

## **Subject: Norfolk Safeguarding Children's Partnership Workforce Development (Serious Violence Duty) 2025/26**

**Originator:** Serious Violence Duty Programme Lead

**Decision no.** 44/2025

**Reason for submission:** For Decision

**Submitted to:** Sarah Taylor – Police and Crime Commissioner for Norfolk

### **Summary:**

1. The Serious Violence Duty ("the 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 (PCC) 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 Serious Violence Duty Funding to the Norfolk Safeguarding Children Partnership to deliver training to support the workforce to develop their thinking and practice regarding serious youth violence and domestic abuse.

### **Recommendation:**

It is recommended that the PCC provide Serious Violence Duty grant funding to Norfolk Safeguarding Children Partnership to deliver Serious Youth Violence and Domestic Abuse and its Impact on Families training to support Norfolk's partnership response to the Serious Violence Duty.

**Outcome/approval by: Sarah Taylor – Police and Crime Commissioner for Norfolk**

The recommendations as outlined above are approved.

**Signature:**

A handwritten signature in black ink, appearing to read 'Sarah Taylor', with a stylized, cursive script.

**Date: 22/10/2025**

## Detail of the submission

### 1. Objective:

- 1.1 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 Workforce development and multi-agency learning are both important outcomes within Norfolk's Serious Violence Duty Strategy, particularly within the priority focused on the safety of young people.
- 1.4 Working in partnership with the Norfolk Safeguarding Children's Partnership's Workforce Development Group and the Domestic Abuse and Sexual Violence Training Subgroup, the following thematic areas were identified as requiring additional partnership training resource:
  - Serious Youth Violence.
  - Domestic Abuse and its Impact on Families.

### 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 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, instils fear within communities, and is extremely costly to society.
- 2.5 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.

- 2.6 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.
- 2.7 Workforce development is an important element of Norfolk's Serious Violence Duty Strategy to ensure the partnership identification of those at risk of involvement in serious violence, assessments of risk, and improved responses to vulnerability.

### **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 outcomes of the training are as follows:
  - Serious Youth Violence -
    - a) Understand the key terms and definitions related to Serious Youth Violence and explore local prevalence rates of serious youth violence.
    - b) Identify the signs and indicators of criminal exploitation (including exploring intersectionality).
    - c) Examine underlying causes of youth violence, the impact of trauma and adverse life experiences, peer and online influence which influences decisions around organised criminal activity.
    - d) Examine some of the serious risks associated with gang activity for young people and implications for safeguarding.
    - e) Identify the emotional and developmental mental health difficulties experienced by young people at risk of youth violence.

- f) Understand best practice to engage, support and deliver effective interventions to safeguard children and young people (including exit strategies and safeguarding).
- g) The course will use case studies and serious case reviews to build on each topic.
- Domestic Abuse and its Impact on Families -
  - a) Have considered the power and control dynamics of domestic violence/abuse and what this may look like in practice.
  - b) Have considered why victims and perpetrators do not disclose domestic abuse and develop skills to support disclosure.
  - c) Understand what risk assessment frameworks are used in Norfolk and how this contributes to safety planning.
  - d) Be able to identify the risks and long-term impact presented by domestic abuse to children's safety, development and education.
  - e) Understand the impact of domestic abuse on the non-abusing parent and how this can affect their ability to care appropriately.
  - f) Be able to identify the additional risk factors associated with domestic abuse, such as mental health, drugs and alcohol use.
  - g) Understand the links between domestic abuse, mental health and trauma, and understand the principles and values of a trauma-informed approach.
  - h) Have developed skills in working with other agencies to support families where there is Domestic Abuse.

3.4 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 an equivalent opportunity, in a multi-agency setting, to learn, reflect on current practice and access practice tools/ resources.

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

- 5.1 The training will directly benefit the following aspects of the PCCs Police and Crime Plan (2025-29):
  - a) Preventing crime: reduce serious violence.

- 5.2 This project supports the delivery of Norfolk’s Serious Violence Duty strategy published in January 2024.
- 5.3 The programme directly contributes to the following enablers of the Safer Norfolk Plan:
- a) Effective interventions are in place that prevent ASB and crime, their causes, make communities safer, provide support to victims and improve feelings of safety.
- 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 Norfolk Safeguarding Children’s Partnership £3,000 for the financial year 2025/26 funded by the Home Office Serious Violence Duty Funding.

## **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 tCO2	Saving in tCO2
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](#)

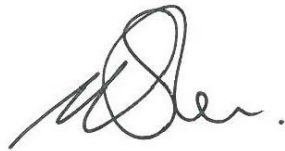


**Approval to submit to the decision-maker** (this approval is required only for submissions to the PCC).

**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: 22/10/2025**

**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: 27/10/2025**

**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.