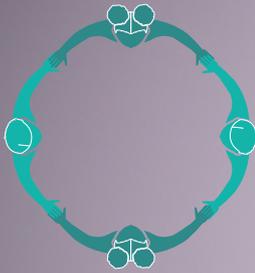
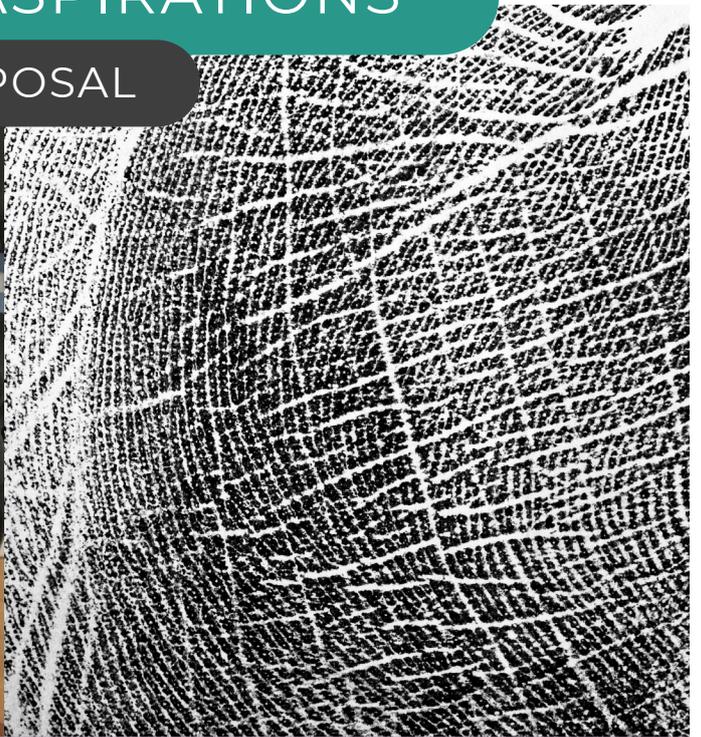


ELEVATED ASPIRATIONS

PROPOSAL



ELEVATED MINDS CIC



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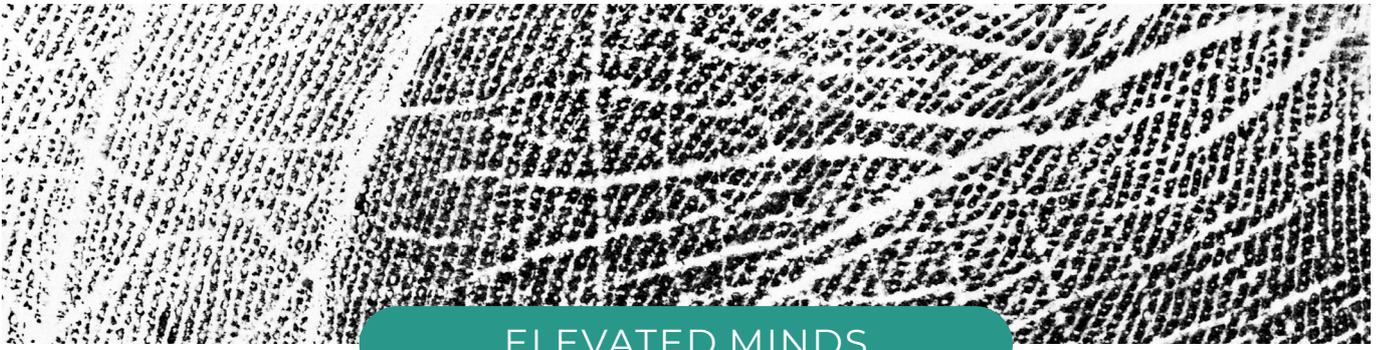
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ELEVATED MINDS

About

Elevated Minds CIC is a Community Interest Company established in April 2019, based in Southwark, London. We aim to tackle the disproportionate levels of BME children excluded from mainstream education by facilitating and delivering early intervention services, providing this work to educational provisions across London.

We specifically work with young people who are at risk of becoming involved in crime. We focus on developing their emotional intelligence using coaching and other modalities, including Neuro-Linguistic Programming (NLP) and Cognitive Behaviour Therapy as a vehicle to deliver transformational change.

Background – Inspiration for the Programme

The Metropolitan Police Force (MPS), or 'Met', is Britain's biggest police force and has committed to hiring 40% of new recruits from ethnic minority backgrounds by 2022. Increased diversity in the police service is part of the plan to recruit another 20,000 officers, as policing diverse communities with non-diverse forces is divisive and ineffective.

The Met has the most Black, Asian and Minority Ethnic (BAME) officers of any force: 5,000 out of 32,600. But it also has the biggest race gap of any force because London is 40% BAME, while the Met's ranks are 15.4% BAME. Probing further into the figures, as of December 2020, the MPS had 334 Black female police officers and just over 1,000 Black males. Policing targets include an increase in the recruitment of new officers from London. It is highly challenging to build diverse, effective forces if too few Black, Asian and Minority Ethnic officers sign up and too many – finding that hardships and unfairness still bedevil their careers – choose to leave.

A major objective for the MPS and policing is to improve the legitimacy of policing amongst Black and minority ethnic populations. Public confidence will be enhanced through higher levels of diversity representation that better depicts the make-up of London.

Concerning levels of the Black community across London and nationally have little or no trust or confidence in the police. Respect amongst young Black men towards the police is lower in contrast to other demographics; there are prevalent perceptual feelings of mistrust, and that the police have no respect for them. The young people who work with **Elevated Minds** often say that the police protect and serve our communities. However, they don't believe that officers value them; they are mistreated, and therefore they are often unwilling to cooperate or obey white officers.

Elevated Aspirations links to the STRIDE Action Plan 2021 – 2022

The Met's Strategy for Inclusion, Diversity and Engagement 2021 – 2025 (STRIDE) sets out changes that the Met intends to achieve by working with their communities and their partners to improve the safety of Londoners and their trust in the Met. The strategy also includes actions for improving the wellbeing and the capability of all officers.

STRIDE consists of four programmes – Protection, Engagement, Equality and Learning – with 16 commitments. The Elevated Aspirations programme fits into all four areas. It particularly meets the commitment targets and actions highlighted below.

- Protection Commitment 2 – Met work proactively with communities to reduce violence by building trust
 - **Elevated Minds'** young people training new Met recruits
 - Elevated Aspirations creating opportunities for year 12 students
 - Working towards future outcomes
 - Enhancing community confidence by building positive relationships and trust
 - Publicity of positive outcomes – improved public confidence.
- Protection Commitment 4 – Met work with partners to increase opportunities to divert people away from offending
 - Gaining valuable skills that open young people up toward career opportunities
 - Giving individuals a different pathway, developing resilience and informing choices
 - Proving young people with a diversion away from negative external influences/peer pressure.
- Engagement Commitment 7 – Met engage with, understand and celebrate all of London's communities
 - Young people engage in a "passing out" ceremony for their contributions and participation in the course – celebrated once they have completed
 - Family and community members in attendance
 - Senior Met officers to present to young people.
- Equality Commitment 9 – Met work with communities and partners to achieve their recruitment, retention and progression aspirations for those from under-represented groups
 - A follow-on from an Aspirations evening at a local secondary school, where Met representatives from various departments gave input to over 100 young people

- Targeting girls
- Targeting BAME community members from sixth form provisions
- Access to the Met Police apprenticeship degree scheme.
- Equality Commitment 10 – Met work to ensure that all officers, colleagues, police staff and volunteers feel included and that they are treated with fairness and respect
 - There are various staff support associations within the Met. The chair of the Black Police Network Strand is one of the key professionals for the Elevated Aspirations programme
 - Appointed mentors – positive role models (single point of contact to help young people through the journey).
- Equality Commitment 11 – Maximising Inclusion – Met continue to reduce disproportionality in their internal processes
 - Input from the Met recruitment team
 - Outreach support highlighting the promotion processes
 - Young people have a clear insight into all opportunities available within the Met.
- Learning Commitment 13 – Met will develop a generation of inclusive leaders
 - The young people involved in this programme will be positive role models for the next generation of Black and minority officers
 - Experience input from senior officers from different departments and develop a clear understanding of inclusive processes.
- Learning Commitment 15 – Continuous improvement – Met will make community engagement central in their use of powers
 - A commitment that this programme will be a prominent part of the Met's initiatives
 - Community policing central to the Met's practices
 - This programme plays a key role in the Met achieving its long-term programme for improving community engagement
 - This programme will be instrumental in repairing trust and confidence between underrepresented groups and the Met Police.



OUR WORK EXPERIENCE PROGRAMME

Aims

- To encourage young Black Londoners to consider a career in policing by getting first-hand knowledge and experience
- A first step toward meeting the Met recruitment target of 40% BME by 2022
- To change “generations of history” between police and Black communities
- To promote understanding of Met procedures and practices
- To contribute to enhanced public service, trust and confidence achieved by generating legitimacy and new ways of engaging with minority communities
- Positively contribute to building relationships between the Black community and the police.
- Utilising current and proposed MPS race relations improvement programmes (for example ride along, Behind the Badge, Black Police Network Strand, Stop and Search projects, etc.)
- Gain crucial skills and work experience
- Unlock potential and become ‘work ready’
- Stand out from the crowd and show motivation and commitment
- Hands-on experience with a high-quality work placement within the Met
- Support with Maths and English if required
- CV writing skills
- Interview techniques

Rationale

The critically low levels of trust, confidence and policing legitimacy among some young Black men between the ages of 16 and 25 are a primary societal concern. The Black community have raised concerns about the disproportionate use of police powers, namely Stop and Search and the use of force and tasers. Vehicle stops are often disproportionate toward the Black community. There is an obvious lack of understanding from officers about why their actions toward Black men, in particular, is perceived to be discriminatory.

The immediate and enduring flashpoint between policing and the Black community is Stop and Search. The community doesn't think it should be abolished, but they do believe that a vast amount of people being targeted are innocent and treated in a highly disrespectful and aggressive manner.

Proposal

Elevated Minds CIC will work in collaboration with Commander Alison Heydari, Schools Officer Nsikan Etuk, the Black Police Network Strand, Alan Todd representing St Thomas the Apostle College (STAC) in Southwark, The Business Enterprise Manager for Education in Southwark and, last but not least, a group of eight young people aged 16 – 18 years. We will form a steering group that will meet every week to plan and prepare.

The proposed work experience (subject to change) will include:

- Pilot in Southwark secondary schools and sixth form, then across London, with a view to rolling out nationally
- Level 3 NCFE Customised Vocational Qualification (which is the equivalent of a good A-Level) – through 90 guided hours minimum
- x2 weeks' work experience
- Restorative Justice certification training
- Emergency Life Support Awareness
- Ride along opportunities
- Agree on possible areas of focus within the Met – eg, Forensics, SO19 (Operation Makepeace), TSG, Special Constable, Outreach team, Specialist operations, Cadets, Museum
- A pilot involving year 12 students from STAC
- Completion of L3 workbook – compiled by Doreen
- Group coaching support from **Elevated Minds**
- Stop and Search policing changes and improvements input
- Non-MPS guest speakers/workshops from proven impactful projects working alongside the MPS.

Potential Impact

The **Mayor's Action Plan** outlines the strategic plan for the MPS to provide a police service that has the confidence of all Black Londoners. In particular, this proposed work experience will support the following actions:

- A police service that better represents and understands Black communities
- Community-led training for police officers – better understand the trauma that the disproportionate use of police powers has on Black Londoners
- Potential recruitment of young Black men who reside in London
- Improved diversity in the police.

IOPC Recommendations

Aspects of the IOPC recommendations for policing, which are supported through this proposal, include:

- Opportunities to share their personal experiences of the impact of Stop and Search
- Dispel some assumptions, stereotypes, and biases informing decisions when carrying out Stop and Search involving the Black community
- Highlight the importance of using Stop and Search powers in accordance with GOWISELY.

The sheer presence and engagement of Black and Minority Ethnic work experience students who have the lived experience and a good understanding of the issues mean that real, sustainable change is inevitable. The internal culture and inclusivity, the use of powers and community engagement must begin to improve as confidence, trust and legitimacy of policing within the Black community improve.

Students who participate will gain understanding and clarity as they discover different elements to the role of policing.

The launch of this project will most likely attract many positive PR opportunities for the MPS. It will also act as a critical foundation for building positive bridges between police and BME communities through key areas such as transformational changes in mindsets to policing.

The project will provide a positive rebranding approach amongst our youth and diverse communities (BME, females and more). It is a priority for the Met, MOPAC and other relevant stakeholders. Our product is also likely to attract corporate partnerships, with leading institutions keen to be part of social development in the community.

Once the pilot is completed, work can commence on linking the project with our current recruitment initiatives for careers in policing for BME and other priority targeted groups.

Introducing Work Experience To Young People At STAC

Many of our youth want to go into IT as a profession. Creating opportunities for them to develop different skills in this area is invaluable, as is being able to include this experience on their CV or application forms for IT-related university courses, etc. Detailing work experience with the Met Police will highlight each student's organisational skills, resilience, commitment and wider learning, opening doors for students involved. We envisage there being a fantastic opportunity from this project to use this early intervention to break down habits and beliefs, where stigmas about each group are prominent between the Black community and the police.

There are two options for running this programme.

Option One:

STAC will offer an opportunity to year 12 students to sign up in January/ February 2022. **Elevated Minds** will collaborate with a designated Met representative to carry out preliminary work with the young people so that they are clear about what to expect. They will have taster sessions throughout March and April 2022, including shadowing, where young people will get a taster of different departments. July will offer an intensive two-week course to the year 12 students. There's a window of opportunity after they have finished their exams for the year to embark on this programme.

Option Two:

Wednesday afternoons are scheduled for enrichment day activities at STAC. Students can use this time to gain valuable work experience for a seven to eight-week period with the Met Police.

Stop and Search is the main talking point amongst our youth regarding matters on policing relations. An objective of this programme will incorporate some input into this area. It will be highly beneficial for students, including female students, as more understanding is needed amongst them all in this area. Another area of interest is cybercrime, which is of massive interest amongst our youth. Having a clear understanding and a pathway into this area of study will be brilliant for our inner-city youths.

There was a recruitment drive amongst the Met's cybercrime departments to steer young people into this area of study a couple of years ago. However, the Met is under-resourced in this department, and cybercrime is one of the biggest threats to our national security. We can build upon the opportunity resulting from this programme and possibly link up with our MPS Recruitment departments for more support and resources.

We will ensure that this programme is scalable and sustainable. STAC year 10 students had an Aspirations evening on the 1st of July 2021. The format created opportunities for Met Police officers from five departments to share fascinating and relevant information about each department they represent. A flyer is attached for additional information. We require support from Commander Alison Heydari and her team to ensure the success of this programme. We will begin by asking for a total of five officers to represent from departments such as the Flying Squad, SO15, Counter-Terrorism, Forensics, Murder Squad, Territorial Support Group, Cyber Crime, etc.

Longer term – **Elevated Minds** will collaborate with Decolonised Networking, a company trying to create change in our communities, via Alan Todd. Their network incorporates Black lawyers, music, local Peckham businesses and professionals from a broad spectrum of industries.



THE TEAM

Young People – Elevate2Success Advisory Committee Members



Emmanuel

Emmanuel is 16 years old. He attends a sixth form college where he studies BTEC Applied Science. Emmanuel's hobbies are playing football and video games.

May 2019

Referral to **Elevated Minds CIC – The IDENTITY Project**

December 2019

Achieved a customised qualification – level two award accredited by NCFE – **The IDENTITY Project**

September 2019

Elevate2Success Advisory Board Member

September 2020

Joined Elevate2Success football team

April 2021

Cultural Awareness – Stop & Search Training Lead for new Met recruits (monthly)

August 2021

Passed his GCSEs and got into a good sixth form college

Emmanuel was considered to be a failing student during most of his secondary school years. He was constantly excluded from school and was branded as one of the worst students because he was always

involved in fights, both inside and out of school. Emmanuel was on the verge of permanent exclusion from school by the time he got to year nine.

In 2019, Emmanuel was introduced to Doreen Sinclair-McCollin, the CEO and co-founder of **Elevated Minds CIC**. She introduced Emmanuel to **the IDENTITY Project**, which he completed and received a level two customised qualification, which is equivalent to a good GCSE.

Emmanuel would like to become a professional football player or a biomedical scientist. This is his passion in life; hence he is currently studying BTEC Applied Science, which is his first step to becoming a biomedical scientist. Emmanuel is enjoying playing football for his college football team and also for the **Elevated Minds** football team.

Emmanuel used to strongly dislike the police because of how they treated him and his family and friends. Since joining **Elevated Minds**, Emmanuel has worked on his relationship with the police and their relationship with him by taking part in the training with them. This has helped him understand why they must do their job. While he doesn't 100% like the police, he doesn't hate the police. However, he does believe that training the officers can improve his views of the police.

Emmanuel's advice to young people who are going through things similar to what he was going through at school and through hard times, is to keep working hard because nothing is impossible. If anyone tells you that you can't do something, just always believe in yourself and trust those who you know care about you and care about your future. Live life to the fullest but remember that hard work always pays off.

Emmanuel believes that everyone is capable of much more than what they think, and everyone's success has a story behind it, so always believe that you can achieve your dreams.



Javell

Javell is 15 years old. He attends Saint Thomas the Apostle College. Javell's hobbies are football, playing on his PlayStation and eating a lot.

May 2019

Referral to **Elevated Minds CIC** – **The IDENTITY Project**

December 2019

Achieved a customised qualification – level two award accredited by NCFE – **The IDENTITY Project**

September 2019

Elevate2Success Advisory Board Member

September 2020

Joined Elevate2Success football team

April 2021

Cultural Awareness – Stop & Search Training Lead for new Met recruits (monthly)

April 2021

Host Steven Lawrence Day celebrations online

June 2021

Invited into New Scotland Yard by Commander Heydari and interviewed by the BBC

June 2021

Collaboration with UAL students

June 2021

Javell received the Jack Petchey Award for outstanding achievements

June 2021

Southwark Young Volunteer of the Year Award 2021

July 2021

Headteacher's Special Award

July 2021

Head of Year Tie

August 2021

Lead in Sportside advert

September 2021

Mentor for younger boys

September 2021

Cast in a leading role in a movie sequel

October 2021

Host Steven Lawrence Unity Awards Ceremony – Lingfield Race Course

2021 – 2022

Year 11 Prefect

Javell was a failing student during most of his secondary school years. He was constantly being excluded from school and was branded a bad student because he was always fighting with other people and constantly getting into trouble. Javell was on the verge of permanent exclusion from school. His mum and the school were at their wits' end. But his mum was determined to find out what was wrong with him and got the school to refer him to CAMHS (Children and Adolescent and Mental Health Services).

Javell was diagnosed with ADHD in 2019 at the age of 13. He was put on medication which helped him. Later that year, Javell was introduced to Doreen Sinclair-McCollin, the CEO and Co-founder of **Elevated Minds CIC**. She introduced Javell to **the IDENTITY Project**, which he completed and received accreditation for in 2019.

During 2020 there was a national lockdown. **Elevated Minds** opened a lot of doors for Javell and created opportunities that he jumped at, all of which helped him to turn his life around.

Javell would like to become a professional football player; this is his life's passion. Alternatively, he would like to be a public speaker, venture into forensic science or become a model.

Javell's advice to young people who have been going through hard times in school or at home, is not to give up; anything is possible. He was struggling at school and home and now is an inspiration to many young people. He believes that if he can do it, other young people can also do it, providing they have the right help and support from trusted adults they can talk to. Javell's mum was his biggest inspiration. She has always been there for him, by his side no matter what.

Elevated Minds has been Javell's second home. The team has always believed in him and has never given up on him. As a member of Elevate2Success, the **Elevated Minds** Advisory Board, Javell still has doors opening for him. Through **Elevated Minds'** collaboration with Kickoff@3, Javell will be one of the hosts at the Stephen Lawrence Unity Awards Ceremony at the Lingfield Race Course at the end of October 2021.



Reuben

Reuben is 16 years old and attends sixth form college. His hobbies are playing football, playing the PlayStation and socialising.

February 2020

Joined **Elevated Minds CIC**

June 2020

Elevate2Success Advisory Board Member

September 2020

Joined Elevate2Success football team

April 2021

Cultural Awareness – Stop & Search Training participant for new Met recruits (monthly)

June 2021

Invited into New Scotland Yard by Commander Heydari and interviewed by the BBC

June 2021

Trialled and accepted for the college football team

June 2021

Collaboration with UAL students

September 2021

Started sixth form college. Parents received an email for his good consistent work at college.

Reuben was considered to be a weak student throughout a portion of his secondary school years. He was repeatedly being sent out of classes for low-level disruption and kept getting excluded from school. In addition, Reuben was also labelled as a bad child because he was constantly joking around in class.

Reuben was on the verge of permanent exclusion from school more than twice; once during his early years of education and the second time in the final year of secondary school.

After meeting Doreen, Reuben worked with **Elevated Minds** to turn his behaviour around, and suddenly one day, he had the will to learn. He wanted to achieve good outcomes and become more successful.



Sahara

Sahara is 18 years old. She attends her local sixth form college and has a natural talent for art and design.

June/July 2019

Completed **The IDENTITY Project**

December 2019

Achieved a customised qualification - level 2 award accredited by NCFE – **The IDENTITY Project**

August 2020

Featured on live stream radio

November 2020

Employed by **Elevated Minds**

January 2021

Began designing and planning the story for the **Elevated Minds** fiction book

January 2021

Started LAMDA lessons

April 2021

Cultural Awareness – Stop & Search Training Lead for New Met Recruits (monthly)

April 2021

Host Steven Lawrence Day celebrations online

May 2021

School Award – commitment to self-development and community work

June 2021

Invited into New Scotland Yard by Commander Heydari and interviewed by the BBC

June 2021

Became Leader of Elevate2Success

June 2021

Collaboration with UAL students

July 2021

Facilitated passing out parade at PEEL centre, Hendon (every five to six weeks)

October 2021

Host Steven Lawrence Unity Awards Ceremony – Lingfield Race Course

Sahara is an aspirational young lady who has always worked extremely hard to achieve anything she puts her mind to. She is currently the senior student leader of her sixth form college, completing A level English, Biology, Geography and the gold arts award (level 3 qualification). She completed 11 GCSEs, six of them at grade seven and above. She is also currently taking private LAMDA lessons and will soon be beginning a mentoring apprenticeship on behalf of **Elevated Minds CIC**.

On Sahara's journey through secondary school, she was not given the support by her school, which we believe every child should be entitled to. She, therefore, began to lose belief in herself and her abilities, and her confidence and self-esteem fell. However, in 2019, Sahara was offered **The IDENTITY Project**, a programme designed by the founders of **Elevated Minds CIC**. **The IDENTITY Project** is aimed at building confidence, self-esteem, resilience and emotional intelligence. This programme was a tremendous and successful opportunity for Sahara, enabling her to work alongside Doreen and the rest of the **Elevated Minds** team.

Sahara is now the lead of Elevate2Success (Youth Advisory Board to **Elevated Minds**), a Project Assistant, Social Media & Digital Marketing lead for Elevate2Success, and a lead public speaker/presenter for **Elevated Minds**.

Sahara also leads the Cultural Awareness Training sessions and guides the Elevate2Success team. They all share personal experiences of racism, discrimination, bias, and stereotyping with the new Metropolitan recruits, hoping to improve their approaches towards Stop and Search and the Black community in particular.



Tahiti

Tahiti is a 22-year-old student currently attending the University of Sussex.

June 2021

Joined **Elevated Minds** CIC

June 2021

Collaboration with UAL students

July 2021

Started LAMDA lessons to improve her confidence

August 2021

Cultural Awareness – Stop & Search Training Lead for new Met recruits (monthly)

Tahiti has been studying BA Economics and International development since September 2018. She started her third year of university in September 2021. Tahiti attended secondary school and sixth form at Queens Park Community School from 2011-2018. This is where she achieved her GCSEs and A levels. In year 13, she volunteered as a pastoral leader for year seven, where she helped with homework club and relaunched the anti-bullying campaign. This led to her school nominating her for the Jack Petchey award.

Tahiti joined **Elevated Minds** in June 2021, and ever since, she has participated in a number of different events and activities. She has helped present cultural awareness programmes to teach new recruits how to correctly Stop and Search young Black people.

She has also participated in other extra-curricular activities, such as the Duke of Edinburgh Bronze award in 2015 and took part in the NCS (national citizens service) award in 2017. She has also been taking part in weekly LAMDA lessons since joining **Elevated Minds**.

An intervention put in place via **Elevated Minds** to help increase Tahiti's confidence and public speaking.

After graduating from University, Tahiti would hopefully like to find a graduate job in the financial sector.

Community Professionals



Doreen Sinclair-McCollin, B.Ed. (Hons), NPQH, NLP Dip, CEO/Director Elevated Minds CIC

Doreen Sinclair-McCollin, B.Ed (Hons), NPQH, NLP Diploma, a trained and experienced behaviour consultant, qualified life coach, educationalist and public speaker.

Doreen is a creative professional who has held various positions within the education sector for the past 25 years. Her work with young people is phenomenal, both within mainstream settings and a number of alternative provision settings.

In 2011 she was instrumental in moving a primary school from 'special measures' to a 'good' school. In addition, Doreen works closely with parents, which she believes is essential as it significantly impacts their child's attitude toward their learning, self-confidence and self-esteem.

In 2013 she became Principal of an academy alternative provision.

In 2015 she was Head at a pupil referral unit.

Doreen's vast experience of school leadership and support helped her successfully develop **Elevated Minds CIC** in 2019, whilst working closely with Safer Schools Officer Nsikan Etuk, retired Chief Superintendent Dr Victor Olisa QPM, and subsequently working with Kickoff@3.

Elevated Minds CIC is a fusion of education, life coaching, CBT and mentoring skills. The main focus of **Elevated Minds** is to give young people alternative strategies to improve mental health and wellbeing, focusing on social and emotional development, leadership skills and entrepreneurial skills. They deliver accredited, early intervention programmes across primary schools, secondary schools and alternative educational provisions, to improve the emotional intelligence of predominantly BME vulnerable young people. For example, those permanently excluded from mainstream schools, pupils who are on the verge of exclusion or those regularly absent from school. **Elevated Minds** focuses on guiding young people to learn alternative strategies to build self-esteem, emotional intelligence and resilience by showing them how to think and learn and shift their mindset to determine better future outcomes.

In 2021 **Elevated Minds** began working in collaboration with Commander Alison Heydari, Chief Superintendent Roy Smith, Borough Commander Colin Wingrove, Chief Inspector Rhona Hunt, and the Black Police Network Strand. These senior Met officials support the programmes we have introduced to the Met, in particular, Elevated Aspirations – the Met work experience programme.

Elevated Minds' young people lead and deliver training for new Met recruits. They aim to build confidence and trust in the police from Black youths in particular. They achieve this by sharing their stories and experiences of racism, bias and discrimination. This includes describing their interactions

with the police, experiences at school and the impact on them and their families. This Cultural Awareness training includes alternative approaches to Stop and Search, demonstrated through reverse role-play.

Contact: info@elevatedmindscoaching.com



Commander Dr Alison Heydari BSc (Hons), MSc, PGCE, MCMI, PhD

Alison joined Hampshire Constabulary at the end of 2000. As a student officer, Alison successfully applied for the Home Office Accelerated Promotion Scheme for Graduates and was promoted to Sergeant with just over two years' service.

Alison's career has been varied including working as a detective in the Criminal Investigations Department and in uniform roles. Her roles have included Public Protection lead, child abuse investigation, city commander and emergency response and patrol commander. Alison has managed impactful community issues and driven the force wide strategic response to hate crime and harmful practices as force lead for these business areas. Alison practiced as a trained Negotiator for eight years and is also a Public Order and Public Safety Commander. Her interest in the response to and impact of Domestic Abuse has been realised in her influence on policy development, tactical delivery and academic research.

Alison's policing roles have been enhanced by secondments to Her Majesty's Inspectorate of Constabulary Fire and Rescue and teaching at John Jay Exchange College of Criminal Justice, New York. She has also carried out work in San Paulo, Brazil supporting victims of people trafficking.

Alison mentors extensively and is heavily involved in a number of issues related to equality, diversity and inclusion. Her passions centre on utilising the tenets of procedural justice to build legitimacy in policing, building community trust and confidence.

Alison joined the Metropolitan Police Service in June 2020 as a Frontline Policing Commander with additional pan London responsibility for a number of portfolios including neighbourhood policing. Alison is the National NPCC responsible officer for Out of Court Disposals.

Academic achievements include a Post Graduate Certificate of Education, 1st Class Honors BSc in Social Policy, MSc Criminology and Criminal Justice and is a Chartered Management Institute Fellow at level 7 in both Strategic Leadership & Management and Coaching & Mentoring. Alison graduated with a PhD from Portsmouth University in October 2019.



Akeila Browne, MA, NLP Dip

Miss Akeila Browne MA, a trained, experienced and qualified life, mindset and business coach, corporate trainer and speaker.

Akeila has a wealth of experience in coaching, as well as qualifications in Neuro-Linguistic Programming, life coaching, hypnosis, career guidance and development and has completed an MA in Coaching at the University of Warwick.

Although she initially began coaching young people in social care, Akeila's natural progression in coaching led her to begin her own coaching practice – Akeila Browne Coaching. She works with individual clients in large corporate organisations, financial institutions, educational institutions and entrepreneurs, not only providing 1:1 life, mindset and business coaching, but also training and facilitation. Akeila has worked with organisations such as the BBC, Birmingham City Council, Birmingham City University, Aston University, UCB, RBS and other organisations.

She specialises in helping clients to overcome mindset blocks and become more connected to their genius, resulting in a greater impact, presence and higher performance.

Akeila is passionate about bringing coaching to communities and young people that otherwise wouldn't have this opportunity. She is the co-founder of two community organisations that use personal development to evoke lasting change – **Elevated Minds CIC** and **Women With A Vision CIC**. Her passion has led her to coach young people at risk of exclusion from school with outstanding results, as well as female inmates in prison. She believes that you don't need to conform to the labels that society puts on you; you have the ability to make a choice – you just need to know how to accept all parts of you, optimise your mind and move out of your own way.

If you would like more information from Akeila, then please contact her at info@akeilabrownecoaching.com



Dixie-Anne Joseph

Dixie-Anne Joseph is a parent of three children and business owner working in the sustainable and vintage fashion industry. She has a background working in the charitable and social enterprising sector within Haringey and Pan-London.

Dixie-Anne's knowledge and skills are extensive within the field of regeneration, project funding, bid writing and business support, which has brought her to the Elevated Aspirations team. She will use her expertise, knowledge and experiences to support the young people on the programme and work with the wider community to further develop this initiative.



Grace Idowu

In 2008 Tim and Grace Idowu's third child, 14-year-old David, was murdered in the park opposite his home in South London. The perpetrator was a local 16-year-old who later received a minimum sentence of 12 years. In 2010 Grace met with her son's killer at a restorative justice conference at Ashfield Young Offenders Institute. When they told her it was David who had been stabbed, she was so shocked, and knew then that whoever stabbed David could not have known him.

Following the death of her son, Grace created the David Idowu Foundation with her husband Tim in memory of their son. Through the foundation, they have worked tirelessly to educate young people about the dangers of gun and knife crime. Working with young people in prisons, youth offending teams, schools, faith institutions and topically linked events to ensure preventative youth violence messages are provided to them.

Grace's work continues to strike a powerful chord with young people and delivers a powerful message. Her commitment to the youth is a testament to the love she has for humanity and ensuring her son's legacy prevents others suffering a similar fate.



Joy Kyei

Joy started her career in the borough of Redbridge as a frontline Police officer and then went on to investigate missing children and work around county lines.

Joy has worked within the DCDG (Deputy Commissioners Delivery group), which had been set up to address how Black officers and staff are supported and how relations between the MET and Black communities can be improved. Joy is now based in Outreach which focuses on recruitment from underrepresented groups to help the MET look more like the communities they serve.

She has been responsible for assisting in setting up a Network for women within the organisation and has an active role in empowering and supporting women across the organisation. This work inspired Joy to set up the BPNS (Black Police Networking Strand), a network of Black Officers that build and empower one another and support our non-black colleagues around race and culture within the organisation.

Joy is a Mother of 4 of Ghanaian heritage and grew up in South East London. She wanted to join the police as she believed more representation was needed to change the negativity that existed when it came to policing. Joy's experience with the Women's network motivated her to see whether something similar could be replicated for black officers, offering them support and giving them the confidence to be a black officer in the organisation. Joy wants to affect positive change and for Black officers to be viewed as an asset and a valuable resource for the Met. There's commonality from the outset, which can help build trust and works as an asset to change the negative narrative that is so often heard against the Black community. In the same vein, the BPNS can provide perspectives on what sections of the black community may think of a given issue through our conversations with friends and family, which can help the organisation. We are a group of 260 officers, with so much positivity, and everyone is very keen to help each other out.



Parveen Raheeman

Parveen Raheeman is a Detective Constable with sixteen years' experience in the Metropolitan Police Service. Eleven of those were spent in Southwark in safeguarding roles including investigating honour based violence, domestic abuse and protecting children from criminal and sexual exploitation.

She has worked with charities and numerous partners as part of a multi-agency response to keep children safe and remain in education. Parveen has completed the Identification, Care and Support of Victims and Survivors of Modern Day Slavery Course at St Mary's University, a short course which forms part of the MA Human Trafficking, Migration and Organised Crime.

Parveen has worked on acute psychiatric wards before joining the police, she has experience of working with those struggling with their mental health, and also drug and alcohol addiction.

Parveen is part of the Discussion Matters team, a video project that brings together officers and staff from different backgrounds to discuss their perspective on working within the Metropolitan Police. Parveen is also a project facilitator for the Equity Group which aims for Specialist Departments within the Metropolitan Police to be a fair, more representative place of work; where everyone feels included so they can thrive. She is keen to show that policing is for everyone and that all voices are important and required for the Met to be representative of the communities they serve.

Parveen is currently a mentor for the Girl's Network which opens up a world of possibility to girls from the least advantaged communities, empowering them to shape their futures. She has also previously led a Muslim female Scout Group. Parveen is currently looking at the assistance and support of those with neurodiversity concerns and how they can be best supported by agencies.

Parveen is passionate about young people and those with additional needs to be given the opportunity to achieve their dreams and truly believing they can do anything they put their mind to.



Stephen Akinsanya

At the age of 12, Stephen aspired to become a barrister after watching a weekly television show. The boy from Thornton Heath, Croydon, was inspired by his parents to pursue his dreams, despite the limitation placed on him by his teachers.

Stephen has been in private practice as a criminal barrister for 28 years and is a member of Great James Street Chambers in London. As an experienced advocate he has appeared in many complex and serious criminal cases including fraud and murder.

His youth work began over 15 years ago when he took on the role of a Sunday school teacher at Croydon Community Church. His passion for empowering the not-so-confident and less focused in the group enabled him to build dialogue, trust and mutual respect.

Stephen's passion has intensified through his involvement as a defence barrister representing young people, many aged 12 to 21 charged with murder and drug offences. He has also worked closely with Urban Synergy for over 10 years as an ambassador and mentor.

In 2020 he established his social enterprise mentoring platform called Life of Focus. He is the host of the weekly community production – Life in Focus: crime prevention.

Stephen is a foundation governor and trustee at his former secondary school, where he was the school's first Black Head Boy.



John Azah, OBE, DL

John Azah is Chief Executive and the first employee of Kingston Race and Equalities Council (KREC). He has worked there since 1989. KREC is one of the strategic voluntary organisations working on race equalities and human rights in Kingston and the UK.

Together with KREC, John campaigns, advises, counsels, mediates and supports victims of hate crimes. He also advocates for equality of opportunity and human rights. He has years of experience working with the police, local authorities and other agencies to meet victims' needs and take perpetrators to task. KREC also works towards the elimination of discrimination and its associated inequalities.

John founded Bike Across Cultures and Kingston Carnival, which is the biggest celebratory festival in the region.

In 1999 he was invited before the publication of the Stephen Lawrence Inquiry Report to join the Metropolitan Police Racial and Violent Crime Task Force as an Independent Adviser. As part of this role, he was required to advise on the lack of confidence from Black, Asian and Minority Ethnic communities. He became Chair of the Independent Advisory Group in 2003 and is currently the Vice Chair. He is also a Senior Executive Assessor at the College of Policing.

He was a student at Kingston University and has had ongoing affiliations with the University for more than 30 years.

He does lots of volunteering with huge responsibilities, which includes working with the Metropolitan Police Service. He also holds the position of Governor at South Thames College Group/Kingston College, sits on the National Police Chiefs Council and Home Office Hate Crime Independent Advisory Group, and is a member of the Refugee Action Kingston and Kingston Strategic Partnership Board.

John was awarded an Order of the British Empire (OBE) in 2007 for services to Policing and Community and Race Relations in London. John was also given an Honorary Doctorate and a Fellowship at Kingston University in July 2019 for Community Engagement, Inclusion and Cohesion in the Royal Borough of Kingston and Race Equality, Human Rights and Community Relations in the UK.



Nsikan Etuk BA Joint Honours, PgDip

Nsikan has been policing for almost two decades in the borough of Southwark. During that time, he has specialised in working with young people as a Safer Schools Officer.

Nsikan is currently the second longest-serving schools officer in Metropolitan Police Service history. Over the years, he has been involved in many projects that have positively impacted the lives of young people in Southwark.

Since 2010, Nsikan has been a senior executive as well as being the founder of the Nigerian Police Association. Alongside many of his esteemed colleagues, this programme brings policing to the community, whilst providing a platform for employees within the police service to feel valued and empowered. Nsikan currently writes a monthly newspaper column for Nigerianwatch newspaper, in addition to being an executive for the Black Police Network Strand (BPNS) Met Police.



Devon Hanson BSc (Hons)

Devon Hanson, Education and Leadership Consultant, BSc (Hons) in Youth and Community Studies and Sports Science from Roehampton University.

Devon has been a senior teacher and pastoral leader in six South London Schools for over 28 years, impacting the lives of thousands of young people.

He took on his first headship role in 2007, in a school that was described by the DFE as being in the bottom 5% worse in the country. Within four years the DFE described the school as “the most improved in the country”, based on value added. Devon received acknowledgment and recommendations, highlighting his outstanding achievements and leadership from both major political parties at the time.

In 2012, Devon was asked to take on the role of Executive Principal to another local secondary school which was going through similar issues to those he had encountered in his own school. Within one school year, Devon had ironed out many of the issues, paving the way for a new Principal to continue

the development. Led by the same Principal, the school has now become one of the most respected in the borough.

In 2013, Devon was approached and asked to take up a role as Principal in another South London school. The school was opened in 2008 and already had two principals. Prior attainment in this school was indeed similar to some of the higher attaining schools in the borough. But leadership, teaching and the attitudes of staff, parents and students to learning was poor. The behaviour of students was described as “some of the worse seen in a school”. Devon accepted the role and within 18 months, Ofsted commented that the “transformation has been remarkable”.

Devon is a committed and strong supporter of community development and engagement to strengthen school and community cohesion. He has set up supplementary schools for primary age children, along with adult maths and English classes, adult computer and languages classes and community use of the school’s sporting facilities.

Devon has been a visiting lecturer at Southbank University, Institute of Education, New College of Humanities and NPQH course lecturer and mentor.

Devon has contributed to several publications including: TES, SecEd, local newspapers, The Gleaner, The Mirror, The Guardian, The Times, etc.

The impact of his school leadership has earned him national and international recognition. He has worked in an advisory capacity with the Home Office Civil Renewal Unit, the DFES and BBC radio and television. He’s also presented to the Education Secretary and Prime Minister on behaviour management, highlighting strategies for positive changes for young, disaffected inner-city pupils.

Devon’s international work includes presentations and seminars on School Leadership and Improvement in China, Holland, Jamaica, South Africa, Spain, Uganda, USA, Zambia and Zimbabwe.

Developing people is Devon’s forte. He goes that extra mile to know every member of his team and is a role model and coach for practitioners at all levels. He genuinely wants those with whom he works to go on to do well, whether that means successfully leading a small team, year group, department or indeed their own school. In 10 years as Principal, 10 members of his senior management teams went on to be principals. Devon is a positive and inspiring representative of his community. He is a devoted professional, always willing to give his time to staff, students, parents or the wider community.



Dan Ivey

Superintendent Dan Ivey started his policing career in 1995 in the seaside town of Torquay, Devon. He spent 17 years with Devon & Cornwall Police working in the ranks of PC to Inspector, in a variety of uniformed policing roles across the two counties, before transferring to the Metropolitan Police Service in 2015.

Since being in the Met, he has performed various leadership roles in Lewisham, Kensington & Chelsea, Hammersmith & Fulham and Westminster and was promoted to Superintendent in 2021. Dan is a qualified Public Order Commander and formally accredited coach and mentor. He is the elected Co-Chair of the Metropolitan Police LGBT+ Staff Support Association and is the Senior champion for the Network of Women and He For She programmes in Lambeth & Southwark.

Dan is currently the Superintendent responsible for leading all elements of the Partnership and Neighbourhood Policing teams in Lambeth and Southwark. He has responsibility for overseeing all partnership working, including engagement activities, outreach recruitment, dedicated ward officers, tasking and town centre teams and youth engagement and schools officers for both boroughs, as part of the Central South Command.



Dr Victor Olisa QPM

Victor served as a police officer for 35 years. He joined Surrey Police in 1982 straight from university.

He transferred to City of London Police in 1990 and worked in various roles, including the Fraud Squad as Detective Inspector.

In 2003 he was seconded to the Home Office to work on Stop and Search, which involved advising Ministers on policy and chief police officers on good practice.

In 2005 he was awarded a PhD in Criminology at the London School of Economics and Political Science (LSE).

He transferred on promotion to the Metropolitan Police Service in 2006. In 2012 he was promoted to Chief Superintendent and worked in Bexley and Haringey as Borough Commander.

In 2016 he headed the MPS Diversity and Inclusion Unit.

In 2017, he was awarded the Queen's Police Medal for distinguished police service.

After retirement in 2017, he worked as a Visiting Fellow at LSE. He is a visiting lecturer at the Universities of Portsmouth, Liverpool John Moores and West London. He joined the Board of Governors at NACRO in May 2020.



David Otto – Certified Master Anti-Terrorism Specialist – NATO School Trainer

David is an active Consultant, Trainer and Capacity Building Specialist for NATO, UN, USAAFRICOM & DoD and other international and corporate bodies on Counter Violent Extremism and defence against terrorist global Networks. He is a pioneer expert for the Interpol Global Counter Terrorism Strategy designed by a group of 5 Globally accredited Subject Matter Experts.

He recently led a NATO southern hub and the UK Home Office field research on drivers and enablers of Serious Organised Crime (SOC) and violent extremism activities in the Lake Chad and Sahel regional states. He has been researching on Terror Networks for the past 15yrs and has developed a huge information systems network throughout the world . He is one of the few counter Terrorism researchers and trainer for the US based Anti-Terrorism Accreditation Board (ATAB).

David is a Certified Master Anti-Terrorism Specialist (CMAS) and a Certified Anti- Terrorism Specialist (CAS). He is a Certified Financial Crime Examiner (CFCE) with ATAB. He holds a Master of Science (MSc) in Counter Terrorism and Organised Crime (UK) and a Certified Field Criminalistics (Mexico). He has a BA-Hons Law and Criminology (UK). He is currently the Director of Stepped in Step Out UK Ltd and the Director for Switzerland based Geneva Centre for Africa Security and Strategic Studies (GCASSS).

David is a mentor and actively contributes towards the shaping of global Counter Terrorism and Preventing Violent Extremism Strategies in the UK, EU , Lake Chad, Great Lakes, Sahel and Horn of Africa.

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Dr Mark Prince, OBE

Dr Mark Prince OBE is a former boxing champion, and currently a mentor, motivational speaker, author of Prince of Peace and qualified life coach.

He is also CEO of the Kiyon Prince Foundation (KPF), a charity he founded following the murder of his teenage son, Kiyon, in 2006. Kiyon was a talented footballer who was killed outside his school in West London after trying to break up a fight.

The pain, suffering and grief he experienced after the tragedy of his son's death, challenged Mark to choose love over hate and forgiveness above retribution.

The Journey with Young People

Mark had a troubled childhood. He was badly beaten by his father, which resulted in him running away from home in his teens. He became homeless and involved in crime, drugs and alcohol abuse. These experiences helped him to empathise with the trauma, anger and frustration felt by some young people and understand why they behave in a violent and feral way. It also made him recognise the importance of positive and early intervention in a young person's life, preventing what was deemed for some as an inevitable journey into despair, prison or death.

The birth of KPF was a solution and support mechanism for young people and the start of Mark's passion and love in seeing them be successful. His mission is to reverse the trend of negativity and instead equip youths with the tools and mindset to be future champions.

From The Streets to Buckingham Palace

His work has received several notable awards from a former Prime Minister to her Majesty the Queen. Ironically, his graduation from the 'school of hard knocks' made him the ideal recipient of 'The Children's Champion Award' from Prime Minister Gordon Brown. Mark is also an Honorary Doctorate Degree recipient from Excel University. He received an OBE medal in the Queen's New Year's Honours list 2019 in recognition of the significant contribution he and his charity have made to the fight against knife crime.

The Children are the Future

A significant part of KPF's work is with primary school children through to secondary age and young people from tertiary education. Through a combination of mentoring and life skills programmes, the charity has impacted over 90,000 young people since its birth. Being Britain's former light heavyweight WBO (1997) and IBF Inter-Continental Boxing Champion (1998), Dr. Prince has garnered invaluable skills

and experiences that help to develop and transform young people's lives. They are included in his programmes, many of which are delivered to schools and units across the UK.

Mark is currently fundraising for the 'Kiyon Prince Foundation School of Excellence,' a vital tool and resource in tackling the knife crime epidemic. The centre will be an empowerment training and mentoring base to support in turning around lost, disaffected and criminal young lives. It will be a space where they can excel, both physically and mentally.

Legacy

Mark's positive and powerful influence has led to unique campaigns with sporting giants. In 2019, former Premier and current Championship League Football Club, Queens Park Rangers (QPR), awarded his charity the stadium naming rights and 'Loftus Road' officially became 'The Kiyon Prince Foundation Stadium.'

In 2021, on the 15th anniversary of his son Kiyon's death, KPF, QPR, JD Sports, Adidas and marketing strategists Engine, joined forces in the fight against knife crime. In an unprecedented move, they reimaged Kiyon and QPR signed him as a player. He is now featured in the 2021 FIFA game, cementing KPF's powerful legacy.

Real Talk

Dr. Prince has been called to speak on many corporate platforms and has collaborated with a range of notable individuals, organisations, government officials, celebrities and media to shine a light on the socio-economic issues impacting young people and families nationally. Some of his engagements have included:

- The 'go to' speaker for the media on issues pertaining to knife crime
- Executive producer of the ITV documentary, 'Put the Knives and Guns Down'
- Panel member for a national newspaper campaign 'Save Our Streets'
- Keynote speaker at Metropolitan Police Operation Trident Programme
- 1-to-1 with the current Mayor, Sadiq Khan, on London's Knife Crime epidemic
- Guest speaker: National Black Crown Prosecutors Association Conference and National Governor Prison Association Conference.

Projects in Progress

Mark is involved in some exciting projects which are currently in development. A couple we can mention include a three-part series of Mark Prince's life and The Dr. Prince Show. He has recorded 18 episodes, where he interviews celebrities and inspirational guests with amazing stories. 10 episodes have been sold to YouLook TV, a free-of-charge digital video on-demand channel.



Sheldon Thomas

Sheldon spent 10 years as a gang leader in the late 70s and early 80s, during which time nine of his associates were shot dead. Since those early years, through being mentored by Bernie Grant, Sheldon founded Gangsline.

Gangsline has engaged with over 15,000 individual gang members throughout the UK over the last 20 years, going into trap houses (properties where the drugs are made and weapons are stored) and underground garages to meet directly with gang members.

Due to Gangsline's lived expertise, gang members and those on the peripheral of gang activity can often relate to the organisation's specialist interventionists worker. This is what makes the gang prevention workshops for schools and gangs training for frontline professionals so unique. Gangsline has the ability to influence behaviour and demonstrate new and innovative ways of engaging gang members with a no-nonsense, hard-hitting but honest approach.

Sheldon spent six years advising the Trident team (a specialist Met police unit set up at that time to deal with gun and gang violence). Due to his insight into gangs, Sheldon was invited to be a part of the roundtable discussion on gangs with the then Home Secretary, Theresa May, and Sir Iain Duncan Smith, to develop a strategic approach to sustainably reducing gang membership.

Sheldon has been trained by the Home Office as a peer reviewer since 2011. His role within the Home Office team was to go across the UK to engage gang members, local communities and faith groups. As part of this role, he examined the current gang strategies of local authorities and the police, with the aim of identifying any existing good practices around gangs and serious youth violence. He also makes recommendations where there is no strategy on tackling gang culture and where gang violence is not a local authority priority.

In addition, Sheldon is a trained mediator who is called upon to negotiate between rival gangs. In 2011, Gangsline intervened and mediated between 38 gang members and stopped several high-profile revenge shootings from taking place during one of the most violent spells in East London. Sheldon is now a leading consultant and trainer on street gangs and organised crime.

Presentations, Conferences & Seminars, 2019-Present

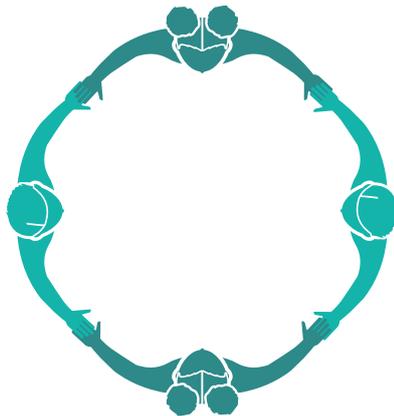
- Four offender management & health care conferences
- Eight Westminster Insight conferences
- Eight Government conferences on gangs/county lines and organised crime

- The Blether seminar
- Two Westminster briefing seminars
- National serious & organised crime conferences
- Annual offender health forum
- Fabian society conference
- Criminal justice management conference
- Home Office, National Crime Agency national audit conference
- SafeCity London forum
- Westminster women's outreach conference
- Nottingham community solutions conference
- Oris forums risk summit conference
- The Black Police Association development day
- Home affairs committee/house of commons
- Heroin & crack action area conference
- Annual Police Federation conference
- Several prisons talks

Sheldon's Written publications:

- 2011) The English Riots: A Summer of Discontent Paperback
- (2012) Squashing The Beef – a report that looked at the gangs in Newham, East London, and the emerging trends
- (2015) The Home Affairs Select Committee Report on Gangs and Youth Crime
- (2015) National Church Leaders Forum (NCLF) called Black Churches Mobilization A Manifesto For Action;
- (2016) Faith, Space and Selfhood in East London 'Youth Gang' Culture. Urbanities Vol.6 No.2 (Armstrong & Thompson)

- (2016) Policing the London 2012 Olympics: Legacy and Social Exclusion. Routledge. London. (Armstrong & Thompson)
- (2016) Bred and Meet: Gangs and God in East London in G Antonopoulos (ed) Illegal Entrepreneurship, Organised Crime and Social Control.



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