



EARLY
INTERVENTION
ACADEMY
FOR POLICE LEADERS

The Charter For Early Intervention in Policing

VISION

Early Intervention is everybody's business

MISSION

We will work collaboratively to reduce risk, vulnerability and harm in our children and young people, create capacity and make our communities safer.

Core principles

People

Collaboration

Reduce risk, vulnerability, harm and demand in both the short and long term through targeted early intervention

Promote a values based, collaborative and participatory leadership style and create a positive culture

Integrate strategic leadership, activity and resources to maximise effectiveness and efficiency

Use risk indicators to understand and tackle the underlying causes of risk, vulnerability, harm and demand

Lead your people through the strategic vision for 21st Century public service

Work with statutory agencies, the third sector and local communities, maximising the sharing of data to understand risk, vulnerability, harm and demand

Adopt a value for money and strong evidence based approach to developing and commissioning effective interventions

Embed the core principles of early intervention within a policing culture of compassion, collaboration and problem solving throughout the service

Collaborate with stakeholders to identify and stop unproductive or harmful activity and implement targeted and effective interventions

Evaluate the impact of interventions and refine where required

Develop skills and recruit to maximise the impact of policing in collaborative working

Commission and deliver those targeted and effective interventions together, capitalising on strengths

Academy Learning

Key Elements of Successful Early Intervention in Policing

Core principles

People

Collaboration

- Understand the nature of your demand to identify where EI can help meet or reduce it
- Recognise risk, vulnerability and harm in all its forms to enable a targeted approach
- Be professionally curious

- Use a values based approach to risk management and decision making
- Empower local commanders to engage in collaborative leadership
- Promote and champion a positive culture that focuses on people, their strengths and potential

- Understand and emphasise common demand, goals and priorities across local public services
- Develop shared strategies to achieve common goals across public services
- Seek opportunities to share estates, IT and other resources
- Share or pool budgets where this maximises the impact of expenditure

- Treat all calls for service as opportunities to identify risk, vulnerability and harm
- Adopt an enquiring approach when in contact with the public
- Equip staff to identify where EI is needed

- Set strategic direction that incorporates an EI focus
- Work with PCCs to make EI a Police and Crime Plan priority
- Include EI in force plans, operating models and local action plans

- Embed a culture of recording pertinent information and sharing it
- Use critical analysis to hear its message
- Work with statutory agencies, the third sector and communities to create a rich picture of risk, vulnerability, harm and demand

- Link with the Early Intervention Foundation, What Works Centre for Crime Reduction and others to learn and share best practice
- Track the delivery and impact of interventions
- Share best practice within force, between forces and partners

- Recognise the value of EI in all areas of policing, from neighbourhood, public protection, child abuse, organised crime and counter terrorism
- Weave EI into all areas of business to ensure service delivery changes
- Hold staff to account for the delivery of EI so it matters to each of them

- Work with stakeholders to tackle harmful, duplicated or unproductive activity, particularly where it generates failure demand
- Recognise that communities are crucial stakeholders as both recipients of services and the outcome they deliver
- Identify and harness community strengths to support EI

- Consult those receiving and those delivering interventions
- Listen and act
- Use the evidence to drive refinements
- Use the evidence to learn and improve

- Recognise empathy and compassion as core skills
- Recruit and retain those with core skills and experience of complex needs
- Review Learning and Development programmes to ensure an EI thread runs through them
- Ensure understanding and experience of EI is tested and valued in development and promotions
- Equip all frontline staff to deliver local interventions
- Consider upskilling neighbourhood officers and PCSOs to take on Lead or Key Worker roles

- Understand commissioning cycles across partner organisations
- Undertake a collaborative review of commissioning, specifying EI delivery as a requirement
- Consider multi agency solutions such as place based teams
- Draw on third sector expertise
- Consider shared local volunteers in EI, investing in their recruitment, training and supervision.
- Consider use of participatory budgets