

# NEWSLETTER

ISSUE 3 : FEBRUARY 2019

## Schools and Early Intervention Officers (SEIOs)



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Fire & Rescue Service  
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## Foreword

### **Chief Constable Craig Guildford**



I have heard numerous reports of positive feedback in relation to our new Schools and Early Intervention Officers (SEIOs). These range from parents and children to teachers and local councillors.

The variety of inputs have been very well received, as have the number of one to one interventions which have seen a proportionate response to a number of issues which otherwise could have led to exclusion and/or arrest. It is very important to strike the right balance. However intervening early, looking towards some creative problem solving and offering young people sound advice is where we need to

be as a force.

Listening to staff feedback, I was pleased that some of the lessons are now in the process of being updated and I think that it's crucial that we are externally assessed from the teaching profession's perspective to endorse our professionalism and to promote trust in our capabilities. When I was told the latest statistics I was very pleased to see just how many young people have been spoken to by the officers and this all accumulates in local communities as people talk. In simple terms, good news and good advice spreads. This links perfectly with our strategic aim of 'engaged communities' and this work acts as a positive building block for the opinion formers of tomorrow.

### **Chief Inspector Richard Stapleford – SEIO Lead**



It is great to know that our 'relatively' new team of SEIOs are now fully embedded into their role and working hard within schools, academies and colleges across Nottinghamshire. Hopefully this newsletter will provide an insight into some of the really important and innovative work that is being undertaken. In the coming months, I am keen to see the SEIO programme develop their presence within the world of Alternative Provision (AP). AP is for those young people

who, for whatever reason, cannot attend mainstream school.

SEIO Coordinator Karen Dalby is actively pursuing opportunities to improve SEIO involvement in, and relationships with, the 29 providers in the city and the 55 providers in the county. It is hoped that we can identify those young people who are in AP due to violence/knife crime-related activity and become more involved in their service provision. I am also pleased that the advertisement is now out to recruit an additional SEIO who will work with Denewood and Unity academies and AP in the county.

The Mentors in Violence (MVP) programme is another important piece of work that is being progressed by Karen. I believe that this programme will make a really positive contribution to young people and the violence/knife crime agenda.

County lines is another key area of business that the SEIO team are now involved in. Karen is currently coordinating this as a new educational package to be offered to schools, academies and colleges of Nottinghamshire. The package will be designed to raise awareness for teachers, parents and young people and show how criminals expand their drug networks through violence and exploitation of the vulnerable. The SEIO team will be liaising with other forces to develop this joint educational product.

My thanks go to Karen and each SEIO for their continued professionalism and hard work.

## Karen Dalby - SEIO Coordinator



I am so pleased with the SEIO team we now have across Nottinghamshire. The experience they all have working with young people will support engagement, challenge unacceptable behaviour and encourage young people to make better choices. As a team we will continue to work together with schools and colleges across Nottinghamshire, in close partnership with Nottinghamshire Fire and Rescue and other partners. Through these partnerships we are in a stronger position to tackle specific issues that are of concern to young people, including knife crime, cyber bullying, hate crime, sexting, drugs, and alcohol and gang culture. I believe that the presence of the SEIOs in educational settings, not only helps to reduce incidents of crime, both in and out of school, but also benefits emotional health and wellbeing, a major issue for young people today. Having police officers in schools and colleges will improve the relationship between the police, schools and communities, giving an increased sense of safety for everyone.

### Meet the SEIOs



#### **PC Anna Taylor – City Central**

I have been a police officer for 15 years. I worked on response in the city centre, was part of the Safer Streets team, been a beat manager for the Neighbourhood Policing team in Canning Circus and worked in the Criminal Investigation Department (CID). As an SEIO I aim to increase young people's trust and confidence in the police and encourage aspirations in young people. Through intervention, I aim to prevent young people from being involved in crime and encourage them to make good choices, preventing them from entering the criminal justice system. This role is a fantastic opportunity to make a difference and I knew it was something I wanted to be a part of.



#### **PC Beverley Jeffree – Bassetlaw**

I have been a police officer for 10 years. I worked on response for three years and spent the rest of my service as a beat manager at West Bassetlaw. Prior to this I was a PCSO in Bassetlaw for five years. Working with young people in schools has always been a passion of mine and I have previously worked in local schools, assisted in careers days and given talks on topical subjects. I have also been involved with Derby University helping with the police cadets and the Foundation in Policing Programme for young people. I enjoy working with young people, always being a positive role model. My aim is to build positive relationships between police officers and the young people of today.



### **PC Nick Stenner – Newark and Sherwood**

I have served 10 years as police constable, most of which has been in Lincolnshire Police before I transferred to Nottinghamshire Police in November 2017.

I have worked on frontline response for many years and neighbourhood policing teams as a beat manager. In that role I was a School Liaison Officer for two secondary schools and several primary schools. I was responsible for educating children on the law and keeping them safe, while

supporting schools with discipline procedures and carrying out investigations as required. Working with young people is rewarding and by having their own Schools and Early Intervention Officer identifiable to them, will help break down barriers with the police.

I aim to continue educating young people around current issues and crime trends where they are either vulnerable as potential victims or as offenders. I aim to inspire them to make informed choices to keep themselves, their friends and others safe.



### **PC Steve Knighton - Ashfield**

I have been a police constable for the past 16 years and started my career working as a response officer covering the south of the county. I spent the first 10 years on response and moved stations to Hucknall where I spent two years working as the Schools and Early Interventions Officer covering the District of Ashfield. My role has always centred around community issues and concerns and I have worked very closely with Ashfield District Council and other local partnership agencies. I am really looking forward to once again working within our schools

helping to build trust and confidence in the police with our younger generation.

I also aim to offer advice and support to help vulnerable young people and those most at risk.



### **PC Dave Blundell – Broxtowe**

I am proud to say that I am one of the new SEIOs and I will be working in the Broxtowe area. I have been a police officer all my working life. I served for 23 years in the Royal Air Force Police, being posted to Northern Ireland, the Falkland Islands, the United Nations in Kosovo and further postings in Germany and the UK. For the majority of my time in the RAF, I trained specialist search dogs and their handlers for the military, HM Customs & Excise and overseas forces. I am hoping to use my skills and experience

to support and inspire young people and help them make the right choices.



### **PC Iain Bulloch – City North**

I have been a police officer in Nottinghamshire Police for 17 years. For the last three-and-a-half years I have been part of the Youth Justice Service (YJS) working in the city. I previously worked in the Royal Air Force and, for the past six years, have volunteered as an Army Cadet Instructor in my spare time. During my time working with young people I have seen the positive impact that can be made through intervention and being

a positive role model. As an SEIO, I hope to inspire young people to be good citizens and hope to break down barriers between them and the police.



### **PC John Graham – Mansfield**

I have been a police officer for 18 years and for the majority of my career have been based at Worksop in the Neighbourhood Policing team. I especially enjoy working with young people and keeping them out of the criminal justice system through the use of targeted interventions and partnership working. When Nottinghamshire Police advertised for police officers to work within schools again I thought this was a fantastic opportunity to work with young people in an educational setting.

Through positive role modelling I aim to educate young people, protect the vulnerable and, in partnership with schools, steer young people away from crime.



### **PC Karen Crane – Rushcliffe**

I have been a police officer for 15 years working on response, in a Divisional Support Unit raid team and also the drugs team. I was also a School Liaison Officer in Beeston. Through educating young people about the consequences of crime, I am hoping to inspire young people to achieve their fullest potential and make wiser choices, thereby dissuading them from committing crimes and aspiring to a better way of life. It is important young people understand that they can change risky behaviour or bad

decision-making and therefore feel safer in their communities. I aim to be approachable and engaging to encourage young people to make positive changes happen.



### **PC Andrea Gummer – City North**

My name is Andrea Gummer and I have been a police officer for 20 years. My experience is very varied, including working on response and prisoner handling. I am the SEIO for City North covering the schools and some of the colleges in the city centre, where I have also been a beat manager for the past nine years. It has been really great to see pupils from primary schools recognise me at their secondary school and feel they can come and speak to me. I am looking forward to getting more involved

in school life and making a difference to the lives of young people.



### **PC Paul Kanikowski – Gedling**

I have been a police officer for 19 years, starting in West Midlands Police. I transferred 'back home' after two years of travelling up and down the M42, moving onto response in St Ann's before moving onto a dedicated burglary team. After this, I became a School Liaison Officer for Gedling and remained as the dedicated School Liaison Officer until the force disbanded the post in 2015. Following this, I worked as a prisoner handler

at Mansfield Police Station, a role I really enjoyed. I was approached to take part in an SEIO pilot, one of three roles that were reintroduced by the Chief Constable for the 2017-18 academic year. The pilot was a success and has now been rolled out across Nottinghamshire. Engagement with young people is a role I really enjoy. I believe this helps break down barriers between the police and young people, many of whom have a negative view of law enforcement and has an impact on youth criminality, encouraging young people to make better choices.

## Training Week

### SEIO five-day development course 2018

Karen Dalby, SEIO Coordinator says : Between 10 and 14 September 2018 the SEIO team completed a five-day developmental course which was held at Nottinghamshire Police HQ. During the five days, the SEIO team were fortunate to receive some top quality inputs from a wide range of experts and CC Craig Guildford came to speak to the team, outlining the expectations and priorities of the project. Without the help and support of our partners, the SEIO development week simply would not have been possible, so I would like to take this opportunity again to formally thank each partner for their help and support during the week.



Specific thanks go to:

- Sgt Asif Mohammed (Prevent)
- Trish Bergan – parent of knife crime victim
- Sonia Burton - Street Aware
- Nicola Bottomley – Nottinghamshire Fire and Rescue Service
- Helen Wiles – NHS Communication and Speech and Language Service
- Gabrielle Jones – Youth Commission
- Lynda Kelly – Equality and Diversity
- Joe Ward – Corporate Communication
- DS Stephen Dalby - Child Sexual Exploitation Team
- Samantha Danyluk – Service Manager, City MASH
- Hugh Shiel - Restorative Practice
- Paul Cook – Force Crime Registrar
- Paulette Watson – Equation
- Graham Moran – Nottingham Forest Football Club

As you can see, the SEIO team were spoilt in terms of the variety of topics included in the course. Having such good quality support in delivering key topics to the SEIOs ensures that each officer undertaking the role will be credible and confident to provide the best possible service to young people within our communities. The feedback received from the SEIOs was that each input was engaging, professionally delivered and very appropriate for the SEIO role they are undertaking.

## SEIO delivery packages

The SEIOs do many deliveries in the following subjects. This is often led by schools as to the current need in each setting.

### **Core delivery**

1. Knife crime
2. Cyber safety
3. Sexting
4. Criminal damage
5. Drugs
6. Alcohol
7. ASB/violence
8. Child sexual exploitation

### **Targeted delivery**

1. British values (see below)
2. Bullying/cyber bullying
3. Hate crime
4. Islamaphobia
5. Homophobia



Schools are now required to promote the spiritual, moral, social and cultural (SMSC) development of all pupils. As part of this we aim to actively support schools with the fundamental British values of:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect for and tolerance of those with different faiths and beliefs

As a result of promoting British values we aim for students to gain:

- An understanding of how to influence decision-making through a democratic process
- An appreciation of how the law protects them and is essential for their wellbeing and safety
- An acceptance that people have the freedom to choose different beliefs or faiths to theirs and this is protected in law
- An understanding that discriminatory behaviour is unacceptable and it is important to combat any type of discrimination



## Focus groups

As part of the work we are doing in schools and colleges, we have engaged young people to look at our deliveries and give their input into what engages young people today, what is relevant to them and how they would like information to be given. We are developing three new packages for schools - hate crime, cyber bullying and county lines - and have six schools who are working with us on each subject. As a result of these focus groups and listening to young people, we are also producing a series of information leaflets.

## Performance

All the SEIOs are extremely busy. Each month they complete a performance return, so that we can see the educational inputs that are being delivered and incidents they are involved in at schools and colleges. This data then informs which areas are causing the greatest concerns and further interventions can then be planned with schools and colleges.

In September 2018 there was a week of action, Operation Sceptre, an anti-knife crime initiative. This was in response to knife crime increasing both nationally and locally. Its aim was to help educate young people against carrying and using knives.

Subject	Number of deliveries	Number of students
Knife crime	287	10,317
Cyber safety	54	2,760
Sexting	27	1,377
Substance abuse	26	457

Below are some key statistics for the SEIO team during the autumn term (September – December).

Type of incident	Number dealt with
Assaults	68
ASB	65
Safeguarding	62
Bullying	54

In addition, the SEIOs attended over 275 meetings, including integration meetings for excluded pupils and child protection meetings. They did over 180 patrols at the school/college entrances and held drop in sessions at colleges.

The team have also done deliveries on knife crime, misogyny and CSE in children's homes and special schools. They have attended career days, enrichment days, parents' evenings and tutorial sessions in schools.

It is very clear that there has been a good spread of delivery across the city and county schools and colleges to a wide range of young people.

There has been a sharp rise in schools/colleges wanting intervention and awareness deliveries of child sexual exploitation, sexting and cyber bullying. This will be addressed in the next term with new packages being created due to demand from schools.

## Case study 1

I was asked to work with two female students, aged 13 years and 12 years, in Year 9. Both girls have been identified in regards to concerns around risky behaviour on the internet, bullying others in school and generally unacceptable behaviour which was disruptive to other students. I have been working with both girls on a weekly basis since September 2018. The initial session was about getting to know A and S and for them to be able to feel comfortable with me and able to openly discuss issues. Initially there was a little resistance, me being a 'cop' but this didn't last long. I meet them on a weekly basis for about one hour, discussing the risks of the internet, CSE and their poor behaviour and how it affects others. Over a period of eight weeks we have also discussed the following topics - bullying, social media, healthy relationships and positive attitudes. A and S have engaged really well and look forward to the sessions we have. This has had a positive impact on their behaviour in school resulting in fewer detentions and no exclusions. Generally behaviour towards other students and staff has improved. This shows progress and positive steps being taken by both A and S. I will continue to support both students over the coming months.

## Case study 2

I worked with a group of 12 girls over a case of bullying. At the core of the bullying there were two victims who, on rare occasions, said awful things about each other directly to each other. One victim had an eating disorder, the other had previously self-harmed. I conducted a restorative conference having met with both girls and agreeing on a list of friends to be part of the conference, who were part of the problem. The conference identified that very little was ever said by the two victims/perpetrators and what the friends kept reporting back to them about the other was often hearsay and heard third or fourth hand. Through the conference we agreed with the friends that they could only report hearing things to teachers or staff, so they could then judge the quality of the information and take action if needed. The victims/perpetrators, who were both very emotional, agreed that they would just tell teachers and not discuss each other with friends. One of the girls was on the verge of permanently being excluded. Two months later the two girls at the centre of this are now friends. The wider friendship group no longer discuss what they have heard and only tell staff so they can investigate. Nothing else has happened and the girl on the verge of exclusion has now improved her attendance and has not been in isolation since the conference. Both received counselling through the school mechanism. As a result of this restorative intervention, all of the group involved now feel confident to approach me to discuss anything, including telling me how well they're doing.

*"The feedback for our SEIO is totally positive. We feel she has become part of the school; this view is enforced by the principal"*  
(Academy inclusion manager)

*"Having worked with the SEIO on a 1:1 basis, there has been a noticeable change in [the student's] behaviour and attitude"*  
(Year 8 teacher)

*"Our SEIO has immediately engaged with our students very positively"*  
(Head of Year 9)

*"The experience working with the SEIO was extremely useful. As a group we learned a lot about job roles in the police force"*  
(Year 10 pupil)

## Safety Zone

Safety Zone is an integral part of the safety programme across Nottinghamshire. Twenty schools were offered places to attend the four Safety Zone weeks across the city and county. The SEIOs attended each session delivering knife crime awareness to more than 3,000 children during these events. Pupils worked in small groups with the SEIOs, developing an awareness of the dangers of carrying knives. The SEIOs presented scenarios and quizzes that aimed to make children more aware of their personal safety, how to react appropriately to dangerous situations and how to report incidents. There are four further Safety Zone weeks planned for 2019; two in June and two in September.



## SEIO Community Engagement

The SEIOs were privileged to be part of Notts County and Nottingham Forest joining forces with the British Army Football Association to host the Greatest Games of Remembrance on Thursday 8 November 2018. The Games of Remembrance first took place in 2014 and saw troops from the British Army Football Association take on the German Bundeswehr (Armed Forces) to commemorate soldiers from both sides who made the ultimate sacrifice during the First World War. More than 14,000 people from across the East Midlands joined the extraordinary football remembrance match.



## Working with Nottinghamshire Fire and Rescue



The SEIO team work very closely in partnership with Nottinghamshire Fire and Rescue.

This work includes:

- Four Safety Zone weeks across the county
- SEIO training week – working together
- Fire fighting training exercise
- Delivering practical workshops
- Developing new delivery packages
- Joint deliveries to schools on:
  - Arson
  - Drink driving
  - Criminal damage
- Joint working with Prince's Trust
- Road Traffic Collision days in schools
- Six week youth programme: Fire Fit
- The Holiday Projects
- 3x9s challenge
- Cadets
- Boot camps planned for school holidays 2019
- Careers days across the city and county



**If you would like a joint input, please contact your SEIO or Karen Dalby.**

## Working with other departments



School children from Djanogly Academy, Nottingham City, had a visit with their SEIO to Force HQ spending time in the Control Room and with CSI. Djanogly students are supporting the SEIO team to develop a new hate crime package for schools.



Nottinghamshire Police is very proud to sponsor a football kit at Carlton-Le-Willows Academy

Chief Inspector Steven O'Neill said: "I am really pleased to see how the knife crime lessons are being delivered and received at Carlton-Le-Willows Academy. I am extremely proud of the local links that have been made with this school and many others across the force area. The re-introduction of SEIOs and the partnership work done at this level is extremely important. Having the Carlton-Le-Willows Academy football team promoting our #LivesNotKnives slogan on their football shirts gives Nottinghamshire Police the opportunity to widen our anti-knife crime message further. We all need to work together to encourage change in young people who are willing to carry and use knives."

PC Paul Kanikowski, SEIO for Gedling, said: "I am delighted that Carlton-Le-Willows were given the opportunity to have a shirt promoting the #LivesNotKnives campaign as it is important that young people promote the anti-knife crime message to their peers. With the academy having a successful Year 10 and Year 11 team at both local and national level, it gives Nottinghamshire Police a chance to further promote the #LivesNotKnives campaign. I am really pleased to be working as an SEIO at Carlton-Le-Willows and working in partnership with them to try and improve the safety of young people at the academy and the communities that they live in."

### **Football Team progress report:**

Year 11: The team began the year in three competitions; the County Cup, South Notts Cup and National Cup and are currently still contenders for two of these.

Year 10: A promising start to the season reaching the last 64 in the National Cup and quarter finals of the South Notts Cup, which they won last year.

In recognition of this team's incredible sustained performance over the last two seasons, they were awarded a trophy for Monumental Effort at Carlton-Le-Willows' annual Sports Personality Awards in December.



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