

Serious Violence Response Strategy 2020-2022 Year 2

Nottingham City &
Nottinghamshire
Violence Reduction Unit



Foreword

It has been more than a year since the Nottingham and Nottinghamshire Violence Reduction Unit (NNVRU) launched. Together, we have delivered intensive support to more than 2,125 young people at risk of violence and reached over 142,000 through targeted social media.

The NNVRU has shown the impact we can all make in our communities by taking time to understand young people's backgrounds and their life experiences, which can contribute to their behaviours.

The projects funded by the NNVRU give young people the tools they need to make positive choices and already we are seeing the difference this support can have on their lives. There are numerous stories of success and many young people are now on a completely different course thanks to a host of intervention programmes.

While this work has undoubtedly been impacted by Covid-19 our efforts and those of our partners, to build resilience in our communities and address the economic, social and personal barriers that lead to violence have continued with vigour.

This Response Strategy outlines how we will work with our partners over the next year and beyond to reduce serious violence and its causes as part of a whole system response. We will work towards our ambition to become a trauma-informed City and County and implement our youth work programme to improve outcomes for young people and support them in reaching their full potential.

We will also focus on empowering communities through our Incubation Hub and investment in grass roots solutions. Most importantly, we will create opportunities for a deeper understanding of the issues facing Black, Asian, minority ethnic and refugee communities, including racism and discrimination, which have a negative impact on individuals and groups.

Dave Wakelin
NNVRU Director



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Introduction

On 9 April 2018, the government published its Serious Violence Strategy¹ setting out an ambitious programme of work to respond to increases in knife crime, gun crime and homicide. The Strategy places an emphasis on early intervention and prevention and aims to tackle the root causes of violence and prevent young people from getting involved in crime in the first place.

Since 2019/20, the government has invested £100m per year in a Serious Violence Fund. £35m from the Fund is assigned to establish, or build on existing VRUs, with the remaining £63.4 million allocated to pay for a surge in police operational activity across the 18 areas that are worst affected by serious violence.

This Response Strategy outlines how the Nottingham City and Nottinghamshire Violence Reduction Unit will work with our partners and communities to prevent serious violence and reduce its impact in the local area, to create safer communities.



¹ <https://www.gov.uk/government/publications/serious-violence-strategy>



NNVRU vision, scope and principles

Established in 2019, the NNVRU brings together specialists from public health, clinical commissioning, police local authorities, education and community organisations with a shared goal to reduce serious violent crime and the underlying causes countywide. The focus of the NNVRU is on a whole system approach to violence reduction providing strategic leadership and coordination.

Our vision

'We will work with communities to prevent violence and reduce its harmful impacts through developing a detailed understanding of its causes and investment in evidence based interventions that make a lasting difference'.



Our core principles

The NNVRU take a public health, whole systems approach to preventing and reducing the impact of serious violence. We have adopted five core principles, which underpin this approach. We will:

Focus on what will make a difference to whole populations, communities and groups, recognising that different communities, and groups within communities, may have different needs.

Work as a whole system, and in partnership, rather than as individual agencies, organisations, services or professionals. We are committed to working in partnership with and for our communities to collaborate and coproduce solutions.

Intervene early to prevent issues emerging. We believe that 'prevention is better than cure'. Intervening early builds resilience reduces the impact of adversity and changes community norms through education or policy change, which can prevent issues emerging.

Consider the 'causes of the causes'. We look beyond the presenting issue to the wider context and use research and evidence that helps us understand why people behave the way they do, what contributes to this behaviour and where inequalities and inequities may exist.

Ensure our work is evidence-informed. Our interventions are driven by data and intelligence; we will contribute to the evidence-base and seek to create a new evidence-base

Our scope

Each VRU area has a slightly different focus when it comes to serious violence, depending on the priorities of the wider partnership. We have worked with stakeholders to identify the scope of *which* crime types we will focus on, these include:

- Weapon-enabled violent offences that take place in public spaces and domestic addresses
- Assaults, from actual bodily harm up to homicide
- Weapon-enabled robbery
- County lines, as it relates to violence and / or gang conflict
- Serious night time economy violence such as grievous bodily harm (GBH) offences rather than 'general disorder'
- Serious sexual violence, specifically rape offences, and
- Knife possession offences

Our strategic priorities on page 10 set out *how* we will work with partners to reduce serious violence and its causes.



Governance, roles and responsibilities

The **Strategic Violence Reduction Board** provides strategic, system wider leadership and coordination of the countywide response to serious violence. It seeks to add value to and is dependent on existing multi-agency arrangements, as illustrated in figure 1.

Core membership

The core membership of the Board includes the Police and Crime Commissioner as Chair, as well as senior officer representation from the following organisations:

- Nottinghamshire Police
- Nottinghamshire County Council (Public Health and Children’s, Families and Cultural Services)
- Nottingham City Council (Public Health and People)
- Nottinghamshire CCG
- Public Health England East Midlands
- East Midlands Ambulance Service
- Vision West Nottinghamshire College
- Nottingham College
- Mansfield District Council, representing Community Safety Partnerships
- HMP Nottingham
- Nottingham Trent University
- Nottingham University Hospitals
- Community Ambassadors

The Board collaborates with the following statutory partnerships to deliver violence reduction activity:

Safer Nottinghamshire Board. The Safer Nottinghamshire Board is a countywide strategic group that is required under Crime and Disorder Regulations 2007 to ensure the delivery of shared priorities and a community safety agreement. It supports local Community Safety

Partnerships (CSPs) and aims to bring together agencies and communities to tackle crime and ASB in local areas. CSPs represent the

following areas of the County: South Nottinghamshire, Mansfield and Ashfield and Bassetlaw, Newark and Sherwood. Violence reduction is recognised in the SNB’s Strategic Plan as a priority theme.

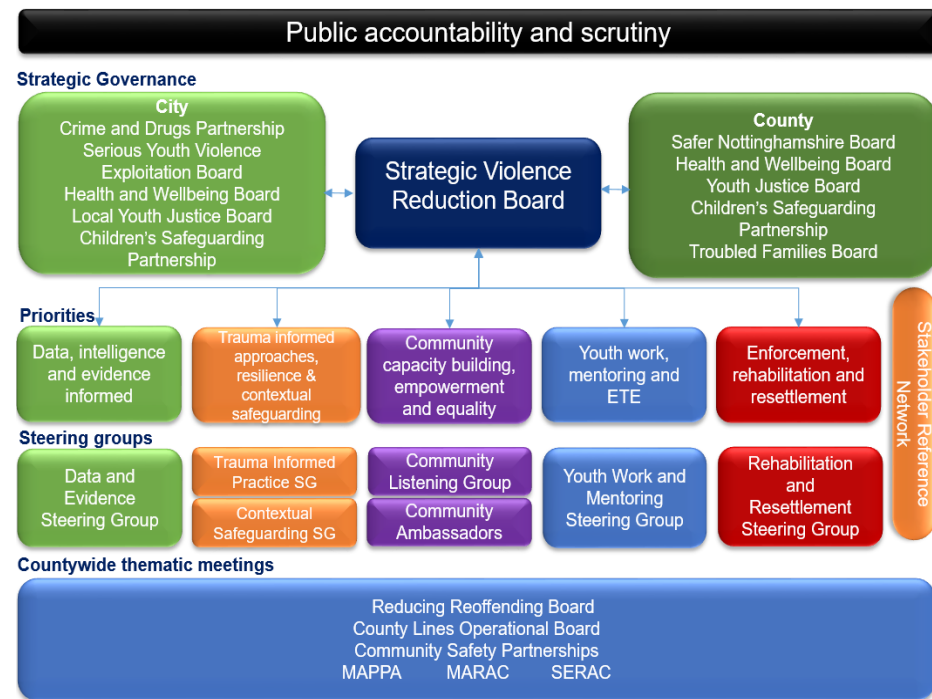


Fig. 1 NNVRU and multi-agency governance structure

Nottingham Crime and Drug Partnership (CDP). The CDP is the City’s strategic community safety partnership. It has the overall aim of reducing the harm and misuse of drugs and alcohol, and tackling crime in the City of Nottingham. The VRU continue to work closely in partnership with CDP colleagues, who have provided analytical expertise and input into the Strategic Needs Assessment (SNA) to enhance our understanding of the City area.



The Strategic Violence Reduction Board is supported by:

NNVRU team

The NNVRU Team for 2020/21 includes representatives from public health, early help, youth justice, the community sector and the police with a range of specialist skills and knowledge. The role of the NNVRU team is to:

- Lead the development and implementation of the Serious Violence Strategic Needs Assessment and Response Strategy
- Provide strategic coordination of violence reduction activity countywide by working in collaboration with partners and communities
- Produce analytical products, such as the Serious Violence Data Dashboard, to inform the strategic response to serious violence
- Commission and evaluate primary, secondary and tertiary interventions aimed at reducing serious violence
- Ensure that the voice of young people and the wider community is captured and informs violence reduction activity
- Develop and implement research and evaluation to contribute to the local and national evidence base.

Violence Reduction Stakeholder Network

The Violence Reduction Stakeholder Reference Network will be re-launched during 2021/22 as a virtual forum for practitioners from core member organisations and community groups. Members of the Network, who have a vested interest in serious violence and the causes of serious violence, will ensure wider partnership support in the delivery of the Response Strategy. The use of a virtual platform will enable more dynamic consultation and engagement and will create a forum for partners to network.

Thematic Steering Groups

Thematic Steering Groups engage subject matter experts from across the multi-agency landscape in developing and implementing plans around areas of strategic focus, including; data and evidence, trauma informed practice, contextual safeguarding, youth work and mentoring.

Community and Youth Ambassadors

In order to amplify the voice of community members, the NNVRU employ Community and Youth Ambassadors on a voluntary basis. Many of the Ambassadors have proven expertise in supporting young people and communities impacted by serious violence or are young people who are passionate about having a voice in their community.

The Community Ambassadors support delivery of the NNVRU's response plan through involvement in projects, they help to build relationships between the NNVRU and local people and empower them to have a stake in the serious violence agenda. The Ambassadors are also Board members.

Community Listening Group (CLG)

The CLG, developed by OPCC in collaboration with our Community Engagement Specialist, provides a mechanism for stakeholders to discuss concerns and issues relating to crime, victimisation, offending and policing affecting the BAME community. To strengthen our link to the CLG the NNVRU will be inviting the Chair of the Group to attend the Strategic Violence Reduction Board going forward. The NNVRU, will take proposals to the CLG for consultation, the associated Independent Scrutiny Panel will also be responsible for scrutinising plans and key data sets, providing check and challenge.



Regional and national collaboration

VRU National Domestic abuse network

The NNVRU has been appointed the national VRU lead for domestic abuse during 2020/21 to disseminate learning, knowledge and evidence base from local, regional and national perspective within the VRU network and a wider group of concerned stakeholders.

This will be a virtual network which will initially focus on the following themes; achieving a whole systems leadership approach to domestic abuse, domestic abuse perpetrator interventions, the response to preventing and tackling domestic abuse during and post Covid-19 and multi-generational and adolescent on parent.

The East Midlands Violence Reduction Information Network

The NNVRU and the Leicestershire VRN collaborate with other forces in the East Midlands to share learning and best practice as part of a regional whole system approach.

The East Midlands Violence Reduction Information Network (VRIN) has been set up as a strategic partnership, initially between academics from the University of Leicester, East Midlands Policing Academic Collaboration (EMPAC) and police personnel, with the intention of reducing violent crime in the Leicestershire, Nottinghamshire, Derbyshire, Northamptonshire and Lincolnshire force areas. It is supported by the UK Economic and Social Research Council (ESRC) and is an opportunity to deepen strategic collaboration between police forces in the region, other local partners and the wider academic community, in order to shape our approaches to reducing violence.

Leicestershire VRN

Wherever possible the NNVRU and Leicestershire Violence Reduction Network (VRN) will seek to embed regional approaches with partners who have a regional footprint, including Probation/CRC, Public Health England East Midlands and East Midlands Ambulance Service.

During 2021/22 the VRU and VRN will be collaborating to deliver trauma informed e-learning as part of a core training offer for practitioners in statutory and community sectors across Nottinghamshire and Leicestershire.



Our approach

The NNVRU employ a multi-agency systems leadership approach to violence reduction, drawing on the six underlying principles of a public health approach. These are; 1) focussing on a defined population, 2) with and for communities, 3) not constrained by organisational boundaries, 4) focused on generating long-term as well as short-term solutions, 5) based on data and intelligence and 6) rooted in evidence.

Taking a public health approach to violence is not new. In 1996 the World Health Organisation (WHO) developed a 4-step process for implementing a public health approach to violence.



Fig. 2 The WHO 4-Step process for implementing a public health approach

The approach seeks to identify common risk factors, which drive violence and the protective factors, which prevent violence. It encourages identification of those factors and implementation of interventions for individuals, communities and societies.

A whole system approach

We have adopted Public Health England '5Cs' approach to guide how we will harness the power of partners and local communities to create positive community norms and tackle the causes of violent crime as part of a whole system approach.



Fig. 3 5Cs framework, PHE 2019

Collaboration: We bring partners together from a broad range of functions who have the shared goal of tackling serious violence

Co-production: The perspectives of partners and communities inform our approach.

Co-operation: We work with partners to overcome barriers to effective data and information sharing.

Counter-narrative: We promote positive alternatives for young people.

Community consensus: We aim to empower communities to actively participate in tackling the issues that affect them.



Annual Report 2020/21: Areas for improvement

To improve how we work with multi-agency partners to deliver a whole systems approach, we will:

Bring VCS and statutory partners together as part of a virtual stakeholder reference network to enable **dynamic consultation, sharing of learning and best practice**

Review the NNVRU team structure to ensure sufficient capacity and capability to fulfil core requirements, look to **collaborate with other partners** in areas such as analytical expertise, community engagement, commissioning, research and sharing of public health resource.

Secure representation from the National Probation Service on the Strategic Violence Reduction Board and within the NNVRU team once they have completed their reunification in June 2021.

Undertake a **peer review with South Yorkshire VRU against the 5C's model** to identify further recommendations for improvement in respect of collaboration, co-production, co-operation in data sharing, counter-narrative, community consensus.

Undertake a cultural mapping exercise in consultation with partners in order to **identify cultural barriers and opportunities for embedding positive cultural shift** including shared values and ethos as part of a systems change approach.

Informing our response

This Response Strategy is informed by findings from the Serious Violence Strategic Needs Assessment (SNA), which provides a comprehensive analysis of serious violence, and the context and complexity in which violence arises across the VRU area.

The Strategy also incorporates areas for improvement identified in our Annual Report for 2020/21, which seek to improve the ways in which we work to tackle the issue of serious violence, including planning, delivery, governance, data and sustainability.

During early 2021, we will undertake engagement and consultation with partners, community members and young people to inform a detailed programme plan to support and monitor implementation.



Strategic priorities

A number of strategic priorities have been identified to ensure coherent and effective governance and delivery of the Response Strategy. Each priority is directly linked to a key finding in the SNA, they are as follows:

Priority 1: Data, intelligence and evidence base: We will use multi-agency data and prioritise research and evaluation of interventions to understand what works to reduce violence and improve the effectiveness of our interventions.

Priority 2: Trauma-informed approaches, resilience and contextual safeguarding: We will collaborate with partners to create a trauma aware City and County and develop a system wide response that recognises the importance of contextual factors in serious violence.

Priority 3: Community capacity building, equality, equity and empowerment: We will empower communities to play a central role in violence reduction by supporting them to create sustainable solutions. We will also deepen our understanding of issues facing specific communities, including racism and discrimination, which may contribute to negative outcomes and will seek equity of access for through system change.

Priority 4: Youth work, mentoring, education, training and employment: We will work with partners in the statutory and voluntary sector to establish high standards of youth work and mentoring and increase connectivity of pathways into education, training and employment for those at risk of serious violence.

Priority 5: Enforcement, rehabilitation and resettlement: We will work in collaboration with partners in Police, Probation, prisons and community to disrupt serious violence and reduce the risk of re-offending.



Priority 1: Data, intelligence and evidence base

We will use multi-agency data and prioritise research and evaluation of interventions to understand what works to reduce violence and improve the effectiveness of our interventions.

Serious Violence Strategic Needs Assessment

The SNA, which was first published in March 2020 and has recently been refreshed, seeks to contribute to an understanding of **what causes violence** in the Nottingham City and Nottinghamshire area, and **the causes of those causes**, to **inform evidence-based prevention, early intervention and 'treatment'** interventions and approaches. Specifically, the SNA:

- Explores the **prevalence of serious violence** in Nottingham City and Nottinghamshire County and the context in which this violence arises, using multiple data and information sources to describe who is affected as victims and/or perpetrators.
- Appraises **evidence related to violence** including interventions to reduce violence identifying gaps and limitations in the evidence.
- Explores the issue of **serious violence as experienced by local people** through engagement with individuals and communities.
- **Identifies local assets**, including services in the statutory, voluntary and community sectors that aim to reduce violence, tackle the causes of violence and the causes of these causes

Impact of Covid-19 on serious violence

Covid-19 and the associated restrictions have had **significant impact on the picture of violence** in Nottingham and Nottinghamshire.

The number of serious violence offences declined, particularly around the night-time economy and youth violence. However, as the OPCC's *Police and Crime Needs Assessment 2021* highlighted, 2020 saw marked increases in the number of young people and vulnerable adults identified as being exploited, including cases of 'cuckooing' and County Lines exploitation. The move to online living, has been referenced in

consultation in leading to increases in online sexual exploitation and grooming.

Impact of Covid-19 on individuals and communities

Individuals, families and communities have suffered during the pandemic, primarily through the deaths the virus has caused but also by **disadvantages caused by the loss of education, employment and opportunities** and the important social activities that contribute to our **physical and mental health**.

Coronavirus restrictions **inhibited the reach and quality of some aspects of service**, particularly in managing complex and chaotic offenders, supporting vulnerable victims and young people and progressing criminal justice outcomes. **Risks relating to the exploitation of vulnerable people increased** markedly during the Coronavirus lockdown.

Whilst the SNA refresh will focus predominantly, on the impact of Covid-19 on serious violence, there are a number of other areas in which the NNVRU will continue to work to improve data accessibility and quality.

Strategic Needs Assessment 2021

To improve our **understanding of how Covid-19 has impacted serious violence**, we will:

Continue to examine the **impact of COVID-19 as data becomes available**, providing interim update(s) to the SNA where appropriate. Ensure this examination reflects lived experience as well as data analysis



Strategic Needs Assessment 2021

To improve **accessibility and quality of data** we will:

Work with partners to **improve the quality of ethnicity data in key datasets** to support improved analysis of the impact of serious violence on different ethnic groups. This will involve both working with agencies to improve data collection and with communities to build mutual trust in the provision of personal data and its use.

Support the **development of the Emergency Care Dataset** and the integration of assault victim data from in Emergency Departments into future work.

For further information on how we will seek to improve the quality and accessibility of education data, please see **Priority 4: Youth work, mentoring, education, training and employment.**

Qualitative data

We will continue to **listen to those who have been impacted by violence** through focus groups, interviews and qualitative research. During 2020/21 we partnered with Northampton University to undertake research to engage with those who have experienced violence as victims and / or perpetrators, with a focus on **BAME and new and emerging communities, excluded young people, those with SEND and multi-generational voices.**

Males as perpetrators of violence

Males form the huge majority of perpetrators of reported violence. There is a **need for a greater understanding of how boys experiencing or witnessing domestic violence respond to this trauma and ACEs.** Why in some cases they develop harmful beliefs and behaviours and in others go on to develop healthy and loving relationships in adulthood.

Strategic Needs Assessment 2021

The NNVRU will **commission research into how boys' beliefs and behaviours develop in relation to violence** and the extent to which boys who have experienced or witnessed domestic violence are more likely to develop harmful beliefs and behaviours and what factors provide greater resilience

Violence against women and girls

Responding to the lived **experience of girls and young women affected by violence** is a priority for the NNVRU. Whilst males are over-represented as perpetrators and victims of serious violence, there is concern around the exploitation of young women linked to young men involved in illicit drug-related crime and violence including, although not exclusively, linked to gang affiliation. We will respond to findings in recently commissioned research to **identify where system-wide changes can reduce the causes of violence and exploitation of women and girls.**



Priority 2: Trauma-informed approaches, resilience and contextual safeguarding

We will collaborate with partners to create a trauma-informed City and County and develop a system-wide response that recognises the importance of contextual factors in serious violence.

Trauma-informed strategy

The NNVRU and our partners acknowledge that **the impact of trauma is life-long** and that by intervening early, and throughout life, we can mitigate its impacts. **We have listened to communities** and understand that the impact of adverse childhood experiences can be intergenerational. By recognising these impacts and intervening appropriately, we can change the trajectory of future generations.

Strategic Needs Assessment 2021

To ensure our approaches are **trauma informed**, we will:

Support the development of **an embedded, trauma informed practice** through a) a Trauma-Informed Strategy for Nottingham and Nottinghamshire and b) the development of a suite of learning tools for practitioners, managers, leaders and other stakeholders in the voluntary and community, private and public sectors.

Further **explore the impact of ACEs on violence within communities** as a response to trauma (perpetrator) and as an ongoing risk (victim) including interventions to break the cycle of violence within communities.

We are committed to becoming **a trauma-informed city and county** and understand that this is a long-term aspiration; which will not be accomplished through any single approach, technique or checklist. Our approach will be asset-based rather than highlighting perceived deficits in ways that stereotype and marginalise individuals and communities.

The first phase of this programme is to design and implement **trauma-informed e-learning** which will be accessible to partners in the statutory and third sector. The e-learning will promote understanding of the impact of trauma with the aim of enabling a more empathetic approach,

reducing risk of re-traumatising and increasing the likelihood of understanding what lies behind a presenting issue. This will be accompanied by sector-specific resources for education, police, youth justice and others.



Contextual safeguarding

When young people experience violence and this is in some way associated to **locations outside the home** it follows that the neighbourhood itself features within the process of assessment and intervention. In order to address the factors that cause or allow violence to occur, these **factors needs to be identified, explored and addressed**. The NNVRU will undertake contextual safeguarding pilots in 2021/22 in order to evaluate the benefits of different approaches and make recommendations for how partnerships can best tackle the issue in future.



Increasing personal resilience

The NNVRU is augmenting support interventions that **increase children and young peoples' resilience**, focussing on locations in the City and County with the highest risk of exclusion. We have commissioned educational psychologists in the City and County to deliver **emotion coaching** to teachers in primary and secondary schools and alternative provisions to help children and young people understand the different emotions they experience, why they occur and how to handle them.



Increasing resilience in families

Early intervention schemes targeted at more vulnerable children and families can reduce the incidence of adverse childhood experiences and increase the resilience of children and families to stressful situations. Systematic reviews of these **parenting schemes** have repeatedly shown good evidence for reduced violence over the lifetime of benefitting children and some evidence of reduced intimate partners violence and child maltreatment (NNVRU SNA 2020).

Stakeholder engagement has suggested that there is **unwarranted variation**, which is not related to differences in need, between the City

and County. During 2021/22 the NNVRU will continue to support parents, including those parenting children and young people with specific needs such as ADHD, autism and conduct disorders who are over-represented as victims and perpetrators of violence.

Special educational needs and disabilities (SEND)

Local intelligence suggests that **Youth Justice clients' with SEND** and adult prisoners, **are over-represented as victims and perpetrators of violence**.

During 2020, the NNVRU collaborated with the City Youth Justice Service to undertake a research project to review the experience of service users with special education needs and disabilities. Initial findings suggest that although professionals have raised concerns at a much earlier date, **some young people are not receiving a diagnosis and appropriate support until entering the Youth Justice System** with early intervention opportunities being missed. This evidence needs to be explored more fully before any conclusions are drawn.

Strategic Needs Assessment 2021

To increase support for young people with **SEND**, we will:

Continue to **explore the experience of service users with special education needs and disabilities (SEND)** in the Criminal Justice cohort to understand where opportunities for diagnosis and support have been missed to provide early intervention.

We will support the same case note review in Nottinghamshire Youth Justice Service, review the findings of the project and implications for improved practice including through closer working with the SEND Accountability Board.



Priority 3: Community capacity building, equality, equity and empowerment

We will empower communities to play a central role in violence reduction by supporting them to create sustainable solutions. We will also deepen our understanding of issues facing specific communities, including racism and discrimination, which may contribute to negative outcomes and will seek equity of access through system change.

Community and youth engagement

Our **Community and Youth Engagement Strategy** sets out how we will engage with communities and in particular young people, achieve consensus in our approaches to reducing serious violence. The Strategy utilises a place-based approach but also takes account of diversity, including faith groups and new and emerging communities.

Annual Report 2020/21: Areas for improvement

To improve how we **engage communities** we will:

Improve engagement with County VCS partners, faith community and new and emerging communities to ensure inclusion with a **wide range of perceptions and experiences**, as well as improving reach across the NNVRU area.

Strengthen our approach to communicating key findings, research, plans and outcomes through a virtual NNVRU Stakeholder Network for colleagues in both VCS and statutory sectors.

We will also produce **accessible versions of key VRU products** to ensure information with regard to the local evidence base and planned activity reaches a **wide and diverse audience**.

Consider how **lived experience is valued and supported** to engender a **positive counter-narrative**.

We will continue to employ **Community and Youth Ambassadors** into the NNVRU in order harness the skills and knowledge of experienced community practitioners and to amplify the voices of young community members.

Community capacity building

Through our **Community Assets Assessment**, the NNVRU will identify assets which are **protective factors in communities** and seek to increase community resilience and connectivity in tackling the causes of serious violence in specific localities and communities.

Through our collaborative **Community Safety Fund** with the OPCC, we will continue to invest in grass roots organisations to enable experts in our communities to address the challenges that affect them.

We are conscious of the issues that short-term funding can create and will continue to build **capacity and sustainability** in community organisations through our **Incubation Hub** programme. Successful system change requires the third sector to have opportunities to access to the same workforce development opportunities as our statutory partners. Through the Incubation Hub we will provide equitable access to a range of learning opportunities and resources, including restorative supervision, training for Designated Safeguarding Leads, contextual safeguarding awareness training and support with bid writing, evaluation and information sharing.

During 2021/22 we will also evaluate the impact of the Incubation Hub in supporting the VCS sector and will identify ways in which we can continue to add value.



The voice of young people

In August 2020 the NNVRU launched the **#stopviolence** social media campaign, which aims to tackle themes within the scope of serious violence, such as weapon-enabled violence, criminal exploitation of young people as well as sexual and domestic violence with a view to giving young people a voice to engage their peers.

We asked young people “*what would stop you in your tracks and make you think?*” The first phase of the campaign, resulted in a series of videos which were shared across Facebook, Instagram, YouTube and Snapchat. The videos are hard-hitting and ‘edgy’, but they are credible and tackle the issues that concern young people in Nottinghamshire. They are expressed in *their* language, using *their* voice.

As of December 2020 the campaign had **reached 142,181 young people living in the county** and consistent traffic to the HashtagNG website which provides advice, guidance and signposting to interventions. Over the coming year we will continue to engage young people and give them a platform through future campaigns.



Capturing the voice and expectations of young people will also be a key element of our youth work programme; see page 17 for more information.

Equality, diversity and inclusion

Our 2020 SNA identified that Black and Mixed/Multiple ethnic groups were overrepresented in the offender cohort compared to Nottinghamshire population. Through findings from our qualitative research, we aim to **create opportunities for a deeper understanding of issues facing specific communities, including racism and discrimination**, which may contribute to negative outcomes and will seek equity of access through system change.

Annual Report 2020/21: Areas for improvement

To promote **fairness and equity**, we will:

Develop an **Equality, Diversity and Inclusion Framework** to articulate how the NNVRU intends to work with partners to **deliver fairness and equity**.

Seek to **amplify the voice of BAME communities** by securing representation from the Chair of the **Community Listening Group (CLG)** on the Strategic Violence Reduction Board.

Improve the **take-up and accessibility by BAME communities** to victim care and one-to-one support services funded by the OPCC and NNVRU

The NNVRU is a member of the Inequalities in Health Alliance. **The Inequalities in Health Alliance (IHA)** is calling on the government to develop a cross-government strategy to reduce health inequalities as part of any post-pandemic planning.



Priority 4: Youth work, mentoring, education, training and employment

We will work with partners in the statutory and voluntary sector to establish high standards of youth work and mentoring and increase connectivity of pathways into education, training and employment for those at risk of serious violence.

Youth diversion

We will work with custody leads in Nottinghamshire Police, Youth Justice and health colleagues to review approaches to commissioned interventions in A&E and police custody to provide diversionary and needs-based interventions for vulnerable and at-risk young people, including those who are under the age of 18, during moments of crisis.

The NNVRU commission targeted youth outreach, primarily in the city centre. During 2021/22 we will work with stakeholders to **identify gaps in outreach provision** to ensure vulnerable young people in high-risk areas of the City and County have access to skilled practitioners either through statutory or third sector provision.

Review of Youth Diversion in Nottinghamshire

In 2019/20 the OPCC commissioned 'An independent review of youth diversion in Nottinghamshire' to develop a local **understanding of need and demand for both universal and targeted youth diversion services**; to understand what works in the provision of these services and to explore how outcomes in this area can be maximised.

One of the main recommendations from this report was to adopt a **youth work standards framework**. To achieve this outcome, we acknowledge that we need to invest in building the capability of the third sector to deliver high quality youth work.

Youth work programme

The OPCC and NNVRU are working with the **National Youth Agency** and young people from the City and County to develop and implement a strategic programme aimed at **ensuring consistent, high quality**

standards of youth work for those working with our most at-risk young people. This will include co-production of a **Youth Work Charter**, which will reaffirm the commitment of the NOPCC, NNVRU and partners in the statutory and third sector to improve outcomes for young people and support them in reaching their full potential

A **Tailored Quality Mark** will also be developed, based on the NYA's National Quality Mark. This will provide a framework, which will support organisations in reflecting upon and reviewing the services that they offer to young people, enabling them to explore ways to develop and provide youth work to the best possible standard. Finally, we will develop a **training pathway** for practitioner and volunteers working with young people. A Youth Panel will be established to include our youth ambassadors, members of the OPCC's Youth Commission and other young people impacted by serious violence to ensure **active participation** in design and delivery.



Youth mentoring

During 2021/22 the NNVRU will focus on how we can support partners in the statutory and third sector to provide consistent, **high quality mentoring programmes**, acknowledging that a trusted and accessible adult is a key protective factor in supporting young people at risk of serious violence.

Strategic Needs Assessment 2021

We will conduct an audit of professional adult relationship schemes and practice inclusive of mentoring and youth work in the NNVRU area and more widely to identify good practice to be shared with practitioners locally and more widely

Education, training and employment

National evidence suggests that **young people not in education, employment or training are more likely to become victims and / or perpetrators of violent crime**. Our 2020 SNA noted that data on school-aged young people attending alternative provisions and further education colleges is not consistently shared, although it is a potential rich source of information on the needs of local young people.



Strategic Needs Assessment 2021

To ensure better **access to education data**, we will:

Work with **Alternative Education providers to provide data that enables analysis of the progress of young people** attending such provision with those attending mainstream schools

As identified last year, data on school-aged young people attending alternative education provision is not consistently shared and the data quality is inconsistent limiting the ability to interrogate the data received by local authorities.

Additionally, stakeholders suggest that attendance and exclusions from local schools underestimates the true picture. Specifically, unofficial policies such as managed moves and off-rolling are used by some schools to 'manage' poor attendance and challenging behaviour. **More consistency is needed in data collection to allow vulnerable children to be identified and supported.**

During the COVID-19 pandemic, young people have had much of their education on line and children from lower income families have been disadvantaged by digital exclusion and other factors. This could have implications for a large proportion of young people. Growing numbers of **youth unemployment as a result of the pandemic is likely to affect the most deprived parts of the City and County** and the groups of people already at increased risk of being impacted by serious violence.

Many of our secondary intervention programmes, such as the Children's Society Next Gen programme, seek to support vulnerable young people to remain in education or, as with the U Turn custody intervention programme, enable young people to attain readiness to work. During 2021/22, as well as continuing to commission interventions which support young people who have known risk factors, **we will work with partners to drive system change which reduces exclusion and promotes opportunity in education and employment** for those who may otherwise have experienced negative outcomes.



Priority 5: Enforcement, rehabilitation and resettlement

We will work in collaboration with partners in policing, probation, prisons and the community to disrupt serious violence and reduce the risk of re-offending.

Prisoner resettlement pathways

The NNVRU currently work in partnership with a network of education, training and employment (ETE) providers, referral partners and local authorities from across Nottinghamshire and Nottingham City to provide oversight of pathways into education, training and employment for those who are either at risk of involvement in serious violence or are known offenders.

The network has sought to establish accessible and effective pathways and remove barriers that limit opportunities of progression into ETE therefore reducing the likelihood of individuals offending or re-offending and promoting whole systems change.

Annual Report 2020/21: Areas for improvement

To improve how we engage with colleagues in prisons and probation, we will:

Secure representation from the National Probation Service on the Strategic Violence Reduction Board and within the NNVRU team once they have completed the transition phase into one organisation in 2021.

Work with partners to establish a steering group focussed on prisoner resettlement to promote a whole systems approach to supporting offenders on release from custody, reporting into the Reducing Reoffending Board.

During 2021/22 the NNVRU will work with partners from the Reducing Reoffending Board to increase the scope of this work to focus on prisoner resettlement more broadly, with the aim of developing and augmenting our current an evidence-informed programme.

Domestic Abuse Perpetrator Research

During 2020/21, the NNVRU and OPCC jointly commissioned Nottingham Trent University to undertake an Extended Rapid Evidence Review into the effectiveness of Domestic Abuse Perpetrator Interventions. The findings from this report were used, alongside recommendations from the OPCC's report; *'Improving the Response to Domestic Violence and Abuse in Nottinghamshire'*, to inform a domestic abuse perpetrator programme aimed at reducing re-offending.

Domestic Abuse Perpetrator Programme

Local DV commissioners, the OPCC, NNVRU and Police were successful in obtaining funding from the Home Office to match fund a DA Perpetrator Programme in Nottinghamshire. The specific objectives of the programme are to: pilot a local perpetrator programme; build local capacity to deliver future effective perpetrator programmes; and independently evaluate our existing domestic abuse IOM scheme to contribute to local and national best practice learning.

The NNVRU will support our partners over the coming months as the new Domestic Abuse Bill passes through parliament and receives Royal Assent. The Bill will create a statutory definition of Domestic Abuse to include coercion, control and economic abuse, as well as physical violence; it will also place a duty on local authorities to provide support to victims of domestic abuse and their children.

Strategic Needs Assessment 2021

NNVRU will work with Nottinghamshire Police and the Rights Lab to further understand the role that serious organised crime and slavery and exploitation play as drivers of violence in the NNVRU area.



Our interventions

As well as undertaking research and evaluation, the NNVRU commission interventions to tackle the causes of serious violence as part of a life course approach.

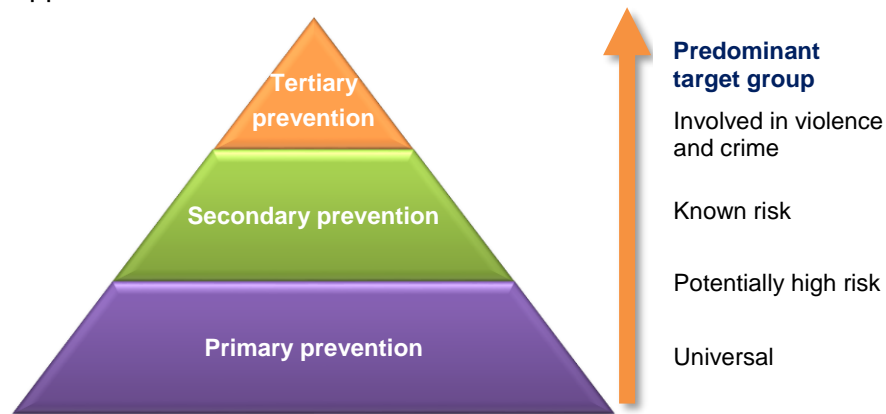


Fig. 4 Prevention tier and target groups according to risk factors

Public health approaches start from the principle that prevention is better than cure. We have employed an established three-tier approach, which recognises that there are opportunities to be preventative even after a problem as emerged.

Primary prevention is preventing the problem occurring in the first place. **Secondary prevention** is intervening early when the problem starts to emerge and resolve it. **Tertiary prevention** is making sure an ongoing problem is managed to avoid crises and reduce its harmful consequences.

NNVRU commissioned interventions for 2021/22 will be **informed by the international and national evidence and results of local evaluation and research**. Themes will include: targeted youth outreach, contextual safeguarding; supporting girls and young women impacted by violence and exploitation, supporting young men to recognise healthy relationships and interventions which seek to engage young people during a 'reachable moment', such as in custody and hospital settings. Details will be included in our accompanying response plan.

Promising practice

A number of NNVRU commissioned interventions have shown promising practice during 2019-20:

Targeted youth outreach, secondary intervention delivered by Breaking Barriers Building Bridges. The outreach team is having a **positive impact** as evidenced by **trends in the police data** and engagement with stakeholders. Outcomes to date include:

- **Decrease in incidents** of violent crime
- Incidents of **violence de-escalated**
- **Increase in referrals**

'U Turn' **custody intervention programme, secondary intervention** delivered by The Inspire and Achieve Foundation. Since Jan 2020, U-Turn has **supported 28 young people** (aged 16-26) with **intensive mentoring**. Outcomes to date include:

- 21 have progressed into **education, employment or training** (75%)
- **100% have not reoffended**
- 50% have been assisted in finding **suitable accommodation**
- **96% have been supported with reducing their drug use/addictions**

Beyond Recovery delivery of a **tertiary intervention** for young male prisoners at HMP Nottingham. An evaluation of programme delivery at HMP Nottingham by The California Institute of Integral Studies noted that the "increase in personal agency, positive feelings, and pro-social behaviours appear to set the stage for a promising prison programme".

Outcomes to date include:

- **Improved resilience**
- **Reduced propensity for violence**, noted by their actions on the wings and their attitudes to others
- **Increased compassion** and attitude to volatile situations
- **Increased feelings of confidence and wellbeing**



Appendix A. SNA Recommendations

URN	Priorities	Source	Recommendation
1	Data, intelligence and evidence base	SNA 2020/21	Work with partners to improve the quality of ethnicity data in key datasets to support improved analysis of the impact of serious violence on different ethnic groups. This will involve both working with agencies to improve data collection, and with communities to build mutual trust in the provision of personal data and its use
2	Data, intelligence and evidence base	SNA 2020/21	Work with Youth Justice Service colleagues undertaking analysis to better understand the differences in the reporting across Nottingham City and Nottinghamshire County and provide a clearer picture of the Youth Justice offer across Nottinghamshire and its contribution to reducing serious violence including work beyond statutory requirements
3	Data, intelligence and evidence base	SNA 2020/21	Set up a process for ongoing hypothesis testing crime analyses, where necessary through access to nominal information, with the support of the Strategic Violence Reduction Board, data groups and other stakeholders. The proposed process would capture practitioner intelligence, turn it into workable hypotheses and then identify appropriate data to test the hypotheses. This co-productive approach would provide richer, more explanatory analysis of specific issues
4	Data, intelligence and evidence base	SNA 2021/22	Continue to examine the impact of COVID-19 as data becomes available, providing interim update(s) to the SNA where appropriate. Ensure this examination reflects lived experience as well as data analysis
5	Data, intelligence and evidence base	SNA 2021/22	Support the further development of the Emergency Care Dataset and the integration of assault victim data from in Emergency Departments into future work.
6	Data, intelligence and evidence base	SNA 2021/22	Continue to adapt and expand the dashboard to improve timeliness and range of data and make use of VRU networks and other partners to learn from best practice in other areas
7	Data, intelligence and evidence base	SNA 2020/21	Work with the Leicestershire Violence Reduction Network not only to seek a joint approach to access to probation data and other regional data sets
8	Data, intelligence and evidence base	SNA 2021/22	Commission research into how boys' beliefs and behaviours develop in relation to violence and the extent to which boys who have experienced or witnessed domestic



			violence are more likely to develop harmful beliefs and behaviours and what factors provide greater resilience
9	Trauma-informed approaches, personal resilience and contextual safeguarding	SNA 2020/21	Work with local Youth Justice Services to better understand the needs of this client group, including SEND, speech and language and what additional evidence-based interventions can result in positive outcomes including the effectiveness of different orders
10	Trauma-informed approaches, personal resilience and contextual safeguarding	SNA 2020/21	Support and/or extend current activity to increase children and young people's resilience including by reducing inequities in access that are not determined by differences in local need
11	Trauma-informed approaches, personal resilience and contextual safeguarding	SNA 2020/21	Work with commissioners to increase access to appropriate trauma, loss and bereavement support as part of broader local mental health support
12	Trauma-informed approaches, personal resilience and contextual safeguarding	SNA 2020/21	Support and enhance current work in Nottingham City and Nottinghamshire County to support parents including those parenting children and young people with specific needs such as ADHD, autism and conduct disorders who are over-represented as victims and perpetrators of violence.
13	Trauma-informed approaches, personal resilience and contextual safeguarding	SNA 2021/22	Further explore the impact of ACEs on violence within communities as a response to trauma (perpetrator) and as an ongoing risk (victim) including interventions to break the cycle of violence within communities.
14	Trauma-informed approaches, personal resilience and contextual safeguarding	SNA 2021/22	Support the development of an embedded, trauma-informed practice through: a) a Trauma-Informed Strategy for Nottingham and Nottinghamshire, and b) the development of a suite of learning tools for practitioners, managers, leaders and other stakeholders in the voluntary and community, private and public sectors.
15	Trauma-informed approaches, personal resilience and contextual safeguarding	SNA 2021/22	Continue to explore the experience of service users with special education needs and disabilities (SEND) in the Criminal Justice cohort to understand where opportunities for diagnosis and support have been missed to provide early intervention. Support the same case note review in Nottinghamshire Youth Justice Service, review the findings of the project and implications for improved practice including through closer working with the SEND Accountability Board.



16	Youth work, mentoring, education, training and employment	SNA 2020/21	Support existing work to improve the quality and consistency of exclusion data across Nottingham City and Nottinghamshire County.
17	Youth work, mentoring, education, training and employment	SNA 2020/21	Work with Alternative Education providers to provide data that enables analysis of the progress of young people attending such provision with those attending mainstream schools. As identified last year, data on school-aged young people attending alternative education provision is not consistently shared and the data quality is inconsistent limiting the ability to interrogate the data received by local authorities.
19	Youth work, mentoring, education, training and employment	SNA 2020/21	Support Nottinghamshire County and Nottingham City, to reduce the number of young people whose destination post-secondary education is 'not known'.
20	Youth work, mentoring, education, training and employment	SNA 2021/22	Conduct an audit of professional adult relationship schemes and practice inclusive of mentoring and youth work in the NNVRU area, and with other VRUs, to identify good practice to be shared with practitioners locally and more widely
21	Enforcement, rehabilitation and resettlement	SNA 2020/21	Draw on the University of Nottingham's work on victims/survivors of crime in partnership with domestic violence service providers and local communities to better understand why victims/survivors don't identify perpetrators and what actions can be taken to increase the number of perpetrators named and ultimately brought to justice
22	Enforcement, rehabilitation and resettlement	SNA 2020/21	Work with local services including the police to encourage practitioners to ask victims and perpetrators of violence whether they were using alcohol and cocaine at the time of the incident
23	Enforcement, rehabilitation and resettlement	SNA 2021/22	NNVRU will work with Nottinghamshire Police and the Rights Lab to further understand the role that serious organised crime and slavery and exploitation play as drivers of violence in the NNRVU area.



Appendix B. Annual Report: Areas for improvement

URN	Area for improvement	Annual Report Section	Lead(s)	Timeline
1	Bring VCS and statutory partners together as part of a virtual stakeholder reference network to enable dynamic consultation, sharing of learning and best practice	2.1.2 Operational governance	NNVRU	During 2021/22
2	Ensure community voices are engaged in consultation and decision making at a strategic level by securing representation from the Chair of the Community Listening Group (CLG) on the Strategic Violence Reduction Board	2.1.2 Operational governance	NNVRU & CLG	During 2021/22
3	Ensure the CLG and associated Independent Scrutiny Panel are engaged and consulted on planned NNVRU activity	2.1.2 Operational governance	NNVRU & CLG	By March 2021
4	Review the NNVRU team structure to ensure sufficient capacity and capability to fulfil core requirements, look to collaborate with other partners in areas such as analytical expertise, community engagement, commissioning, research and sharing of public health resource.	2.1.3 NNVRU team	NNVRU	By March 2021
5	Develop an Equality, Diversity and Inclusion Framework to articulate how the NNVRU intends to work with partners to deliver fairness and equity.	2.1.4 Diversity and inclusion	NNVRU	By March 2021
6	Improve the take up and accessibility by BAME communities to victim and one-to-one support services funded by the OPCC and NNVRU	2.1.4 Diversity and inclusion	NNVRU	During 2021/22
7	Home Office to reconsider the disproportionate demand placed on smaller VRUs for mandatory products and reporting requirements as part of the Grant Agreement.	2.1.5 Strategic planning	Home Office	By March 2021
8	Home Office to consider revising submission timescales for mandatory products to enable meaningful consultation with partners and communities on key findings from the SNA to inform the Response Strategy.	2.1.5 Strategic planning	Home Office	By March 2021



9	Secure representation from the NPS on the Strategic Violence Reduction Board and within the NNVRU team once they have completed their reunification in June 2021	2.2.1 Collaboration	NNVRU & NPS	During 2021/22
10	Strengthen our approach to communicating key findings, research, plans and outcomes through a virtual NNVRU Stakeholder Network for colleagues in both VCS and statutory sectors	2.2.1 Collaboration	NNVRU	During 2021/22
11	Produce accessible versions of all key NNVRU products through use of infographics and short bite size videos to ensure information with regard to the local evidence base and planned activity reaches a wide and diverse audience	2.2.1 Collaboration	NNVRU	During 2021/22
12	Collaborate with Community Safety Partnerships, the Safer Nottinghamshire Board and Nottingham City's Crime and Drugs Partnership to develop a combined strategic needs assessment as part of the Serious Violence Duty to ensure synergy in insight to inform planning and delivery countywide	2.2.3 Co-operation in intelligence and data sharing	NNVRU & CSPs	During 2021/22
13	HMG to consider identifying an active leader to drive strategy under the Serious Violence Duty, such as directors of Public Health. Also, consider naming VRUs as a Responsible Authority in the Duty to formalise arrangements.	2.2.3 Co-operation in intelligence and data sharing	HMG	During 2021/22
14	Consider how lived experience is valued and supported to engender a positive counter-narrative	2.2.4 Counter-narrative	NNVRU	During 2021/22
15	Undertake a peer review with South Yorkshire VRU against the 5C's model to identify further recommendations for improvement in respect of collaboration, co-production, co-operation in data sharing, counter-narrative, community consensus	2.2 Multi-agency partnership working	NNVRU & South Yorks VRU	By March 2021
16	Home Office to establish a joint Home Office/VRUs task and finish group to look at local and organisational gaps and inconsistencies in data collection and sharing to form the basis of a recommended national minimum standard	2.3.1 Data collection and analysis	Home Office and VRUs	During 2021/22



17	Work in partnership to improve the accessibility and quality of some of key datasets, including ECDS data, to enable improved comparability across the NNVRU area	2.3.1 Data collection and analysis	NNVRU & partners	During 2021/22
18	Work in partnership to improve the completeness of equality data, particularly in relation to ethnicity and nationality to ensure the NNVRU is able to examine different groups' experience of serious violence	2.3.1 Data collection and analysis	NNVRU & partners	During 2021/22
19	Determine the extent of the local impact of Covid-19 on serious violence.	2.3.3 Challenges in relation to data and intelligence	NNVRU & partners	During 2021/22
20	Undertake a cultural mapping exercise in consultation with partners in order to identify cultural barriers and opportunities for embedding positive cultural shift including shared values and ethos as part of a systems change approach	2.4.1 Cultural sustainability	NNVRU & partners	During 2021/22
21	Home Office and HMG to consider a longer term funding settlement for VRUs to give sufficient opportunity to demonstrate impact, inform meaningful cost benefit analysts and hence leverage funding from other sources to ensure a more sustainable approach to violence reduction	2.4.2 Financial sustainability	Home Office & HMG	During 2021/22
22	Improve engagement with County VCS partners, faith communities and new and emerging communities to ensure inclusion with a wide range of perceptions and experiences, as well as improving reach across the NNVRU area	3.2.2 Future engagement activity	NNVRU	During 2021/22
23	Support Community and Voluntary Sector organisations to make appropriate referrals into other community based and statutory organisations to ensure a person centred approach. This should include, but not be limited to, safeguarding referrals, substance misuse and mental health support	3.2.4 Empowering community organisations	NNVRU	During 2021/22



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