

# NORTHAMPTON BOROUGH COUNCIL

## NORTHAMPTON DIVERSE COMMUNITIES FORUM

Thursday, 23 July 2020

**PRESENT:** Councillor J Hill (Chair); Councillor (Deputy Chair); Councillors

### **APOLOGIES:**

#### **1. WELCOMES, INTRODUCTIONS AND APOLOGIES**

ATTENDANCE: Cllr James Hill, Pauline Woodhouse, Anjona Roy, April Ventour Griffiths, Morcea Walker, Shirley Roach, Alex Rex, Tre Ventour, Sylvia Erskine, Yemi Holman, Warren Ellison, Andy Willis, Jenny Campbell, Debbie Samwell, Hannah, Cat, Liz, Jamie Wells, Debs Burns.

#### **APOLOGIES:**

Cllr James Hill welcomed all to the meeting and thanked them for attending via Zoom. Guidance notes had been issued before the meeting. Cllr Hill also reminded members of the Code of Conduct as shown on the agenda.

#### **2. FORUM RECAP**

JW gave a brief summary of the Diverse forum.

Northampton Borough Council wants to provide services that meet the needs of everyone in the community. This Forum particularly looks at the needs of the whole community in relation to race, religion, faith and/or belief.

The meeting is held around every 8 weeks, Visit the Northampton Diverse Communities Forum meeting page

JW update on events since the last meeting however due to Covid 19 events had been scaled down.

- Virtual event Windrush – 22nd June 2020. Event had been scaled down and would be used as a platform for 2021, working group set up for the virtual event. Documentaries, songs, poems and speeches from local residents will be shared throughout the day via the Northampton Windrush Day 2020 Facebook event aimed to celebrate, commemorate and educate communities on the leading role the Windrush Generation and their descendants have played in making Britain stronger, culturally richer and more inclusive.

- MW shared that as well as Windrush the Carnival had also been virtual. MW thanked Inspiration FM for their support for both events. NSB drama recorded a GCSE piece for Windrush, thanks to Nadine Robinson and the planning group.

- AR, NRE held three events for Windrush – 1. Collaborative working with TV (Poetry), 2. Watch Party - Secret Windrush (TV and WB), 3. Short film local poets / illustrators. Offered to promote NBCs events but had no response. Engagement and involvement with Inspiration FM. AR confirmed that they had secured funding to support victims (Windrush compensation funds and immigration advice). Concern raised as events not shared.

Questions were asked where not all groups were invited to the Windrush planning event. JW advised all groups invited.

#### **3. RESTORATIVE JUSTICE**

Shirley Roach (Voice) and Yemi Holman (Hate Crime, Police) introduced themselves. YH gave a brief summary of her role and asked members if they had any questions or needed

to contact her, please do so.

Shirley Roach explained the role of Voice and what is Restorative Justice? Bringing awareness to the group. Presentation shared – attached with minutes. SR advised that anyone can refer – both victim and offender when a crime occurs report via website, email or call. The offender has to plead guilty to the crime.

MW asked what is the percentage of victims/perpetrators that say No. – SR reported 50/50. The take up is very low, only 4% but of the 4% 85% of people feel empowered and satisfied. YH stated that this is not an alternative but an addition, we work alongside, before, during and after court trials.

Hannah asked if plans / thoughts about situations with discrimination? – Stop and Search – is there a support mechanism. YH asked if Superintendent Denis Murray had been invited to the Diverse Forum. JW confirmed on the forum email. YH explained Denis was the Gold lead – Stop & Search, Use of Powers, Recruitment and currently and Action Plan being looked at. Jenny & Hannah confirmed they were part of the Stop & Search Working Group. Hannah shared that within their community 1000 people, there is a lot of fear / lack of trust in the Police locally. YH advised there is a lot of work going on.

Jenny advised that the Stop & Search working group recently elected a new chair and were recruiting a youth co-ordinator.

**Action:** YH/Cllr J Hill to invite Superintendent Denis Murray to the next meeting. YH to give details of the new chair (Stop & Search working group) to JW to invite to the next meeting.

AW asked if there is a debrief with victims at the end of the process. SR confirmed that Health & Wellbeing at the beginning and the end, all have to sign an outcome agreement, meet and monitored 6 months later.

#### 4. COMMUNITY FUNDING POTS/BLM

JW shared information on the funding pots both locally and nationally (links to be shared in the minutes)

- Small Grants (up to £3,000) – next closing date 11<sup>th</sup> September 2020  
<https://www.northampton.gov.uk/info/200260/community-funding/1937/small-grants-fund>
- Partnership Grant (£3,000 - £15,000) – currently closed – review for January 2021 due to unitary. Link to process for this year.
- <https://www.northampton.gov.uk/info/200260/community-funding/1946/partnership-fund-grants-scheme/4>
- Cleaner Green – (up to £1,000)  
<https://www.northampton.gov.uk/news/article/3144/grants-to-help-create-a-cleaner-and-greener-northampton>
- CCF Funding – Cllr J Hill confirmed that all Cllrs had received an additional £2,000 for their ward this year due to Covid19.
- JW shared information from VIN for national funding – <http://www.voluntaryimpact.org.uk/vcse-funding-c19/>
- DS advised that funding was also available from OPFCC - <https://www.northantspfcc.org.uk/>

Concern from organisations that real issues – lack of infrastructure funding. April asked for it to be minuted that for Windrush next year – we ALL work together, apply together.

JW advised that an application had been made jointly through the forum. Application timeline limited, unfortunately unsuccessful this year. April said that we need to be reaching out to our communities to ensure holistic approach, try to engage – get a bid so strong that it cannot fail.

AR stated that she had not had any call backs and had 3 events going on this year – it was very disappointment – information had not been shared.

**Action:** Cllr J Hill to review and feedback.

Concerns raised in respect of applications for funding - felt that Equality and Diversity are being ignored – looking for sustainability, lack of cultural ignorance. NBC should be reaching out.

Application process – too difficult, not getting funding, giving up. MW stated that community groups – BAME were successful, if we looked at the monitoring and distribution. We need to encourage organisations to get credentials.

Engagement – information is not being sent out – why is this still happening? Individual groups doing work. Cllr J Hill explained how groups engage, information is shared across all 6 forums and virtual resources – “what can we do to reach out more?” Agreed we can always do better.

Alex (Northampton Community Fund) Funding link-

<http://www.ncf.uk.com/grants>  
[www.ukcommunityfoundations.org/news-article/Bame-infra-fund](http://www.ukcommunityfoundations.org/news-article/Bame-infra-fund)

**Action:** Alex to share results on reports – Diverse / Equality / Inclusion.

Concern raised re the OPFCC application from – YH advised the form had changed many times – welcomed feedback and will feedback on the form. YH said that even if you have not got all the requirements still apply.

Organisations stated that more and more groups were going outside of Northamptonshire for funding. Businesses had been given £35k Covid related – voluntary organisations should not be forgotten.

## 5. COMMUNITY NEWS EXCHANGE

- NCF – Northamptonshire Virtual Funding Fair 28<sup>th</sup> – 30<sup>th</sup> July  
<http://www.ukcommunityfoundations.org/news-article/Bame-infra-fund>
- AR – Event for Hate Crime week 15<sup>th</sup> October 2020 – BLM / Trans Live Matter – working with NBC
- JC – confirmed another 5 year licence for Inspiration FM. Special thanks to MW / AR / Alex for their letters of support. Thank you to YH and leader of the Borough council for their letters as well – nice to read what organisations thought. Cllr Hill congratulated Inspiration FM.
- TV – 29<sup>th</sup> August – Poetry Event – talking about British Empire decolonisation, local acts and a speaker. All details on Facebook page – **Action:** TV to share.
- TV – Black History Month – looking for NBC support. AR supporting. **Action:** Cllr J Hill to set up a meeting with TV / AR / JC
- Cat & Liz – new writing group. Part of the LGTBQ forum and wanting to unit – how can we improve? Joint events? Work together?

- Sylvia (WACA) – shared thanks for the invitation to the meeting. Asked if there is an equivalent forum in Wellingborough. **Action:** Cllr J Hill to ask and report back.
- DS / WE (Northampton Fire & Rescue) – asked organisations that if they had any events that they wanted them to be involved in to please email and make contact.

## **6. ITEMS FOR DISCUSSION AT THE NEXT MEETING**

- Stop & Search – see notes next meeting
- LGBTQ understanding

## **7. AOB**

## **8. DATE OF NEXT MEETING**

Next date is 17<sup>th</sup> September. Forum member would like to meet before September. YH advised that the Stop & Search working group meeting is in August – will invite Superintendent Dennis Murray.

Discussions were also held about the timing of the meeting. Agreed that the meeting today had more attendance due to time and situation however being on-line alienated some members as not all have access to on-line. Cllr J Hill advised that times had been changed over the years to try and fit all however difficult to find a suitable time – open to suggestions.

The meeting concluded at 5.40 pm



0300 303 1965

1

# Hello!

Yemi Holman – Hate Crime Officer

Shirley Roche - Restorative Justice Coordinator

2

# What is Restorative Justice?

## How does RJ benefit me?

If you are in immediate danger, call 999. Otherwise, call 101.



[Back to VoiceNorthants.org](#) | [About Voice Northants](#) | [Blog](#) | [Contact Us](#)



**call** 0300 303 1965

**email** [voice@northants.pnn.police.uk](mailto:voice@northants.pnn.police.uk)

[home](#) [restorative practice](#) [case studies](#) [resources](#)



**Restorative Justice helps you to explain your thoughts and feelings to the offender, allows you to ask questions and helps you move on from crime.**

[Self Referral](#)

[Professional Referral](#)



3

[Homepage | Voice for a Restorative Northamptonshire](#) play video

21/07/2020

3



0300 303 1965

## Restorative Justice

In criminal justice , a restorative practice is widely known as Restorative Justice.

...it gives **victims** the chance to communicate with their offenders to explain the real impact of the crime – it empowers victims by giving them a voice.

It also holds **offenders** to account for what they have done and helps them to take responsibility and make amends.

For any kind of communication to take place, the offender must have admitted to the crime, and both victim and offender must be willing to participate.

(Restorative Justice Council)





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- ✓ Resident within Northamptonshire
- ✓ 18+
- ✓ There has been a crime
- ✓ Willing to participate
- ✓ Offender has admitted guilt/entered a guilty plea

# Case Studies

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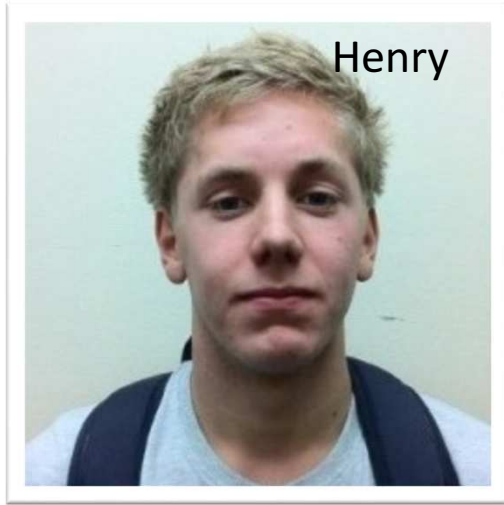
Elyn



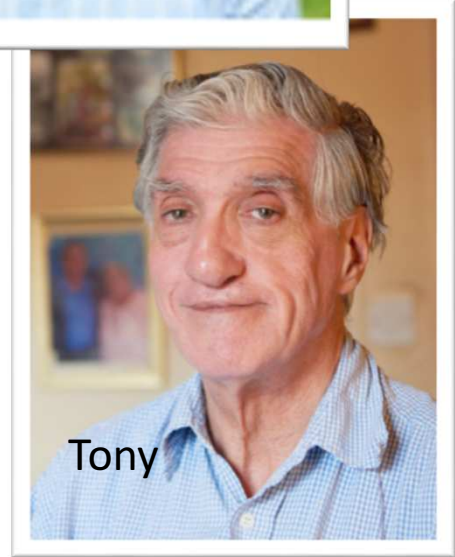
Shad



Daniel



Henry



Tony

## The effects crimes can have on victims

### Physiological

The effects on the body | sleeplessness | scarring

### Behavioural

The effects on what you do and relationships | avoidance of places that remind you of the crime | increased alcohol or drugs consumption

### Psychological

The effects on the mind | emotions and feelings | thoughts and beliefs and yourself in this world | justice

### Financial and practical

The effects on income, expenditure and time | time off work, security measures

## Why do this? What do I gain?

Empowers

∞

Challenges

Humanises

Inclusion

Health & wellbeing

## How It works



### Crime occurs

Voice is here to help you cope, recover and thrive following crime. Restorative Justice can be part of this process and can take place at any point in the future.

1

2



### Self-refer/be referred

You can speak to Voice at any time to say you're interested in the process. Alternatively, with your consent, a police officer or partner organisation may refer you to Voice.

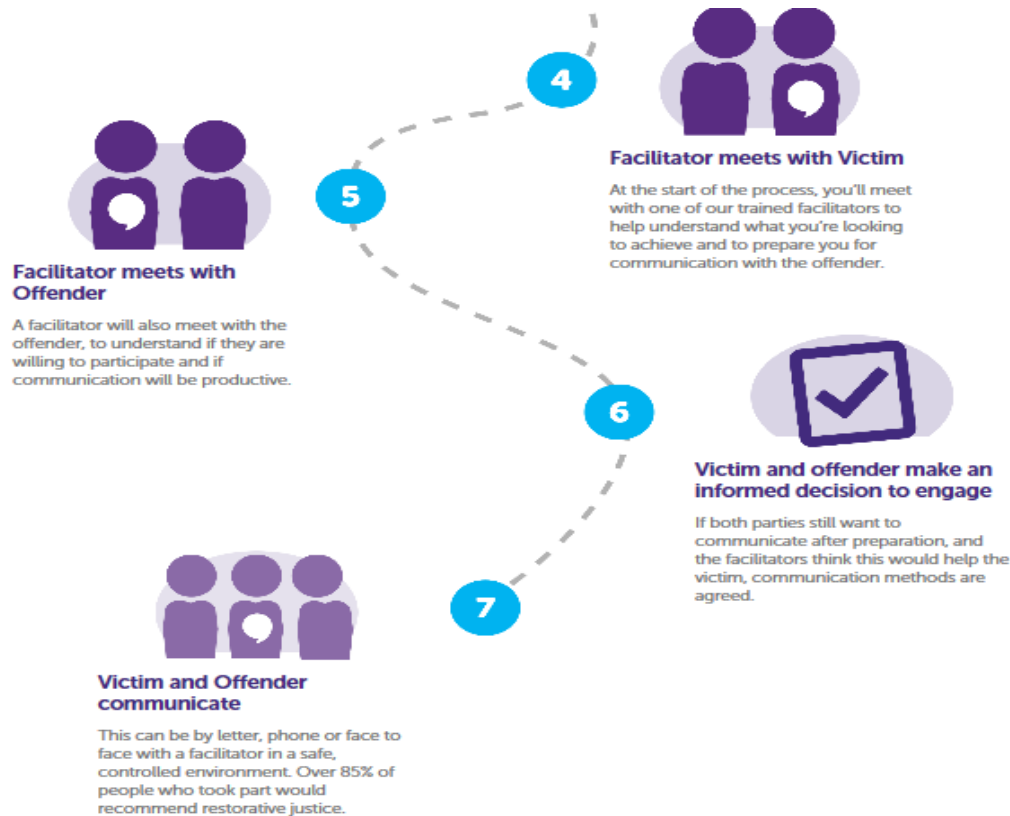
3



### Offender admits crime

For restorative justice to take place, the offender must have admitted to committing the crime and both the victim and the offender have to be willing to participate.

I would like to know a bit more.



I would like to know a bit more.

## Recap:

Simply put Restorative Justice is a process that brings together the victim and the offender so that they are able to communicate in a safe and controlled way with the aim being to repair the harm done to the victim.

### Criteria:

A crime , an offender who admits guilt or takes responsibility and the victim and offender must be willing to participate

Process is voluntary, free and confidential and victim focussed.

Number of ways this can be done Face to Face, Shuttle, Video, letter and in some cases by proxy

As trained practitioners we carefully manage expectations and risk throughout the process.



Website: <http://voicenorthants.org/restorative/>



Email: [voice@northants.pnn.police.uk](mailto:voice@northants.pnn.police.uk)



Telephone: **0300 303 1965** Option 2

Opening Hours: Mon, Weds, Fri 8am – 6pm  
Tue/Thurs 8am-8pm  
Sat 9am-5pm



## People we've helped

"Thank you again for your time and invaluable support, you have really helped me to cope with the trauma of the incident"

"I was in complete shock to find that I had been a victim of crime. I felt disbelief, numbness and was very wary. Thank you so much for being there."

"I am so grateful for the kindness and consideration that voice has given me, all the staff that have helped me have been fantastic."

## How to access Voice

Voice is a free, confidential support service for anyone living in Northamptonshire who has been a victim or witness of crime. You don't have to have reported a crime to the police to access Voice and it doesn't matter when or where the crime was committed.

### Our services are available to;

- Northamptonshire residents aged 6yrs + irrespective of where the crime or incident occurred and regardless of if you have reported it to the police
- Victims of crime or persistent anti-social behaviour
- Witnesses of crime that is going through the Court system
- Victims, witnesses or family members affected by Serious/life changing Road Traffic Collision

### To access help and support from Voice:

**Tel.** 0300 303 1965 **Visit.** [voicenorthants.org](http://voicenorthants.org)

**Email.** [info@voicenorthants.org](mailto:info@voicenorthants.org)

**Facebook.** @voicenorthants **Twitter.** @voicenorthants



Download the free Voice Home Support Hub app to help aid your recovery.

Scan the QR code or visit:  
[voicehomesupporthub.co.uk](http://voicehomesupporthub.co.uk)



## Have you been a victim of crime, serious fire incident or road traffic collision?

If so, Voice is a free, confidential service that can help...

**[voicenorthants.org](http://voicenorthants.org)**  
**0300 303 1965**



Voice is brought to you by the Northamptonshire Police, Fire and Crime Commissioner

## About Voice

**We know that crime can affect you in a variety of different ways. We're here to help you cope, recover and thrive.**

Our specially trained support workers will work with you to understand the specific support you require. We provide a free and confidential support service to adult residents of Northamptonshire who have witnessed crime, been a victim of crime, been persistently targeted by anti social behaviour or affected by life changing fire or road traffic incidents.

Our support is available to victims or crime regardless of whether you have reported it to the police or not and irrespective of where and when the crime occurred. We provide practical and emotional support to witnesses of crimes that are going through court process.

## Emotional support

**Our staff and volunteers are trained to listen and help you make sense of what you've been through.**

We can discuss your options with you and help you feel like you're getting your life under control again.

14 Talking with us gives you the chance to get things off your chest and let go of distressing experiences. While some people can do this with friends and family, it doesn't work that way for everyone, especially if those around you have been affected by crime too.

We can provide a safe, neutral place for you to voice your fears, worries and emotions. Our emotional support is independent, free, confidential and non-judgemental.

Where more specialist support is required, we will assist you to find the most appropriate service provider for your needs.

## Practical support

**Being a victim of crime can lead to all kinds of practical problems.**

This can range from minor issues, such as damage to your property or having to fill in insurance forms, through to serious medical problems or the loss of your home.

We can help with tasks such as filling out forms (for example, compensation claims), providing you with home security measures (such as window alarms), and supplying you with personal attack alarms.

We can also provide you with a range of crime prevention advice and help you through the criminal justice system over the course of any proceedings.

We'll give you all the information you need to understand your options and next steps.

## The Voice family

Voice for Victims and Witnesses delivers a number of different specialist services for all types of victims of crime in Northamptonshire.



### Voice for Victims and Witnesses

Providing practical and emotional support for witnesses going through the criminal court system and for Adult victims of crime, Persistent anti social behaviour and Serious fire incidents.

### Voice for Children and Young People

Our specially trained experts are experienced at working with children and young people of all ages to help them recover from crime.



### Voice for Road Harm

Supporting people who have been a victim, witness or affected by a road traffic collision, as well as their friends and their families.

### Voice for a Restorative Northamptonshire

Bringing those affected by crime or conflict and those responsible into communication, in order to help heal emotional pain and create positive resolutions.



## How we can help

**Our support is led by what you need, for as long as you need it.**

Whether you just need someone to talk to or would like to meet with one of our team, we are here to help you find your Voice.

## How can Restorative Northamptonshire help me?

For many people who have been affected by crime, Restorative Justice enables them to explore why the crime has happened and why it has happened to them in particular.

Evidence suggests the vast majority of people who take part in restorative justice process feel satisfied that they had the opportunity to take part and come away feeling better because it has allowed them to have their say and able to move on.

You will have the opportunity to:

- have your say;
- explain to the person who harmed you what impact their behaviour has had on your life;
- get answers to any questions you may have about what happened;
- get some closure and move on with your life;
- help to prevent the same thing happening to someone else; and
- help offenders to understand the consequences of their actions.

## What does Restorative Justice do for the offenders (harmer)?

Restorative Justice can be helpful for offenders, or those who have caused harm, because it enables them to understand the impact that their actions have had. It gives them the chance to listen and to answer any questions you might have.

They may apologise for what they have done and agree what they might do to make things better. This might include addressing the issues in their life that led them to commit the crime or harmful behaviour.

Offenders who have taken part in Restorative Justice have said that the experience helped them to understand how their actions affected others and to enable them to deal with feelings of guilt or remorse, and to feel that they have done something positive.

## Does this affect any sentence the offender might receive?

If a case goes to court then it's always up to the Judge or Magistrate. There is no evidence to suggest that sentences are significantly impacted upon a successful completion of RJ having take place.

## Contact Voice

**Tel.** 0300 303 1965 **Visit.** [voicenorthants.org](http://voicenorthants.org)

**Email.** [Voice@northants.pnn.police.uk](mailto:Voice@northants.pnn.police.uk)

**Facebook.** @voicenorthants **Twitter.** @voicenorthants



**Have you been the victim of a crime, or experienced conflict or antisocial behaviour? Would you like help to find your voice?**

**When you're ready, Voice for a Restorative Northamptonshire can help**



**[voicenorthants.org](http://voicenorthants.org)**  
**0300 303 1965**

## What is Restorative Justice?

**Restorative Justice offers victims of crime the opportunity to get answers and explanation from the offender in a safe & controlled process.**

It gives you the victim the chance to have your say, explain how the offender's behaviour has affected you and for you to seek a direct explanation from the offender as to what they did, and why?

For many people Restorative Justice helps to gain closure following a potentially traumatic experience.

Victims who have participated in Restorative Justice, have reported that it has been an empowering experience; giving them a voice, repairing harm, regaining control of their lives and helping to prevent further crime.

Through this process, you may be able to influence the offender's behaviour, thereby helping reduce the potential of further crime and other people becoming victims.

## How does it work?

Restorative Justice can only take place when the offender (or person who has caused the harm) admits his or her guilt and consents to being part of the restorative justice process.

You, as the victim, do not have to meet with the offender and many approaches can be considered, however if a meeting/conference is your preference, then both sides need to agree that they would like to go ahead.

Restorative Justice can happen at the time which is right for you irrespective of when or where the crime occurred.

## The first step

**A trained facilitator will contact you in the first instance to talk through what has happened and the impact this is having or has had on you and your life.**

If following this, you feel you might like the opportunity to meet the offender, your facilitator can arrange this. If the offender admits his or her guilt, a meeting/conference can be organised.

Following this initial discussion and your desire to pursue a Restorative meeting/conference, the facilitator will then speak with the offender to determine his or her willingness to participate.

## The Meeting

If you the victim, the offender and your facilitator agree that a meeting (sometimes referred to as a conference), is appropriate then it will go ahead. If another type of communication (for example a letter) is considered more suitable then your facilitator will discuss this with you.

You are welcome to bring a friend or family member with you to support you and the offender can do the same.

The meeting will be guided by your facilitator. It will be held in a neutral, safe place and usually lasts for about an hour and a half. During the meeting, everyone will have the opportunity to speak - the aim being to help you overcome the harm caused as a consequence of the criminal behaviour of the harmer.

## The Facilitator

Your facilitator will be trained and experienced in providing Restorative Justice. The service is completely confidential and impartial; designed to make your experience as positive as possible.

**Voice**  
for a restorative  
northamptonshire



Would you meet the victim of your crime?

Could you explain your actions to that person?

It's not easy meeting the person who was affected by your crime, but it can be helpful for you to understand the impact of what you did.

It also gives you the chance to listen and to answer any questions that the victim might have.

Offenders who have met the person they have harmed have said that the experience helped them to understand how their actions affected others and helped them to deal with feelings of guilt and remorse.



The thought of it terrified me. Prison was never a problem to me but for the first time in my life this has made me really think.



## Contact Voice

**Tel.** 0300 303 1965

**Email.** [Voice@northants.pnn.police.uk](mailto:Voice@northants.pnn.police.uk)

**Web:** [voicenorthants.org](http://voicenorthants.org)

Address:

Voice Northants

Warwick House

Billing Road

Cliftonville

Northampton

NN1 5BE



## Restorative Justice Information for Offenders

When you're ready, Voice for a Restorative Northamptonshire can help



[voicenorthants.org](http://voicenorthants.org)  
**0300 303 1965**

## What is Restorative Justice?

**Restorative Justice brings those harmed by crime or conflict and those responsible for the harm into communication.**

It helps everyone affected by a particular incident to play a part in repairing the harm and finding a positive way forward.

## What are the benefits?

**Restorative Justice gives you the chance to make a real, positive difference to the person you have harmed.**

It can help you face up to the consequences of what you have done and the opportunity to listen to the person you have harmed, answer any questions they may have and for you to explain, apologise, and to try to repair the harm done as a result.

## Restorative Justice often reduces re-offending

**Offenders who have taken part in Restorative Justice have said that their experience has helped them to understand how their actions affect others.**

It might include, for example, addressing some of the issues in their own life that may have contributed to their criminal behaviour.

## What is involved?

**A trained facilitator will talk with you to see if you are ready, willing and suited to Restorative Justice.**

They will ask you what you think about what happened and what you can do about it.

They will help you to prepare to meet the victim or support you with any other activity such as writing a letter of apology.

## Will this change the sentence I get?

The Judge or the Magistrate are the only people who can decide on the appropriate sentence for the crime that you have committed.

If Restorative Justice takes place prior to you being sentenced, then a report from your facilitator on what happened, what was agreed and what the victim thinks and feels will be submitted to the court for consideration by the judge or magistrate.

## It's your choice

If the victims decide to take part in the Restorative Justice process, then it is completely your decision as to whether you want to be involved. Your views will be respected.

