



NUStartCommunityEnterprise

Helping you create a Positive Future.

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Foreword

- Violent crime carried out by children and teenagers has gone up by a third in only three years. The number of under-18s convicted or cautioned over violent offences rose from 17,590 to 24,102 - an increase of 37 per cent.
- The Not Another Drop campaign was launched after eight people were shot in Harlesden between 1998 and 2001. Brent is also part of Operation Trident, the Metropolitan Police campaign on gun and knife crime amongst the black community but this is not enough!
- In 2007, 27 teenagers were killed in London with a majority of incidents related to knife crime although eight deaths were the result of shootings. Two teenagers have been killed in stabbings in London since the start of the year.
- Youth crime harms communities, creates a culture of fear and damages the lives of some of our most vulnerable young people. Reducing youth crime and improving the youth justice system is a central part of our effort to build safer community and to tackle the problem of social exclusion.



Who are we?

We are a Community Enterprise that supports, encourages and empowers young people and their community to reach and fulfil their potential by tapping into resources that will allow young people to achieve, economically, physically and educationally.

In turn, our work in creating

- Community projects,
 - Referring young people into work placements and educational based courses
 - Developing positive role models,
- will as a consequence, benefit their peers, family and their surrounding community, which will lead to safer neighbourhoods, higher attainment and a better environment to live in.



What do we do?

- **Nu Start** recognises the importance of identifying the root cause of deviancy in the young and thus have the services of qualified experienced Psychologists specialising in deviant behaviour such as conduct problems, self control and anger-management issues, childhood abuse, drug/alcohol abuse.
- We offer a range of Courses, Workshops, Training, Practical skills and Counselling to motivate and instil a work ethic in young people, thus creating a more confident and positive mind set.
- **Nu Start Community Enterprise** provides opportunities for young people between the ages of 14 to 21.



What causes youth crime?

These are some of the major risk factors that increase the chances of young people committing crimes:

- Troubled home life
- Poor attainment at school, truancy and school exclusion
- Drug or alcohol misuse
- Mental Illness
- Deprivation such as poor housing or homelessness
- Peer group pressure



What do we intend doing about youth crime?

- We will engage at **least** 200 young people in Brent per year
- Training and education
- Substance Misuse
- Weapons Awareness
- Support with accommodation
- Employment placements
- Liaise and develop partnerships with voluntary, community, private and public providers in the London borough of Brent
- Identify at **least** 3 housing estates in Brent to engage young people
- Increased participation from young people in Community Events
- Develop and facilitate workshops and exhibitions



How will we do this?

- Initiating a number of diverse training programmes and course which could be utilised to encourage and generate interest amongst the young people.
- Football training by professionally accredited F.A coaches
- Music Technology trained by pro studio engineers/musicians
- Photography/Camera men trained by professionals within the industry
- I.T courses/Networking/Software engineering/Website Development
- Learn a trade: Plumbing/Carpentry/Electrician/Builder
- Learn how to become a professional Chef
- Variety of work placements



- Personal Development Courses: Motivation, Mentoring.
- Learn a Language: English NVQ1
- Improve your Maths: Numeracy NVQ1
- Sage/Accounting Course NVQ1
- Young Einstein: A Competition to find the smartest 14-18 year old in North West London.
- Drug/Alcohol Counselling: We can help you on the road to recovery.
- Weapons Awareness: Promoting awareness, education, information and the legal ramifications.



Aims

- **To promote youth inclusion, breaking down the barriers of youth gang culture**
- Joint working across the borough, to promote inclusion into the service. This can take the form of shared interest activities, football, work placements, media, etc. This will go towards breaking down the borough's boundaries with gang territories and supporting young people to work and participate in activities together. This will include supporting them to work together and share resources.
- **To support the borough's young people to access services, courses, placements and activities**
- Targeting marginalised young people to get access into projects and placements that they would not normally have access to. This will include music, media and football projects



- **To develop service user involvement, encouraging participation and creating a voice for young people**
- Working with young people to discover how they want services to work with them. What works best for young people, what doesn't work well for them. Having their voice heard through media communications and publications.
- **To address substance misuse, knife and gun crime, promoting awareness, education and information.**
Educational workshops on substance misuse, work with the police on anti-social behaviour and the use of gun and knife crime, e.g. black on black crime, understanding the consequences of death, murder and the damage to oneself holistically. Looking at the impact of drug use, its associations and the positive and negative impact it has.



- **Empower young people to develop self-efficacy skills to be responsible for their own behaviour and the impact on their community**
- Working on personal development courses, working on ones self, building up coping mechanisms and knowledge base about ones self and the role that the individual plays in the community and how the environments impacts on ones behaviour
- **To endorse healthy eating and healthy living lifestyles, encouraging participation in sporting activities and creating / maintaining a balanced diet**
- Working towards the governments targets of reducing the levels of child obesity, promoting physically activities and eating the correct levels of iron, protein and carbohydrates. Looking at the nutritional value of eating well and looking after one's physical health.



- **To support economical well being, addressing poverty and focussing on financial stability**
- Helping young people to complete their education and work towards a career by providing courses to develop a new skill base, and assist with further and higher education and providing work placements in industries within the working sector.
- **Encouraging more family participation and input into the development of the young person**
- Working with parents and family members to support the positive growth of the young person.



Objectives

- Through the work of Nu Start, the young people will be able to recognise the effects of anti-social behaviour, including the consequences of substance misuse, gun and knife crime
- Through the engagement of Nu Start, the young people will identify the activities where they will learn new skills and develop existing ones, on a platform that will assist their knowledge base and self-esteem
- During the participation of Nu Start, the young people will have an opportunity to devise, plan and assess how they want services to work with and for them.



- Whilst working with Nu Start, the young people will demonstrate community involvement within their environment and positive family relationships
- Through the work of Nu Start, the young people will be provided with greater and increased choices and securing better outcomes.



Perceived Outcomes

- At least 10% increase in the number of young people accessing either paid or voluntary work; the number of young people engaging in either part-time / full-time education.
- At least 10% reduction in gun and knife crime amongst young people relating to increased understanding of carrying / possession of a firearm and blade
- At least 10% increase of young people engaging into mainstream services, e.g. treatment services, Connexions, The Youth Service, etc.



Equal Opportunities Policy

The aim of this policy is to communicate the commitment of the Chief Executive, Board of Directors and Board of Trustees to the promotion of equality of opportunity within **Nu Start Community Enterprise**

It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins
- being an Irish Traveller)
- Disability
- Sexual orientation
- Age.

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.



Child and Vulnerable Adult Protection Policy

We will endeavour to ensure that children and vulnerable adults are protected from harm while they visit our properties. We will do this by:

- Making sure our staff are carefully selected.
- Providing appropriate training for staff in issues of child protection.
- Taking all reasonable steps to ensure the health, safety and welfare of any child or vulnerable adult in contact with N.S.C.E.
- Not physically, emotionally or sexually abusing any child or vulnerable adult in contact with N.S.C.E.
- Taking all reasonable steps to prevent any staff member, persons working for us or member of the public from putting any child or vulnerable adult in a situation in which there is an unreasonable risk to their health and safety.
- Taking all reasonable steps to prevent any staff member, persons working for us or member of the public from physically, emotionally or sexually abusing any child or vulnerable adult.
- Reporting to a Designated Officer any evidence or reasonable suspicion that a child or vulnerable adult has been physically, emotionally or sexually abused in contact with N.S.C.E.
- Implementing this policy in conjunction with our Health and Safety guidelines already in place.
- Ensuring that signage is displayed at all visitor centres, indicating that N.S.C.E. has a policy for Children and Vulnerable Adults, and where copies can be obtained.



Volunteer / Mentor Policy

- Nu Start Community Enterprise recognises the value of volunteers and mentors involved in Nu Start projects. Nu Start believe that volunteers and mentors should be given clear guidelines about their rights, roles and responsibilities. This document sets out Nu Start's responsibility to its volunteers and mentors and outlines what expectations our projects have to them. This documents sets out the general minimum requirements and standards for the involvement of our projects. Nu Start Community Enterprise has a duty of care to its volunteers and mentors from harm. Nu Start will ensure the volunteers and mentors have adequate knowledge about their role, responsibility and rights. Volunteers and mentors must exercise reasonable care when carrying out these duties.
- Nu Start Community Enterprise will ensure that volunteers and mentors are given copies of all Nu Start's policies and procedures.

Recruitment of Staff

Stage 1 – Application Process

- Satisfactory completion of application pack, including police check and supplying two references.

Stage 2 – Interview

- Understanding of remit and aims and objectives of Nu Start Community Enterprise.

Responsibilities

- Respond to volunteers and mentors expressing an interest in working with the project within 5 working days
- Send out application pack and any relevant information
- Process the application pack
- Notify the applicant of the receipt of the application form within 7 working days
- Carry out a police check
- Take up 2 references supplied



- Notify applicant of the outcome of their interview and feedback within 3 working days
- Nu Start Community Enterprise requests the volunteer to:
- Contact the Project Leader in the first instance for information
- Provide a fully completed application form
- Provide 2 names, addresses and phone numbers of 2 referees (at least one with relevant experience in this field)

Police Checks

- All applicants will be required to have up- to-date or be subject to a CRB check. The existence of convictions / cautions would not necessarily preclude voluntary work for the project.
- The particular offence does not preclude them completely from work of this nature, e.g. sex offences
- A reasonable time has elapsed since their last offence and / or recovery – where possible this should be a minimum of 2 years
- It is possible via supervision and interview that they do not collude with the client or group of clients in a way contrary to Nu Start Community Enterprise's expectations of voluntary accountability
- They have the required skills, commitment and ability to work within the described role
- Volunteers and mentors will be required to be 16 years and over.

Equal Opportunities

- The recruitment of all volunteers and mentors will operate within the policies of the Nu Start Community Enterprise Equal Opportunities Policy.

Child Protection

- The recruitment of all volunteers and mentors will operate within the policies of the Nu Start Community Enterprise Child Protection Policy.



Supervision

- Nu Start Community Enterprise recognizes the need for ongoing support and supervision. Where funding is secured, the project will be able to pay all reasonable expenses incurred when working with clients, this includes a mileage allowance (40 per mile). All receipts must be kept for all expenses incurred.

Confidentiality

- The nature of the work undertaken by Nu Start Community Enterprise allows volunteers and mentors to privileged and / or sensitive information about the client and / or other agencies. Volunteers and mentors must also understand that any information about the client is confidential and must not be shared with anyone outside the Nu Start Project.
- If so, disciplinary proceedings will follow.
- Volunteers and mentors must be aware that any information they receive about the individual client must be shared only within the team.
- The recruitment of all volunteers and mentors will operate within the policies of the Nu Start Community Enterprise Confidentially Policy.



How to contact us

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