

Key points:

- DIVERT is an MPS diversion programme designed to prevent young people re-offending, lead them away from crime and into employment, education and training. Working with Bounce Back and The New Era Foundation.
- The overall objective is to prevent crime and reoffending by helping young people change their lifestyle that come into police custody.
- The programme has been running in Brixton Police Station custody suite since 2015. In 2016, it expanded to Bethnal Green. DIVERT is now based in six police custody suites across London.
- Since 2016 over 160 people have found employment through the programme.
- Amongst those engaging with the programme, the reoffending rate is only 8%.
- There are clear areas of vulnerability we need to address and help make more young people inclusive into society.
- We are absolutely committed to reducing the level of violence on the streets of London

Background:

The MPS created DIVERT in April 2015 to address a gap in statutory provision for young adults who come into police custody. The programme aims to divert 18-25 year olds into employment, education and training opportunities. It works to prevent re-offending, resulting in fewer victims of crime.

Offences such as possession of weapons, possession of drugs, theft and minor assault are considered suitable for referral through the programme, which looks to support first or second time entrants into custody.

The MPS works with Bounce Back and the New Era Foundation to deliver DIVERT. Custody Intervention Coaches are based inside custody suites, enabling a fast-time approach to addressing vulnerabilities

Fully trained 'custody intervention coaches' - who aren't police officers - use a 'teachable moment' to approach young people in custody and ask about their aspirations. Based on their individual needs, young people are then referred through DIVERT to employers and other organisations, who provide a long-term support plan.

DIVERT sits outside the criminal justice process. It's about taking personal responsibility whilst also having access to trained coaches in order to change one's lifestyle.

The Home Office has since funded DIVERT to operate out of six custody suites across London: Brixton, Bethnal Green, Lewisham, Croydon, Wood Green and Hackney, until

March 2020. The aim is to get 1000 young people into employment, education and training in this timeframe.

Stakeholders include The Football Association, Palace for Life Foundation and Millwall Community Trust.

The Criminal Justice Alliance awarded DIVERT the Outstanding Organisation award in 2018.

The Police Foundation named DIVERT in their top four diversion programmes, acknowledging its tailored approach to helping young adults within the criminal justice system.

DIVERT also features in HM Governments Serious Violence Strategy.

Inspector Jack Rowlands Founder and DIVERT Programme Lead:-

“DIVERT has already proven over the last three years that using police custody as a teachable moment diverts young people away from crime into employment, education and training. DIVERT can only succeed whilst working collaboratively with organisations and communities. We are delighted to have received funding from the Home Office, this will enable us to work with Bounce Back and the New Era Foundation to have trained Custody Intervention Coaches in six police custodies across London. Together we can help young adults that come into a police custody and help to prevent crime and reoffending”

Fran Findlater, CEO of Bounce Back:-

‘Bounce Back have long wanted to be involved in diversion so the prison population is reduced and the community feels safer. Working with DIVERT and the New Era Foundation we have an opportunity to play a part in this exciting project in police custody.’ Bounce Back’s experience means they recognise that a job is not always a quick fix and they work with people through a number of programmes to ensure that they are ready for work and also support them and the employers when they do get one. Already working in five prisons we already have a strong network of opportunity to help young people. Being able to have people based directly in police custody and prison means we are able to offer greater opportunity to divert people away from crime and prevent reoffending.”

Malcolm Pickles, Vice Chairman New Era Foundation:-

“New Era Foundation is proud to be working together with the Metropolitan Police Service and Bounce Back on the DIVERT project. We are committed in reducing re-offending by using trained staff to intervene with young adults whilst in custody to provide tangible choices to their criminal lifestyle. We listen and mentor them to establish demonstrable pathways to education, training and employment. Breaking their cycle of crime creates safer communities across London. “

Paul Elliott CBE, Chair of Diversity and Inclusion Football Association:-

“The FA fully supports the DIVERT initiative and recognises the importance that sport and in particular football can play in diverting young adults from the cycle of crime into sustainable employment. We will continue our support for DIVERT as it expands into further London Boroughs intervening with young adults in custody and providing them with opportunities to change their lives.”

June 2019



DIVERT >

*Your Choice
Your Future*



Our Work

What is DIVERT?

DIVERT is a Metropolitan Police Service intervention programme aimed to reduce reoffending.

It is delivered in police custody suites by the New Era Foundation, and aims to DIVERT young adults between 18-25 years of age away from crime.

DIVERT addresses a gap in the statutory provision for young adults, and is in operation in a number of the busiest police custody suites in London.

DIVERT has the ability to work with young adults whilst criminal proceedings are in progress.

It works in parallel with the criminal justice system and tailors the intervention programme according to the judicial circumstances without interfering with the course of justice.

DIVERT is not a soft option. It is an intelligent approach to reduce reoffending using proven desistance factors to prevent further criminal behaviour.

DIVERT custody intervention coaches explain the numerous paths that the young adults can be referred to and follow this with a long term development plan to guide them in fulfilling their own goals, relating to education, training and employment.

How does DIVERT Work?

The DIVERT custody intervention coaches are NOT police officers and all conversations are completely confidential.

They will never discuss the circumstances of the young adult's arrest and any matters relating to the current investigation. The custody intervention coaches are fully trained, MPS security vetted and independent.

DIVERT is non-judgemental and the custody intervention coaches are always ready to listen.

They give their time with genuine interest to each young adult they meet in police custody, in an effort to start a meaningful engagement and effective intervention.

DIVERT is totally voluntary for our young adults and independent of the current police investigation and any subsequent criminal charges.

What are DIVERT's standout points of difference?

DIVERT is the only intervention programme of this type taking place in police custody suites in England and Wales.

Reoffending rates reduced by 19%

Source: Metropolitan Police Service

DIVERT utilises the time spent in police custody as a 'teachable moment'. A significant cognitive experience to prompt subsequent behaviour change. Young adults in police custody are often at their lowest point. DIVERT offers hope and an opportunity to make positive change.

DIVERT will always remain as an open offer and an opportunity to make positive change. A number of young adults have reconnected with DIVERT after release from prison, stating that the conversation in police custody had been impactful and stayed with them whilst serving their prison sentence.

DIVERT has a restorative approach and is respectful to the victims of crime and their needs.

What qualities does DIVERT look for in young adults in police custody?

- How **READY** are the young adults to make positive change? Do they listen and present as motivated?
- Are there positive indications the young adults are **RELIABLE**. Are they contactable, able to keep to appointments and know the importance of punctuality?
- Are the young adults **RESPONSIVE** to phone calls, texts and email. Can they respond quickly if DIVERT contacts them with a potential opportunity?

To find out more information
W: www.newerafoundation.uk/divert
E: info@divert-partnership.com
T: @DIVERTLondon

DIVERT >

Recognised as best practice in The Home Office
Serious Violence Strategy 2018

Winner - Criminal Justice Alliance Awards
Outstanding Organisation of the Year 2017

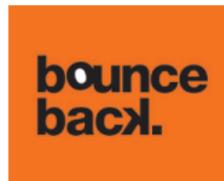
Runner Up - The Howard League Award 2016



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except the ones you make”