



### Working with gang-affected young women, 10.05.2018

Abianda was commissioned by Tri-Borough MASH, kindly facilitated by Detective Inspector Kamal Patel, to deliver their one-day awareness raising training on working with gang-affected young women. All our training is co-facilitated by Abianda founder Abi Billingham, and Abianda Young Trainers, who are young women who have been affected by gangs in some way.

Our one-day training is designed to familiarise attendees with Abianda's approach and model of working with young women and includes first-hand testimony from the Young Trainers. The day also includes:

- The policy and research context relevant to supporting gang-affected young women;
- Understanding the various roles of young women in gangs, the associated risks and the barriers they face in accessing services;
- Understanding the complexities of young women's 'victim' and 'perpetrating' behaviour;
- Interactive exercises to illustrate the need for a 'culture shift' in the way services engage with gang-affected young women & vulnerability;
- Introduction to practical tools to ensure a relationship based, and young-women led, approach to enhance engagement and young women's trust in our services.

Summarised below are some of the key outcomes from the 24 feedback forms collected by Abianda. Participants were asked to rate their knowledge and understanding out of 5 at the start and end of the training:

Topic	Before	After	Difference
My understanding of how gang-affected young women are affected	2.3	4.2	1.9
My understanding of what stops gang-affected young women getting help	2	4.3	2.3
My knowledge of how to respond to gang-affected young women	2	3.9	1.9

- **9.3 out of 10** – the average training day rating
- **46%** of attendees rated the training **10 out of 10**
- **100%** of attendees would **recommend** the training to colleagues
- **75%** of attendees **will cascade information** to colleagues and managers
- **71%** of attendees will **change their practice**
- Other changes attendees said they would make included:
  - Look into further academic research and emphasise critical, solution-based thinking.
  - Be more aware of the women involved in gang related matters.
  - Think about how we can combine this best practice with evidence gathering and our role as investigators in criminal justice.
  - Continue to expand knowledge in factors involved with young people in gangs.
  - Monitor new referral schemes.
- Specific feedback about the Young Trainers
  - I felt that [Young Trainer name] was fantastic, so honest.
  - Found the trainers very personable. Great to have first-hand experience so openly shared.
  - Thank you [Young Trainer name] for sharing your experience. Your natural ability to communicate to a large group is inspiring.
  - Excellent trainers.
  - Both Abi and [Young Trainer name] were very engaging and enlightening and balanced each other well.
  - [Young Trainer name] was incredible - you are really suited to the training role!
  - Amazing trainers.
  - You were both inspirational and AMAZING!! Thank you.
  - Thanks to [Young Trainer name] for sharing her story. It was insightful and must have been difficult. I benefitted from hearing it.
  - Both really good.
  - [Young Trainer name] was excellent and presented very well. Valuable insight.



Qualitative feedback – positive (summarised)	Qualitative feedback – areas for development
<p>This has been a <b>very interesting seminar</b>, which has allowed me to really think more about the person, and the issue around women being in a gang. <b>Well worth attending</b>. Great speakers and case studies - <b>more training like this is required more often with the police</b>.</p> <p><b>Very informative</b> and offered an <b>insightful</b> view</p> <p>Extremely informative and helpful.</p> <p><b>Extremely valuable training. I knew much less than I thought. Very thought-provoking.</b></p> <p>Very interactive and informative.</p> <p>Very insightful and useful.</p> <p>Very interesting and thought provoking.</p> <p>The seminar is very good and informative and <b>delivered very well!</b></p> <p>Very good one-day seminar. My knowledge and awareness of the issues has been greatly raised.</p> <p>Informative, practical use.</p> <p>Based on my knowledge previously, I have learned so much.</p> <p><b>The seminar was excellent, really interesting and informative. I think almost anyone working in public services would benefit from it and definitely all police officers!</b></p> <p>Really excellent training - <b>a lot of the skills and behaviours we discussed can also be adapted to other policing sectors - so thank you!</b></p> <p><b>Excellent</b> insight into the reality of the issues that affect females within gangs.</p> <p><b>Excellent</b> knowledge shared. Having someone speak who has first-hand experience of gang life is valuable.</p> <p>Very honest and well researched.</p> <p>Inspiring to hear first-hand account of real life story. I had no knowledge of any referral schemes regarding gangs and women.</p> <p>I felt vulnerable at times and look forward to using this skill in future.</p> <p>Very good. Great to have input from a completely different perspective.</p> <p>Genuinely feel that it was pitched right. Getting genuine first-hand experience was invaluable.</p> <p>I enjoyed the interactive group activities.</p> <p><b>Professional and informative.</b></p> <p>Keep up the great work!</p> <p>Appreciated actual people affected by issue being present. Very good confident trainer. Good mix of knowledge sharing and activities.</p> <p>Thank you!</p> <p>Amazing day. Kept my attention. Skills I will use.</p>	<p><i>Of the 13 people who wrote in the box asking for suggestions for improving the training, 8 wrote N/A, "None", or said nothing needed improving.</i></p> <p><i>Two attendees request this training be rolled out:</i></p> <p>It should be delivered to front line officers / services.</p> <p>Just to be rolled out Met wide across all officers - especially uniformed response teams</p> <p><i>Other suggestions included:</i></p> <p>How to get YP out of gangs, referral pathway to enable YP to engage.</p> <p>Perhaps some more examples / case studies of successes and whether the criminal justice process has evolved / how.</p> <p>I understand how difficult real-life testimonies can be - but maybe some anonymous case studies? Will help us understand the YW's experiences better.</p>

