



In this issue:

- P2** From the AYM Chair
- P3-5** News from the AYM Executive Board
- P6** What Caused the Fall in First Time Entrants?
- P7** Children in the Dock
- P8** Crime and Consequence
- P9** Pathways between Care and Custody
- P10** What's it Like on the 'Other Side'?
- P11** Why Do Children Join Gangs?
- P12** Pilot Funding Available for Community News Initiatives
- P13** Dating and Relationship Abuse
- P14** Other News in Brief
- P15-17** Items of Interest
- P18** How to Stay in Touch with the AYM
- P19** AYM Executive Board





Colleagues,

I want to start by sending our thoughts and sympathies to the family and friends of the young man that was stabbed at Hillingdon YOT earlier this month and also to the staff at Hillingdon, such a dreadful tragedy and one that will have affected so many people.

It's a very busy time in youth justice at the moment, many of you will be involved in conversations around how Violence Reduction Units are developing in relevant areas and focusing on submitting bids for the plethora of different strands that relate to reducing serious youth violence. A number of you will also be involved in conversations with the YJB around the pathfinder programme, and the AYM is keen to see how this agenda will develop over the next few months.

AYM colleagues have been busy informing a number of different developments within youth justice, the Guardian ran a series of articles recently around 'Children in Court' and there was a significant overview of youth justice published by CREST this month.

Lots of us will be attending the **Youth Justice Convention @ Birmingham NEC**, the AYM is very keen to see all our members at **our stand (no 20 in the exhibition area)** and hope to meet with any colleagues who are not currently members. Colleagues from the Youth Justice Sector Improvement Programme are joining us this year and it's a good opportunity to find out more and make suggestions for future developments. We were pleased to hear the YJB has increased funding to YJSIP allowing additional programmes to be delivered in 2020.

The **AYM executive meeting is on Tuesday night (1730 to 1930 in Suites 14/15, The Gallery @ the NEC)**; if any members wish to join us you would be very welcome! Senior colleagues from the YJB and the YCS will be there, it's a great opportunity to develop relationships.

We are in conversation with HMIP about their review of out of court disposals. HMIP are keen to do this work before the end of the year and we will be arranging a couple of workshops (north and south) to inform the review and HMIP's thinking around the differences in non-statutory work streams. We will email you with an update soon.

As always, I'm keen to hear how you feel the AYM operates and any views you may have regarding how we might represent YOTs more effectively. If you have any suggestions or comments, please do let me know

Best wishes,

Andy Peaden



News from the AYM Executive Board

YJ SEND Awards

The Youth Justice SEND Quality Mark programme was established by AYM and its key partner, the children’s education charity, Achievement for All. The criteria for the Awards were developed in consultation with a national panel of experts in education for children with SEND during a Department for Education-funded project in 2016.

There are two levels of Award:

To achieve the Quality Mark, local area partnerships demonstrate strong levels of performance across the full range of criteria against which they are measured.

Quality Lead areas, in addition, are able to provide clear evidence of improved outcomes for children in the justice system and a case study which can be shared nationally.

Well done to the following areas, which join the growing number of YJSEND Quality Mark areas and will receive their QM Awards at the Youth Justice Convention:

Enfield	Quality Lead Award
Knowsley	Quality Lead Award
Norfolk	Quality Mark Award
Oldham	Quality Lead Award
Stockport	Quality Lead Award
Westminster	Quality Mark Award



To find out more about how your area can engage with the YJ SEND Quality Mark Programme go to

<http://res.afa3as.org.uk/YJBubble/YJSENDQualityMark/index.html>

or email at: phil.sutton@aym.org.uk

Modern Youth Offending Partnerships

We need your thoughts and views

The AYM has for some time been reminding the Youth Justice Board of its commitment to keep up to date its guidance on YOT governance, 'Modern Youth Offending Partnerships'. This was published in 2013, and much has changed since then. We also recognise the emphasis that the Inspectorate, HMI Probation, is now, quite rightly, placing on the need to see evidence of effective, multi-agency governance over the delivery of local youth justice services.

We are pleased to report that YJB has invited the AYM to play a key role in its work to update the guidance. As a first step we have undertaken to survey YOT managers asking for their views on the strength of their local governance arrangements, the relationship of their service to other services in their local area, and the role and authority of the YOT manager role.



The survey, which is available online, will run until 31st December.

It can be accessed on our stand at the YJ Convention or by [clicking here](#)

AYM John Hawkins Award

Are you attending the Youth Justice Convention?

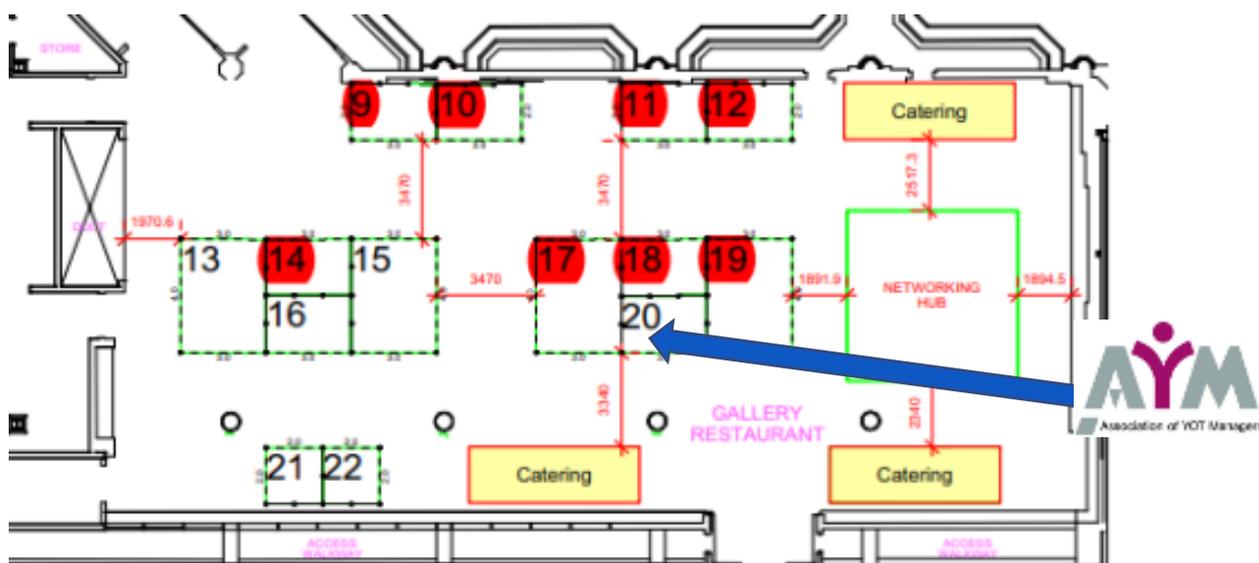
See which service has won this award for their innovation and creativity in youth justice practice at the presentation at the end of day 1 (Tuesday 3rd December, Concourse 1&2)



Don't Forget to Visit the AYM Stand at the Youth Justice Convention 3rd and 4th December.

You can find us at Stand 20

We would be pleased to see you drop by and tell us how you think we can support you in your work. Meet with members of the Executive Board and learn more about the AYM, the SEND Quality Awards, ILM training for managers in YOTs and Sector Led Improvement Programme.



ILM training for managers in YOTs training.



We are currently recruiting for the ILM 7 course for YOT Managers which commences in the spring of 2020. We have a few spaces left on this course which is the only YOT Manager specific course available.



For further information, or to book a place on the course, please contact ann.wood@aym.org.uk

Or visit Stand 20 and hear from those who have undertaken the ILM courses.

What Caused the Fall in First Time Entrants?

Crest Advisory Report Published



The report considers the drivers for change which resulted in the reduction of first time entrants to the youth justice system and the impact this has had on youth justice services and custody.

The report cites the key determinants of the reduction of first time entrants as:

- The pro-active diversionary and preventative activities of youth offending services (YOTs), and
- The revision of the police 'offences brought to justice' target in 2008, and its subsequent removal in 2010.

In considering the reduction in custodial sentences for children, the report finds *"The big falls in youth custody were primarily driven by a reduction in the number of children entering the criminal justice system for the first time, rather than by a general liberalising of sentencing and/ or reduction in reoffending."*

The report however also recognizes that a contraction in police activity may have inadvertently reduced the opportunity for providing early intervention to first time offenders at risk of further offending.

Authors argue that the adult system could learn most from the 'front end' of the system *"...specifically with regards to the role of YOTs in managing children who commit crime and in advising the courts."*

The report however describes the "back end" as being a *"damning indictment of public policy that despite a falling youth custodial population, the safety and overall quality of youth custodial institutions has declined dramatically over the last decade and reoffending rates have risen."*

The report recommends:

- The expansion of Youth Offending Teams (YOTs) up to the age of 25;
- A removal of the ability of youth magistrates to issue custodial sentences of less than six months to children;
- A moratorium on closure of secure children's homes;
- An explicit pledge to close all Young Offender Institutions (YOIs) by 2025; and;
- An injection of new spending: with a proportion of the £2.5bn capital spending (at least ten per cent - £250m) already earmarked for new adult prison places to be allocated to upgrading youth custody.

A roundtable discussion on the findings is expected to take place shortly.

To access the report [click here](#)

Children in the Dock

Spotlight on the Youth Justice System

A series of articles in the Guardian describes the issues facing the youth justice system in England and Wales.

The series describes the processing of children through youth and crown courts and beyond and raises a number of serious concerns regarding court waiting lists in which, the Guardian reports, *“Children as young as 10 are sometimes waiting more than a year for their youth court cases to be heard after cost-cutting measures resulted in half of all magistrates courts closing between 2010 and 2018.”*



The article states that in response to a *“freedom of information request on how many youth courts closed between 2010 and 2018, the Ministry of Justice said it did not hold the information because there was “no legal or business requirement” for it to do so.”*

The journalist also alerts readers to the disproportionality of children prosecuted and receiving custody who are from BAME backgrounds, the number of which has *“nearly doubled in 8 years”*. Likewise, she raises the number who have SEND, and the disproportionality of those looked after by the local authority.



Reporting on the practice of bringing children to a secure dock in handcuffs she also notes that they attend courts which are mostly different to those hearing adult cases. However, as the articles state, due to court closures many children are having to travel considerable distances, outside their locality, to attend a youth court and in some cases they are sharing waiting rooms with people from rival gangs.

Commenting, Anne Longfield Children’s Commissioner, called for a wholesale review of the youth justice system, saying the youth court was *“not a child-friendly environment where you could really help a young person and is not meeting standards that we had hoped.”*

[Click here](#) to access the articles



The Centre for Criminal Justice Innovation welcomed the articles and said it is to publish its own report on youth courts in the new year.

Crime and Consequence

What should happen to people who commit criminal offences?

The publication '*Crime and Consequence: What should happen to people who commit criminal offences?*' was launched on 30th October at the Southbank Centre in the Koestler Arts exhibition and is the third in a series of books, curated by Clinks and National Criminal Justice Arts Alliance on behalf of The Monument Fellowship.

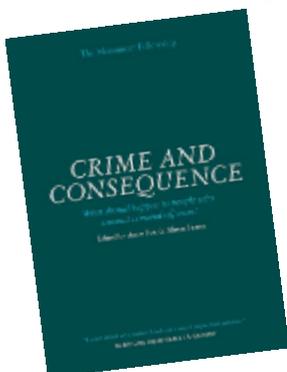


This edition includes a chapter written about the work that has been carried out since 2012 with young people, who have been referred through **Southampton Youth Offending Service** in conjunction with its arts partner 'In Focus'. All the young people attending these sessions are given the opportunity to gain an Arts Award which is a qualification with national recognition as the Explore, Bronze and Silver levels that have been delivered during this time are all on the regulated qualifications framework.

The **chapter includes two poems written by the young people collectively**, and photographs of some of the work that has been carried out during the programme – such as a visit to Tate Modern to participate in Tate Exchange two years running – and each sub chapter heading within is a relevant title pertaining to the poems.

The programme, conceived as a type of rite of passage, nurtures and inspires the potential for change, and supports to re-engage with learning through creativity in order to re-establish a positive identity for the young people participating.

Direct engagement with experienced professional artists and practitioners as well as an underpinning partnership commitment between artists, the arts and cultural sector and youth offending service, creates an environment in which young people can flourish by: **providing a sense of respite from difficult personal circumstances**; supporting alternative approaches to offending behaviour work; providing space for reflection in a supportive environment; challenging perceptions; improving accessibility of art for young people who have offended and thereby supporting young people's desistance from reoffending behaviour re-adjustment to society. Furthermore, this creates a clearing in the pond out of which emerges the potential for recreation.



To buy a copy of the book for £10 or download it for **FREE** [click here](#)

Pathways between Care and Custody

Exploring these for Girls and Women



The findings of a literature review has been published which provides context for a Nuffield Foundation funded project that seeks to explore how to disrupt the routes between care and custody for girls and women.

Building on previous reviews that have considered the connection between care and crime, this review specifically explored this issue of female gender and considers both girls and women, “ *with a view to highlighting the importance of the care-crime connection over time.*”

According to DfE data, as at 31st March 2018, there were 75,420 children looked after in England, of which 44% were girls. The report highlights that “*the principal reason for entering care for 63% of children who became looked after in England in 2018 was ‘abuse or neglect’, followed by 15% who went into care due to ‘family dysfunction’ a mere 1% of children entered care specifically because of ‘socially unacceptable behaviour’...*”

The report states that according to the same data, “Fewer than 1% of the total under-18 population in England are currently in the care system, yet estimates suggest that up to 50% of children in custody have been in care (Prison Reform Trust (PRT) 2016).

Amongst adults, a survey by the Ministry of Justice (MoJ) found that 31% of women in prison had spent time in the care system as a child (compared to 24% of men)

Whilst MoJ and the YJB data (2018) shows year on year reduction in the numbers of children being criminalised, good practice is geographically inconsistent - 2019 data shows that the proportion of black children given a caution or conviction increased to 12% in the latest year, and is now three times that of the general 10 -17 population.

The report advises that:

“Whilst certain types of care experience may protect against offending behaviour, there is also compelling evidence that other types of care experience may exacerbate existing difficulties and contribute directly to youth justice system involvement.” Behaviour management in residential placements is a particular issue of concern which can lead to girls being unnecessarily criminalised. This may go some way to explaining why girls in care have a particularly elevated risk of justice system involvement compared to those who are not looked after.”

The authors conclude that the “*lack of attention to the impact of care experience over time for girls and women in the youth and criminal justice system clearly warrants further exploration*”, which is what the next part of the project will do.

[Click here](#) to access the full report

What's it Like on the 'Other Side'?



Staff from Hackney YOS and Oakhill STC Swap Places

Hackney YOT and Oakhill STC have embarked on an 'exchange' event, where two YOT staff spent 2 days in Oakhill STC and two Oakhill staff spent two days in the YOT. The experience provides learning on both sides, in terms of what each other's role entails, and how the interplay between community and custody works in practice.

Susan Bending, Youth Justice Practitioner in Hackney YOT (Court Team) explains....

"Myself and Fitzroy had the opportunity to attend Oakhill Secure Training Centre to experience a day in custody. During our time at Oakhill we got to experience the journey of a child/young person as they enter custody for the first time, from their initial meeting/welcome into the centre, to their assessment and time on the induction wing. We saw how the centre has put plans in place to make this experience as easy as possible for the young person and as supportive as it can be.

We then saw young people in education and spoke with their new head of education who is developing more bespoke education packages to suit all education levels. There is an emphasis on providing young people with a routine; education plays a huge part in that. There are lots of opportunities for young people and we were shown how young people had been encouraged to complete their Duke of Edinburgh award and camped on the perimeter of the establishment.

The young people we met were respectful and valued the support they received at Oakhill, one young person in particular was keen to meet with his case manager and complete his keywork session, giving up his lunch break to do this.

There is an emphasis on de-escalation rather than putting children in their rooms; there is a rule that young people cannot be locked into their rooms for longer than 3 hours. Staff work hard to help young people calm down and put strategies in place to do this, we saw this first hand during education, where staff members spent time with a young person to calm them and encourage them back into education rather than put sanctions in place. One initiative they are currently using is a calm/de-escalation room where young people can ask to go to if they feel they are struggling with remaining calm, they do not get sanctioned for this and are encouraged to ask for support.

We spent time with different staff teams within the establishment, including security, CAMHS, substance misuse, casework team, healthcare and the custody officers on the ground. Staff work tirelessly to support the young people within the estate, to re-engage them in education and provide them with a structure within a safe space.

For more information on this initiative contact Jessica.edwards@hackney.gov.uk

Why Do Children Join Gangs?

Research Reports “The Appeal of Risk Taking”

Robert Hesketh, Lecturer in Criminal Justice, Liverpool John Moores University, has undertaken research into the appeal of gang membership to young peoples by interviewing 44 young males involved in street gangs in Merseyside, one of Britain’s areas of high deprivation.



He points out that whilst most look to the disadvantage and exclusion that young people suffer as a cause of gang association, there is “another motivation that has powerful effects on the mind and body, and is seldom considered by police or lawmakers because of its sensitive nature. That is, the simple but compelling allure of risk taking.”

Hesketh said, many of these boys “described the “buzz” of badness, in relation to risk-taking behaviour, and the “bad boy” image it projected to others..... The status of identifying as a gang member and adopting an all black dress-code; the anticipation of meeting up with the other members and planning antisocial or criminal acts; the exhilaration of the act itself and the thrill of getting away with it. All of these elements combine to create a high-intensity emotional experience..”. The boys also discuss the potential enhancement of this when there is some degree of success through material gain after a drug deal, car theft, or robbery.

The theory of ‘Deindividuation’, (power of anonymity), as proffered by psychologist Philip Zimbardo, is also noted where people who dress the same, or cover their faces, may act more aggressively and show less self-awareness and inhibition than they would otherwise. Gang members interviewed by Hesketh described wearing the same branded clothing, not only because it was a designer brand but also because they believed it made it more difficult for police to identify specific people from CCTV footage. One young person called it “being blacked out.”

Hesketh also argues “being part of a gang can be seen as a pathway to manhood, offering young men social status, acceptance, and role models in the form of more senior gang members. What’s more, the young men who participated in my research said they believed women were attracted to – and excited by – their “bad boy” image, which reinforced perceptions that being part of a gang helps to fulfil masculine ideals.”

He argues, “The motives that drive young people to join gangs are complex, and there’s no doubt that marginalisation and a lack of opportunity leaves young people with limited choices. But it’s also crucial to recognise the appeal that risk taking and rebelling can hold for young people living in such circumstances.” “Any efforts to prevent young people from joining gangs must address these experiences, rather than ignore them.” “focus on the possible life-changing consequences of being injured through violence or being caught.”

Pilot Funding Available for Community News Initiatives

To innovate public interest news to protect democracy



Innovation charity Nesta has opened the Future News Fund to pilot new approaches to public interest news so communities in England can have access to reliable and accurate news about the issues that matter most to them. This is a government backed pilot fund which seeks to redress the loss of community based news that support the needs of the community.



Recent analysis from Nesta found that already disadvantaged areas are more likely to have lower levels of journalistic activity.

According to Nesta, disadvantaged communities tend to have older populations, higher levels of unemployment and lower levels of education. These areas are disproportionately affected by a decline in journalistic activity, and are losing a vital way to hold those in power to account, to participate in democracy and to feel part of a shared community.

The Future News Fund will pilot new approaches to public interest news so communities across England can have access to reliable and accurate news about the issues that matter most to them.

The fund has two elements:

- The 'Prototyping Sprint' part of the fund will provide up to £100,000 and support to projects that will test new ideas for sustainable public interest news.
- The Accelerator track which will provide structured business-building support and up to £100,000 funding for start-up businesses using technology to support the ecosystem of generation and delivery of public interest news

The Future News Fund, is now open for applications.

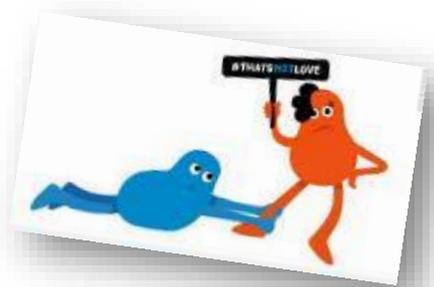
Dating and Relationship Abuse



Researchers from Cardiff University have found that 'Dating and relationship violence (DRV)', including both physical and emotional violence, is a significant issue among young people in Wales.

Analysing survey data from almost 75,000 students aged 11-16, from 193 schools in Wales, they report that 17% of boys and 12% of girls said that they had experienced physical violence by a romantic partner at least once. One unexpected finding is that fewer boys reported being perpetrators of violence compared to girls.

Looking at emotional violence, 28% of girls and 20% of boys reported they had experienced emotional violence in a relationship. However, emotional violence appeared to be a more mutual conflict, (unlike physical violence) where young people report themselves as both victim and perpetrator.



Dr Honor Young, of the Centre for the Development and Evaluation of Complex Interventions for Public Health Improvement (DECIPHer), said: "Dating and relationship violence is an issue that is affecting a large number of young people in Wales. We found that young people's experience of dating and relationship violence did not differ across different social class groups, which suggests that it is affecting a broad range of young people across Wales.

There is emerging evidence that early exposure to DRV is related to later substance misuse, sexually transmitted infections and teenage pregnancy, eating disorders and mental health problems.

The study also showed that students from single or step-parent homes, those in care and certain ethnic minority groups had increased odds of experiencing or committing DRV.

Dr Young added: "The findings suggest that early intervention is needed so that the number of young people experiencing DRV does not increase into adulthood."

To find out more [click here](#)

Other News in Brief



Youth Justice Pathfinders Underway

The Youth Justice Board's has granted funds to 12 projects work to support frontline service improvements, targeting activity which 'tackles system-wide challenges'.

These projects will pilot, develop and disseminate solutions to some of the toughest issues the youth justice system is facing. The projects announced so far focus on county lines, constructive resettlement and serious youth violence.

For more information about each go to the information sheets on the [Youth Justice Resource Hub](#).

Further projects are expected to be announced shortly which will seek to improve serious youth violence, local practice and disproportionality

ADCS Position Paper Published

The Association of Directors of Children's' Services has published a position paper 'A Health Care System that Works for All Children'. In it the ADCS states "ADCS members believe that now, more than ever, there is a real need for a national commitment to ensure that the NHS of the future has children at it's heart and children's health and wellbeing services are given parity with those of older people."

To read the full report [click here](#)

Welsh Children to be Given the Vote

Members of the Welsh Assembly have voted to give 16-and 17year-olds voting rights and they will be able to vote in local and Welsh Assembly elections after the legislation comes into play in January 2020.

The last time the voting age was lowered, from 21 to 18, was in 1959.

Members passed the bill by 41 votes, just exceeding the two-thirds majority of 40 votes needed.

[Click here](#) to find out more.



Items of Interest



Calendar of events for AYM 2019-20

Title	Date	Venue
Executive Board meeting	3 rd December 2019	Youth Justice Convention, Birmingham NEC
Executive Board meeting	14 th January 2020	Hampshire County Council, Winchester
Spring Conference	To be confirmed	To be confirmed
Executive Board meeting	3 rd April 2020	Stockport YJS
Executive Board meeting and AGM	10 th June 2020	Warwickshire YJS
Executive Board meeting	21 st September 2020,	Cramlington, Northumberland
Autumn Conference	To be confirmed	To be confirmed

Please contact your regional representative (see below) if you wish the Executive Board to consider a particular issue, or if you have an item you would like to bring to their attention at one of their meetings.

To keep up to date with this calendar, please look at our website:

aym.org.uk

Social Media Training for Professionals

Two of London's leading charities (Catch 22 and Redthread) tackling youth violence have launched a pilot project to combat online harm and the resulting offline violence which can occur.



The Social Switch Project will run until August 2020 and is now offering 'Frontline Training' commencing 16th January, 2020.

This free one-day interactive course, supported by Google.org., is aimed at professionals working with young people in London. The course is designed to provide professionals with the confidence to deal with the challenges and opportunities of social media.

To find out more or book a place please [click here](#)

Children and Imprisonment: Global perspectives, national practices, rights and remedies

The Howard League for Penal Reform, and the Doughty Street Chambers are hosting a seminar on the rights of children in prison.

The seminar takes place on **17th December 6-8pm in London**, and marks the 30th anniversary of the United Nations Convention on the Rights of the Child.

**Howard League
for Penal Reform**

Places are free, although donations are welcomed.

To book a place [click here](#)

Children and Young People Now Awards

Two organisations were awarded two prizes each in the recent Children and Young People Now Award Ceremony. Female empowerment organisation 'Getaway Girls' received the Youth Work Award and the Children and Young People's Charity Award for their work teaching young women to build their confidence and develop new skills.



Cafcass received both the Safeguarding Award and the Family Justice Award for its 'Positive Co-parenting Programme'.

The partnership award went to 'The Skill Mill', former winners of the AYM's John Hawkins Award.

Amongst other awards was one to Mac Ferrari, founder of anti-knife crime initiative 'Bikestormz' was named as Children and Young People's Champion.

National Association of Youth Justice Seminar



The National Association of Youth Justice (NAYJ) is holding a one day seminar with national and local speakers exploring how 'Children First Youth Justice' would translate into practice.

The event will take place on **09:30 – 16:00 on Thursday 9th January 2020**, at
Sheffield Town Hall, Pinstone Street, Sheffield, S1 2HH

To find out more and book a place [click here](#)

Child Centred Policing National Conference

The National Police Chiefs' Council is holding a national conference looking at prevention and early intervention is at the heart of Child Centred Policing.



Presentations include, amongst others, on how violence can be prevented by intervening early and the influence of social media on children.

The conference will take place on **Wednesday 22 January 2020**, at:

Church House, Deans Yard, Westminster,
London, SW1P 3NZ

For more information and to book a place [click here](#)



Want to stay up to date with YJ issues?

Then follow AYM on Twitter.....
We have more than 2,600 followers who receive frequent updates on issues relating to Youth Justice and YOT Managers.
It's easy to sign up - our username is **@AssnYOTmanagers**



See also the **'latest news'** section at <http://aym.org.uk>



Via our website <http://aym.org.uk/about-us/contact-us>

Via Twitter [@AssnYOTmanagers](https://twitter.com/AssnYOTmanagers)

Email our Editor lesley.tregear@aym.org.uk

This AYM Newsletter shares items which we feel may be of interest to members and other interested parties, but this should not be taken as endorsement of individuals, organisations or their products.



The views expressed in this Newsletter do not necessarily represent those of AYM or its membership.

If you do not wish to receive this Bulletin, please email lesley.tregear@aym.org.uk and you will be removed from our records. Non-Member email addresses are only used for circulating this newsletter.



AYM Regional Representatives

Below is the list of regional representatives s across the country, with email addresses. Please contact your regional representative if there are issues you want to raise. We welcome your input.

[Click here](#) for details of all Executive Board members.

East	Liz Clarke <i>Bedfordshire YOS</i>				
<i>liz.clarke@bedford.gov.uk</i>					
East Midlands	Shelley Nicholls <i>Nottingham City YOS</i>		West Midlands	Pali Obhi <i>Solihull YOS</i>	
<i>shelley.nicholls@nottinghamcity.gov.uk</i>			<i>Pali.obhi@solihull.gov.uk</i>		
South East	Jon Gardner <i>Southampton YOS</i>		South West	Mike Rees <i>North Somerset YOT</i>	
<i>jon.gardner@southampton.gov.uk</i>			<i>mike.rees@n-somerset.gov.uk</i>		
North East	Davie Parks <i>Newcastle YOT</i>		North West	Jacqui Belfield-Smith <i>Stockport YOS</i>	
<i>david.parks@newcastle.gov.uk</i>			<i>jacqui.belfield-smith@stockport.gov.uk</i>		
London	Brendan Finegan <i>Hackney YOT</i>		Yorkshire & Humberside	Ben Finley <i>Barnsley YOT</i>	
<i>brendan.finegan@hackney.gov.uk</i>			<i>benfinley@barnsley.gov.uk</i>		