

**REPORT OF THE CHAIRMAN OF THE CHILDREN AND YOUNG PEOPLE'S
COMMITTEE****NOTTINGHAMSHIRE'S KNIFE CRIME STRATEGY 2018****Purpose of the Report**

1. The report informs the Committee of Nottinghamshire's Knife Crime Strategy 2018 (attached as **Appendix 1**), a pan-agency agreement led by the Nottinghamshire Police and Crime Commissioner, and seeks approval of the approach being taken by officers in response to the Strategy.
2. The report seeks approval for the temporary establishment of posts and additional funds at a total cost of circa £330,000 to increase capacity to respond to this agenda and to report to the Children and Young People's Committee about this activity and the outcomes achieved.
3. The report also seeks approval to engage with partners in developing a consistent media and communications message for Nottinghamshire with regard to knife crime

Information

4. Nationally and locally knife crime has become a visible issue, gaining widespread attention in the media during recent months. Broadcasts featuring casualties and fatalities and reporting the possession and use of knives in the night-time economy, public spaces and schools has resulted in broad concerns nationally regarding knife crime and the serious harm they can cause
5. Nottinghamshire police force has seen an upward trend in violent knife crimes. Of the 894 violent offences recorded by the police in 2018/19, 25% were committed by offenders under 18 years and the Youth Justice Service (YJS) is seeing young people carrying a knife much earlier in their criminal career. Sadly a 14 year old previously from Nottinghamshire was murdered in London earlier this year, and in 2018 a number of Nottinghamshire young people were implicated, and two convicted, in the murder of a 17 year old from Nottingham City.

Nottinghamshire Knife Crime Strategy 2018

6. Published in October 2018, Nottinghamshire's Knife Crime Strategy 2018 is a pan-agency agreement, led by the Nottinghamshire Police and Crime Commissioner and backed by Nottingham City Council and the Safer Nottinghamshire Board. The strategy sets out a plan of action to reduce the risks posed of knife crime across both Nottingham City and the County. The strategy encourages partners working together with the voluntary sector to tackle every aspect of knife violence with a strong emphasis on education, early intervention and youth engagement.
7. Violent and Weapon Enabled Crime is a complex and emerging issue requiring a multi-agency approach. The strategy sets out four main strands underpinned by partnership working:
 - Identification and management of risk: identifying those at risk of becoming perpetrators or victims of knife crime and managing these risks with diversion and enforcement
 - Developing resilient spaces: making it harder for offenders to carry and use knives in public spaces by robust enforcement, particularly in the night-time economy
 - Communication and behaviour change: ensuring clear messages are delivered and promoting alternative lifestyle options
 - Communities and the third sector: working with the community and wider partners to build resilient neighbourhoods and tackle both the immediate and long-term impact of knife crime.
8. The strategy endorses taking a public health approach to violence and Nottinghamshire County Council activity is aligned to this model. Nationally, there has been a substantial amount of discussion dedicated to the consideration of knife crime as a public health issue. Endorsed by Metropolitan police and Police Scotland, this systematic approach to dealing with such issues comprises defining and monitoring the problem, identifying risk and protective factors, developing and testing prevention strategies and applying successful strategies broadly.

Ongoing activity against the strategy

9. Nottinghamshire County Council officer activity under the strategy has been mainly focussed on developing the early identification, support and risk management of young people who are affected by knife crime. The range of activity is scaled in line with the Nottinghamshire Pathway to Provision with universal, targeted and specialist interventions depending on the level of risks.
10. The Tackling Emerging Threats to Children team has a named Knife Crime Lead who is working with schools to develop appropriate Personal Social Health and Economic Education (PSHE) lesson plans and producing advice and guidance on how to manage situations such as pupils bringing knives into school. The team will be expanding their remit from April 2019 to include support to Alternative Education Providers.
11. Improved information sharing between Police and colleagues in Children's Services following any incident involving a knife has allowed for targeted intervention to alleged perpetrators, victims and witnesses of violent youth crime through a notification and triage process. Detached Youth Workers within the Youth Justice Interventions team are being

deployed to deliver diversionary activities and outreach sessions in hotspot areas, targeted at young people who are on the periphery of violent crime.

12. For young people who are more entrenched in youth violence the Youth Justice Locality teams are providing a programme of one to one crime prevention support tailored to the needs of the young person. Youth Justice Case Managers and Social Workers are being trained in Criminal and County Lines exploitation in order to be able to recognise, assess and manage risk. County Lines Exploitation is the process by which young people are groomed by adults and exploited to traffic class A drugs between counties, often from urban to rural areas.
13. A Multi Agency Youth Violence and Criminal Exploitation Panel, made up of senior colleagues from across the safeguarding partnership, was established in January 2019 and will continue to meet on a monthly basis to consider those young people presenting the greatest level of risk. The Panel will ensure that all relevant information is known by agencies supporting the child, and will consider the existing plans for reducing risk, making recommendations for additional actions where gaps are identified. The Panel will also map emerging themes and risks to inform service development.
14. The Nottinghamshire Safeguarding Children's Partnership (NSCP) has established a steering group to develop the approach to Youth Violence and Child Criminal Exploitation. This group oversee all activity against the children's themes of the Knife Crime Strategy and will report to both the NSCP and the Safer Nottinghamshire Board through the knife crime strategy delivery group.

The role of Public Health and Place

15. The Public Health team at the County Council is taking a life-course approach to the issue of knife crime in Nottinghamshire. Starting during pregnancy, commissioned services such as the Family Nurse Partnership and the Healthy Child Programme are working with at-risk parents to reduce the impact of inequalities on the developing child. This kind of early intervention aims to ensure a healthy start to life, enabling children to experience and establish positive relationships which provide the foundations for good mental health later in life. For school-age children, the team commissions and supports a variety of interventions designed to build resilience and identify at-risk young people through the Schools Health Hub and other partners. Mental ill-health and alcohol misuse are also potential risk factors for knife crime with which the public health team are engaging, as mentioned in the most recent Director of Public Health annual report. At the far end of the prevention spectrum, Public Health is working with Nottingham City, police, health and voluntary and community sector colleagues to implement changes that will reduce knife carrying behaviour and decrease the possibility of injuries or deaths resulting from knife crime.
16. Within the Place department the Communities Team will lead work with Safer Nottinghamshire Board partners to deliver activities that support delivery of the Strategy, with a particular focus on communities, the voluntary sector and developing resilient places. The current Place and Communities plans both highlight this activity.

Future Developments

17. Youth Justice seeks to establish 1 FTE Youth Workers (Youth Worker JNC grade) and 13 three hour sessions from youth support workers (Youth Support Worker JNC grade) who will act as a Mentor to the most hard to reach young people and It is proposed that all young people open to Youth Justice and identified as being at risk of youth violence are allocated a Youth Support Worker who will support them on a one to one basis with a view to focussing on positive activities during their leisure time. Young people will be provided with supported referrals and offered opportunities to access further support and diversionary activity at the end of their statutory involvement with Youth Justice.
18. The Universal Youth Service also seeks to establish 3 FTE Youth Workers (Youth Worker JNC grade) and 18 three hour sessions from youth support workers (Youth Support Worker JNC grade). These posts will be used to bridge the gap for young people known to Youth Justice, as well as with young people who do not have any statutory involvement, but judged to be at risk of youth violence. It is acknowledged that through Youth Work delivery young people can be provided with positive role models, trusted adults and positive activities to divert them away from risk taking behaviour; however not all young people are able to take up the offer of universal provision for a number of reasons, including order conditions and the risk presented. Additional capacity will allow the service to target the most vulnerable and challenging young people with focused Youth Work programmes, which concentrate on their interests, which may include sports, music, and creative arts, taking them into a different environment and providing a bespoke learning experience. Through these activities and group work discussions, emphasis will be placed on addressing risk-taking, criminal behaviour, active citizenship and young people's role within society. The ultimate aim will be to support young people to independently access universal provision, when it safe to do so. Initially the posts will be established until March 2021.
19. It is proposed that a temporary 0.5 fte Youth Violence and Child Exploitation Coordinator (Band A, indicative) post be established within the Safeguarding Quality and Assurance Group of Services. The postholder will coordinate the Youth Violence and Criminal Exploitation Panels and have a role in developing the knowledge and skills of the workforce through advice and guidance, training and in devising written procedures.
20. In order to respond to the area of the strategy which deals with communication and behavioural change, a task and finish group with representation from the Communications teams of all key partners is to be established, chaired by the Office of Police and Crime Commissioner. There are some key principles that should be fed into this work as follows:
 - Provide clarity about the risks but ensure that context and perspective are maintained
 - Not unduly raising public concern and avoiding escalation
 - Being clear about the actions being taken, why they are being taken and what is effective.

Other Options Considered

21. Officers from across relevant departments have met regularly since the publication of the Nottinghamshire Knife Crime Strategy to discuss the delivery of the strategy objectives. Consideration has been given to the extent to which additional resources could be

focussed on areas other than young people, such as Building Resilient Spaces or Adult Offenders. There is a statutory obligation for the Local Authority with its partners to prevent offending and reoffending by children and young people and to deliver an effective local youth justice system, as well as a statutory obligation to work together with partners to safeguard children from harm and so focus must be given to these areas.

Reason/s for Recommendation/s

22. The Nottinghamshire Knife Crime Strategy 2018 aligns with the priorities of the Council. In particular in its application to working with children and young people the Strategy aligns with the Nottinghamshire Youth Justice Plan for 2017-2019 and with commitments in the Council Plan for 2017-21.
23. The establishment of additional capacity within the Safeguarding and Assurance group of services, and within the Youth Justice Interventions Team, will increase capacity to deliver the priorities set out in the strategy. It will enable improved response to the increasing demand for early intervention around knife crime, and increased need to identify and manage those young people who pose the most risk.
24. Members should be informed of the progress of developments against this high profile agenda and the impact of additional spend in this area.

Statutory and Policy Implications

25. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Crime and Disorder Implications

26. The Crime and Disorder Act (1998) requires the local authority with its partners to prevent offending and reoffending by children and young people and to deliver an effective local youth justice system.

Data Protection and Information Governance

27. Nottinghamshire County Council has defined procedures in place to assure privacy is embedded into all data processing activity. All new projects and processes that involve large scale data processing are subject to the completion of a Data Protection Impact Assessment (DPIA). This will identify any potential privacy risks as a result and subsequently look to implement measures to mitigate and contain them. DPIAs are overseen by both the Council's Data Protection Officer and Caldicott Guardian.

Financial Implications

28. The temporary establishment of 0.5 FTE Youth Violence and Child Exploitation Co-ordinator at Band A (indicative) plus on-costs, will have a financial implication of £19,114 per annum
29. The temporary establishment of 4 FTE Youth Worker Grade posts (JNC) will have a financial implication of £181,415 including on-costs, per annum.
30. The temporary establishment of 31 x 3 hour Youth Support Worker Grade posts (JNC) will have a financial implication of £68,770 per annum.
31. The additional Youth Worker and Youth Support Worker posts established in Youth Justice and Youth Service will require an activities and programmes budget of £60,000 per annum.
32. This is a total cost of £329,299 of non-recurrent funds in 2019/20 (pro-rata).
33. There is currently no budget for the proposed additional staff, however it is anticipated that sources of funding will be identified. There is an agreement in principle to draw some of the required funds from Public Health Reserves and a contingency allocation of up to £150,000 has been identified if required. These will be subject to appropriate approval.

Human Resources Implications

34. The posts will be recruited to in accordance with the agreed Vacancy Control Process and recruitment and selection policies.

RECOMMENDATION/S

That Committee:

- 1) approves the approach being taken by officers in response to the Nottinghamshire Knife Crime Strategy
- 2) approves the establishment of 4 FTE temporary Youth Worker Grade (JNC) Mentor posts and 31 x 3 hour Youth Support Worker Grade (JNC) posts to be based in Youth Justice and Youth Service, with associated activity and programme budget, as detailed in paragraph 31, until March 2021
- 3) approves the establishment of 0.5 FTE temporary Youth Violence and Child Exploitation Co-ordinator within the Safeguarding Assurance and Improvement group of services until May 2020
- 4) approves engagement by officers in the Council's Communications team in a task and finish group with partners to develop a consistent media and communications message for Nottinghamshire with regard to knife crime.
- 5) agrees to receive an update report in nine months' time on the activity of the newly established posts and the outcomes for Nottinghamshire young people.

Councillor Philip Owen

Chairman of the Children and Young People's Committee

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Constitutional Comments (SLB 10/05/19)

35. Policy Committee is the appropriate body to consider the content of this report.

Financial Comments (SAS 13/05/19)

36. There is currently no budget for the proposed additional staff. The staffing costs set out in the report of £330,000 is the maximum required and the actual cost will depend on the timing of filling posts and is expected to be less than this. It is anticipated that sources of funding will be identified, including a contingency allocation of up to £150,000 which will be subject to appropriate approval if required. Expenditure will not be incurred unless funding has been identified.

HR Comments (BC 26/04/19)

37. The post of Youth Violence and Child Exploitation Co-ordinator has been subject to an indicative job evaluation process. Posts will be recruited to in line with the vacancy control and recruitment procedures.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Director of Public Health Annual Report 2018 – report to Health and Wellbeing Board on 9th January 2019

Place and Communities Strategy

Youth Justice Plan 2019

Council Plan 2017 - 2021

Electoral Division(s) and Member(s) Affected

All.

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