



## **Subject: Adultification Training for Multi Agency Professionals**

**Originator:** Assistant Director of Policy and Partnerships

**Decision no.** 41/2024

**Reason for submission:** For Decision

**Submitted to:** PCC

### **Summary:**

1. The Serious Violence Duty commenced in January 2023. The Duty places a new legal duty on a number of organisations to work together to prevent and reduce serious violence.
2. Under the Duty, local areas are required to develop a strategic needs assessment (SNA) to inform a local strategy setting out how the partnership will work together to prevent and reduce serious violence.
3. The Home Office have allocated funding to meet costs arising from the Duty. The funding is allocated to local policing bodies who can subsequently allocate funding to duty-holders.
4. Norfolk's Police and Crime Commissioner is the grant holder of Home Office funding to deliver a local response to the Serious Violence Duty.
5. As part of Norfolk's response, the Serious Violence Duty responsible authorities have agreed to allocate £4,800 of Serious Violence Duty Funding to ListenUp to delivery 2 bespoke training sessions to up to 80 multi agency frontline practitioners in Norfolk to explore and raise awareness of the concept of intersectionality and adultification in a professional practice context during January and March 2025.

**Recommendation:**

It is recommended that the Police and Crime Commissioner provide Serious Violence Duty grant funding to ListenUp to deliver the bespoke training sessions in Norfolk to support Norfolk's partnership response to the Serious Violence Duty.

**Outcome/approval by:** PCC/~~chief executive~~/~~chief finance officer~~  
(Delete as appropriate)

*The recommendations as outlined above are approved.*

A handwritten signature in black ink that reads "Saylor". The signature is written in a cursive style with a period at the end.

**Signature:**

**Date:** 01/10/2024

## Detail of the submission

### 1. Objective:

- 1.1 The Serious Violence Duty (the Duty) is a key part of the Government's programme of work to collaborate and plan to prevent and reduce serious violence: taking a multi-agency approach to understand the causes and consequences of serious violence, focusing on prevention and early intervention, and informed by evidence.
- 1.2 The Duty requires the specified authorities in Norfolk to collaborate and plan to prevent and reduce serious violence.
- 1.3 Working in partnership with the Norfolk Safeguarding Childrens Partnership, Workforce Development Group and Norfolk Youth Justice Board it was identified there was a need for multi-agency training in Norfolk to assist practitioners to understand intersectionality and adultification. This training would enable discussion and identify practical ways to guard against any manifestation in practice and its potential lifelong impact on children and young people.
- 1.4 The specific objectives of the training sessions being funded are to assist and ensure practitioners have an understanding of intersectionality and adultification, discuss the practical ways to guard against with children and young people in practice. The sessions will ensure practitioners understand how to navigate the complexities of both intersectionality and adultification. Understand the impact of adultification on the child or young person in their interactions with practitioners including understand the impact on families. The training will assist in identifying what the key demographics likely to be impacted on by adultification, be aware of the impact of racism and unconscious bias on the potential of adultification, have considered implications for practice and service response and know what practice tools and resources are available to use.

### 2. Background:

- 2.1 The new Serious Violence Duty has been introduced to facilitate the partnership response to preventing and reducing serious violence.
- 2.2 The Serious Violence Duty requires organisations to develop an evidence base (strategic needs assessment) and create and implement a strategy containing bespoke solutions as to how the local partnership will work together to prevent and reduce serious violence.
- 2.3 The Home Office have allocated funding to meet costs arising from the Duty. The funding is allocated to local policing bodies who can subsequently allocate funding to duty-holders. This includes funding allocated to evidence informed interventions which are aligned to the response strategy.

- 2.4 Serious violence has a devastating impact on lives of victims and families and instils fear within communities and is extremely costly to society.
- 2.5 Interpersonal violence can be viewed as the outcome of interaction among many factors at four levels – the individual, their relationships, their community and wider society.
- 2.6 The public health approach to serious violence means thinking about violence, not only as a problem for the police, but as a preventable consequence of a complex range of factors which influence the likelihood of being affected by violence. It recognises that to effectively tackle violence an approach is needed which does not just focus on those who are already affected by violence but also by addressing the underlying risk factors.
- 2.7 The public health approach involves interventions in three overarching categories, which focus on prevention for different population groups depending on the risk level:
- Primary prevention – aims to stop risk factors from emerging or promotes protective factors
  - Secondary prevention – aims to address risk factors and stop issues from escalating
  - Tertiary prevention – aims to manage an ongoing problem and reduce harm
- 2.8 There is growing body of research exploring why some people or groups are at higher risk of violence while some are protected from it. Although risk and protective factors are not predictive of future behaviour, research has found that reducing risk factors and strengthening protective factors has been found to be effective in preventing violence.
- 2.9 Whilst the approach to using risk and protective factors in predicting outcomes is still developing, they can be utilised to support strategic decision making, planning and allocation of interventions and resources. Considering protective factors, alongside the risks is important in developing approaches which are strength and asset-based. The Youth Endowment Fund endorses approaches that aim to change outcomes (or risk and protective factors) for young people that are related to violent and criminal behaviour later.
- 2.10 The Serious Violence Duty Strategy has identified a priority focus on the safety of young people, reducing risk factors and promoting protective factors, for all forms of serious violence. Young people are particularly important in the prevention of serious violence. Recent trends indicate younger people are more likely to be affected by serious violence than any other age group. Violence affecting young people has a dramatic effect on the lives of children, families and the wider community.

2.11 Research identified the effects of adultification on children can lead to safeguarding procedures not being properly applied and children and young people are perceived and treated as being more 'adult like' which could impact a higher risk of harm. (Davis and Marsh 2020)

2.12 This training aims to assist the partnership to deliver and promote multi agency learning about intersectionality and adultification which will assist practitioners in identifying, assessing and responding to serious youth violence.

### **3. Areas for consideration:**

3.1 The benefits of this training align with the evidence base developed through the Serious Violence Duty Strategic Needs Assessment and the priorities of Norfolk's Serious Violence Duty Strategy.

3.2 Rigorous analysis has been undertaken to inform the evidence base including quantitative partnership data analysis and qualitative engagement activity with stakeholders including statutory, non-statutory, voluntary and community sector and communities, including young people.

3.3 The benefits of this training are:

- Local partners and multi-agency bodies have increased confidence in the local response to serious violence with regards to children and young people.
- Training is in place for key practitioners regarding the awareness of vulnerability factors, identification of those at risk of involvement in serious violence, assessments of the risk, and improved responses to vulnerability for children and young people.
- Young people are safeguarded by referral to appropriate support, based on an assessment of their need.

The outcomes of the training will be monitored and reviewed.

### **4. Other options considered:**

4.1 Do nothing: Without the training Norfolk's practitioners would not have the opportunity to learn, reflect on current practice and access practice tools/ resources to use to understand intersectionality and guard against the adultification of children and young people.

### **5. Strategic aims/objective supported:**

5.1 The training will directly benefit the following aspects of the Police, Crime and Community Safety Plan, which came into action at the end of March 2022:

- a. Pillar 4: Prevent Offending
  - i. Work in partnership to safeguard vulnerable adults and children.
  - ii. Strengthen early intervention and preventative approaches to crime in the county and reduce first time entrants into criminal justice.
- b. Pillar 6: Safer and Stronger Communities
  - i. Working with partners and communities to prevent crime and harm.

5.2 Furthermore, the training directly contributes to the following long-term outcome from the Safer Norfolk Plan:

- Reducing the threat of criminal exploitation:
  - People most at risk of criminal exploitation in Norfolk are identified and supported as early as possible
  - Victims of exploitation are made to feel safe
  - People are prevented from being drawn into Criminal exploitation and terrorism
- Safeguarding Communities from Abuse and Serious Violence
  - Reduce overall victimisation, risk, harm, perpetration and re-offending for: rape and sexual offences, domestic abuse and serious violence

5.3 This training contributes to the achievement of the Government's Serious Violence Duty. The Serious Violence Duty encourages a Public Health approach, identifying and responds to risk and protective factors for Serious Violence.

5.4 This intervention contributes to a range of national strategies, including:

- a. Serious Violence Strategy
- b. Beating Crime Plan
- c. Anti-social Behaviour Action Plan
- d. Tackling Violence Against Women and Girls Strategy

## **6. Financial and other resource implications:**

6.1 To deliver the training, the OPCCN will grant fund ListenUp £4,800 for the financial year 2024/25 funded by the Home Office Serious Violence Funding.

6.2 The Home Office has confirmed multi-year grant agreement for the financial year 2024/25.

## 7. Carbon Emissions and Other Environmental Implications:

### Carbon Emissions

7.1 The estimated impact on our carbon emissions that must be reported under current statute from this proposal is:

Emission Categories:	Increase in tCO <sub>2</sub>	Saving in tCO <sub>2</sub>
Scope 1 – Fuel – Building Heating	0	0
Scope 1 – Fuel – Transport	0	0
Scope 2 – Electricity	0	0

### Environmental Implications

7.2 No material implications

## 8. Other implications and risks:

8.1 In line with usual government grants, PCCs must ensure that organisations do not use the funding for any of the following activities:

- religious activities outside of projects benefiting the wider community and not containing religious content;
- political or lobbying activities;
- loan repayments; or
- activities that make profit for private gain

<b>Originator checklist (must be completed)</b>	<b>Please state 'yes' or 'no'</b>
Has legal advice been sought on this submission?	<b>No</b>
Has the PCC's Chief Finance Officer been consulted?	<b>Yes</b>
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	<b>Yes</b>
Have human resource implications been considered?	<b>Yes</b>
Is the recommendation consistent with the objectives in the Police and Crime Plan?	<b>Yes</b>
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	<b>Yes</b>
Has communications advice been sought on areas of likely media interest and how they might be managed?	<b>Yes</b>
Have sustainability and environmental factors been considered? (e.g. biodiversity, employee commuting, business travel, waste and recycling, water, air quality, food and catering and estates construction)	<b>No</b>
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	<b>Yes</b>

**Is this report a Confidential Decision?**

**No**

If Yes, please state reasons below having referred to the [PCC Decision Making Policy](#)



**Approval to submit to the decision-maker** (this approval is required only for submissions to the PCC).

**Chief Executive**

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

**Signature:**



**Date: 01/10/2024**

**Chief Finance Officer (Section 151 Officer)**

I certify that:

- a) there are no financial consequences as a result of this decision,
  - Or
  - b) the costs identified in this report can be met from existing revenue or capital budgets,
  - Or
  - c) the costs identified in this report can be financed from reserves
- And
- d) the decision can be taken on the basis of my assurance that Financial Regulations have been complied with.

**Signature:**



**Date: 01/10/2024**

**Public access to information:** *Information contained within this submission is subject to the Freedom of Information Act 2000 and wherever possible will be made available on the OPCC website. Submissions should be labelled as 'Not Protectively Marked' unless any of the material is 'restricted' or 'confidential'. Where information contained within the submission is 'restricted' or 'confidential' it should be highlighted, along with the reason why.*