



A PROJECT TO REDUCE GUNS, KNIFE AND GANG CRIME

Shaddywood III

REPLICATION – BUILDING ON SUCCESS



*Funded by the Safer London Foundation
Managed and supported by Da'watul Islam UK & Eire
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Executive Summary

THIS REPORT AIMS to highlight key findings and outcomes of the Shaddywood III Replication: Building on Success project. We hope the findings from this report will be beneficial for those working and involved in crime reduction such as the police, the government, and youth services. Shaddywood is a unique crime reduction project that has had huge impact in reducing crime in the London Borough of Tower Hamlets and has become very popular and reputable through its success in youth engagement and reformation. The Shaddywood project gave a platform for those hard to reach group of youths to freely and openly voice their views, concerns, complaints and issues.

Fighting Youth Crime is one of the top agenda of the central and local government, and other national and local agencies such as the MPS (Metropolitan Police Service). It is however surprising to see little representation of the young people in local and national issues. The representation that we do have of young people is often not of the more hard-to-reach difficult youths who are the ones actually involved in or influenced by crime.

Therefore one of the most important requirements of youth crime reduction is the crucial and desperate need to engage with the hard-to-reach youths to discover and understand why these young people get involved in gangs, anti-social behavior and other petty crimes? Only through effective engagement can we extract information we need to develop effective means of tackling and resolving crime on a long term and sustainable basis.

Section I Background

DA'WATUL ISLAM UK & EIRE is a leading voluntary community organisations in the United Kingdom and has branches in major towns and cities nationwide. The organisation's head office is based in Shadwell, at the Bigland Street Campus in the London Borough of Tower Hamlets.

Since its establishment in 1978, Da'watul Islam UK & Eire has worked with all sections of society to develop and deliver programmes that promote education, community cohesion, and respect of other faiths and cultures. Although the focus of the organisation's work is primarily on the British Muslim community, it is not to the exclusion of others; the organisation works across platform reaching all communities with wide-ranging partnership programmes, particularly in the London Borough of Tower Hamlets helping to improve the social welfare of the residents.

Throughout the past ten years, Da'watul Islam UK and Eire has recognised the need to respond to the needs of the wider community living within Tower Hamlets and in particular, the needs of the diverse community living in and around its local area, Shadwell, one of the most deprived wards in East London.

As an organisation it must respond and it has. Darul Ummah is its community outreach initiative, committed to responding to the community and social educational needs of the whole community, of which it is an intrinsic part.

Introducing Darul Ummah – 'The House of the Community'

Darul Ummah was established in 1996 by Da'watul Islam UK & Eire and is the community outreach wing of Da'watul Islam UK & Eire. Darul Ummah is a multi-purpose community centre which occupies 35,000 square feet of space and is designed to offer a range of locally based projects to meet the needs of the local community it serves.

Darul Ummah is well equipped to meet the local community's needs. It is recognised by the Local Strategic Partnership (Tower Hamlets Partnership) as a partner NRF Delivery agent and its ability to connect with the community at a grass root level is evident by the fact that, it has over 6000 local people coming through its premises each week. Darul Ummah enjoys the trust of the community, a trust achieved through many years of consistent work, characterised by collaboration, support and integrity.

The Bigland Street site not only serves as the

national base for Da'watul Islam UK and Eire, but also contains Jamiatul Ummah; a highly successful, Ofsted registered, independent boy's secondary school, established in 1997. Jamiatul Ummah has established an impressive track record for educational excellence and is consistent in obtaining some of the best yearly GCSE and SATS results in Tower Hamlets.

With limited resources Darul Ummah has initiated community outreach projects including: women's projects, generic advice service, girl's projects, youth club, study support projects, crèche, training programmes, volunteering projects, citizenship training and anti-crime projects.

Darul Ummah for the past decade has served the community, as a school, a mosque, a youth club and a community facility. The centre represents itself on the established collaborative partnership groups in Tower Hamlets, such as LAP – Local Area Partnership and has established a track record for delivering what it say it will do. A reputation substantiated by its experienced and dynamic staff team who have the skills, commitment and drive to help achieve its aims.

Aims

- *To present a broad range of events and activities to excite, engage with, stimulate and intellectually challenge our service users.*
- *To promote and encourage the use of the centre, by a wide and varied range of community groups within the aims of Darul Ummah.*
- *To work together with local authorities, other voluntary groups, organisations and inhabitants of the community in order to ensure maximum use of the centre.*
- *To encourage activities that promote equal opportunities, health, race relations, law and order, environmental and other worthwhile community issues.*
- *To support the discussion of community issues*

Darul Ummah prides itself on

- *Being open to all members of the community*
- *Ensuring service planning, content and delivery respects both Muslim values and values of other cultures and faiths also.*
- *Retaining a balance between all of its projects and activities.*
- *Darul Ummah is governed by Charity Trustees and management committee members. These oversee its financial governance, overall operation within funds available, and management direction.*

Staffing

Darul Ummah is staffed by a streamlined team of personnel who in turn, are supported by a wide range of volunteers, thus ensuring that the complex is run within extremely efficient financial budgets. Those staff who are salaried, all currently work for significantly less than their peer group counterparts in other community facilities, and do so as part of their commitment to supporting the complex to allocate its maximum resources to project activities and community services.

The Darul Ummah workforce is multi-cultural and services are delivered by staff able to communicate in local community languages. Specific cultural and religious requirements are also taken account of within the context of project activities and service delivery.

Voluntary & community user involvement

The local community is able to fully participate in Darul Ummah, both through its projects (aforementioned) and through their delivery by trained personnel and volunteer workers. Furthermore, they are encouraged to contribute to ongoing review of the centre's activities, through Darul Ummah's open planning mechanisms, designed to encourage the community to provide feedback on priorities and appropriate models of service delivery.

Details of all projects are advertised via posters and leaflets, with publicity material printed in appropriate languages. Individuals are also reached through outreach work, used to increase awareness of the services available to the local community. Such promotion is aimed at all parts of the community, and to those hard to reach groups, such as people whose first language is not English, young people involved in gangs or to those who have not traditionally felt able to participate in a large community centre programme, such as women being provided secure timetable opportunities designed around their convenience, such as to take part in health promotion exercise programmes at the new gymnasium.

Darul Ummah also ensures that parents with young children are encouraged to access the services within the community centre by running a mother and toddler group and providing childcare within the building, releasing parents who might otherwise not do so, to sample different projects and engage with these.

Service use is clearly monitored and feedback obtained at regular intervals to continuously inform future programme planning and resource allocation.

Projects & services currently on offer at Darul Ummah

Each project is provided with its own manage-

ment, budget constraints (many relying on funding contributions from the community and users) and is held accountable to deliver agreed annual outcomes and key milestones for its audience of user:

- *JAMIATUL UMMAH – a full time independent boy's secondary school established in 1997 with 160 students. Came 2nd in the league tables for The London Borough of Tower Hamlets and has become a pioneer in integrated Islamic and national curriculum education.*
- *DARUL UMMAH EVENING SCHOOL – students from 5 and above learn their mother tongue and also develop their interactive and social skills through the use of a highly developed curriculum. So successful that it attracts students from other neighbouring boroughs. The School currently accommodates about 160 boys and girls.*
- *UN-WIND SUMMER SCHOOL FOR BOYS & GIRLS – where more than 400 children benefit from outings and excursions and an activity based curriculum, with an emphasis on making learning fun.*
- *STUDY AND HOMEWORK SUPPORT – study support classes where students are assisted in primary, GCSE and 'A' level subjects by qualified teachers*
- *LIBRARY AND LEARNING RESOURCES – includes sections on reference material, fiction, and information on services available in the Borough.*
- *GYMNASIUM – a fully equipped gym for the use of the community with qualified gym instructors for both men and women with separate access times.*
- *LANGUAGE COURSES – during easter and summer holidays for young adults.*
- *DARUL UMMAH RADIO – Darul Ummah has a radio transmitter that advertises activities at Darul Ummah and information to the local community*
- *ADVICE AND COUNSELLING – open to all who come for help, advice on legal matters and support in using and accessing local services.*
- *JOB SEARCH AND CAREERS ADVICE – project informs and educates members of the local community about training and educational opportunities available locally and nationally and includes an on-line Kiosk provided by The Employment Service, linked to the local Job Centre.*
- *THE PROVISION OF COMMUNITY HALLS – lecture halls, meeting halls, conference rooms, available for public meetings and community functions.*
- *WOMEN'S TRAINING SESSIONS – where women from the locality benefit from various reading clubs, English language classes, and are informed of different service provision in the borough and how to access them.*
- *GIRLS ACTIVITIES – study circles, summer school, Sunday schools etc.*

- *YOUTH CENTRE – facilities provided on a daily basis, where youth benefit from specialised courses, a youth club, fitness sessions, mother tongue classes, training sessions, seminars and more.*
- *TEEN VOICE MAGAZINE – published quarterly, addressing issues relating to young people and highlighting both positive and negative aspects of teen life. The magazine promotes and informs on subjects such as healthy living, social well-being, and education and career prospects.*
- *PRAYER FACILITIES – for local worshippers.*
- *ICT LABS – the centre has state of the art IT facilities which is used by the wider community to help them educate and train themselves in IT.*

Wider Services:

Darul Ummah is a complex providing a range of complementary community services, located under one roof. In this respect it operates like many of the traditional ‘settlements’ established in the late 19th century on within Tower Hamlets, which have grown in size and scale, diversifying to provide an umbrella roof under which a series of community services thrive, evolving to meet the changing needs of their community base.

Whilst Darul Ummah, by comparison, is relatively new, having only occupied its premises and been formed in the late 20th century, it is already one of the most significant community led facilities in the Local Strategic Partnership Local Area Partnership (LAP) 4, covering Shadwell, St Katharine’s and Wapping.

Da’watul Islam’s stands firm against crime.

Da’watul Islam views community safety and crime prevention as one of the top priorities of work in the local community. The work around crime and community is of much importance and is a key agenda in the day to day work of Da’watul Islam.

Da’watul Islam was extremely concerned and alarmed by the high rate of fatalities after the tragic shootings and knife attacks in London, which are unfortunately still rife endangering the lives of so many young people. As a result the organisation has given more focus and attention in its programme of work to reduce guns, gangs and weapons crime.

Da’watul Islam is now a leading organisation in the fight against crime in the London Borough of Tower Hamlets. In the last several years the organisation has given a special focus on crime reduc-

tion and community safety, which is now reflected in the organisation’s constitutional aim. Da’watul Islam is a strong believer and promoter of the Citizen Focused Policing Initiative. Hence the organisation is part of a number of strategic crime and community safety partnerships, including being a member of the Shadwell Safer Neighborhood Team Ward Panel, Local Area Partnership Steering Committee and the Tower Hamlets Police and Community Safety Board.

Da’watul Islam has initiated a number of crime reduction and community safety projects from its community outreach centre Darul Ummah [‘House of the Community’]. These projects included:

- *‘Darul Ummah Says No to Gun Crime’, helping stop gun crime from entering into Tower Hamlets.*
- *MPS/UCLan Pathfinder Community Engagement Programme, Da’watul Islam was successfully selected in becoming one of the five Pathfinder sites for the Metropolitan Police Service funded Community Engagement Programme, which was managed and supported by UCLan. The Pathfinder Community Engagement Programme concentrated on a number of crime, policing and community safety concerns in the Borough of Tower Hamlets. The project helped MPS to understand and develop its policing around the Black, Asian and Ethnic Minority Communities it serves, and build greater trust and confidence between these communities and the police, enabling more sensitive and effective community focused policing.*
- *‘Standing Against Crime from the Pulpit’, a series of lectures from the Mosque pulpit on issues such as domestic violence, anti-social behavior, drugs and gang violence.*
- *Act2 Citizenship Project (Active Citizenship for Tutors), a central government funded project which the organisation designed and delivered as an ‘Active Citizenship’ course aimed to educate and enable Muslim Imams to respond to people, guiding them to challenge prejudice, embrace diversity, and celebrate commonalities as British citizens living in a modern society. The project equipped both men and women with broader perceptions, and engendered respect and better understanding of different faiths and cultures.*
- *Interfaith Conferences, which included the ‘Middle Path’, ‘Peace2u’ and the Peace, Unity & Cohesion Conferences.*

Section 2 Shaddywood III Replication: Building on Success

DA'WATUL ISLAM UK & Eire was one of the organisations selected by The Safer London Foundation in its 'Guns, Gangs & Weapons Reduction' project in its phase 1 and 2 grants scheme in 2007/2008. Da'watul Islam also secured a further grant in 2008 to manage Shaddywood III Replication: Building on Success. It built on the learning and experience gained from its previous work on crime and community safety. The objective of Shaddywood III was to empower and capacity build 'hard-to-reach' youth so that in the future they could replicate and deliver both phase 1 'Shaddywood Crime Film Challenge' and phase 2 'Shaddywood II Extraction – The Sequel'. Shaddywood III was delivered in two phases, which included in the first phase a two day intensive training course with a focus on theory and in phase 2 a three day intensive residential course with a focus on practical aspects. The aim of the two phases was for participants and community organisations to gain the knowledge and skills to repeat the Shaddywood Programme from phases 1 to 2 across their respective London Boroughs.

Previous Phases

Phase 1 'Shaddywood Crime Film Challenge' enabled Da'watul Islam to develop key partnerships between the local Safer Neighbourhood Team (SNT) and 'hard-to-reach' young people.

This project aimed to provide an engaging activity for the target group of 'hard-to-reach' young people between the ages of 15 to 25 living in and around the Shadwell area, within the London Borough of Tower Hamlets. To broaden the catchment area, the project used various venues throughout the area and sought to include referrals from partner organisations. This catchment tactic was successful and a total of 84 young people were registered as project participants.

The project set out to achieve this by programming a series of contemporary, films, all appropriate and thematically related to the subjects of crime, gangs, drugs and violence. The project engaged the participants in a structured, facilitated debate after each film showing; to explore the issues arising from the films, to discuss the relevance of the films content to day-to-day life and extrapolate the moral and consequential lessons and conclusions of the film's story lines and plots. A crucial and purposeful element of the discussion was the inclusion of police officers from the local SNT as participants in the debate. The events provided a forum in which a non-confrontational

discussion could be held, between the police officers and the young people, about issues of great local concern and relevance, remote from specific incidents and removed from the normal constraints of on-the-street encounters.

The aim of the project was to promote considered awareness and better understanding of; the dangers of gun crime, drugs and drug-related crime, gang culture and gang-related crime and to promote better understanding of the work of the police in combating crime and supporting local communities. The project was reliant on the aptitude of an experienced facilitator, who was able to attain respect from the young people while encouraging them to challenge their own behaviour and misconceptions about their involvement, or potential involvement in crime and anti-social behaviour.

The use of violent film media was controversial, with older people associated with Da'watul Islam or indeed some of the parents of the participants. However, in practice these films were available elsewhere for young people to view unsupervised and draw influence from. Within the project environment it was possible to help young people disentangle entertainment from reality. Moreover it also allowed young people to appreciate, how real crime and its consequences have no relationship to the glamorised Hollywood images. Resulting to the point where it can undermine and damage local communities, friendships, families, and endanger potential, hopes and ambitions.

PHASE II Shaddywood Extraction – The Sequel

The 'Shaddywood II Extraction – The Sequel' project used an intervention method of educational workshops to engage and empower current and ex-gang members, in order to reduce guns, gangs & weapons crime. 'Shaddywood II' was a crime reduction project which was the second phase of 'Shaddywood Crime Film Challenge' project. The first phase of the project was a great success.

The 'Shaddywood II Extraction – The Sequel' encompassed the lessons learnt and recommendations of the young people engaged within phase 1. The first phase of the project was a huge success. The 'hard-to-reach' young people in phase 1 emphasised that importance of continuing the good work around guns, gangs and weapons crime in the Borough of Tower Hamlets:

The key aims and objectives of the 'Shaddywood Crime Film Challenge' were to raise awareness

and understanding of the consequences of gang culture on young people through the medium of popular gangster movies. However 'Shaddywood II' was a project which was based on direct interventions to 'extract' current and ex-gang members from their guns and weapons crimes lifestyles.

The Shaddywood Programme was hugely successful – the workshops acted as interventions in extracting participants from their gangster lifestyles and cultures – hence the name of the project 'Extraction – The Sequel'. A key part of Shaddywood was the skills of the facilitator in skilfully mediating the debates and discussions in the workshops.

Shaddywood III AIMS AND OBJECTIVES

The purpose of the 'Shaddywood' project is to reduce guns, gangs and weapons crime in London.

Aims

The overarching aims of the Shaddywood Programme are:

- To reduce guns, gangs and weapons crime in London.
- To reduce the fear of guns, gangs and weapons crime amongst the communities of London.
- To improve the safety of communities of London.
- To improve social cohesion in London
- To reduce social exclusion in London.
- To support victims of crime and their families.
- To prevent conflict and tension in London.
- To improve the understanding of gang conflict and tension in London.
- To advance the development of borough partnerships and understandings.
- To improve trust and confidence between communities and the police, enabling more sensitive and effective policing.

This will be achieved by fulfilling the following objectives which fall into the categories of engagement, capacity building and education, employment and organisational change:

Engagement

- To engage London's current and ex-gang members and those vulnerable to joining gangs on an inclusive basis
- To engage those communities which are often deemed marginalised, disadvantaged, deprived and 'hard to reach'
- To engage the police service(s) and other relevant services in the process
- To facilitate closer and more informed relations between police personnel, local stakeholders and those communities
- To facilitate mutual trust and confidence based on a more in-depth understanding between BME communities and the police.

Capacity Building & Education

- To enhance the capacity, knowledge, and understanding by the police and local stakeholders of gangs, guns and weapons crime.
- To enhance the capacity, knowledge, and understanding by young people of the damage caused by gangs, guns and weapons crime.
- To enhance the capacity, knowledge, and understanding by young people of methods of policing.
- To provide training workshops to underpin this process and made available both to individuals from communities and Safer Neighbourhood Teams.

Employment

- To provide the gateway to employment opportunities in the police for members of BME communities
- To provide the gateway to employment opportunities in other public/voluntary services for members of BME communities
- To encourage and inform opportunities for police officers to work with diverse communities in the service

Organisational Change

- To provide the Safer Neighbourhood Teams and CDRP's with a greater understanding of guns, gangs and weapons crime informing organisational change
- To provide lessons learned which may be replicated outside the Boroughs to communities nationally.
- To provide the means by which the 'Shaddywood' method can be embedded in decision making, service delivery and practice
- To provide for a purposeful and constructive debate between communities, the police and CDRP's.

This plan recognises that in framing the aims and objectives for the Shaddywood Programme, there will be a range of issues that emerge, which directly impact on other public services. These are likely to revolve around such issues as the physical neighbourhood environment, training and educational opportunities in the widest sense, employment opportunities, housing, health, leisure and lifestyle. As a result, there are a set of complementary objectives to ensure that where these concerns, wishes and needs are raised by the engagement process, they are communicated to relevant statutory, voluntary and other bodies for consideration and action.

Section 3 Methods

THE 'SHADDYWOOD III' PROJECT aimed to empower participants to be able to replicate its successful Shaddywood Programme across London. The Shaddywood III Replication: Building on Success Programme was delivered to II London Boroughs: Ealing and Tower Hamlets.

Partner Community Organisation Profiles

1. TOWER HAMLETS (BANGLADESHI COMMUNITY): DA'WATUL ISLAM UK AND EIRE

Da'watul Islam is a registered charity established in 1978 working whose aims are to work within Tower Hamlets, particularly the Shadwell Ward, in order to:

- *Relieve poverty*
- *Advance education*
- *Promote inter-faith understanding*
- *Improve social welfare of residents.*

2. EALING (SOMALI COMMUNITY): SOMALI YOUTH UNION IN UK

SYUINUK is a registered charity formed in 2002 by the Somali community in Ealing, Hounslow and Hillingdon to:

- *Provide training and improve skills of community members*
- *Raise awareness of unmet needs*
- *Facilitate community development and empowerment*
- *Advocate for health, welfare, educational and employment opportunities*
- *Promote sports and leisure activities for young people to enhance self-esteem and prevent violence and other crime.*

Consultation & Advisory Partnership

A consultation and advisory partnership group was established as part of the Shaddywood Programme crime reduction project. Da'watul Islam made contact with key organisations for this purpose, as part of the early planning. The consultation and advisory partnership included representation from the local Crime and Disorder Reduction Partnerships (CDRPs) and/or other key local stakeholders who were able to assist in steering the direction of the project so that it operated within local priorities, and picked up the findings and recommendations of the work so that the opportunities for sustainability were maximised. Key stakeholders included representatives from

the community organisation, Mosques, Local Authority (Anti-Social Behavior Unit and Drug Prevention Abuse Unit), Local Area Partnership, Metropolitan Police Service, Safer London Foundation, University of Central Lancashire and the Youth Service Providers. The key partners in the consultation and advisory group were the local Safer Neighbourhood Teams. Da'watul Islam established an active working relationship with the Safer Neighbourhood Teams working in the Borough of Tower Hamlets.

The consultation and advisory partnership provided advice and guidance to the Shaddywood Programme and received updates on progress and findings. The partnership group ensured that the work and learning from the project was taken forward as part of forward planning for the future design and delivery of community safety and crime reduction services. The advisory partnership also assisted in finding ways in which they could sustain the skills and knowledge acquired by participants during the process of working on the Shaddywood Programme, for example by linking with the Learning and Skills Councils.

A Project Development Forum (PDF) was also established – this forum was where the daily and weekly issues of the project were discussed to ensure the smooth running of the Programme.

Learning & Teaching

The Shaddywood Programme workshops were run by experienced facilitators and were designed to stimulate debate and thinking. The workshops were interactive and covered group based activities with balanced content and an open approach yet emphasising the negative aspects of crime to ensure the glamorous picture of guns, gangs and weapons that is painted is negated.

The workshops were full days with regular breaks. All the participants got professionally designed packs with a folder containing all the workshops content and handout materials. Shaddywood III capacity built 'hard-to-reach' youth so that in the future they could replicate and deliver both phase 1 'Shaddywood Crime Film Challenge' and phase 2 'Shaddywood II Extraction – The Sequel'. Shaddywood III was delivered in two phases, which included in the first phase a two day intensive training course with a focus on the theory underpinning the Shaddywood Programme and in phase 2 a three day intensive residential course with a focus on practical aspects of delivering the Shaddywood Programme.

The table below shows the workshops/sessions in phase 1 of Shaddywood Project 3:

- Session 1:
Aims/Objectives**
- Aims/Objectives of Shaddywood Programme
 - What the project seeks to achieve
 - Benefits of being involved
 - Need & Potential for Shaddywood Project
 - Media/Movies and their influence on young people
 - The change Shaddywood can bring for you, your organisation and communities
 - How project aims and objectives fit into the Central Government, Local Authority, Metropolitan Police Services and Greater London Authority priorities.
-

- Session 2:
Youth Facilitation &
Communications
Skills**
- Lead discussions with vulnerable and hard-to-reach youths
 - Probing questions/Sparking discussions and debates
 - Engaging and interacting with participants
 - Analysing movies to discuss the relevance of film content to day-to-day life
 - Incorporating National Occupational Standards (PEACE)
 - Understanding how communication works
 - Gaining active listening and responding skills
 - Seeing things from others points of view
 - Managing assumption more effectively
 - Study of body language
 - Difficult people or situation
-

- Session 3:
Workshop
management**
- Professional project management based on Prince 2 (basic level)
 - Workshop/Project Management directly relevant to Shaddywood
 - Critical studies of the previous 2 Shaddywood projects
 - Partnership (Multi Agency Approach)
 - Confidence Building
 - Networking/Marketing/PR
 - Fundamentals of project management
 - Organising the workshops
 - Team work/Delegation
 - Managing time more effectively
 - Setting clear and achievable goals
 - Becoming more decisive
 - Managing conflict
 - Giving appropriate feedback
 - Taking responsibility
 - Encouraging and supporting direct reports
-

- Session 4:
Crime in communities**
- Crime Studies – looking at effects from ASB, gang crime, gun crime etc
 - Findings from the Pathfinder Community Engagement Programme
 - Studying Shaddywood 1 & 2 Project Reports
 - Learning from external facilitators such as police, local authority crime reduction officers and youth workers on crime issues in London
-

- Session 5:
Policing (MPS structure)**
- Services/structure The MET and the Council Crime Reduction Services.
 - Detailed study of the Safer Neighbourhood Team
-

- Session 6:
Workshop/rehearsals**
- Rehearsal of the Shaddywood workshops for practical experience.
 - Planning and Presentations by young people

The workshops also included participants gaining transferable skills for employability, particularly interpersonal, critical analysis, communication, organisational and management skills. One of the aims of the workshops is to instil transferable skills in participants in order for them to work and replicate the Shaddywood Programme across London. The participants were expected and encouraged to repeat and share the learning from the workshops with their peers, current and ex-gang members – because they demonstrated very good access to these people in the community. The workshops taught them how they could structure the learning on guns, gangs, and weapons crime and present it to raise knowledge and awareness around these crimes. Therefore the workshops benefited not just the workshop participants but also the wider community.

Training for Sustainability – Capacity Building Workshops

The aim of the capacity building element of the Shaddywood Project was to train hard-to-reach youth to be able to deliver the Shaddywood Programme on an ongoing sustainable fashion in their respective Boroughs. The Shaddywood Programme consisted of 2 phases, the first phase had a focus on theory and the second phase a focus on practical aspects.

Six capacity building workshops were delivered in Phase 1 of the Shaddywood III project, and phase 2 included a three day intensive residential course focussing on the practical aspects of delivering the Shaddywood project pan-London. In addition to the workshops the participants gained the practical experience of the Shaddywood project through ongoing shadowing of experienced senior members of staff and workshop facilitators from the Shaddywood core team. The workshops equipped participants with the skills and knowledge to deliver the Shaddywood project to others in the future. The practical experience demonstrated to participants how the knowledge and skills gained could be applied in the ‘real life’ setting of Shaddywood project.

The first phase capacity building workshops were held indoors whereas in the second phase

the location was outdoors. Given the audience the workshop content was divided into 20 minute slots – broken up with some ‘activities’ to maintain interest and freshness. All workshop sessions were broken up to avoid the day being continuous ‘chalk and talk’ in front of a passive audience. The sessions were not ‘separate’ and flowed into each other. Workshop leaflets, extracts from documents, PowerPoint slides and other handouts were made available to participants to take away. The audience consisted of hard-to-reach young people, ex-offenders, and in some cases with limited academic qualifications.

The capacity building workshops covered gang crime, how to organise events in community settings, CDRP partnership working, how to prepare short reports, engagement techniques to equip participants with the skills to speak on a one-to-one basis with hard-to-reach young people and also in a group setting, facilitating workshops and focus group discussions, how to prepare and present to different audiences

The training also included a day on policing itself. It was an opportunity for the MPS to convey what they do, why and how they do it – give the well documented missions around policing by consent, citizen focus and the importance attached to engaging with all communities in order to provide an effective, appropriate and proportionate service. It was important that this day on policing was delivered by police staff/officers – an important part of the engagement process was to inform, allay misconceptions, explain motivation and methods of engagement, and describe the dilemmas which the police service sometimes faces.

The participants understanding on all the workshop issues was enhanced by provision of further capacity building by more engagement and discussion with police and stakeholders and by expert briefings to the groups from specialist police, civilian staff and community safety team officers on the specific topic areas such as gang crime. More importantly ongoing management support, advice and mentoring was provided by the Shaddywood Core Team.

Section 4 Key findings

THE WORKSHOPS highlighted to the participants the difficulty of working with hard-to-reach young people. If they were to successfully replicate the Shaddywood Programme it was important that participants understood that this group of people were very unpredictable, volatile and physically threatening, 'will not turn up' and 'will come late' to training workshops. Furthermore it was crucial for workshop participants to understand that 'hard to reach' young people were very difficult to recruit in the first place and once recruited it will not be easy to keep them focused and maintain their concentration.

The Shaddywood III project was hugely successful in working with one of the most hard to reach group of young people in society for two full days in one room and three days in an outdoor residential. The participants not only fully engaged, they also thoroughly enjoyed the capacity building workshops.

SHADDYWOOD MODEL OF ENGAGEMENT

Youth Worker and Youth Clubs

The Shaddywood methodology utilises youth clubs and youth workers to recruit hard to reach groups of young people. It is of utmost importance that the youth worker is highly reputable, hard working and respected amongst young people to be able to recruit from this volatile group. If these rules of engagement are ignored then the young people will become disengaged and will not listen to the youth worker. The youth worker must prepare the ground before the workshop starts and speak positively about the project and the benefits.

Film/Media

It is also important to utilize films and the media as a medium to recruit and engage with hard to reach young people, followed by discussion, debate and critical analysis of the media/films straight after viewing. Furthermore involving participants in starring and being able to make video documentaries themselves is a very good tool to interact with hard to reach young people. Incentives such food, gym passes, trips and certificates should also be provided as part of the Shaddywood Project.

Phase 1 Day 1 Workshop 1

In the first workshop in phase 1 Shaddywood managed to engage with hard to reach young people helping them to realise their own potential. It

also challenged negative behaviours and attitudes of young people and listened to young people's perspective to get a holistic picture. The workshop helped to explore ways and avenues to work with the police in a constructive manner.

The Shaddywood Brand

Shaddywood came about as the project manager wanted an attractive name. The name "Shaddywood" is derived from two components. Firstly, young people are very much into gangster films and movies and the names of the biggest film industries are Hollywood and Bollywood. Hence the second part of the word is "wood". The first part of the name derives from Shadwell. This is because the parent organisation of Shaddywood is based in the Shadwell area of London.

Hence in a nutshell, Shaddywood aims to engage with the youth via the films the young people tend to watch. The facilitators will then discuss the issues associated with the film directly with the young people and the impact it has on the lives of young people.

During day 1, there was a presentation from two Police Constables from the Safer Neighbourhood Team from Shadwell called Mick and Dave. They discussed the role of the police, how the MPS (Metropolitan Police Service) operates, and how people can be involved to address the issues that affect them and their community. One particular recommendation was that all participants should join the ward panel. This is because the ward panels are the place where citizens set the targets for the police. One young person posed a really good question. He said he was excluded from the Police Cadets programme as he had a criminal record and the police shouldn't just be working with the "good ones" rather with the ones who need help and support. The police should engage with those who are volatile and in danger of being excluded.

Carrying out workshops

First and foremost it is important to understand young people, their personal backgrounds, area background, community dynamics, and cultural sensitivities. The most effective means of identifying local problems and issues is to contact the local police, community groups and business in the target area. A note of caution is to ensure that one does not buy into the 'Media Panic'. Once the issues have been identified then focus on them and address them.

Workshop 2 Day 2

It is important that for workshops the young people are separated according to their age group and the problems they are facing. Icebreaker activities should be used to engage this group of young people and furthermore the following should be considered:

- Body language
- The way you speak to them i.e. get their attraction
- Strong words, softly spoken
- Tone of your language
- Sincere engagement
- Facilitator MUST have admirable qualities that the participants can model on
- No stereotyping
- No prejudice
- No discrimination
- Responsibly tackle faith and religion
- Young people want a role model to relate to, so choose them wisely
- Gang films: promoting/demoting – be careful
- Also identify race, religion, social issues, demographics, family relationships possibly even politics

The session started with a video show, which was made with some of the young participants from the Shaddywood II project. This video was made at the last minute, by the young people with only 1-2 hours of preparation, which proves the potential young people have. Two scenes were shown from the film. Both scenes were incidents of bullying. The two bullies were in a school environment and decided to take money off some of the younger children. The reaction of the victims were different. In the first scenario, the older brother of the victim goes to school to speak to the head teacher. The head teacher deals with the two bullies. In the second scenario, the victim's older brother comes back after school to beat up the two bullies with a snooker stick.

The message is to treat bullying in an appropriate way. This can be done by approaching members of staff and getting them to handle the situation. The other situation is to get the older brother to beat up the bully; however this will only escalate the situation.

During the discussion and workshops on bullying/gangs, the term "gang" was discussed. It was agreed "gang" is not necessarily negative. The word itself derives from a group. However, now it has a negative connotation. It now refers to mainly ethnic minorities, especially black communities.

Finally, the participants were reminded that one of the ways to change things is by attending ward

panels. In this platform, attendees can be involved in PSP, which stands for Public Set Priorities as the police try to ensure citizen focus policing happens in the locality.

Weekend Intensive Residential Capacity Building Course

It is important to take the participants out of the environment they live in and give them a temporary change of environment. The environment they live in can be a danger zone where they can be easily contacted by friends (bad company) and influenced by bad company and would have many other distractions preventing them from doing something positive. The weekend residential course was a highly effective way of changing/reforming and training the participants. Also the weekend residential gave the space, vacuum and time to build close relationships with the participants. The residential training course also acted as an incentive for the participants to participate and be involved and at the same time allow the opportunity for carrying out an extensive training program.

SEN (Special Educational Needs)

The Shaddywood project included one SEN (Special Education Needs) participant who had never left his parents home before. His parents would not allow him to be away from them nor would he want to be away from his parents. The Shaddywood project gained the confidence and trust of both the parents and this special participant and he was an active member of the intensive weekend residential outdoor training course. His parents were contacted directly by Shabul – his youth worker who has a very good relationship with his family. His parents and he then showed eagerness to attend. During the weekend course this particular participant expressed how much he enjoyed the residential course. The Shaddywood project really gave him that opportunity to participate in the weekend course and also be part of a very worthy cause. The SEN participant brought so much vibrancy and liveliness through his charisma.

Team Building through activities – Climbing, Roping, Archery...

The residential course really helped to develop trust between fellow participants and enabled them to work as a team and support each other. It helped the young people with their listening skills and they took to instructions readily. The residential also helped participants to practice good time keeping and leadership skills.

Gang Conflict Resolution

The residential course helped two rival gangs joining each other to help fight gang violence. The Mile End Gang and Burdett Estate gang had serious gang conflicts to the extent that boys from Mile End would not dare to even walk close to

Burdett Estate. The Shaddywood project recruited leading gang members from both the gangs onto the project and helped bring better understanding between these two gangs. Since then fights between the gangs has been reduced significantly. Through the two phases of the Shaddywood training and workshops a much better relationship has been formed between these two gangs.

Violence in Film Media

A study of gory and psychological films was conducted to find out the affect and influence of these films on people in general and young people in specific. In the 80s and early 90s horror films were watched as entertainment, movies such as Friday the 13th, Childs Play, Omen were the popular horror films of those days. In these films the villain was either some sort of evil spirit, demon, devil himself, or a person who has been possessed by evil spirit and then harmed others etc. However recently we are seeing a new phenomenon of horror movies that are based on gory and more psychological stories. These movies are more dominant, attractive, entertaining and frequently watched by its viewers. These films are based on human mutilation, mental, gruesome, brutal, bloodthirsty, extremely violent, and horrifically terrifying in nature. Obviously there is a market for these films and hence its existence and huge popularity. Recently we have seen films such as SAW, Scream etc where normal people are the actual killers. The killers are no longer a fantasy demon like Freddie Crougar rather a human person.

Some indicated that not all films are bad and some films actually have good morals such as the Last Samurai where Tom Cruise later saves the innocents and fights for honour and defending the vulnerable. Certain respondents also felt that gory films were nasty and for people to watch, enjoy and be actually entertained to see a human being butchered and mutilated must mean they were very sick in their mind. Some participants expressed that the movie industry makes these violent movies in the first place. Therefore if the government was to ban or stop these movies being made then there will be less crime. The Shaddywood facilitator counter provoked by saying “well research shows that people who sat down seeing a violent movie in a cinema, actually reduced crime, because these potential trouble

makers where out of the street and in the cinema”. The participants sternly disagreed with this. They argued that this is not the solution to reduce violence and is a ‘lame’ way to prevent violence. One participant said ‘this is a silly scapegoat example and I watch movies and it does influence me a lot, to the extent, not only in committing violence, but even in the way I dress, eat and think would have a lot to do with what I see in the movies’.

Most of the participants wanted the gory, evil type films to be banned, however didn't really mind the action type films that are quite moderate and light to be continued. Some blamed movies directly and connected violent movies such as Natural Born Killers with some local murder incidents where young people murdered their own parents! In the film Natural Born Killers the characters also kill their own parents. This training clearly demonstrated that the workshop participants became more mature through Shaddywood.

Accredited Training via AQA

The participants highlighted that they felt the training carried tremendous weighting and were very proud to have successfully undertaken AQA accredited training. It was realized from the Shaddywood II project that every participant was very eager about the gaining the certificate and showed that they were determined to achieve the certificate. This clearly showed that the young people understood the value of education and qualification; however they have to be approached in a wise way making the course attractive and enjoyable for them to undertake.

Accredited Units via AQA

- Understanding the effects of crime on victims
- Designing and making a crime prevention poster (definition of gangs)
- Media, weapons, music and crime
- Video documentary production

Ready – to – Go and Do!

After the two intensive capacity building phases of the Shaddywood project, all the participants were fully trained to confidently and independently run workshops by themselves and replicate the project.

Section 5 Case Studies

Case Study 1

ABDUL • 20 YEARS OLD

Why it is important for young people to be engaged?

It is important for young people to be engaged because youths easily likely to get in trouble and get influenced by others so they need the support of others i.e., crime, drugs etc.

How violent movies can affect young people and the society?

Influence by the bad images, adult behavior, fighting, crime, sex, watching violent movies can cause physiological and emotional damages to the mind.

How are movies such as the SAW, the Natural Born Killers etc glamorizing violence?

Promote gory behavior and disgusting scenes

Definition of a gang?

Gang is a group of people staying around in numbers which does not mean bad behavior; there are people in gangs doing good things.

Why do you think violence in the street, school and others area have increased? Who is to be blamed for its increase? Media, Music, Movies, Games, Parents, School, Government, Police, Youth Centres, or Young People themselves?

I think it because of watching films, listening to Music with videos scenes and also by watching other people to respect and follow them in their footsteps like 2Pac.

How has the Shaddywood made a positive difference in your life?

By attending the Shaddywood project I have met good people who I believe can help me in many different ways. They gave me some encouragement and I think different now. Before I never thought I can go back to study but now I am ready to learn again.

Case Study 2

RUHEL • 19 YEARS OLD

Why it is important for young people to be engaged?

It is important to engage with youths because if the youths are ignored, they will do things out of their own accord, resulting in some sort of crime. By engaging with youths you can keep them out of crime.

How violent movies can affect young people and the society?

Violent movies give the youths a wrong image and can psychologically damage them. Many youths have watched violent movies and tried to reincarnate this act resulting to a bad outcome.

How are movies such as the SAW, the Natural Born Killers etc glamorizing violence?

It is promoting outrageous behavior and gory scenes. Youths who watch these films become influenced.

Definition of a gang?

A gang is a group full of individuals that select their own members i.e., school friends, family etc.

Why do you think violence in the street, school and others area have increased? Who is to be blamed for its increase? Media, Music, Movies, Games, Parents, School, Government, Police, Youth Centres, or Young People themselves?

I believe violence is promoted by the people themselves as well as Music, Movies, and adults in their commenting.

How has the Shaddywood made a positive difference in your life?

I used to hate everyone from the BSM (Burdett Estate Massive) a lot before. From the Shaddywood Project I have met some good brothers from Burdett Estate gang and they are not really that bad as I thought. We are now good friends.

Case Study 3

TANVIR • 18 YEARS OLD

Why it is important for young people to be engaged?

Engaging young people makes young people more responsible as youth can be easily provoked in doing bad deeds at a young age. By engaging with young people it stops them from doing bad things and we can find out what is in the minds of young people.

How violent movies can affect young people and the society?

It influences young people and gives them bad ideas.

How are movies such as the SAW, the Natural Born Killers etc glamorizing violence?

Watching these kind of evil films leaves evil and disgusting images in young peoples mind. It kills the humanity within people and they think killing is a joke when it is not.

Definition of a gang?

Gangs are a group of young people or older people that represents their gangs and at times get in trouble.

Why do you think violence in the street, school and others area have increased? Who is to be blamed for its increase? Media, Music, Movies, Games, Parents, School, Government, Police, Youth Centres, or Young People themselves?

Media, movies are to be blamed, they give bad images and plays with young peoples head by giving bad and false ideas and hope. Like making easy money through criminal activities, but the reality is, most likely they will be caught by the police and live behind bars.

How has the Shaddywood made a positive difference in your life?

I think the Shaddywood Project made a difference in my life by me wanting to become something better. I listen to people now more than I used to before. I had a problem that used to interrupt my friends before when they used to talk. I don't do that anymore now.

Case Study 4

ZAKIR • 18 YEARS OLD

Why it is important for young people to be engaged?

It is very important to be engaged with youths because if the youths are ignored they might get involved into such as drug dealing or having drugs.

How violent movies can affect young people and the society?

Violent movies gives youths wrong images and can psychologically damage them. Many youths have watched violent movies get the wrong ideas, start using these ideas from movies in the streets and promote and do violence.

How are movies such as the SAW, the Natural Born Killers etc glamorizing violence?

Promotes disgusting behavior makes people into psychos.

Definition of a gang?

Gangs just don't mean group of mates, friends in one street corner they can be a group of lads debating or talking about fashion and trends. There are good gangs and bad gangs, but nowadays most people when they hear the word gang they think it is something dangerous. Different people have different meaning of gangs.

Why do you think violence in the street, school and others area have increased? Who is to be blamed for its increase? Media, Music, Movies, Games, Parents, School, Government, Police, Youth Centres, or Young People themselves?

I blame video games because they have a big influence on youths nowadays, specially all the gang based games that just creates all the problems because they use all these weapons such a swords, knife, guns to promote violence.

How has the Shaddywood made a positive difference in your life?

I now think I have to help my friends and other young people that are suffering from drugs and gangs culture. I am now scared of losing my life and before I did not really get too bothered of dieing. I also have more feelings for my family and want to make them proud of me and other people too.

Case Study 5

SARWAR • 18 YEARS OLD

Why it is important for young people to be engaged?

So people can be more aware of that is happening around them and more importantly becoming aware of the opportunity around them, hence diverting young people away from gang culture.

How violent movies can affect young people and the society?

It may influence them and give them ideas of how to live their lives. But I personally do not think movies can have such an affect on most people. It may have some negative affect on some ill minded people who are already suffering from evil thoughts.

How are movies such as the SAW, the Natural Born Killers etc glamorizing violence?

These films promotes gruesome and unmotivated killings, therefore showing killing people is easy and straight forward and there dose not need to be any reason for it. That's why I think we have mad people go into collage and university and kill people for nothing.

Definition of a gang?

Group of 3 or more people, who are easily attracted to violence, criminal activities and money.

Why do you think violence in the street, school and others area have increased? Who is to be blamed for its increase? Media, Music, Movies, Games, Parents, School, Government, Police, Youth Centres, or Young People themselves?

I believe the government and police are to be blamed for it. This is because there is lack in opportunities the government offers to young people and also the police because they approach young people in a negative way. For example we young people don't want to be engaged in the street by the police! We don't mind police interacting with us in classrooms where police can engage with us. When the police talk to us on the street, some people might think we are bad and making trouble that's why the police are talking to us. We do want to have better relationship with the police but the police must understand us too. This approach by police has triggered young people to rebel against the police and government.

How has the Shaddywood made a positive difference in your life?

I now understand how people can suffer from gang violence. I many of my friends got stabbed and I don't want to be one of them. I have learned a lot from the Shaddywood and I want to become a youth worker to help young people. My mum thinks I can pass my driving and before I joined the Shaddywood project I was lazy and boring and did not talk a lot. From the workshops and group discussions, I feel a lot more confident to talk in groups now.

Section 6 Conclusion

THE MOST IMPORTANT OUTCOME of the Shaddywood project was the essential need for us as a society to start to listen to and engage with our young people. We see again and again new laws, recommendations and regulations restricting freedoms, such as banning hooded jumpers, time curfew, no go areas for young people etc, hence young people feel cornered. These rules and regulations are in fact turning our young people against us. They are more and more viewing it as an 'us and them thing'.

Young people in recent times seem to be rebelling against the adults, by disregarding laws and disrespecting the adult community. There are many important questions to be asked such as why are young people doing all this? Why are they like this? Whose fault is it really? Are we as adults to be blamed too? How has this state of affairs amongst young people developed? As the adult community governs the country and community and services, it is ultimately the responsibility of the adults to resolve this.

The Shaddywood project has shown that 'every child does matter', that every child has good in them and that they are all innocent to many extents. Our facilitator said "a child is like a plastacine, we can mould them however we want". The project showed that these young people have a lot of potential and talent, which they are not always aware of themselves. With the right nurturing and approach these hidden potential can be utilised to bring about a positive change in their lives.

The Shaddywood project most importantly has shown that we can change and reform young people and there is much we can hope from them – they are our future. The project shows that we have to use wisdom and effective strategies to reach out to young people and engage with them. One very important area Shaddywood project has identified is the vital ingredients required for the success of any youth project; namely sincerity, honesty, selflessness, tolerance and passion. Young people are not unintelligent and they can quite easily ascertain if one is genuine or not. If individuals, organisations or authorities fail in this aspect, then young people lose respect and may well act contrary to the wishes of respective bodies.

The Shaddywood project clearly found that young people do want betterment for themselves. They just need a little help, guidance, push and encouragement. Here are some comments from project facilitators regarding the Shaddywood Programme:

'These participants cannot seat attentively in one classroom for less than an hour in school, and we have been able to keep them in just one room for approximately 7 hours'

'...and they also at the end commented that they really enjoyed the 2 days'

Therefore we may need to review some of our established institutions in their methods of working with young people. We should look at the implementation of new and more creative and sensitive ways of teaching our young people in schools, college, and youth clubs. Reforming ex-gang members who are influential and respected within their peer groups is one of the most effective ways to have a wider and bigger impact, as other young people will follow in their footsteps. We must use youths to reform other youths.

Another very important finding of the Shaddywood project while working in several youth clubs in Tower Hamlets has shown that some youth clubs are actually recruitment grounds for new gang members or influence gangs and gang culture on good/decent club participants. The main reason for this is the lack of purposeful activities that are designed to directly or indirectly tackle youth crime. Activities need to incorporate elements of crime reduction, positive reform and morality.

The issue of the media glamorizing violence is extremely important and needs to be taken very seriously if we are to effectively and genuinely tackle and reduce crime. Out of the more than 250 participants we have worked with, about 90% clearly linked media violence such as Rap music, Hollywood movies and violent computer games with influence of crime or acts of violence being actually carried out.

In the three days intensive residential training we had, we conducted group discussions, one to one video interviews and debates on violence in the media and every participant believed that the media does influence them to some extent to be more violent. A movie it self is not the problem, the problem is people are being entertained by the acts of extreme, disgusting, horrific and gory methods of human mutilation and killings that unfortunately some viewers get pleasure and entertainment out of. Instead of seeing violent movies that darkens one's mind with images of violence, if we were to watch movies that promote love, compassion, peace and human values then from such movies young people can learn good morals and become good citizens.

To work successfully with young people we must have creative and innovative ideas and must be flexible, adaptive and open to changes in a controlled manner. Having an open approach to change has brought success and added value and quality to the Shaddywood project. The Shaddywood project consulted with stakeholders at every level, including the young people and incorporated new ideas, enriching the project and resulting in successful delivery of the project.

Section 7 Recommendations

1 Local Authorities and Police to have ways to re-introduce those young people who have been blocked from joining certain courses like police cadets.

2 Engage with the real hard-to-reach groups, those on ASBOS, ASBS, school excluded, unemployed, ex-offenders & gangs involvements.

3 Avoidance of engagement with the usual suspects or those who 'shout the loudest'.

4 SNT's to be trained on how to better engage with young people in a non-confrontational manner.

5 SNT's to have more creative and innovative ways of engaging with the local youths.

6 Local authorities and Central Government should have more resource and professional support available for grassroots organisations in fighting crime.

7 Faith based organisations to be acknowledged for their enormous contribution and better aid and equip them to further their positive work to reach out to greater numbers and reap more fruits through that channel.

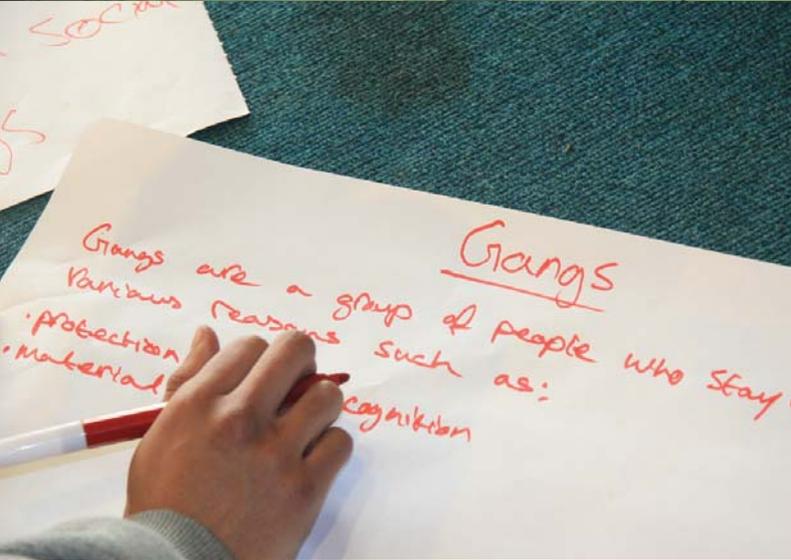
8 The Government needs to more work closely with and give support to faith organisations to help them to fight crime better.

9 Schools, Colleges and Youth Clubs to have in their teaching syllabus subjects around morality, ethics, respect, value for human life, and good citizenship.

10 Young people need to be part of the decision making process of issues that relevant and directly affect them.

11 Youth Clubs needs to have well designed purposeful activities that aim to reduce crime and violence.





SHADDYWOOD CORE TEAM

The Shaddywood Core Team included highly skilled youth workers, youth facilitators and an experienced project manager. The ultimate success of the Shaddywood Project depended on this delivery body that worked tirelessly, with great passion, enthusiasm, sincerity – many times going beyond their professional role to achieve that extra mile of success. It is important to highlight that young people are very intelligent in reading a person's intentions and they are not to be underestimated in their ability to gauge whether a worker is either genuine or fake. Therefore it is crucial that all the team had the skills to engage with the given age group, giving them due attention, care and honesty. If the team had failed to utilise these skills in engaging with young people they risked losing trust, respect and confidence, which would have created difficulty potentially making it impossible to work with them to achieve positive change. We recognize the team's hard work here in the report with a brief description of their professional background:

NURUL ULLAH is the founder of the Shaddywood Project and has been its project manager since. He is a specialist in crime reduction, with extensive knowledge and experience in the field. He has initiated and managed several highly successful crime reduction and community safety projects for Da'watul Islam UK & Eire. Nurul is a leading and proactive crime reduction worker in the London borough of Tower Hamlets, a member of the Tower Hamlets Police & Community Safety Board and the Shadwell Police Ward Panel.

MUHBUB HUSSAIN has over 15 years experience of working with 'hard-to-reach' young people – helping to bring positive change in hundreds of young peoples' lives. He has a magnetic personality and can very quickly bond with young people. Mahbub has worked as a youth worker for many years in youth clubs where the majority of participants held racist views. He not only survived but rather excelled in changing dozens of participants racist views while gaining respect and popularity within these youth clubs. Muhbub has unique ways of communicating with young people and a very strong character easily makes him stand out. His ability of being a powerful and eloquent speaker makes him ideal in youth engagement.

SHABUL MIAH has worked in the youth service sector for over a decade. He is currently a lead youth worker for a number of youth clubs in Tower Hamlets. Shabul is highly respected, admired and a popular youth worker amongst the participants of the clubs he serves.

PHILIP GOSPAGE is a former police officer in the MPS (Metropolitan Police Service) with over 30 years of service. He was one of the first Sergeant in Tower Hamlets SNT (Safer Neighbourhood Team) and worked for the Shadwell Safer Neighbourhood Team where he was very popular and highly successful in building relationships and partnerships with a wide number of organisations and community groups including faith based voluntary organisations. Philip retired from the police services in 2007 and now works in the Tower Hamlets Community Safety Service. Philip has an exceptional ability to engage and communicate with young people and took a leading role on several discussion workshops for Shaddywood Project.



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