



## **Subject: Child and Young Person Support Worker – Norfolk Constabulary 2025/26**

**Originator: Serious Violence Duty Programme Lead**

**Decision no. 46/2025**

**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 statutory 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 Norfolk Constabulary for a Child and Young Person (CYP) Support Worker post until 31 March 2026.

### **Recommendation:**

It is recommended that the Police and Crime Commissioner (PCC) provide Serious Violence Duty grant funding to Norfolk Constabulary for a Child and Young Person (CYP) Support Worker post to support Norfolk’s partnership response to the Serious Violence Duty as approved by the Serious Violence Duty responsible authorities.

**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 "Taylor".

Date: 09/12/2025

## 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, being informed by evidence.
- 1.2 The Duty requires the specified authorities in Norfolk to collaborate and plan to prevent and reduce serious violence. The specific objective of the Child and Young Person (CYP) Support Worker is to deliver bespoke learning packages to children and schools and support embedding Pol-Ed (Police Education) within Norfolk schools. The role will work across Norfolk, focused on those places/spaces and individuals/cohorts at risk of, or affected by serious violence.
- 1.3 The objectives of the CYP Support Worker meets the Serious Violence Duty Strategic priorities and actions set out within the delivery plan. It engages the Serious Violence Duty priority age group, addresses serious violence risk factors and promotes protective factors.

### 2. Background:

- 2.1 The 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 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.
- 2.5 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.
- 2.6 There is a 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.
- 2.7 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.
- 2.8 Our Serious Violence Duty Strategic Needs Assessment identified the following:
- Although the number of young people directly affected by serious youth violence is relatively small, every case has far-reaching implications for the young person, family, friends, peers and communities.
  - National trends indicate that younger people are more likely to be affected by serious violence than older people.
  - Serious violence affecting young people is complex and can be driven by a range of factors.
  - From a public health perspective, addressing the factors which increase the risk of children and young people being affected by violence is key to future serious violence prevention and harm reduction.
  - Serious violence is centred around certain areas in Norfolk and when looking at different crimes, locations within the same areas occur repeatedly, suggesting these are key areas for the local response to serious violence to focus upon.
  - The areas identified as being particularly affected by serious violence also have a greater prevalence of serious violence risk factors compared to other areas of Norfolk.
- 2.9 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 and a focus on hotspots/places where the most serious violence occurs, tailoring preventative action to each area based on contextual factors and the local violence profile.

2.10 The CYP Support Worker will deliver bespoke learning packages to children and schools and support embedding Pol-Ed within Norfolk schools. The role will work across Norfolk, focused on those places/spaces and individuals/cohorts at risk of, or affected by serious violence. Norfolk's Serious Violence Duty partnership will inform the design of the bespoke learning packages to ensure delivery is evidence lead and responsive to existing and emerging local trends.

2.11 The outcomes of the role include:

- Children better understanding topics relating to serious violence and related risk factors.
- Children have improved relationships with statutory services.
- Children are supported and signposted to further help and support if needed.
- Children are kept safe by improving their awareness and supporting them in making informed choices and decisions when faced with challenging situations.
- Partnership working between the police and other services supporting children are strengthened.

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

- 3.1 The benefits of this project 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 project will be monitored and reviewed.

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

- 4.1 Do nothing: Without the funding provided through the Serious Violence Duty, the activities delivered by the CYP Support Worker role could not be achieved.

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

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

- 5.2 The project will directly benefit Norfolk's Serious Violence Duty strategic priorities.
- 5.3 This programme contributes to the achievement of the Government's Serious Violence Duty. The Serious Violence Duty encourages a public health approach, identifying and responding to risk and protective factors for Serious Violence.
- 5.4 Furthermore, the programme directly contributes to the Safer Norfolk Plan's priority on tackling place-based crime and ASB and delivers via the following enablers:
- Effective interventions are in place that prevent ASB and crime, their causes, make communities safer, provide support to victims and improve feelings of safety.
- 5.5 This intervention contributes to a range of national strategies, including:
- Serious Violence Strategy.
  - Beating Crime Plan (2021).
  - Anti-social Behaviour Action Plan (2023).
  - Tackling Violence Against Women and Girls Strategy (2021).

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

- 6.1 To employ the CYP Support Worker until 31 March 2026, the OPCCN will grant fund Norfolk Constabulary £36,854 for the financial year 2025/26.
- 6.2 The funding is awarded by the Home Office for local delivery of the Serious Violence Duty.

## **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.
- 8.2 Should there be any risk to the service being delivered, Norfolk Constabulary is required to notify the OPCCN as per the conditions of the award.

<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**

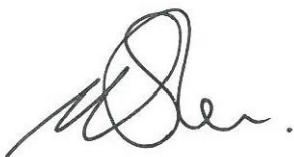
If Yes, please state reasons below having referred to the [PCC Decision Making Policy](#)

**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: 16/12/2025**

**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: 04/12/2025**

**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.