

FAITH COMMUNITIES GUIDE TO ENGAGING WITH POLICE.



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This document has been produced as part of Faith and Police Together. Visit www.faithandpolicetogether.org.uk for further information. It is by no means an all-inclusive guide but designed to give ideas and inspiration for how the concept of Faith and Police Together can work.

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"Faith communities have played a major role within society for centuries. Today we are fortunate enough to have a wide and diverse range of faith communities throughout this nation of ours, all helping to play their part in support of the lives of our people and our communities. We applaud and embrace the many ways that these vibrant faith communities can enrich our lives, ensuring the UK is a safer, brighter and more exciting place in which to be born, grow, live and thrive.

As a nation we have lived through many years of enforced austerity. Numerous services together with local organisations and charities have been forced into making significant cutbacks; or in some cases, tragically, to cease operating at all. At the same time, these very same services have seen a vast increase in demand right across the board. It is here that faith communities have so often been able to fill the gaps, effectively, harmoniously and beneficially.

I hope this booklet will assist the leaders of our faith communities to discover more of the key areas of need. And that it will enable them to meet with other leaders, open up channels of communication and move forward together in meeting the particular challenges within the areas in which we live. This is a first class initiative and I am privileged to endorse it. When faith communities, the Police, and other statutory agencies all work together, lives and communities are quite literally transformed ... and who could ask for more than that at the start of a new decade in the 21st century?"

The Lady Dannatt MBE
HM Lord-Lieutenant of Norfolk

We were pleased to host a representative from Faith and Police Together at the annual 'Our Mosques Our Future' conference in 2019 to share their work and collaborative opportunities with over 400 mosque leaders and volunteers attending that day. With policing covering a wide array of issues affecting society - and not limited to those that are just crime related - trust between police forces and their local communities is absolutely vital.

I commend this guide for sharing best practice and case studies for how faith communities can contribute to that building of mutual trust between local communities and the police based on sincerity and dialogue, strengthening two-way communication channels and helping to ensure every Briton feels safe and secure in their local neighbourhood.

The Muslim Council of Britain exists to empower Muslim communities to achieve a just, cohesive and successful British society and we hope this guide will be circulated far and wide to Muslim and other faith communities to help achieve that.

Harun Khan,
Secretary General, Muslim Council of Britain

There are many challenging issues that we are all facing that are best taken on in partnership. This is a great resource to help us make a difference that I hope the church will make full use of.

Gavin Calver
CEO, Evangelical Alliance

Faith and Police is a fantastic initiative aimed at addressing some of the most challenging issues within our society. It is clear that when we are dealing with some of the most difficult social problems, such as homelessness, isolation, addiction and subjects such as youth gangs and knife crime, a single organisation will not be successful. Faith and Police brings together the police service, with the faith community to galvanise people who can make a real difference in their local community.

This document provides a step by step guide to help faith communities to engage with the police and to focus their passion for helping others in such a way to support the police and to find long term solutions. It is for neighbourhood police teams who feel they are fighting these challenges alone and struggling to find solutions and for faith groups who want to help but don't know where to start. The guide covers the role many different faith groups have played in finding the answer and gives examples and information how really simple acts of kindness can have a significant impact. I have been involved in problem solving policing for many years and I am convinced that this guide will provide a fundamental change to the way faith groups and police work together for the good of society.

Paul Netherton
Deputy Chief Constable Devon and Cornwall Police.

Introduction

Faith and Police Together is aimed at building links between police services and their local faith communities. We believe that faith communities have an important role to play in bringing about community transformation and cohesion. We believe that when the police and faith communities work together to tackle some of the issues the police are facing, we will see lives and communities being transformed.

Deputy Chief Constable for Devon and Cornwall, Paul Netherton, the strategic lead for this project, says, "Faith and Police Together is a multi-faith initiative designed to galvanise the support of faith groups to support the police and to help address problems and challenges within our communities. Often faith groups have a high motivation to help within our society but sometimes don't know how they can help, or even how they could talk to the police to find out what the problems are or how they can assist. My experience of working with faith groups and churches is that once you start the conversations you unlock massive social capital that can transform an area or make a real difference to a problem. This could be Street Angels patrolling the night time economy, drop in centres for young people or cafes where the homeless or lonely can find support. The benefit for the police and all the public sector is significant in terms of reducing demand and finding long term solutions. This is a great initiative and is welcomed by the police. It can lead to transformational change in some of the most challenging social issues across the country".

Policing covers a vast range of issues within society, often it is non-crime related issues that takes up a considerable amount of Police time and resources. Faith Communities can help support the police in numerous ways by engaging and supporting some of the most vulnerable within our communities, in both reactive and preventative initiatives; thereby reducing crime and demand.

Effective communication and joint working between the local force, faith groups and local projects will help build the Faith and Police network in support of local communities. This, in turn, will enhance partnerships within the community and will also support national policing priorities.

At a time when budgets are being cut and services are being significantly reduced, faith communities can step in to bridge that gap in a wide variety of ways. These range from early intervention in the form of mentoring, parenting courses, youth services, to addiction recovery services, supported housing and street patrols - both night time economy based and school patrols. Further to this, luncheon clubs, knitting networks and mental health support groups provide support and community for those that would otherwise be lonely and may end up become repeat callers to the police. The potential in faith communities is almost endless.

We hope that this project will enhance connections with the rich diversity within our communities and will build trust and confidence of those communities. There are many good materials and projects already in existence and we hope to utilise and work with some of those projects to help give faith communities templates and ideas to assist them to meet their local needs.

Vision

The police services across England and Wales working in partnership, with good engagement and relations with their local faith communities - helping reduce demand on the police and produce safer communities in line with the Policing Vision 2025 and The Diversity Equality and Inclusion strategy 2018-2025, thereby understanding our communities better, and increasing trust and confidence in the police.

Aims

- Building bridges between the police and the local faith community.
- Building prayerful and practical involvement in local policing issues that are of direct relevance to faith groups, and the communities they serve.
- Building stronger, safer neighbourhoods to help transform communities.

There are many organisations, projects and initiatives across the UK that are great examples of faith communities working with the police to tackle all sorts of issues affecting society and policing demand, ranging from domestic abuse, human trafficking, CSE and more. This guide is designed to give faith communities an idea of what could be achieved and help them get started with engaging more with their local police. It is by no means exhaustive but rather a small selection of projects and suggestions, predominantly looking at serious youth violence, addiction and loneliness.

How you can get involved

This tool kit gives ideas around themes as follows:

- Engage with your police
- Work for your police
- Volunteer for your police
- Get educated
- Getting connected: mapping information and referral pathways.
- Serve your community / meet the need
- Hospitality & support to your police
- Pray for your police

Engage with your police

A key part of working with your local police and community is engaging with them, forging relationships which will build trust and confidence ready for when a need arises. If you are engaging with your local police, councils and other key community stake holders you are more likely to understand what your community issues are and therefore be able to help where needed.

It is far easier for faith communities to get involved and make a significant difference if they are already connected and engaged with their local statutory agencies before an incident occurs than trying to make bridges after it. There are a variety of ways you can do this:

Find out who your local beat officer or chaplain is and talk to them, find out what the problems are and offer help. Depending on where you live and the reach of your faith community you may want to find out who your local Sergeant or Inspector is and try and arrange a meeting with them as they will have a bigger, more strategic perspective on the issues facing your community and the wider area. This will depend on the size and nature of your community as to what works best for you and your policing team.

Thank your police. Police officers face critical scrutiny of their work every day and need to be encouraged and affirmed. They have an extremely challenging job and work every day with broken and chaotic people. You may be the one voice of encouragement they hear. A simple act of kindness, telling them you appreciate who they are and what they do, will make a big difference. Police officers are not used to being told such things. Writing to thank officers is always something worthwhile thing to do. You can address the letter to them directly or to their District Commander.

Attend Local priority setting meetings/community engagement events. Most local policing areas will have some kind of public meeting where the public can attend, share the problems/issues they are facing and help decide what the police should spend their time on as a priority over the coming months. These are a great place to find out some of the problems in your areas and see if there is anything your faith community can do to help. You don't need to go with a problem; you can be there to be part of the solution. Visit your local police website, or social media or ask your local neighbourhood policing team for more information about how this is done in your area.

Report crimes and provide information directly or through Crimestoppers. Can you be a go-between? For example, is there an elderly person in your community who has been a victim of crime but is fearful of going directly to the police that you can make the police aware of? Could you be a 'good neighbour' and act as a point of initial contact for any visitors to a vulnerable person?

Witnesses. Be an active citizen and provide a written statement to the police if you witness an incident or an accident. Tell them about any intelligence you might have that can help the police to tackle the crime happening in your area. You can do this by reporting it to crime stoppers or via your force website.

Invite the police to your meetings / groups. Have a prayer meeting specifically for the police / crime and problems effecting your community. Invite the police along, encourage them, hear what they are dealing with and then pray for the things they talk about and for them if they will let you.

Invite the police to your social action projects whether that is a youth group or a coffee morning, a local addiction drop in, or a luncheon club. Building relationship and having the occasional visit from the police will help to break down some of the barriers that the police and some of the members of the community face. You could invite them to do a short talk on a relevant topic or see if they want to do a community engagement surgery. They might even be able to assist in some training.

Organisations that can help you to start to engage with your local police

ROC (Redeeming Our Communities) are experienced in working with the police to bring about community transformation. ROC is skilled in organising large-scale community engagement events that bring together the police, council, education and many different aspects of the community to talk about, then tackle some of the key problems in an area, they call these events ROC Conversations. www.ROC.uk.com see case study **CS1 ROC and Greater Manchester Police (GMP)**

Cinnamon Network enter into partnerships with police forces and other civic partners in which local churches are resourced to start projects that tackle ASB, break cycles of re-offending, protect the vulnerable and address pressing social and welfare issues. Cinnamon's Demand Reduction Partnerships are currently helping 10 police forces to achieve the priorities in their Police and Crime Plans. They offer micro grants to help churches set up new projects and are in the process of developing an interactive web/app-based tool kit that will help you to assess your skills as a church, the local needs and what

might be the right project for your church to undertake. This will be launched in September 2020. www.cinnamonnetwork.co.uk See case study **CS2 Cinnamon Network and TVP partnership.**

The Gather Network is a national network of churches in villages, towns and cities that are uniting together to see their communities transformed. They encourage churches to partner with civic authorities and work toward long term strategic transformation via the Movement Day process that involves two distinct expressions: A Movement Day Gathering and a Movement Day Conversation to answer the question: "What could your place look like in 15 years' time?" They are currently working with about 150 different unity movements across that nation. www.gather.global and www.movementday.uk

Church Urban Fund (CUF) was established by the Church of England as a practical response to unmet need and has been active in local communities for over 30 years. Their vision is to see people and communities all over England flourish and enjoy life in all its fullness. They work through the Church of England's local parish networks, and alongside other faith-based and secular organisations, to bring about positive change in neighbourhoods. They provide small grants via the near neighbours program as seed funding for local groups who are working to bring neighbours together. www.cuf.org.uk

The Christian Police Association (CPA), is a national charity made up of local branches across most forces. They can advise you who to speak to in your area, or where to look for information etc. They can also help you to know how to pray for your local and force needs. They want to help build bridges between the Christian community and the police. Some branches of CPA will assist with training for things like street pastors etc. For more information or to become a friend or community partner of CPA visit www.cpauk.net See case study **CS3 Example of how Cambridgeshire CPA have assisted local Christian communities to work with the police.**

The Jewish Police Association (JPA) works with various voluntary organisations in reducing the fear of crime including the Communal Security Trust and Shomrim. The JPA also work with and support the Jewish community with crime prevention, in educating teenagers and parents on grooming and social media, and raising awareness of child sexual exploitation and domestic offences. For more information visit www.jewishpoliceassociation.org.uk see case study **CS4 Example of how the Met Jewish Police Association have worked with the Jewish community.**

The National Association of Muslim Police (NAMP) is made up of 12 forces with AMPs and each one has a remit to build and promote good race relations and increase community trust and confidence especially amongst disaffected communities. Each AMP will have a database of key community contacts through their own local knowledge and community footprint and this database is often utilised to help gauge/monitor community tensions and inform decision making for policing activities. In certain areas of the country community members are invited to join the local AMP as associate members by completing the relevant membership form. The NAMP website is currently under development and should go live early 2020.

The National Sikh Police Association (NSPA) are keen to help build bridges between the Sikh community and the police service, they actively encourage joint initiatives and can offer advice and support in helping you to engage with the police. The Sikh Police Association is accessible to all police employees with free membership also being available to the Community on a tiered basis. To find out more please contact The National Sikh Police Association via email nspauk@outlook.com

The Police Pagan Association (PPA) is a national organisation that is supporting Pagan police officers and staff. By working together, the PPA aim to improve the relationship between the Pagan community and the police service. The PPA have close links to our Pagan communities, community leaders and local moots and are involved on the furtherance of Paganism by working with groups such as the Pagan and Heathen Symposium, and the Pagan Federation. Additionally the PPA have designated First Point of Contact Officers for each NPCC police area who act as a conduit between our Pagan communities and the police service. They can be contacted by the public via the contact details on their website www.policepaganassociation.org All police officers and staff, serving or retired and regardless of faith can become members of the PPA, and members of the public can become a friend of the PPA via application.

Working for the police

Have you considered becoming a police officer or working as a civilian within the police service. There are many and varied roles available, including police community support officers (PCSO's), detention officers, control room operators, lawyers, administrators, financial advisors.

Becoming a police officer is life-changing, and not just for you. It will also change the lives of everyone you help. It is a challenging, varied and intensely rewarding career and you will be joining an amazing team, working together to reduce crime and keep people safe.

If you want a varied career and to make a positive difference in your community, policing could be for you. Visit www.joiningthepolice.co.uk to find out more.

Volunteer for your police

Citizens in Policing is the term used to describe the thousands of people across the UK who give up their time to support the police.

The role of citizens in policing is vital – volunteers increase the capacity of our constabularies, bringing valuable skills and expertise to police teams, creating closer and more effective relationships with our communities. These people give up their free time to volunteer in a variety of policing roles for various reasons

Join the **Special Constabulary** which is a force of trained volunteers who work with and support their local police. 'Specials', as special constables are known, come from all walks of life - they are teachers, taxi drivers, accountants and secretaries, to name a few - and they all volunteer a minimum of four hours a week to their local police force, forming a vital link between the regular (full-time) police and the local community. Once they have completed their training, they have the same powers as regular officers and wear a similar uniform.

Police Support Volunteers (PSV) –members of the public who give their time freely to support the police based either at the police station or in the community. Or become a Police Cadet. Visit www.citizensinpolicing.net to find out about other ways you can get involved.

Police Chaplaincy. Chaplaincies have developed in every force and whilst each operates within their own context, the role of Police Chaplaincy can be summarised as *Personal, practical and [where appropriate] spiritual care, which supports all police staff and their families, regardless of faith or belief.* They also offer operational support as a resource where faith and operational issues interact to provide a network of advice relating to moral, ethical and religious matters. An important function of the chaplain is to network with faith groups and communities to promote local support and involvement, enhancing local and neighbourhood policing initiatives. This is a dynamic role whereby chaplains can open doors for local / neighbourhood policing by building relationships with faith groups and their

leaders. Faith is deeply entwined with community spirit and it is important that the service has access to these communities.

If you would like to learn more about Police Chaplaincy visit www.policechaplaincy.uk or contact Canon David Wilbraham, National Police Chaplain. E-mail: david.wilbraham@thamesvalley.pnn.police.uk There are many examples of good practice around the country just two case studies are included see case study **CS5 Chaplaincy examples**

Community Speed Watch if speeding is a problem where you live and you want to make your community a safer place to live, one way you can do this is by setting up a community speed watch www.communityspeedwatch.org

Magistrates – Magistrates are volunteers who deal with 95 per cent of criminal cases in England and Wales. Find out more about becoming a magistrate at www.direct.gov.uk/en/CrimeJusticeAndTheLaw/Becomingamagistrate/index.htm

Independent Advisory Groups (IAGs) are a way for communities to work with the police to help improve their service. They advise on policing issues that may cause concern to local people and communities. IAG members are volunteers drawn from our communities from various backgrounds. Some forces have other similar groups/meetings such as Faith Forums. Ask your local Police force what they do and how you can get involved.

Youth Offender Panels were set up in 2002 as a completely new way of dealing with young people who commit crimes. Local people take the lead in challenging young offenders to take responsibility for their actions and help them to change their behaviour to prevent further offending. Search online for 'Youth Offender Panel' to find out more about how to get involved in your local area.

Appropriate adults are there to safeguard the interests, rights, entitlements and welfare of children and vulnerable people who are suspected of a criminal offence by ensuring that they are treated in a fair and just manner and are able to participate effectively in the investigation process. They are to advise, support and assist the vulnerable suspect in a number of areas around their rights and entitlements. Schemes are often volunteer lead and play a vital role in ensuring young people and the most vulnerable in custody understand the process they are involved in and that they are treated fairly. Visit www.appropriateadult.org.uk for more information. Each area is likely to have a different process. If this is something you are interested in ask your local police how to get involved.

Neighbourhood Watch and other similar schemes, e.g. Church Watch, Farm Watch encourage involvement. Initiate one within your faith community or neighbourhood; it helps to prevent crime, builds community spirit and you'll get to know your neighbours and find out what is happening in your area. This can assist with seeing areas of need you could help with and to fuel your prayers. www.neighbourhoodwatch.net

Get Educated

Cultural competency and competent compassion are key elements of being able to help in any area whether that's addiction, youth, loneliness, sexual exploitation, human trafficking, mental health, or domestic violence. To understand the problems and what makes a difference to people needing help is really important. The person offering help needs to be competent and compassionate - one without the other is either going to go badly wrong or will discourage effective engagement. In either case, it is not what we would want for either party. The internet is a great place to start in developing understanding, as many of the areas and problems facing your community have some very helpful websites.

Throughout this document there are suggestions of organisations, and places to go to get educated on some issues, but they are by no means fully comprehensive.

Trauma awareness training, many of those you are likely to be dealing with will have experienced trauma in their lives in varying degrees. It is also acknowledged that trauma can be passed from parent to child. There is a real need for service provision to be trauma informed. Recommended reading, 'Trauma and Recovery: The Aftermath of Violence from Domestic Abuse to Political Terror,' by Judith Herman.

Getting connected/ mapping information and referral pathways

Research has shown that one of the challenges for faith-based projects is ensuring the project and their services are promoted locally so that all potential clients can be reached and partnership opportunities maximised. It is common for projects that really help and benefit the community, to operate without the local police and other public sector services knowing about them.

One of the problems that comes up time and time again during community engagement events and in research, is that the police and public do not know what is available to them. This has a knock on effect as projects don't always get the service users needed to keep them going and sometimes they have to close. By developing/utilising mapping resources and keeping them up to date more people will know what is happening and where help is available.

Norfolk have a website called Bright Map Norfolk which has been developed to promote projects and community activities run by a wide range of organisations and community groups across Norfolk. Visit www.brightmap.org to find out more.

Churches Together Plymouth periodically publish a directory of Christian ministries serving the city in a booklet and on-line form. See www.ctip.org.uk for all their projects and for an idea of what could be useful.

Make sure you advertise / promote your outreach projects in the right places for example: your local resident's handbook. E.g. www.standbrook-guides.com, community centres, Citizens Advice Bureau, Police, councils etc.

Serve your community / Meet the need

Work together, remember some people just want to volunteer and be involved in projects but do not have ideas or are not leaders. Some people have the ideas and are leaders but need volunteers. Working together across our faith communities in an area opens up the pool of potential volunteers. It also demonstrates unity and is a great witness to the police and the community. Working together could mean on the same project or just making sure you are talking and working together to cover different needs and supporting one another in those different areas, filling the gaps and not doing the same things.

Reduce Fear of Crime

You can help to reduce the fear of crime by getting practical. Issues such as graffiti, rubbish or other environmental problems are some of the causes of fear and insecurity. Helping to resolve these neighbourhood issues is a more visible way of restoring confidence and transforming your community. Have a day of action or organise a community day of action, to show your community you care in a practical way.

Shomrim are there to help the police reduce crime and help citizens feel safe within the Jewish community. The team of volunteers are trained in security and other police related matters and perform patrols in neighbourhoods where Jewish communities live, to observe

and report situations that may require a response by police, fire, or ambulance. They act as a mobile Neighbourhood Watch. They also respond to incidents and act as a bridge and support until the police arrive: following suspects, ensuring the scene of the incident has been preserved and so on. They also assist in enabling communication channels between reluctant members of the Hasidic Jewish Yiddish speaking community and authorities. There are several schemes across the country. www.shomrimlondon.org serves the North West of London.

The Community Security Trust (CST) is a charity that protects Jews as an established security group protecting and training volunteers in communities. The CST also works closely with counter terrorism command providing intelligence and community engagement. The CST also work closely with Jewish schools and youth groups providing self-defence training and street awareness to students, and general security training to staff and parents. They provide informative and thought provoking security training for all faith communities who would like it. www.cst.org.uk

Help develop community cohesion

In many neighbourhoods across England, different faith and ethnic communities live and work next to each other, yet rarely interact with one another. Such separation can lead to misunderstanding and a lack of trust or respect for one another, neither of which is healthy for a local community. Understanding each other can help to develop a stronger sense of community cohesion, trust and respect and thus reduce the fear of crime and hate crime within a community. It's a great way to connect with others from different backgrounds and countries and make some new friends. Inter-faith forums are one way this can start to be achieved.

The Inter Faith Network for the UK works to promote understanding, cooperation and good relations between organisations and persons of different faiths in the UK. It does this through providing opportunities for linking and sharing of good practice, providing advice and information to help the development of new inter faith initiatives and the strengthening of existing ones. It raises awareness within wider society of the importance of inter faith issues and develops programs to increase understanding about faith communities, including both their distinctive features and areas of common ground. www.interfaith.org.uk

Near Neighbours brings people together in communities that are religiously and ethnically diverse, so that they can get to know each other better, build relationships of trust, and collaborate together on initiatives that improve the local community they live in. They encourage people of different faiths and of no faith to come together for initiatives that improve their local neighbourhood. They do this through a variety of ways including a leadership training program for young people aged 16-26 years and Places of Welcome, www.near-neighbours.org.uk

St Philip's Centre Leicester is an interfaith charity established by ecumenical partners in 2006. They provide religious and belief literacy training to all new Leicestershire Police recruits, work in partnership with the Police to deliver the Prevent strategy and are currently engaged in an exciting international project supported by the Open Society Foundations entitled, 'Cops Communities Consent' (CCC) which seeks to strengthen relations between the Police and BAME/ Faith Communities. CCC involves an interactive exhibition to promote policing and crime awareness to young people. They hold sessions for members of the community to come together and learn about each other's faith and strengthen community relationships in a number of ways. www.stphilipscentre.co.uk

Our Mosques Our Future is an outreach programme including conferences which rotate around the UK held by the Muslim Council of Britain which aims to improve the practice of how mosques in Britain are managed and used to help support their communities. There are

5 action groups that help mosques to develop in those areas including youth and health. As part of the objectives Our Mosques Our Future aim to share good practice, they have compiled some case studies of great initiatives run by Mosques

www.ourmosquesourfuture.org.uk/case-studies

Sikh Assembly is a new organisation that plans to spearhead a broad range of strategic projects. The Sikh Assembly welcome project proposals from the broader membership across all UK concerns and sectors. They openly seek active members who share their vision to take part, lead and share best practice and develop the community's footprint within broader society. There is a place for you whether you want to simply support specific areas of work, suggest, or lead on an idea, lobby to government. For further information email info@sikhassembly.org www.sikhassembly.org (Still under construction at the time of writing).

Street Angels / Pastors / Town Pastors - Not just for Night Time Economy

One of the most well-known partnerships between police and the faith communities is Street/Town Pastors/Angels. For many years now, groups of Christians have been a reassuring presence on the streets on Friday and Saturday nights across the country connecting with and supporting the police with drunken revellers and helping to calm situations down. More and more they are being used at different times of the day to help reduce ASB after school hours, as well as provide much needed welfare support at festivals across the country. (CNI Network is the umbrella for about 130 various local projects) For more information visit, CNI Street Angels also deliver Alcohol and Safety Education www.cninetwork.org / www.streetpastors.org / www.townpastors.org.uk See case study **CS6 CNI Festival Angels and Street Angels.**

Gangs, Serious Youth Violence and Youth

Youth violence and gangs is a growing concern across our nation and it affects every county both on a local level and nationally through County Lines.

'County Lines' is a term used when drug gangs from big cities expand their operations to smaller towns, often using violence to drive out local dealers and exploiting children (known as CCE Child Criminal Exploitation) and vulnerable people to sell drugs. These dealers will use dedicated mobile phone lines, known as 'deal lines', to take orders from drug users. Heroin, cocaine and crack cocaine are the most common drugs being supplied and ordered. In most instances, the users or customers will live in a different area to where the dealers and networks are based, so drug runners are needed to transport the drugs and collect payment; this is where children and young people come in. These children and young people are often subjected to horrific violence and are left seriously traumatised.

It is widely recognised that the only way in which we will tackle serious violence and CCE is by a partnership approach. It's the role of the public to help young people break the cycle, and prevent young people becoming tomorrow's serious and organised crime criminals. Research suggests a lot of young people are incredibly anxious, immature and insecure. These young people don't have a solid sense of security and meaning and do have an increased sense of alienation and lack of belonging, making them more likely to get involved in gangs.

The level of fear in our young people is significantly growing. Fear is an overriding principle that is driving young people to carry knives for their own protection in fear of being attacked, which tragically often leads to the use of them. In years gone by those involved in gangs would have escaped them by finding employment; however those jobs are no longer there and so young people get caught in the cycle of gangs and crime.

Poor environment, poor youth services, poor youth structure, and poor parental skills make children at higher risk of exclusion from school. The ever-increasing trend of 'off rolling' and exclusion of difficult students makes them available for others / gangs / exploitation etc. Families trapped in negative poverty traps make drug dealing more appealing. There is a real need for good male role models as toxic masculinity is a driver in some of the violence and culture created within gangs. Mentoring is a great way to provide good male role models.

These young people are often described as hard to reach however they should be described as NEED TO REACH - NOT HARD TO REACH.

Trauma is transmitted from parent to child. There is a need for trauma informed services.

This may sound overwhelming but there are some basic things faith communities can do to help address this issue. Suggested reading, Trauma and Recovery: The aftermath of Violence from Domestic Abuse to Political Terror by Judith Herman.

West Midlands PCC Gangs and Violence Commission 2016 highlights community led partnerships with some key findings to help address gangs and serious violence. Faith communities can be a significant contributing factor to many of them. Community participants, victims and perpetrators highlighted the following key needs and challenges:

- Individuals and organisations that can be trusted to support them when they are in crisis.
- Employment opportunities, especially for those with a criminal record.
- Safe spaces and venues in communities that offer advice and guidance regarding personal development.
- Support for parents with youngsters at risk of gang association and criminality.
- For black young men to be given opportunities to progress beyond the labels of gang affiliation as portrayed by the media.
- To get ex-offenders more involved in mentoring and supporting youngsters at risk of involvement in criminality.
- For more early support for schools and parents with children identified as having behavioural challenges.
- Receiving genuine love, care, and concern for the families of victims and perpetrators and where possible support them in restorative justice processes

The research suggests that there is no single explanation for reductions in gun and knife crime. Many things can contribute to more peaceful streets and lives. The key is to create an environment where people can work together effectively.

At a time when youth services have been significantly cut there is a real need for our Faith communities to engage in youth work. Provision of youth services can have a significant impact for the good on our communities. It can prevent/reduce ASB, youth related crime, young people from getting involved in drugs and gangs and child exploitation. It can strengthen young people's self-worth, self-value, aspirations and skills, enabling them to get a job in the future or achieve higher than they thought possible, to name a few of the benefits. Below are some organisations and ideas of what you could do in your area. Children and young people want something to belong to; if they don't belong to something good they will belong to something bad.

For more information on how to prevent offending and re-offending by children read: The Collaborative Approaches to Preventing Offending and Re-offending by Children (CAPRICORN) guidance at <https://www.gov.uk/government/publications/preventing-offending-and-re-offending-by-children>. This guidance has been written for all the organisations and bodies in a local area which should work together to stop young people offending - this includes local charities - and highlights the value and importance of mentoring, building life skills in children and more.

Get Educated

For you to develop a competent and compassionate response to youth violence, attend conferences or put on conferences/training that will educate you and your congregations, both young people and adults, about youth violence and drugs.

Don't think that the young people in your congregations won't turn to drugs and crime - a significant number of young people involved in gangs come from homes with religious upbringings and are open to matters of faith.

Power the Fight is an organisation that want to see organisations and communities better trained and equipped to make a difference to young people's lives. They have developed resources to help faith and community groups to better understand the youth violence issue. These include specialist Power Talks, links to helpful websites and toolkits (a lot of which is available on their website free of charge). They can create bespoke programs to meet the needs of a specific community and regularly run workshops covering a variety of topics such as equipping parents/careers on youth violence issues, youth violence and mental health, trauma and personality development, gang exit strategies and more.

www.powerthefight.org.uk

Youth Culture is a one-day annual event that discusses the biggest challenges facing young people with a view to equip youth leaders and churches to engage with matters of youth culture. www.youthculture.org

Green Lane Mosque and Community Centre Birmingham have a vast array of activities that reach out to young people and try to prevent them from engaging in gangs and youth violence. Their youth program includes: education which includes evening madrasah classes 5pm - 7:30pm Monday to Thursday where students are taught Qur'an and Islamic lessons, then regular talks and conferences and a Budding Believers club. A youth programme that delivers on social activities such as Sister Basketball, Kids Kick-boxing, Scouts, a football team and other youth services and activities such as days out.

On 19th April 2019 they had an anti-knife crime campaign day, during which they had a congregational Friday sermon that touched upon the evil of knife crime and harming others and ran a youth workshop about knife crime with around 150 kids in attendance. It was run by a youth worker and some individuals who had previously been in the gang culture and were culturally competent in the issue.

Youth centres / services and infrastructure

Safe Places A safe place helps vulnerable people if they feel scared or at risk while they are out and about in the community and need support urgently. Allow your church to become a safe place for people to go. www.safeplaces.org.uk

Youth groups / centres and drop-ins prove to be safe places for young people to hang out and make friends, whilst having some good adult role models around to ensure they are safe and can get advice and support if they need it. Faith communities offer a sustainable long-term option. Create forums in youth groups to engage the problems, listen to the young people and include them in whatever you create.

Sporting clubs and activities are a great way to engage and work with young people and sports engages most people. Some examples could be running a Dance or Drama group, a football team or a creative arts club. The Chapel Gym Corby is an example of how a church is engaging with those on the peripheries many of whom are under the prolific offenders register. Likewise, a Mosque in South Wales holds a boxing club within its building that is reaching out and giving those who are likely to get involved in crime and drugs a safe place to be and a purpose, whilst learning discipline etc.

Urban and detached Youth Work

Detached youth work is a key way to help reduce ASB and crime caused by young people. By going out onto the streets where young people congregate, building relationships, and providing them with activities that they can be involved in will prevent many from committing crime, taking drugs and getting involved in gangs.

Youth For Christ are a national charity that use sports, music, the arts and so much more to engage with young people in schools, prison, churches and local communities. If looking to set up a new centre that engages with young people in your local area, Youth for Christ can help you through the process of establishing and building this ministry; by offering support, advice, resources and access to a network of other Youth for Christ centres across the nation who are available for encouragement and sharing expertise. www.yfc.co.uk

Frontier Youth Trust's work with young people at risk and their website is full of useful information for detached youth work www.fyt.org.uk

The Message Trust are a worldwide movement that engages with some of the hardest to reach young people. They have 6 schools teams which include a number of bands. Their bands and teams will assist churches in a local area with schools work and a gig to reach out and engage young people. They also have 5 Message buses that are state of the art detached youth outreach buses providing young people safe places to hang out and engage. See www.message.org.uk

Eden teams are part of The Message Trust. They are planted in the 10% most deprived neighbourhoods (based on the 2015 indices of multiple deprivation), ensuring they are working only in the most deprived wards and boroughs of the country. Since beginning 20 years ago there have been 60 Eden teams established across the country with 32 currently active. Individuals will give up the comfort of their home and lives often in the nicer areas and will move into these deprived areas as missionaries, to live sacrificially and build authentic community, in partnership with a local church. They realise the only way to see these communities change is by being there in the area day after day as neighbours, facing the same highs and lows but bringing the hope and support of Jesus with them. They see aspiration and achievements grow as young people are mentored. The atmosphere changes, leaders are raised up and communities are changed for good. Some might not be that gifted in 'youth work' but it doesn't matter. They are there to be family and invest themselves in helping rebuild the community in many different ways. For stories and more information visit www.joineden.org see case study **CS7 Eden Merseybank Manchester**.

XLP run a 12-month mentoring program where they receive referrals from YOT, CAMHS, Schools and Social services. They also run a youth work program called Ready to Work for 16-25 years olds who would be on the NEET list 3 days a week for 6 weeks, utilizing their corporate network that they have developed. They run a variety of different youth-based projects visit www.xpl.org.uk for further information.

Muslim Hands is working to change the performance of underperforming pupils. Their school intervention programme identifies locations where school children are underachieving and builds partnerships with local stakeholders. Through education booster sessions,

homework clubs and mentors working one-to-one with pupils, obstacles to high attainment are highlighted and addressed. Extra curricula activities, sports programmes and trips are arranged for these children from under-privileged backgrounds in order to provide a holistic learning experience and to combat social exclusion. In addition, Muslim Hands is helping to inspire young people through motivational career talks and advice from leading practitioners across a variety of career paths. www.muslimhands.org.uk/our-work/uk-projects

Family Support

Early years support for families is vital to prevent children and young people getting involved with drugs and gangs. It can help prevent them from being excluded from school thereby reducing their risk of harm.

Care for the Family offer a variety of courses that churches can run to help strengthen family life, promoting strong, healthy family relationships and helping those who face family difficulties. www.careforthefamily.org.uk

Mentoring – Getting alongside a young person, or a struggling family or an offender coming out of prison and helping them through enabling them to break fears, gain aspirations and hope for the future can prevent young people from getting involved in crime/reoffending.

There are many different reputable mentoring schemes that can help to prevent young people from getting into crime or get out of crime. Mentoring can also help those who have been involved in crime and addiction from reoffending and using again. **See Appendix Mentoring training schemes** for a selection of mentoring programs that faith communities can get trained by, to enable them to run effective mentoring schemes. This list is by no means all-inclusive of what is available but gives a good starting point. See case study **CS8 ROC Mentoring**

Loneliness

Loneliness is a growing problem within the UK. With physical connections and community being lost due to family breakdown, social media and the nature of our individualistic society, more people than ever are feeling lonely and isolated. This in turn can lead to greater demands being placed on a large section of the public sector from patients visiting GPs because they have a letter they don't understand, to repeat callers to the emergency services for someone to talk to or things such as "I can't find my remote control" or "I need my light bulb changing". It can even lead to neighbour disputes as the lonely individual has nothing to do but fixate on something that annoys them about their neighbour.

Faith Action has a publication: Right Up your Street – How Faith Based Organisations are Tackling Loneliness. It has lots of information about loneliness and the role of faith communities in tackling it. It also has several suggestions and case studies for good practice and ideas. Visit <http://www.faithaction.net/working-with-you/tackling-loneliness/> to read the full report.

Befriending service

ROC care is a befriending scheme seeking to get alongside people for whom loneliness and isolation is affecting their wellbeing. Regular contact breaks the power of loneliness and isolation. ROC care schemes aim to make regular contact with people and to encourage and support them to be part of their community. Contact ROC if you want more information about this project. info@roc.uk.com

Linking Lives aim to reach thousands of lonely people in the UK working with churches and Christian organisations by equipping and supporting them to set up a befriending project where volunteers regularly visit isolated and older people. www.linkinglives.uk is a Cinnamon Network recognised project.

Meeting places

Luncheon clubs, Nit & Natter groups, bingo clubs, café drop-ins are all great ways to help combat the problem of loneliness and enable those who would be lonely and isolated to have somewhere warm and safe for them to meet. These meeting groups can also be used as a time and place to offer suitable and relevant advice and support, getting different organisations in to do short talks on different topics such as crime prevention, health in later life, fraud security, etc. Many places of worship across the UK run such projects.

Make sure you advertise and promote your project in the right places and that GP surgeries, Citizens Advice Bureaus, councils and the police are aware. A group like this is great alongside a befriending service as it gives volunteers something to invite someone to.

Places of Welcome is a growing network of local community groups who want everyone in their neighbourhood to have a place to go for a friendly face, a cup of tea and a chat if and when they need it: providing places where all people feel safe to belong, connect and contribute. If you are already doing this, why not become part of the network or set something up to become part of the network. www.placesofwelcome.org.uk

The Hindu community generally have strong family connections and there isn't a significant problem with loneliness amongst the community. However, they still ensure that their elders are catered for and volunteers from across the Hindu Community in Bradford run Madhav Elderly Centre a day session every Tuesday for the community's elders to get them out and meeting others. They carry out varied sessions but always starting with prayers, then some fitness exercises which include yoga, meditation, games and general warm ups. The sessions are all varied and also consists of visits out to places, with a recent trip to the coast, education and information on wellbeing. In December 2017, during their Christmas event, a talk on dementia took place and was presented by a local police officer. Food and drinks are provided throughout the sessions by the volunteers. Any help, advice and concerns raised by the elders, are looked into by the volunteers and dealt with by the appropriate persons to assist.

Muslim Hands UK have projects tackling loneliness with their Hanslow Kitchen; a place for anyone to come and eat and the food is free to those who need it. They also run a luncheon club where the older generation can come once a month, for community, receive a good meal and get advice about issue that may be affecting them.

www.muslimhands.org.uk/UKprojects

Addiction

Addiction has a significant impact on policing and wider society in many ways. Drug-related and drug-enabled activities are key drivers of both new and traditional crime: the possession of illicit substances, the production and supply of harmful substances perpetrated by serious and organised criminals, alongside drug market violence associated with human trafficking and modern slavery. This can include facilitating child sexual exploitation and abuse both in gang settings and outside of gangs. The increase of illicit use of drugs in prisons is a driver of rising violence within the prison system, along with self-harm and suicide.^[1]

^[1] Modern Crime Prevention strategy

The UK Government Drugs Strategy 2017 states that, 'The social and economic cost of drug supply in England and Wales is estimated to be £10.7 billion a year'

In April this year, funding for statutory agencies tasked with tackling substance misuse are due to be hit. There will be no more central governments funding for drugs and alcohol treatment. Local authorities will need to fund this through other means, BUT do not have mandatory duty to provide these services and therefore may choose to cut them.¹ The majority of substance misuse treatment is funded through the Public Health grant to local authorities. Substance misuse treatment services are not mandated for local authorities; instead they must "have regard to the need to improve the take up of, and outcomes from, its drug and alcohol misuse treatment services".

More than one in three deaths or serious injuries suffered by a child through neglect or abuse is linked to parental drinking, a study has found.²

West Midlands PCC did some comprehensive research in 2017/ 2018 into the cost of drug addiction in West Midlands.³

- There are an estimated 22,500 heroin and crack cocaine users in the West Midlands and they are estimated to be costing the West Midlands area at least £1.4 bn a year.
- The average heroin or crack cocaine user not in treatment commits crime costing an average £26,074 a year.
- The annual cost of each problematic drug user is estimated at £62,320 when considering only four indicators: drug-related crime, health service use, drug-related deaths and social care.
- Half of all burglary, theft, shoplifting, and robbery is committed by people who use heroin, crack cocaine or powder cocaine regularly. This represents one in five crimes reported to West Midlands Police and tens of thousands of victims.
- Every four hours in England somebody dies from drug poisoning. This has been rising since 2010 and for four years in a row has been the highest since records began.
- An estimated 22,500 children in the West Midlands have a parent or parents with serious drug problems.

How can Faith communities respond?

Across the country there are thousands of people who have got free from addiction, had their lives restored and families reconnected, and are now contributing meaningfully towards society due to faith-based recovery services. There are numerous ways in which the church can get involved with helping to tackle this systemic problem. Ranging from the early years preventative support of mentoring and education, to supporting someone out of addiction and through the recovery process, building recovery capital and support to independent living.

¹ National gov drugs strategy 2017

² <https://www.theguardian.com/society/2018/feb/11/parental-alcohol-abuse-linked-to-child-deaths-and-injuries>

³ SPCB 'substance misuse' report 05/09/2017 <http://westmidlandspcc.co.uk/wp-content/uploads/2017/11/ITEM-7-Substance-Misuse-WMPCP-27-11-2017.pdf>

Get educated around addiction and how to help

To develop a competent and compassionate response to addiction: attend conferences or put on conferences/training that will educate you and your congregations, both young people and adults, about addiction and drugs.

The internet is a great place to start in developing understanding around drugs, although as ever there are sites of dubious quality. Many UK and Australian sites are pretty good. www.talktofrank.com is a very good website filled with facts and information about drugs and advice about how to help someone using drugs.

Connect with your local service providers, public health, or the police and ask if they can offer you some training around how best to support someone in addiction and what services are available. There are a variety of resources available and more are being developed that can help with this as well. Keep an eye on ISAAC's website for further information on these or email Mary Halsey mary@isaac-international.org

ISAAC (International Substance Abuse and Addiction Coalition) are an international network of Christians, working in the field of addictions and recovery across the world. Members work with people with drug and alcohol problems as well as people with other forms of addiction - eating disorders, relationships, and co-dependency. ISAAC International aims to connect, encourage and equip all its members through small regional groups, conferences, regular mailings, social media and personal contact. There is a variety of resources on their webpage to help equip and point you in the right direction for further information. www.isaac-international.org/en

The Matthew Project offer a drugs and alcohol briefing to help develop knowledge and understanding of addiction and how you can support someone with addiction within Norfolk. www.matthewproject.org email enquiries@matthewproject.org for more details. Find out who your local drugs and alcohol services are and see if they offer any training.

Health Education England offer a free e-Learning course on suicide prevention. Although this is not directly about drugs and/or alcohol issues, you may like to complete it. It gives information on what to look out for and also how to talk to someone who you think may be having suicidal thoughts (similar to drugs and alcohol, it's about understanding, respect and not being afraid to ask a direct question). It takes around 60-90 minutes to complete. www.nwyhelearning.nhs.uk/elearning/HEE/SuicidePrevention/

The Walk Ministries, in Staffordshire, train and equip churches and groups through informative day sessions, workshops and residential weekends at their Farm rehabilitation centre. They can also create bespoke courses, designed and delivered to aid your organisation or church, wherever you are in the prison ministry journey. www.walkministries.org.uk

KIKIT are Birmingham's leading BAME drugs, alcohol support service. Providing recovery support to vulnerable people. Their specialist and integrated services focus on improving lives and communities affected by substance misuse. They run a drop-in centre 9am-5pm weekday. Staffed by volunteers and health care professionals, they offer a warm welcome to anyone who is looking for help, advice or support. They provide intensive support tailored to the need of individuals, helping them recognise the impact of negative actions on themselves, their families and the community around them. KIKIT also work in partnerships with Mosques and offer workshops to provide support, advice and information to address needs such as substance misuse, links between substance misuse and mental health, and faith based addictions recovery support programs and more. www.kikitproject.org

Preventative Education

Faith based youth groups have a valuable role to play in educating young people on the impact of addiction and helping young people to gain the confidence and life skills that they will need to navigate life and make the right choices. Faith helps to address issues such as what might drive someone to take drugs, fitting in / acceptance and escaping the deep pain from within. It's important that youth groups are talking about those issues affecting young people, especially those issues that may cause them to get involved with drugs, gangs etc.

Many young people involved in drugs and gangs come from a home environment where faith and religion are prominent. Do not think that your children will be immune to drugs and gangs. The less relevant youth groups and their faith is to young people, the more likely it is not going to be of help in preventing them from going down the wrong path.

Hope UK is a drug education charity – helping equip young people to make drug-free choices. They not only run training and education, but train volunteers to work with children and young people in schools and youth groups, to provide interactive, age-appropriate educational sessions about drugs. Life skills that build confidence, enhance peer resistance and develop helpful, transferable skills are woven into sessions designed to encourage healthy choices and enable children and young people to realise their potential.

www.hopeuk.org

The Matthew Project is a charity who support vulnerable adults and young people in the East of England. Their work focuses on reducing drug and/or alcohol misuse, providing employment support and improving individuals' mental wellbeing. They have built up a reputation for delivering high quality, effective services, focusing on both prevention and treatment. There are a number of ways you can support them; either as a volunteer going into schools delivering addictions education or volunteer at their Next Steps Recovery Centre. They are looking for volunteers from a wide range of back grounds; with skills from bike maintenance, coffee barista training, cleaners, writing workshops, administrators and much more. If you live in Norfolk and would like to put your skills to use in a Christian charity that will equip and empower those who have battled with addiction, this could be the opportunity for you. See www.matthewproject.org or contact Sarah.nunn@matthewproject.org

Muslim Hands is working to change the performance of underperforming pupils. Their school intervention programme identifies locations where school children are under-achieving and builds partnerships with local stakeholders. Through education booster sessions, homework clubs and mentors working one-to-one with pupils, obstacles to high attainment are highlighted and addressed. Extra-curricular activities, sports programmes and trips are arranged for these children from under-privileged backgrounds in order to provide a holistic learning experience and to combat social exclusion. www.muslimhands.org.uk/our-work/uk-projects

Faith based recovery programmes/ activities

A very simple way that Faith communities can get more involved in helping to address the issue of addiction could be to allow their buildings to be used for groups such as Alcoholics Anonymous (AA) or Narcotics Anonymous (NA) - ideally free of charge. They could also run a course that would look to address those issues. Listed below are some courses that can be run by faith communities. Although they are faith based, none of them require someone to be a believer before they can do the course.

The Recovery Course is a sixteen session Christian course based on a 12 step programme; bringing freedom from addiction of all kinds, from lower level addictions like

food, smoking, gambling, and sex, to drug or alcohol dependency.

www.therecoverycourse.com

Celebrate Recovery is a bible based Christian 12 step recovery programme, designed to help people address a variety of hurts, habits, and hang-ups. This is similar to AA, but covers all addictions and is Jesus focused. www.celebraterecovery.co.uk

CAP Fresh Start is an 8-week programme where people can find a supportive community of people in a warm and welcoming environment that equips people to overcome whatever it is that's been holding them back. It could be smoking, binge drinking, gambling or the internet. It is aimed at those addictions that are less life controlling than drug or alcohol dependency. People can tackle the root issues that may be causing their dependency, so they can live a happier, more fulfilling life. www.capuk.org

Keys Community Detox A church-based detox program to help people escape from alcohol and drug addiction through integrated medical, spiritual and community support. There are three principle elements or 'KEYS' to this program: teams are trained and equipped to support clients before, during and after detox using medical protocols which generally involve the clients own GP. It is the GP (or drug clinic staff) who will organise tests and prescribe the necessary medication. Spiritual KEYS Community Detox is primarily aimed at helping those who are already on, or who are open to a spiritual route to recovery. Clients are supported through a Christian recovery program that uses the 12-steps adapted from Alcoholics Anonymous to address issues that are very often at the root of addiction. See below for more on the 12-steps. Community Support is the vital third 'KEY' to the program. Having the support of a loving community is a massive boost to anyone seriously wanting to make the lifestyle changes necessary for long-term freedom from drugs and alcohol.

www.keysuk.org

Muslim Recovery Network (MNR) is a 6 week 12-steps recovery programme, based around Islamic Principles, for those experiencing problems associated with addiction.. KIKIT will partner with any Mosque across the UK to help them deliver this programme..

www.kikitproject.org

Muslim Hands want to end the stigmatisation of users which has so far prevented an open discussion on drug abuse and has held abusers back from accessing the necessary support by uniting community leaders, religious institutions, and families in dialogue they aim to find local, community led solutions to the problems which include all that are affected. Muslim Hands is taking a holistic approach to counter the effects of drug abuse in the community. They have been empowering local service providers, building their capacity to provide support to users and increasing the awareness of their services in the community. Local providers work with users on an individual case by case basis and provide counselling to users. They listen to their concerns and aid their recovery to help prevent relapses. They aim to work with mainstream service providers to recognise the cultural aspect of drug abuse for families and abusers, and the implications this has on their willingness to seek help.

www.muslimhands.org.uk/our-work/uk-projects See case study **CS9 Haroon freed from addiction**

Sikh Helpline is a professional and confidential telephone counselling and email inquiry service where you can get help, advice, counselling and information on Sikhism and cultural issues including addiction www.sikhhelpline.com

The SHANTI Project supports people in the Punjabi Sikh community of Birmingham with alcohol misuse. They support individuals who drink as well as family members who are affected by another person's drinking. They are part of Aquarius, a Midlands based charity. They are not a faith-based charity but reach out to those from the Sikh faith

www.aquarius.org.uk

Mentoring

Mentoring is a key part of helping someone on the recovery process, whether they are just out of prison or rehab or generally wanting to change their lifestyle and willing to receive mentoring and support. Having someone to come along side with a different point of view, wisdom and experience over a longer period of time can bring about significant benefits in seeing someone stay clean and / or out of prison. It can be a challenging and very rewarding experience to invest in someone over many months or years and see them grow and fulfil their true potential. It does require a bit more commitment, generally 12-18 months is considered a good length of time, although this will vary depending on the mentee. See Appendix: Mentoring Training schemes for a list of mentoring programs and ideas.

Residential Recovery

There are many Christian residential recovery programmes and I have not been able to visit or list them all here. Teen Challenge and Betel are the largest providers, however there are many smaller, independent, more locally run establishments that are making a significant impact.

The number of residential recovery homes is low and waiting times are often longer than most would like, because the demand is great. It costs roughly between £250-£750 per week for someone to go on residential recovery, depending on where they are and depending on the services and intensity of input and treatment offered.

Faith-based organisations who are doing this work are saving considerable amounts of money to the public purse and having a significant impact on demand for services. Not just for policing, but health care, social care, prison service and probation service to name a few areas affected. These organisations need more support.

Often those who are homeless with a drug addiction, cannot complete all the requirements of clean drugs testing and appointment keeping, needed for them to get into rehab. Whereas the faith-based organisations often do not require as much of people before they can enter their programmes. If they walk out because it is too hard or too challenging for the service user, they will often take a client back fairly quickly if they leave. Whereas the secular routes will often make people wait a long time due to funding. Subject to an interview (often by phone) and a few safety checks, Betel will often take people off the streets within 24-48 hours, if they are willing and wanting to get clean and participate in their community recovery. Other organisations may have a longer wait due to waiting lists but it will still be quicker than a secular route.

All of these Christian recovery homes are overtly Christian but more than happy to accept people of other faiths and no faith as long as they are willing to be involved in a Christian programme. Those residents that I have talked to who don't have faith, don't mind the faith element, they are just glad to get the chance.

Teen Challenge have seen large numbers of men and women get free from addiction and crime, get re-educated and live quality lives that make a difference to society over the last 33 years. They have 6 residential units across the UK and numerous outreach projects working mainly with the people the police have regular 'dealings' with. It is a 44-week Christian residential recovery programme that has seen many lives transformed, from one of crime, violence, and drugs to one of hope, peace and life. Alongside the recovery programme, they have a bus that goes out six nights a week providing hot food, advice and support, pointing people to where they can get the help they need to get free from addiction and off the street, along with drop-ins and surgeries at various places across London.
www.teenchallenge.org.uk – for men and women.

Yeldall Manor is a Christian residential rehabilitation centre, near Reading. For over 40 years, they have been helping men to overcome serious drug or alcohol addictions and return to society to live new lives, drug, alcohol and crime free. They believe that recovery is possible and that recovery is not just abstinence. It involves learning to live comfortably as a sober, productive member of the community. It involves learning how to work, develop personal relationships, strengthen family ties and enjoy positive leisure activities – all without the need for drugs or alcohol. Yeldall also offer a detox programme which can be completed as part of the recovery programme or on its own - and follow-on housing to reintegrate clients back into society. Many of their clients come straight from prison. More information can be found at www.yeldall.org.uk - for men only.

Hope Centre Ministries UK is Christian residential recovery program over 8 months. They have been established since 2007 in the USA and since 2016 in the UK, supporting men and women in their recovery. The rehab is supported by housing benefit and charitable donations. It is a program that can be franchised and set up by other churches across the UK, but with the governance and support from an already established team. www.hopecm.co.uk - they have a men's home and a women's home. See case study **CS10 Victory Church helping tackle addiction.**

Victory Outreach Manchester are a Christian organisation who provides support to men and women who come from a background of drug and alcohol misuse. They provide a residential, Christian, sober living environment for men and women. The purpose of the Home is to reclaim, redeem and restore lives that have been destroyed or disrupted by drugs, alcohol and/or other substance abuse; by establishing three essential values: a commitment to Christ, restoration of the family and a positive work ethic. The programme runs for a minimum of 12 months, after which there are requirements which will need to be met before moving onto the next phase. Currently they are standalone but they are more than happy to offer advice and support to other similar run programmes, as well as those wishing to start up new programmes. They work with many people in the city of Manchester and have good relationships with charities and other organisations all across the UK. www.vomanchester.org

Betel UK offer a residential recovery community to those affected by homelessness, drug and alcohol addiction and long-term unemployment. They can support more than 375 men and women across the country at any one time and will often take someone within 1-5 days of the initial interview. It was another inspirational and encouraging time, hearing the stories of how the residents' lives had been transformed, how they now feel valued and that their lives have meaning, and they are no longer committing crime and taking drugs. Visit www.betel.uk for more information - for men and women.

Building Recovery capital and providing continued support

A key part to lasting recovery is the follow on. It is recognised that recovery is a long-term process and generally requires someone to get two years of support whilst in recovery to give them the best chance of remaining clean or dry. Faith communities can form a key part of building the recovery capital required to support those in recovery.

Finding Work

Along with preventative education, many faith groups are providing academic / vocational education to help get those in recovery into employment.

Message Enterprise Centres. The Message Trust currently has its main hub in Manchester where it runs a selection of businesses set up to provide ex-offenders and those at risk of offending with full-time employment, accredited training, secure housing and the Christian support they need, as they look to turn their lives around. It is a model that has proven itself

to work time and again and is transforming lives across the nation and beyond. See www.message.org.uk

Jericho Foundation supports people to become *Fulfilled, Skilled and Employed*. They run a course called Ignition which equips churches, community groups and charities to provide practical support to unemployed people in their local areas, to improve their job search, application and interview skills. www.jericho.org.uk/ignition - a Cinnamon recognised project.

CAP Job Club is a church run eight-week course that will give people all the tools they need to find work, from writing a CV that employers won't be able to resist, to brushing up on those all-important interview skills. www.capuk.org

Working with Offenders/ Ex-Offenders

Consider working with ex-offenders coming out of prison, or those still in prison to help them remain out of the criminal justice system upon release. Whether that is through prison visiting, a supported housing scheme, a mentoring programme, job club etc.

Youth For Christ's Reflex scheme delivers accredited programmes to young people in custody and in the community with skills, confidence and opportunities they need to overcome the barriers they face, in order to reach their full potential. www.yfc.co.uk

Clean Sheets helps local churches to offer a three-step pathway from prison to employment. Clean Sheets enables a local church team to: lead employability training sessions in prisons, on release to help ex-offenders join a job club and then provide an employer's directory of organisations who actively consider ex-offenders for work. Ex-offenders who find work are up to 50% less likely to reoffend. www.cleansheets.org this is a Cinnamon recognised project

Caring for Ex-Offenders (CFEO) connects someone coming out of prison with a local church community in order to better assist that person's resettlement into society by providing mentoring, befriending, meeting practical needs and prayer. Visit www.caringforexoffenders.org

Community Chaplaincies seek to build an embracing community in which ex-prisoners can make a new start and contribute towards a healthier society for all. Community Chaplaincies work alongside prisoners, ex-prisoners and their families, offering mentoring and holistic support within prison, though the gates and out in the community. They provide operational support to their network of local Community Chaplaincies across the UK. You can also partner with them as a faith group partner if you have an already existing scheme or a program that is supporting ex-offenders independently. Find out more at www.communitychaplancy.org.uk

Muslim Hands run a prisoner rehabilitation and resettlement programme. They have built partnerships with a number of male and female prison and probation services, youth groups and community organisations across the country, to address the concerns of the Muslim prisoners. They are engaging with key community groups, businesses, individuals and faith institutions to build their capacity to participate in the rehabilitation process. They train mentors from within the same communities as the prisoners, as they have a better understanding of specific cultural concerns. These mentors provide one to one support and provide a befriending service whilst the prisoners serve their sentences. Upon release, the mentors work with them on an individual basis to help with housing, finding employment and reintegration into society. www.muslimhands.org.uk/our-work/uk-projects

ROC Restore is a form of Restorative Justice (RJ) undertaken by trained community members in facilitated meetings, in which the victims and offenders of low-level crimes/problems come together to bring about restorative or reparative resolutions. This can in turn prevent people from becoming criminalised for offences, where situations can be restored with full and positive outcomes. They work in partnership with the local police and referrals for those suitable for the RJ process - that could be mediation between neighbours or friends www.ROC.uk.com/roc-restore

The Message Trust currently have seven prisons teams which consist of specialist prison and resettlement workers in Young Offenders Institutes (YOI) across the country. They connect with and support young people in prison and build relationships with them; so that when they come out, they have connections and support which prevents them from reoffending. The team continue to support individuals upon their release, with many of the individuals they work with being connected with the Message Enterprise Centre. This is a centre that provides ex-offenders, and those at risk of offending, with full-time employment, accredited training, secure housing and the Christian support they need as they look to turn their lives around. www.message.org.uk

Christians Against Poverty (CAP) is a national UK debt counselling service. Many offenders, those struggling with life skills and families need this kind of support. If there is not one in your area, consider whether it would complement your projects to provide holistic support and prevent people from falling into crime because of debt. www.capuk.org

Supported Housing

Supported housing is a vital part of the recovery. There are many faith based social landlords; some are large scale and some are smaller. You may consider renting or you as a faith community may want to buy a house. Listed below are four potential options that could support/help you in the process of setting up supported housing:

Hope Into Action helps local churches who want to buy a house to provide a home, mentoring and community for the homeless. Whether someone off the street, out of rehab or prison. As long as they have been dry/clean for 6 months, they would be suitable for placement in a Hope Into Action home. www.hopeintoaction.org.uk

Green Pastures. Where a church or Christian Charity wishes to reach and house the homeless in their area, Green Pastures will help them by purchasing a property for them, and give expertise and training; so they can achieve their goal in supporting those who need it, through whatever project they have in mind. www.greenpastures.net

Exaireo Trust is a Christian charity and registered Social Landlord, providing temporary supported accommodation and a holistic service, to single adults that are homeless. They currently have eleven houses in Loughborough and Coalville, supporting more than 40 residents. Through the provision of a home, access to healthcare, help to develop life skills and encouragement back into work, they aim to assist individuals to move on to live independently in the future. www.exaireo.org

Phase3Supported housing Victory church Cwmbran have created a semi-independent module where they seek to secure a lower rate rent from landlords for suitable properties (Landlords are often church members, although not exclusively) and rent multiple houses which they then use for supported housing. Residents can stay for 12-18 months during which time they develop skills that will enable them to live independently whilst in community and adhere to the rules of the supported living scheme. These are underlined in support agreements and licence agreements. Email Gareth P3SH@victorychurch.co.uk for further information. See case study **CS8 Victory Church helping tackle addiction.**

Domestic Violence, Child Sexual Exploitation and more

There are many other areas you can get involved. Below are just a few of the many projects happening.

Domestic Violence accounts for between 16 and 25 per cent of all recorded violent crime in England and Wales, and one in four women will be a victim of domestic violence in their lifetime. Statistics like these show that domestic violence is a big issue and is happening in our local towns and villages. It is a very hidden crime and an average of 35 assaults happen before the police are called. This is due to many reasons, including the victim being ashamed about what has happened, or trying to protect their partner as they think it will not happen again.

Press Red are working with churches to educate them on the issue of domestic violence. Helping them to spot the signs and give the right support to those suffering from domestic violence or abuse. www.pressred.org

Refuges and safe houses for both men and women are needed. Especially those who are willing to house teenage boys ages 16-18 years as often those boys are not allowed to live in the refuge that the mother may go to.

Faiths Against Child Sexual Exploitation (FACES) is a partnership of Christian and Muslim faith leaders and active members of the respective communities, strategically opposing child sexual exploitation (CSE) in all its forms. In the past 18 months their volunteer-led organisation hosted two conferences, delivered training to faith leaders across the UK and began piloting a program for young people locally. FACES strengthen resilience within faith communities and protects children by enhancing awareness and understanding of CSE and equipping faith organisations, parents and young people to better prevent, recognise and respond to CSE. www.faces.org.uk

The Clewer Initiative is enabling Church of England dioceses and wider Church networks to develop strategies to detect modern slavery in their communities and help provide victim support and care. It involves working with the Church locally, identifying resources that can be utilised, developing partnerships with others and creating a wider network of advocates seeking to end modern slavery together. Nationally, it involves developing a network of practitioners committed to sharing models of best practice and providing evidenced based data to resource the Church's national engagement with statutory and non-statutory bodies. www.theclewerinitiative.org

Hospitality and Support for Your Police

Buildings can be used to host community meetings, youth work, safe places, public policing meetings and surgeries, police training, or welfare reception centres etc. Consider offering your building for your police to use if they need it.

Provision for local officers – Can you provide designated tea/refreshment stops and hospitality for officers on patrol?

Counselling services for Cops. In 2018 Cambridgeshire police partnered with the Bridge Church, St Ives www.thebridgechurch.co.uk. The church has for some time provided a range of free services to the public (Christian and secular). They have a suite of five counselling rooms and a cadre of counsellor's accredited and trained to provide a wide variety of support. The church offers a free and fast-tracked service to police officers and police staff which is provided for as long as is needed. This service is above the blue light mental health support being offered to the police workforce, which is normally limited to six sessions. This service also offers Christians in the workforce an opportunity to discuss "their whole self" in a mental health setting, including their faith. Secular services often omit the importance of faith

and spirituality to an individual. See case study **CS3 Cambridgeshire Christian Police Association (CPA) and the Christian community**

CAP Money Courses are not only for those in need that the police come across. Many police officers or their families struggle with money management and some struggle with debt. Thames Valley Police and Christian Against Poverty have been working together for several years to provide financial support to officers and staff in partnership with local churches. Several other Police Forces are beginning to look into developing partnerships with CAP. www.capuk.org See case study **CS12 Christians Against Poverty and Thames Valley Police Partnership**.

Pray for Your Police

It is acknowledged that Faith groups pray differently and therefore some of the below suggestion may not be relevant to all faiths. Pray for your police in a more targeted and 'intelligence-led' way. There are a variety of ways you can get this information:

Find out the needs of your communities by approaching your neighbourhood policing teams or your local chaplain; find out what areas of crime and disorder the police are aiming to tackle in your area and support them in prayer - most local policing teams will have at least quarterly policing priorities.

Visit the website www.police.co.uk for useful information relating to this, including the latest crime figures with basic information, stop and search figures, and names of your local Neighbourhood Officers. Look at your local police website for your current policing priorities. Follow your local police Twitter and Facebook pages to get more up to date current information to help your pray.

The National Day of Prayer for the Police is on the last Thursday of June every year. Check with your relevant Police Staff Support networks or your local police Chaplains for further information about this.

Below is a list of options/ideas to inform your prayers:

- **Pray for your Response Police Officers** – for front line officers responding to emergency calls and other serious incidents. Pray for compassion, for courage, also for the safety and protection of officers as they confront wrongdoing and injustice and seek to help those in real need.
- **Pray for your local Neighbourhood Officers** as they work to 'problem solve' ongoing community issues. Invite your local neighbourhood officers to your place of worship hear about their job first hand, get to know them and actively support them in prayer as they tackle community challenges.
- **Pray for specialist officers** – for CID officers as they investigate serious crime, for firearms officers responding to the most dangerous incidents, for traffic officers and many more who bring important specialist skills to police your community.
- **Pray for your Chief Constable & senior police leaders** – find out who they are from your police website – pray that God will grant them wisdom and guide them as they seek to serve the community, identify priorities and manage resources to meet rising demand.
- **Pray for your local Police & Crime Commissioner / Mayor** as they seek to support your Chief Constable in maintaining an efficient and effective police force.
- **Pray for police support staff** - for control room staff and many others who do a critical job in directing and supporting front line officers.
- **Pray for those supporting the most vulnerable** - for Family Liaison Officers supporting those traumatised by serious crime, for officers supporting victims of abuse, for officers

supporting those who may be suicidal or feeling lonely and isolated or in poor mental health.

- **Pray against addiction / drugs trade in your community** - pray for addictions to be broken and the demand for illicit drugs to cease, for dealers and users to find life and freedom from addiction and crime - check with your local officers about these priorities.
- **Pray against knife and gun crime** - in your community, pray into emerging crime trends, that the police will respond quickly and effectively - check with your local officers about these priorities.
- **Pray for safety on your roads** - for accident hotspots, some locations often see repeated serious accidents. Pray for protection and safety at these locations - your local officers can provide more information on where to target your prayers.
- **Pray for urgent policing needs** in your force area. Check the Twitter feed of your local force and follow them on Twitter - you can find live information of serious crimes and major/critical incidents, also vulnerable missing persons and much more. Pray for all of those affected; pray for the police as they seek to bring offenders to justice.
- **Pray for the families of police officers** - for their home lives. Pray that officers would have opportunity to spend quality time with their families and that they would be able to manage their work/life balance effectively.
- **Pray for support and healing** - for those officers who have experienced traumatic situations in their work and struggle to deal with them. Pray that there would be spiritual protection over them as they face some of the darkest aspects of human nature. Ask God to give them the qualities they need to be able to do their job and not to become hardened and cynical. Pray that they would find hope and peace in God.
- **Pray for police officers working specifically to build bridges** – for those working to build greater cohesion in your community, to reduce the rise of extremism and hate crime. Pray against those who would sow division and those who would plan acts of terrorism, that your community will be a safe place for everyone.
- **Pray for vulnerable locations/public places** – for those locations particularly affected by persistent problems in your community, such as drug dealing, prostitution, criminal damage and antisocial behaviour. Possibly do targeted prayer initiatives such as a prayer walks or a focused prayer event.

List of Mentoring training schemes.

Below is a selection of mentoring programs that faith communities can get trained in, to enable them to run effective mentoring schemes. This list is by no means all-inclusive of what is available.

ROC Coach is a professional community mentoring programme which aims to empower disadvantaged children, young people, families and those at risk of offending (depending on the agreed target group) to build resilience in individuals, bringing about long-term change in lives and communities. www.ROC.uk.com ROC coach is also being rolled out in various areas of the country to work with families whose children are at risk of offending and getting into drugs.

XL-Mentoring is a community mentoring project which pairs trained volunteer mentors with young people who need help realising their potential. They offer 2-day regional training which will teach people how to train and sustain a group of volunteers to mentor young people in your community. www.xlm.org.uk

Spark2Life (S2L) run an accredited mentoring course, which means gaining official qualifications and can be done in individual modules - what you learn on the course you use in mentoring. This is available to anyone and will provide the skills and tools to support those in need in a variety of situations. www.spark2life.co.uk

E-gangs project is a Christian organisation launched in 2012. It is a branch of Teen Challenge, set up by ex-gang members and ex-offenders, specialising in reaching out and helping young people caught up in the cycle of gang life, crime and all the related implications. They offer a 16-week mentoring programme who work with those actively involved in gangs within London. Paul Dayes is willing to train anyone in his mentoring programme to enable them to set up their own. www.egangsproject.com

4Family *Helping Families To Help Themselves*, 4Family equips local churches to train volunteers to support families in their communities who may be isolated, lonely, vulnerable, or struggling to cope. Their model of helping families to help themselves was nationally recognised in 2015 by The Centre for Social Justice, when Yeovil 4Family picked up one of their high-profile annual awards. www.4family.org.uk 4family is a Cinnamon recognised project.

Kids Matter equips local churches to deliver an accessible and effective parenting programme to parents living within more disadvantaged communities; giving mums, dads, and carers the tools to build strong families. Their programmes run in the heart of local communities or in prisons, connecting parents and carers in small groups, encouraging new friendships, and strengthening family relationships. These courses can be run in the community or in Prisons. www.Kidsmatter.org.uk Kids Matter is a Cinnamon recognised project.

Transforming Lives for Good is a Christian charity that helps churches to bring hope and a future for struggling children. With expertise in school exclusion, to poverty and holiday hunger; they offer training in 1:1 coaching to support children and provide Education centres to support those children who are disadvantaged and excluded, at a crisis point in their education. www.tlg.org.uk TLG is a Cinnamon recognised project.

Case studies

CS1 ROC and Greater Manchester Police (GMP)

Founded on the back of churches in Manchester regularly uniting to pray - with one of the things they prayed for being the police. ROC launched in 2004 with an event in at the Reebok stadium, which saw 1500 attend including the Home Secretary, Hazel Blears. The focus was on churches supporting the idea of reducing crime and they launched the first Street Pastors project in Greater Manchester.

ROC started working with GMP in 2008 when they held an event for around 5000 people at The Velodrome to address the issue of gang violence, as the City had been nick named Gunchester. Hundreds of churches lent their support to the campaign, and got involved. They set up the first ROC Cafe after school youth club in Stockport, which was officially opened by the then Chief Constable, Sir Peter Fahy. The event gave churches the realisation that they could work with the Police. When churches saw the results of their prayers, they were inspired to pray more and this started a meaningful relationship between GMP and the church. This led to ten other ROC Cafes opening around the City and the opening of some community centres in various parts of the city.

This resulted in Manchester Evening News headlines in January 2009; 'Is this the end of Gunchester'? 'Manchester is on the brink of shedding its 'Gunchester' image for good after the astonishing success of a crackdown on the city's gangs. Only three shots were fired by gangsters between Valentine's Day in February and December 31 last year compared to more than 10 times as many in 2007. It is the first time since the height of Manchester's bloody street warfare in the early 1990s that entire months have passed in places like Moss Side without the sound of gunfire. Home Secretary Jacqui Smith will today travel to Manchester to hail the city's progress as an example to the rest of Britain - and pledge extra cash so the work can continue'.

The relationship continued to develop with GMP and the first three ROC Cafes were reported to have reduced ASB by an average of 45%.

ROC pioneered a restorative justice project with ACC Garry Shewan which is now in its 7th year. They have just won the commissioning from the Mayor's office to run RJ across Manchester. Many of the volunteers are from local churches. They have successfully dealt with hundreds of cases, keeping first time offenders out of the criminal justice system and in 2017 they won the RSQM national award.

Churches and their members are often the early adopters of projects which address community needs. ROC has worked in partnership with many churches and faith groups across the City to start a number of projects, including offering trained mentors for troubled families and young people who are struggling at school. In 2018 they were awarded the Queens Award for voluntary service.

The latest piece of work involves ROC addressing the serious issues of knife crime, gangs, and county lines. They have organised a ROC Conversation event in Salford at the request of GMP who have seen a big increase in violent crime on their patch. They will bring together some key community organisations on Sept. 30th 2019 at The A J Bell stadium. In November they will be working with ACC Rob Potts and Chris Downey on a 'no more knives campaign'. Over 1000 people will be hearing about the issue at Audacious church on November 7th 2019 when Debra is interviewing ACC Potts and Chris Downey. The following week they will be working with churches to launch a knives amnesty in local schools.

CS2 Cinnamon Network and TVP partnership.

Cinnamon Network entered an 18-month partnership with Thames Valley Police to start community-led projects in six local policing areas, tackling pressing non-crime related issues that were consuming police resources. Six churches were identified and supported to set up the following projects:

Church	Project	Project description	LPA	Status
Caritas	Night Shelter	Providing accommodation for vulnerable rough sleepers during the winter months	Windsor and Maidenhead	Ongoing
Kerith Community Church	Who Let The Dads Out?	Creating confidence in fathers and father-figures to parent children.	Bracknell and Wokingham	Ongoing
Oxford Community Church	Welcome Boxes	Improving social cohesion and tackling segregation by welcoming refugees and newly settled asylum seekers.	Oxford	Ongoing
Emmanuel Church	TLG Early Intervention	Coaching for children at risk of exclusion from school.	Chiltern and South Buckinghamshire	Ongoing
River Church	CAP Debt Centre	Tackling the cause and consequences of debt.	Windsor and Maidenhead	Ongoing
St Mary's	Make Lunch	Addressing holiday hunger experienced by children in the school holidays.	Milton Keynes	Ongoing

Within 12-months, the projects had mobilised and trained 218 volunteers who served 236 beneficiaries. Partnerships were developed with local police officers, the council, schools, and other charitable stakeholders in the community. The financial return on the initial police investment was equally impressive, with the churches securing almost £75,000 in match-funding and all six projects becoming sustainable, ongoing initiatives led by local volunteers. Importantly, the partnership helped contribute towards three key goals of the Thames Valley Police and Crime Plan: Supporting young people at risk, reducing hate crime and the provision of services helping to address mental health.

Night Shelter, Windsor

Over a period of eight-weeks, the project was able to provide safe accommodation for ten high risk rough sleepers in Windsor. Five churches worked together and helped to mobilise 160 volunteers. From the outset, local officers from Thames Valley Police were involved in the design and delivery of the project. The police lead for the project, PC Bullock, delivered six risk management training workshops for all volunteers and also provided handheld radios, for use in an emergency. Caritas project lead, Kevin Gallagher, said, "It would not be an exaggeration to say it [Night Shelter] was an amazing success both for the guests who were staying overnight and the many volunteers who were part of the project. Several of our guests were able to obtain more permanent housing due to the connections made during the project".

CAP Debt Centre, Maidenhead

Over a period of three months, River Church was able to recruit and train 33 volunteers from Maidenhead, Marlow, and Windsor to deliver the project. There are currently 24 client families and a caseload of 33 adults that the CAP Debt team are supporting to resolve unmanageable debt. In total, 8-10 client visits take place each week and about 50 hours of

volunteer time is spent on the project weekly. There have already been some notable outcomes, which are highlighted below:

- Several clients have disclosed previous convictions due to alcohol, drugs, or violence – largely caused by economic hardship
- Four evictions have been prevented
- Many clients have suffered domestic abuse that is in some way connected to debt and are able to get support.
- One lady was prevented from engaging in prostitution as a result of the project's intervention
- At least two clients disclosed to volunteers that they felt suicidal due to debt
- Thanks to involvement of volunteers, one client was referred for a medical assessment and was found to have brain damage as a result of prolonged alcohol abuse. A medical 'statement' and further help from CAP helped to re-accommodate the client and access a full care package.

CS3 Cambridgeshire Christian Police Association (CPA) and the Christian community.

Cambridgeshire CPA have provided support to growing youth clubs, helping churches to prepare and plan for child protection themes such as county lines and CSE. CPA members have provided training for youth teams on conflict management when youth groups grow into more troubled areas and reach out to gang members.

“Churches together” – in Huntingdon. CPA have become members of churches together, joining them for prayer and providing “thought for the day” on local radio stations. In St Neots and Cambridge City, CPA join with the pastor's support groups/ fraternities and have discussed local outreach and support in a more strategic fashion. This helps churches “Map and Gap”, identifying where clusters of churches might be over providing and where the openings are. This is a common area of problem solving where communities and Churches need help identifying the areas of need into which they can grow.

“Developing Oxmoor” – The Oxmoor is a large housing estate in north Huntingdon, which has suffered over two decades from low living standards, higher crime, ASB, very poor outcomes for young people and employment, low aspirations, poor health, and very high public spending. In Sep 2018 the District Council brought together a stakeholder conference to try and generate a new whole systems approach to changing Oxmoor, in a sustainable and positive way. Ten churches have been involved thus far with the number growing. Similar to the above examples: police, partners and churches have mapped current provision and aligned some of the emerging work from churches with community safety priorities. The Churches are now working at a strategic and operational level within the partnership to deliver on the 4 areas of the plan:

- 1- Good place to live
- 2- Good start
- 3- Good health
- 4- Good work

Cambridgeshire CPA provide training to the Street Pastors teams and have also helped kick start a new town street pastor team in St Neots.

Testimony of a Cambridgeshire Police Officer who used the counselling service.

“As part of my role as a Detective in the Rape Investigation Team, I supported one of my Victims through the process of having a termination, whereby due to the circumstances of the case, we had to forensically recover the baby.

This required me to be present at the delivery after which I had the role of transporting the baby to an approved storage facility.

This encounter proved to be a very impactful experience emotionally for me, to the point where it affected my sleep and thought life. Thankfully a month prior to this, the Christian Police Association had successfully liaised with a local church who wanted to offer their counselling service to officers for free. This service was offered to officers irrespective of faith background and was provided for as long as required. Moreover, all of the counsellors offered are nationally accredited and a phenomenal resource.

I have now been privileged enough to have received counselling for the last five months, which has assisted me enormously in understanding what happened and in recovering from what was a traumatic incident. It is also helping me to move forward by learning new tools with which to process negative emotions rather than ignore or avoid them.

I cannot recommend the role of faith groups in policing strongly enough as some of the resources they can offer policing whether to our work force or communities.”

CS4 Met Jewish Police Association and the Jewish community.

The Met Jewish Police Association (JPA) works with various voluntary organisations in reducing the fear of crime. The Jewish communities' welcome police into their synagogue, and engage with crime prevention on a local level, which reassures the community and provides good working relationships and trust. The JPA is working with the Central Specialist Crime Team in educating teenagers and parents around grooming and social media. Following a successful conviction of a rapist from within the community, it was noticed that there was a gross under reporting of domestic crime. The JPA working with the Met Police and Jewish community are speaking to parents in Jewish schools, starting in London, to raise awareness of child sexual exploitation and domestic offences.

CS5 Chaplaincy Examples

Below are a couple of the many examples of forces that have a well embedded chaplaincy team and the kind of things they do. In some counties force chaplains play a key role in engaging with their local faith communities and will be the link between the police and the faith groups; in others they are a lot more internally focused. There is a wide and varied level of use and engagement of chaplaincy between forces.

Devon and Cornwall

Devon and Cornwall have a well-established chaplaincy. They have a full-time paid chaplain who oversees a team of 31 volunteer chaplains. Due to the religious diversity of the counties the team is mainly Christian and Jewish but they have links and access to other faith leaders and supporters when needed. The lead chaplain attends the multi-faith forums for Devon and Cornwall.

The Chaplains' role is to be a presence and non-judgemental listener to those who want to talk, defuse, or unload. They can do this in a variety of different ways from 'loitering with intent' around various departments, saying hello, checking in on how people's day is going, being a listening ear, drinking lots of cups of tea, going out in police vehicles with officers if asked or walking streets with PCSOs. This is different for each chaplain, some go out a lot, others primarily remain inside the station. Chaplains will often meet up with officers/staff outside the station, either at their home if they are off sick, or in a coffee house, etc. to have a more private conversation. They are available to assist family members as well and will provide support if there is a death in service. This could mean taking a funeral or providing

general support. They also act as community links between the local police stations and the community.

As a result of connections between the chaplaincy and the police some of the benefits for police include:

- Church buildings are being used for police dog training.
- Churches have agreed to be processing centres for human trafficking slaves, offering a welcoming environment with refreshments available. This came about as a result of a large number of trafficking victims being found at the same time, who were all taken back to the police station where there wasn't enough space and was not an ideal environment. One of the PC spoke to the ROC Faith co-ordinator and he offered his church building for use free of charge with tea coffee and biscuits.
- The chaplaincy team hold events at police stations to promote mental health and special days associated with mental health such as Time to Talk day, 'pop up cafes, etc.
- Specialist training has been provided to some chaplains to support those who are dealing with incidents involving the death of a child.
- There have been occasions where chaplains have acted as mediators when a staff member is considering filing a grievance. When avoided this saves the force hundreds of pounds and also promotes more goodwill.
- Home visits are offered to officers/staff who are off long-term sick or suspended which has been incredibly impactful.

Some examples where chaplains have helped officers dealing with a job:

- A young lad with autism and a fascination with the police kept ringing 999. The Chaplain coordinated several local church leaders to help give the young lad volunteer work to keep him from ringing 999 as frequently.
- Chaplains are so well embedded that when a young lad hanged himself near to his football club changing rooms and was discovered by his teammates, officers going to the community debrief asked the chaplain who happened to be there to go too. Once the officers had finished speaking the chaplain then supported the community group and was able to provide pastoral care, whilst the officers were able to speak to people individually, knowing that everyone was being looked after. Once back at the station the chaplain was included in the debrief sessions.
- Chaplains are providing some specialist support to officers involved in this year's badger cull. This can be a distressing time for officers who not only have to see hundreds of dead animals, but also deal with protestors and in some cases angry farmers or members of the community, which often involves lots of verbal abuse. Chaplains will be available to help support and debrief in three specific stations where officers will be taking their break during the cull.
- During a very high-profile murder in Exeter of three individuals in two homes, the local chaplain supported those on the cordon by going out and providing refreshments.

Devon and Cornwall also have a paid, three day a week, faith co-ordinator who is working very closely with ROC and is line managed by the Lead Chaplain. His main role is to engage with the faith communities at a strategic level and assist communities in setting up local projects to deal with local concerns or gaps which local council, etc. can no longer support.

West Midlands

West Midlands Police has a well-established chaplaincy team. In the last 10 years the team has developed from just a handful of volunteer chaplains to more than 60 representing all six major faiths (Christian, Muslim, Judaism, Sikh, Hindu, and Buddhist) and a number of other

faiths. As well as that, they have a team of 20 faith advisors who can offer their advice and assistance on any faith related issues.

The chaplains, who collectively volunteer thousands of hours a year, perform an important pastoral role; supporting staff and officers at times of stress, concern, or crisis. They also provide support around day to day business, help with neighbourhood police networking and provide faith diversity training for officers, including new recruits to the force.

The Multi Faith Chaplains are available to come alongside individuals in times of personal difficulty, stress, illness, bereavement, or any work-related issue. They are there to care and to listen.

They aim to:

- Be AVAILABLE to anyone of any faith or none who needs to talk to someone who is outside the structures of West Midlands Police.
- Be an on-going PRESENCE in the workplace, aware of the stresses and strains of life in the force and able to be a friend to individuals and the organisation.
- VISIT, if appropriate, staff who are ill at home or in hospital and provide care to family and friends.
- Provide CARE for the bereaved and be involved if a member of staff dies, particularly if this is whilst in service.

Whilst supporting continues to be a major focus of the team, the two other areas that are being more and more linked to the work of the chaplaincy are training and networking. Training: The chaplaincy team are involved in helping to train West Midlands police officers and staff by hosting Faith and Belief Seminars that introduce the six major faiths. They have produced a DVD entitled: 'Understanding Faith' that gives an excellent introduction to the six major faith's, covering protocol, dos, and don'ts in relation to faith and working with our diverse community. In connection with Networking a lot of their local neighbourhood policing teams connect with their faith communities through the Chaplains/Faith Advisor Team. The 60 Chaplains/20 Faith Advisors have a wealth of experience and expertise in dealing with a wide range of issues and are often called upon to network and give their input into links and areas of concern.

Below are some of the comments and thanks given to the team for their work and assistance:

"I don't often share from a personal level but I did make use of the chaplaincy service about two years ago when my father and sister died in quick succession. They supported me through organising the funeral services as well running my father's funeral and being there when I ran my sister's funeral and burial as per her wishes. I found it helpful, but they spent a lot of time supporting my mother as the impact on her was immense. They also were there for my mother during the 3-4 months my sister was in critical care. Their help was greatly appreciated and beneficial to my family and I would encourage everyone to make use of their help".

"In July this Year my mother in law passed away which came as a massive shock to me and my family, I continued to come to work through the process of a traditional Sikh ceremony which at the time was very hard. I felt in a very dark place which I can say I have visited before, and found work very hard. Then I met you which I can say was my light, even though you are from a different faith to me, I would like to say you were great, not pushy at all and very supportive, giving me a lot of confidence to pick my head up and continue. You also helped me with explaining to my children, for that I am thankful to have met you."

“Hi I just wanted to say thank you to yourself and to the person who did the tour for letting me have the opportunity to visit the Gurdwara yesterday. The visit was both enjoyable and informative. I look forward to the next one”.

“Hey, just wanted to say that whatever you said on my behalf in the prayers it worked, thank you. My wife and I have sorted out our issues without arguing and will be working on the marriage, thank you once again. I really appreciate you took the time out to listen and offer advice. If you're ever at my nick, the kettle is always on!”

CS6 CNI Festival Angels and Street Angels

Every year tens of thousands of people, many of them celebrating the end of GCSE and A Levels, gather at music festivals across the country. These music festivals have become a rite of passage for many and is often the first weekend away from home and an opportunity for great bands, time with friends and experiencing new joys such as camping - and portaloos!

At an increasing number of these music festivals there are teams of Festival Angels: Christian volunteers who offer support, safety, and welfare to the festival-goers. In the words of the BBC Look North news, who featured Leeds Festival Angels in 2019: “Festival Angels are like the best mates you didn’t know you had!”

Leeds Festival, which attracts 85,000 festival-goers, has become the biggest expression of Festival Angels, with 170 volunteers running a Prayer Cafe, Lost Property / Left Luggage and Detached teams that patrol the festival site. The cafe aims to provide a safe place to relax and reflect. The Lost Property volunteers do an amazing job reuniting items and owners with items such as smartphones, passports, wallets, cash, bank cards and car keys. The detached teams patrol the site offering help to put up tents, carry luggage, helping people navigate the site as well as alert security, welfare and first aid.

The Festival Angels also contribute to the overall safety of the festival. Major events in a time when the terror threat level is high, means that anti-terrorism advice by the police is given to the volunteers. All teams work with security and can often be invited to diffuse situations and be on the periphery to keep others away and offer advice. They also offer advice on drugs in the hope that it may avoid drug related deaths that do happen on occasion at music festivals and are on hand to offer a listening ear, a conversation and prayer.

Festival Angels can be found at over 14 music festivals in the UK, including big events such as Leeds, Boardmasters (55,000 people) and Kendal Calling (35,000 people). Their unique ‘Jesus Loves Festivals’ banner results in people having a selfie with Jesus and shows that faith is a living dynamic that is very much relevant to a generation least likely to be engaging in regular worship.

As police resources are increasingly limited, teams such as Festival Angels can be a welcome addition to major events. They are extra eyes and ears. They can be looking out for potential trouble. They can offer a caring approach that security teams would struggle to fulfil. They can be dozens of extra best mates to young people who are looking for comfort and help. Faith communities are very much needed to support events - people to steward, offer support and welfare type services, create spaces for prayer and reflection and to be extra eyes and ears supporting police and security. For more information visit www.festivalangels.org.uk / facebook.com/festivalangels or twitter.com/festivalangels

Street Angels:

Every weekend night, hundreds of volunteers take to the streets across the UK. Wearing hi-vis jackets and armed with flip-flops, lollipops, plasters, and sweets, these teams of Street

Angels have successfully helped reduce violent crime and anti-social behaviour in many of the communities where they work.

Street Angels began life as an idea by the church in Halifax, working with the Town Centre Police Team, to run a safe place drop in on Friday and Saturday nights between 9pm and 3am. With a town centre which was labelled 'The Wild West of West Yorkshire' the police, who had seen how Christians working in other towns had made a significant impact, were keen for something to happen in Halifax. On the first night 50 volunteers turned up at a small cafe and so street patrols, alongside the safe place drop-in, began.

The role of these Street Angels is as varied as the needs and issues. Earlier in the night the teams wait outside the theatre to ensure that those who may be apprehensive about walking to the bus stop or car are escorted. Those who are sleeping rough are socially recognised through conversation or a friendly nod and smile at the very least. Safety advice may be offered to those arriving for a night out (see [SafeNightOut.party](#) for examples of the advice given). As the night progresses the highly visible teams are often supporting those who are vulnerable and those who have had too much to drink. The volunteers also alert CCTV and the police to potential situations. The Street Angels often work with pub and club staff, security, and police to ensure that people can and do have a safe and fun night.

Often there is a noticeable reduction in violence and anti-social behaviour on the nights and in the places where the Street Angels operate. Partnership working is key in achieving this as the teams become part of the safer and stronger community family. This in turn has led to some towns achieving a Purple Flag status - this is a standard that says a place at night is vibrant, offers a wide range of entertainment and is safe.

They find that faith communities are highly respected by the police, local authority, Business Improvement Districts, and those they work with in the night-time economy. Their volunteers come with training, experience, and an understanding of life within the community. Faith volunteers generally have a can-do attitude and a professional yet caring approach to all they do. Street Angels are happy to partner, offer a listening and supportive ear to others serving on the frontline. Street Angels quickly become a much-needed asset to the town and often receive requests to help at special events and within other community settings. For more information visit www.cninetwork.org

CS7 Eden Merseybank, Greater Manchester transformation

Merseybank was a deprived area with around 3000 people, where the effects of three generations of unemployment, poverty isolation and a general lack of hope were obvious. Eden Merseybank started in 2012. Initially with just Steve Small and his wife. Steve gave up his job as a teacher because he wanted to be able to make more of an impact in young people's lives than he could through the school hours and moved onto Merseybank. The first year consisted of a lot of listening to the community, observing and helping out where they could. There was a youth group on the estate, so Steve got stuck in and started volunteering. Some of the kids from school recognised him from school, which was weird for them at first, but after a few months they soon stopped calling him 'Sir'!

Over a period of time they have been joined by members of the community along with other families. Heather and Loughton were living in Kent when they felt called by God to join Eden and to move to the team in 2013. They trusted God to provide for them so that they could serve with the Eden project to see the community transformed. The team consists of over ten people. They now have a café in the area where they run community evenings, cooking classes, community meals, men's evenings etc.

CS8 ROC Mentoring

Adam was 15 years of age when he was referred to ROC's Community Mentoring scheme through the local police gang's unit. Adam's elder siblings were engaged in street gangs and significant criminality, and concerns arose about him also being drawn into the gang's scene, if no intervention was put in place. Adam's poor behaviour at school meant that he was at the same time, moving towards permanent exclusion.

Adam was matched with local mentor Chris who worked with him over a period of six months. During that period, they began to see a change in Adam as he engaged well with the mentoring scheme. With the support of Adam's mum, Chris and Adam agreed objectives to improve behaviour at school and avert the risk of exclusion. Slowly with Chris's support, Adam became much better engaged at school and the risk of exclusion was averted. Adam became involved in a local church youth group and consequently was able to form new and more positive peer relationships which began to make a big difference in his life.

Names have been changed to protect those involved.

CS9 Haroon freed from addiction

**This case study has been taken from Muslim Hands website. Haroon enjoyed a healthy life with his family in Manchester, however after a fallout he was forced to leave and move to a council estate in Leicester where drugs are prevalent. Struggling to cope with his ruined marriage, Haroon's drug misuse has increased, and without friends and family to turn to, the only people he speaks with are other drug abusers. He has gathered criminal convictions from stealing to feed his habit, and he frequently turns to the streets to beg for money. Haroon's health is deteriorating and he is losing weight fast.

Haroon realises the need to make massive and realistic changes to his lifestyle in order to re-marry and have the family life he covets. Muslim Hands are supporting counsellors to work with him and help him on his path to rehabilitation. To begin, they seek to rehouse him in a better environment more conducive to his recovery. Coupled with in depth counselling and contact engagement, they are committed to helping Haroon reduce his drug intake and finally be drug free.

CS10 Victory Church helping tackle addiction.

Victory Church in Cwmbran, Wales is a church of about 300 people. Their main outreach is addiction recovery services. In 2015 they set up a Hope Centre Ministries home and run an eight month residential support program for those struggling with life controlling issues. They have ten bedrooms and can accommodate 14 men. Once someone graduates from the program they have the option of going into one of three supported living houses which they rent from members of the church. Here they receive ongoing support and mentoring, to enable and empower the residents to eventually live well in community without support. Alongside these they also run a Celebrate Recovery program, one night a week which is open to everyone in the community to attend, as well as those in the Hope Centre and Phase Three Supported Housing. It is not just for drugs and alcohol but will also deal with gambling, sex addiction, internet addiction etc. They are working with the prolific offender manager team in Gwent police to help support them with suitable clients coming out of prison, to get them on the right path with support before being given a flat of their own. When a resident at the Hope Centre has been known to be wanted, they encourage them to go to the police and will support them through the process working with the police.

They have also run four, one day conferences throughout 2019 for anyone in the recovery process or working in the area of addiction recovery with the aim of pulling all agencies

together to network and learn. Areas covered include Building Recovery Capital, and the science behind addiction and socio economic cost of addiction.

J had entered the Hope Centre and was unaware he was wanted by police for a burglary he had committed whilst high on drugs. He was doing well at the Hope Centre and when they discovered he was wanted they encouraged him to go to the police and supported him through the process. J did not get remanded into custody whilst going through the court process as he was remanded at the Hope Centre. Staff liaised with the Integrated Offender Manger (IOM) team through this process. J was eventually sentenced to prison for the offence and the team from Victory Church kept in contact with him and the IOM. Upon J's release from prison he was given a place at the Hope Centre and is actively involved in Victory Church. Together they are working in partnership with the IOM to facilitate his rehabilitation.

James' story: - In August 2016 James was a homeless addict who was living on the street of Leamington Spa. He was well embroiled in the drug scene and was well known by the local police for begging and rough sleeping. He went to the Hope Centre having been an addict for 15 years and completed the program. He then went on to volunteer with the Hope Centre for a bit and in September 2017 started theological college. He has not been in trouble with the police since.

CS11 Prolific offender stops offending through Christian recovery farm.

J.P was a 28 year old male who became addicted to heroin in 2014 and quickly became well known to local officers. He was arrested and convicted of numerous theft offences mostly shoplifting at first. However, his offending began to escalate and he was soon arrested for going equipped and finally a robbery offence. As a result of the robbery he was migrated onto the Integrated Offender Management (IOM) scheme in April 2016 and was managed by the IOM team in Torfaen. He attempted several times to engage with GDAS the local recovery service provider, to tackle his addiction, however he was unable to get his drug use under control. He identified that his drug use was the trigger to his offending however he struggled to address it.

At this time, he was accommodated by a social landlord in a flat in the town centre. This flat was a magnet for other drug users in the area and J.P found it difficult to break away from that particular crowd of people. There was no funding available for drug rehab and he was caught in a vicious circle offending to feed his habit.

In July 2016 Torfaen IOM managers sign posted him to a faith organisation that offer supported accommodation on a farm and who assist ex-offenders in tackling their addictions. They took him to visit the farm and he immediately felt at home, despite not having any religious background or religious beliefs. He made the decision to give up his flat as he saw this as an opportunity to break away from his peers and start afresh somewhere else. He saw this as his last chance to finally address his drug problems.

He moved in on the 12/07/2016 and at this point he was on a 60ml script for his drug use. He was still monitored by the IOM team who carried out weekly home visits and the difference in his presentation after just a few weeks was noticeable for all to see. He gained weight, confidence and was happy there. He followed their drug rehabilitation programme and got clean. He remained at the scheme until 19/07/2017. At this point feeling prepared, he left the scheme to seek independent living. He still maintained his links with the church volunteering for a local church. He has since returned to the farm as a staff member and now resides on site as a residential manager at the farm. He remains clean and stable. He has not committed an offence for three years since his move to the farm in 2016 and as a result of the progress he made, he was removed from the IOM scheme as a success.

CS12 Christians Against Poverty and Thames Valley Police partnership

Thames Valley Police (TVP) Professional Standards were aware that there was an issue with officers in debt within their Force. They approached one of their PCs for help, as they knew he had knowledge of the work of Christians Against Poverty (CAP).

The PC spoke to the Chief Constable and asked for permission to explore a way of working together between CAP and TVP. This was encouraged and so he contacted CAP locally and the journey towards partnership began. A series of meetings were held between CAP and TVP. This eventually led to the proposal to work together and the signing of a Memorandum of Understanding between CAP and TVP.

Thames Valley Police and CAP both mapped their local services and then worked hard to link up the main local Police Welfare Teams with their local CAP Debt centres, The PC also gave a series of presentations to Police teams across TVP and built relationships with the senior managers, gaining their support for the partnership with CAP. This enabled great local relationships to be established between local CAP centres and the police Welfare teams. It also enabled any local issues to be addressed and where appropriate discreet referrals and signposting to be made.

The key aims of this partnership are to:

- Alleviate the despair and lack of hope that debt brings to officer's lives
- Bring a really practical solution that is discreet and accessible
- Get officers debt free!

In the first week of the partnership, five people accessed the service via the Welfare Teams. They have had 30 referrals from the Police in the last calendar year 2018. The Memorandum of Understanding is a non-legal, friendly, and flexible document that they used to partner the organisations. It is a simple document that says how they would like to work together and it describes the service that CAP offers.

Abbreviations

- ASB – Anti- social Behaviour
- BAME – Black, Asian, and Minority Ethnic
- CAMHS – Child and Adolescent Mental Health Services
- CCE- Child Criminal Exploitation
- CSE – Child Sexual Exploitation
- YOT – Youth Offending Team

About the Author

'Faith and Police Together' was the idea of Paul Blakey MBE from Christian Night Life Initiative, Debra Green OBE from Redeeming Our Communities and Lee Russell the Executive Director of the Christian Police Association. They recognised that faith communities across the country are doing some important work to help reduce demand on the police service and transform communities. However, they also recognised that there was much more that could be done to enhance partnership working across the UK, between the police and faith communities. After several meetings and visits to 10 Downing Street, they formally launched Faith and Police Together at The Houses of Parliament on 16th April 2018. They were supported by DCC Paul Netherton of Devon and Cornwall police and Acting Inspector Marie Reavey from Norfolk Constabulary who was there in her national role as chair of the Christian Police Association, along with a wide variety of staff support networks, other faith leaders and MP's.

During a conversation with Debra and Paul, Marie shared her vision to see police and faith communities interacting to establish the nature and scope of the problems and how, together, they could work in partnership to benefit and transform their communities. She also shared her desire to see such faith communities engaging to tackle addiction in a way that would see those caught in addiction freed, leading to living meaningful and purposeful lives that contribute to society. That resulted in her being seconded to Devon and Cornwall at the end of September 2018 to develop the idea of Faith and Police Together and take the work forward.

The priority areas of addiction, serious youth violence, loneliness and homelessness were identified for her to focus her work on. It was a requirement to research how faith communities are already helping to tackle these issues within society and then to produce a resource that would assist them and the police to engage together Further, resulting in positive outcomes for individuals and communities.

This guide is an appraisal of many of the projects and initiatives she has visited or otherwise engaged with, and is designed to assist faith communities and the police to open dialogue and recognise and understand how they could work in partnership to help address the problem areas outlined and wider.

It is by no means an all-inclusive document there is too much good work happening across all faith groups in the UK to document it all and she only had a year to gather the information and complete the guide. Her work has only touched on the four priority areas she was given to look into. However, it is recognised that there are many other problem areas where the concept of Faith and Police Together can be implemented, for example... hate crime, human trafficking, care for ex-offenders, the sex industry and much more.

Marie would like to thank Chief Constable Simon Bailey for releasing her to do this work, all those who have supported her, spent time with her and contributed to her work including all the national police staff support networks and the production of this document over the last 12 months. A special thanks to Pete Collinson and Tony Gale for their support in producing this guide.

If you would like to find out more visit www.faithandpolicetogether.org.uk or email Marie at marie.reavey@norfolk.pnn.police.uk