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Sponsor: Chris Brierley, Deputy
Police and Crime Commissioner

Author: Sarah Scott, Director of
Public Health, Glos County Council

Decision number: D35-2018

Submitted to: Martin Surl, Police & Crime Commissioner for Gloucestershire

Subject: Violence Prevention Co-ordinator

Executive summary:

During 2018, a Violence Prevention Task Group was established to scope existing and potential partnership action to prevent violence in Gloucestershire. This group identified that a public health approach to violence prevention locally would form part of the overall Safer Gloucestershire strategy, but for this to happen well, there are a number of actions which require focus and capacity to support this needs to be identified. This paper outlines a proposal for a Violence Prevention Coordinator post which is intended to facilitate this work.

The main outputs from this fixed term post in the 12 month period will include:

- Finalised Safer Gloucestershire strategy and implementation plan
- A report on the implementation and findings from strengths based community resilience and violence prevention pilot
- A communications, media and challenging social norms plan
- Recommendations to Safer Gloucestershire for a training plan

The total funding requested is £61,093 for one year with office costs to be met by the Prevention and Communities Hub in GCC.

Recommendation:

It is recommended that a full time RB1 Gloucestershire County Council (GCC) banded post is funded for one year fixed term in the Prevention, Wellbeing and Communities hub at GCC. This would provide capacity and skills to fulfil a number of short term actions supporting the Safer Gloucestershire and violence prevention agendas.

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Outcome/approval by:

Signature:



Date: 18 December 2018

Public access to information

Information in this form and associated reports is subject to the Freedom of Information Act 2000 and the Elected Local Policing Bodies (Specified Information) Order 2011. Where it has been indicated that this is a decision of significant public interest, all of this form except Part Two will be made available on the website of the OPCC.

Any information that should not be automatically available on request should not be included in Part One but instead on a separate Part Two form.

Is this a decision of significant public interest?

This includes a decision with any impact on the community, expenditure in excess of £50,000, or any decision that would be of obvious interest to the media or the general public

Yes.

Is there a Part Two form?

This section should only include information that, if published:

- a) would, in the view of the chief officer of the police, be against the interests of national security;*
- b) might, in the view of the chief officer of police, jeopardise the safety of any person;*
- c) might, in the view of the chief officer of police, prejudice the prevention or detection of crime, the apprehension or prosecution of offenders, or the administration of justice; or*
- d) is prohibited by any enactment.*
- e) breaches commercial sensitivity*

No.

Originator checklist (must be completed)

Comments including who has approved the report if applicable

Has legal advice been sought on this submission if

n/a

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required?	
Has the Chief Finance Officer been consulted, if required?	GCC finance consulted
Have equality, diversity and human rights implications been considered, as appropriate?	Yes
How is the recommendation consistent with the objectives of the Police and Crime Plan?	Consistent with addressing the 'young people becoming adults' and 'safer days and nights' priorities in terms of addressing serious violence, knife and gang crime.
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes
Has communications advice been sought on areas of likely media, community, staff or partner interest and how they might be managed?	Yes
Have all relevant implications and risks been considered?	Yes

Part One – For publication

1. Purpose of the report

The purpose of this paper is to outline proposals for a Gloucestershire Violence Prevention Coordinator post based at and line managed by the Prevention, Wellbeing and Communities hub at Gloucestershire County Council. This would support specific elements of the Safer Gloucestershire developments and the violence prevention agenda.

2. Background

Current situation

Achieving a safer population encompasses more than just tackling crime. It is about how safe communities are and how safe they feel. Anti-social behaviour, drug and alcohol misuse, domestic abuse, as well as other issues that affect individual and community health and wellbeing, are some examples of areas of focus for achieving a safer Gloucestershire and illustrate the breadth of the challenge.

Gloucestershire compares well to the rest of the UK in terms of crime rates and how safe communities feel. However, individuals living in deprived areas of Gloucestershire are most likely to become the victims of all types of crime, which can emphasise inequalities in other areas and perpetuate a negative cycle of poor outcomes.

The Safer Gloucestershire partnership provides the multi-agency strategic approach locally. The Gloucestershire Community Safety Strategic Needs Assessment (SNA) provides a high level overview of population safety and forms the basis for drafting the Safer Gloucestershire Strategy. A policy coordinator post is due to be advertised imminently. This will support the secretariat group of Safer Gloucestershire and the strategy development.

Violence prevention has started to emerge as a priority for partners and to establish this area of work in a co-ordinated approach, additional support is required in the short term.

Violence prevention

A key aspect of developing safer communities is violence prevention and this is an agenda which is starting to attract interest nationally and locally. The recently published national Serious Violence Strategy highlights four priorities:

- Tackling county lines and misuse of drugs,
- Early intervention and prevention,
- Supporting communities and partnerships, and
- An effective law enforcement and criminal justice response.

Violence damages physical and emotional health and can have long-lasting negative impacts across a wide range of health, social and economic outcomes. It increases individuals' risks of a broad range of health damaging behaviours – including further violence – and reduces their life prospects in terms of education, employment and social and emotional wellbeing.

Many of the key risk factors which make individuals, families or communities vulnerable to violence are changeable, including exposure to Adverse Childhood Experiences (ACEs) and

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subsequently the wider environments people live in throughout their life course. Understanding these risk factors, means we can better develop ways identify vulnerability, promote resilience factors and ultimately prevent violence.

In several areas across the UK, a public health approach to violence prevention is being advocated (see https://www.local.gov.uk/sites/default/files/documents/15.32%20-%20Reducing%20family%20violence_04_WEB.pdf). This is an approach which seeks to improve the health and wellbeing of all individuals by addressing underlying risk factors that increase the likelihood that an individual will become a victim or perpetrator of violence. A simple framework for this might be to:

- Define and monitor the problem
- Identify the causes of the problem, the factors that increase or decrease the risk of violence, and the factors that could be modified through interventions
- Design, implement and evaluate interventions to find out what works
- Implement effective interventions on a wider scale, while continuing to monitor their effects, impact and cost-effectiveness.

The WHO identifies key elements for violence prevention which include:

- Awareness: Raise awareness of the prevalence, causes and consequences of the different types of violence
- Evidence base: Identify, synthesize and disseminate evidence on what works to reduce violence.
- Evaluation: Expand the evidence base
- Advocate: Advocate for increased political support for and financial investment in violence prevention
- Guidance: Provide guidance and technical support
- Training: Develop tools and training packages to strengthen prevention and response efforts
- Measuring: Support measurement of indicators

As identified in the national Serious Violence Strategy, a public health approach to violence prevention focuses not just on individuals at risk of becoming a victim or perpetrator of violence but on the communities in which they live. There are many existing examples of a strengths based approach to building community capacity in Gloucestershire and there would be benefit to learning from and building on these approaches.

During 2018, a Violence Prevention Task Group was established to scope existing and potential partnership action to prevent violence in Gloucestershire. This group identified that a public health approach to violence prevention locally would form part of the overall Safer Gloucestershire strategy, but for this to happen well, there a number of actions which require focus and capacity to support this needs to be identified. This proposal for a Violence Prevention Coordinator post is intended to facilitate this work.

Strategic links

The proposed Violence Prevention Coordinator role would work within a strategic landscape led by Safer Gloucestershire and the Gloucestershire Health & Wellbeing Board.

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The current structure of Safer Gloucestershire incorporates the Violence Prevention Task Group (see above), as well as a number of sub-groups which are likely to have an impact on or interest in violence prevention, e.g. Domestic Abuse & Sexual Violence Board, Gloucestershire Drug & Alcohol Working Group, etc. To progress the violence prevention agenda, effective links between these groups need to be established and opportunities identified to join up and rationalise violence prevention work streams.

The linkage with interdependent work streams beyond the Safer Gloucestershire structure, such as the Health and Wellbeing Board agenda, Adverse Childhood Experiences (ACEs), and District Community Safety Partnerships is vital for strengthening the agenda.

The ACEs work is integral to having safety of our communities. The recently established ACEs panel, development of an ACEs strategy and viral change approach contribute to a safer Gloucestershire. Action on ACEs takes the strengths based approach with a focus on building resilience. The Safer Gloucestershire Strategy and violence prevention agenda will take an ACEs informed approach and seek to build resilience both within communities that are vulnerable to violence.

With the parallel development of both Safer Gloucestershire and Joint Health and Wellbeing strategies, it is imperative that the links are explicit so we can strengthen our approach to addressing some of the wider determinants of health and wellbeing.

It is envisaged that the Violence Prevention Coordinator plays a key role in identifying and maximising opportunities for joining up violence prevention activity across the Safer Gloucestershire and Health & Wellbeing landscape

3. Recommendation(s)

It is recommended that a full time RB1 GCC banded post is funded for one year fixed term in the Prevention, Wellbeing and Communities hub at Gloucestershire County Council. This would provide capacity and skills to fulfil a number of short term actions supporting the Safer Gloucestershire and violence prevention agendas. This would include:

- Awareness and social norms: Develop a communications approach to changing social norms around behavioural rules and expectations within a defined social group in relation to violence. Develop an outward facing, multi-agency media campaign
- Evidence base: Make recommendations to Safer Gloucestershire on an evidence based approach
- Evaluate: pilot a community strengths based approach. Evaluate and share learning.
- Advocate: Work with partners and communities to articulate and promote a vision for violence prevention in Gloucestershire and encourage and support commitment by partners to delivering this vision. Further develop mapping to provide a better understand of links across strategies and partnerships
- Partnerships: Develop multiagency approaches to promoting individual and community resilience as strengths based approach to violence prevention
- Guidance: Provide guidance and support to the Safer Gloucestershire partnership

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- Training: Identifying and map current training. Work with partners to identify tools and training to strengthen prevention and response efforts. Make recommendations for training plan.
- Measuring: Provide support with identifying output and outcome measures

Initially the post will support the development of the Safer Gloucestershire strategy and accompanying implementation plan

Outputs

The main outputs from this post in the 12 months period will include:

- Finalised Safer Gloucestershire strategy and implementation plan
- A report on the implementation and findings from strengths based community resilience and violence prevention pilot
- A communications, media and challenging social norms plan with multi-agency pledge agreed
- Recommendations to Safer Gloucestershire for a training plan

4. Financial and resource implications

Post funded at RB1 grade for one year 2019/20: £61,093 inc on costs
Office costs (Laptop hire, phone, chair) £3,618 This will cost be met by GCC

Total funding requested = £61,093

The Prevention, Wellbeing and Communities Hub at GCC will be responsible for line managing the post.

5. Risk assessment

Potential risks include delay or unsuccessful recruitment to the post. Mitigating actions included advertising widely and broad essential criteria.

Additionally, there is a risk that the post will not deliver the outputs outlined. Mitigating actions include regular supervision sessions and reporting/accountability to Safer Gloucestershire.

This post will be successful through strong partnership working. There is a potential risk that partners fail to engage with this post. The mitigating action is that this post will form part of Safer Gloucestershire and therefore work closely with the senior partners.

6. Equality & Diversity impact assessment

Recruitment to this post would adhere to the GCC management guidance note on Equality Act 2010 and Recruitment.

The post holder will be responsible for conducting an equality impact assessment at an appropriate level for the main duties of the role.

7. Environmental impact assessment

No anticipated impact.

8. Consultation

The proposal for this post and anticipated outputs have been formed in consultation with the Safer Gloucestershire Secretariat and Violence Prevention Task Group on behalf of Safer Gloucestershire.

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9. Discussed with Communications & Engagement

The Media and Communications Advisor for the OPCC forms part of the Safer Gloucestershire Secretariat which has been involved in developing this proposal. They will play a key role in supporting the post holder especially around the development of the communications and media plan as one of the main outputs.

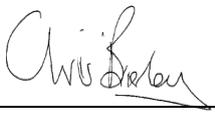
10. Conclusion

The proposal outlines the opportunity to address violence prevention as a county wide priority through the appointment of a fixed term post with clearly outlined outputs.

Sponsor approval

Name: Chris Brierley

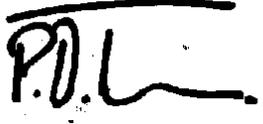
Job title: Deputy Police and Crime Commissioner

Signature: 

Date: 12 December 2018

Chief Executive approval

I am satisfied that relevant advice has been taken into account in the preparation of the report and that this is an appropriate request to be submitted to the PCC.

Signature: 

Date: 12 December 2018