
Barnardos Prouder Communities	Joseph Rowntree School	Risedale Community College	York College LGBT+ Club
Carers Resource	NHS England / Improvement	Rossett School	York College Parish Project
CAMHS	NY CYP Commissioning Team	Scarborough Pupil Referral Service	York Explore
Changing lives	North Yorkshire County Council	SELFA	York : Human Rights City
City of York Council	NYCC Public Health Hub	Show Me That I Matter	York St John University
Compass	North Yorkshire Fire & Rescue Service	Skipton Girls High School	York Youth Council
Community First Yorkshire	North Yorkshire Police	Stockton Riverside College	York Youth Justice Service
Craven College	NY Safeguarding Children	Supporting Victims Service	
Crimestoppers Trust			
Crown Prosecution Service			