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**Scottish Violence Reduction Unit**

**End of Year 2021/2022**

**Summary Report**

**3/5/22**

**Version 1**



*Violence is preventable, not inevitable.*

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### Summary

Over the last year, there has been significant growth and development of programmes against the continued backdrop of operational challenges that Covid presented to the VRU and our partners and the communities in which we work. Despite these challenges, there have been several key developments, such as the launch of the new 5-year plan, the launch and subsequent expansion of the You Decide Team, growth of the One Community Scotland charity and increased VRU presence across the country.

The key strength of the VRU is its ability to be nimble and pivot quickly to deal with challenges and problems as they arise. Tackling issues such as youth violence will always be a key priority to the SVRU, as is our ability to work at a granular level to improve service delivery on the ground and impact operational and strategic decision-making to achieve longer-term solutions.

### Violence in Scotland

The behavioural patterns of violence in Scotland have yet to return to what was evident pre-pandemic. Whilst the overall police recorded Group 1; serious violence has increased to the highest rate in over a decade in the last year. This increase is driven by the Domestic Abuse category (added two years ago) and high levels of 'other' types of violence, such as recorded incidents of threats, extortion and child maltreatment. Whereas serious non-fatal violence, homicide and weapons carrying offences have either reduced or are still below the pre-pandemic levels.

Beyond the figures, the pattern of violence has changed (however, it is unknown whether or not this will be a lasting change). For example, during the intermittent periods of lockdowns, there have been well-reported increases in domestic violence as couples struggled to live together in increasingly pressurised environments.

As the evening economy continues to struggle with post-pandemic/new normal, we have yet to see the return of the high levels of highly localised violence primarily connected to alcohol. Pre-covid, it was not uncommon for the cities and some larger towns to witness very high proportions of the physical violence

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being perpetrated from 8pm -4am Friday and Saturday. However, there has been some concern over the increasing number of young people hanging about in large groups in areas such as Glasgow city centre. With the increased number of young people congregating in the late afternoons and early evenings drinking alcohol and socialising, fights and violence eschew.

This movement towards the city centre and increasing volumes of young people brings additional risks such as more organised violence, gangs and even organised crime preying on vulnerable young people. This problem is not unique to cities such as Glasgow and Edinburgh. It has also been reported in places like Liverpool and Manchester as young people head into the towns and cities to socialise in more significant numbers as the community resources open to them at a local level decreases.



This generalised increase in anti-social behaviour, alcohol-related violence and knife carrying amongst young people is concerning, as so much of the work reducing violence in Scotland since 2005 has been concentrated on reducing this very problem. With the reported increase in young people involved in gangs and gang violence (following the tragic murder of a 14-year-old in Glasgow), our concerns are elevated more as no one wants to return to the violence witnessed in the mid-2000s.

As is potential increase When combined with the increasing fear of an increase in youth gangs and violence related to them, especially since the well-publicised murder of a 14 year old in Glasgow.

The post covid challenges of dealing with Domestic Violence and or youth violence will be made all the more challenging with many families and communities in the UK heading into financial crisis. For many families, there may be a stark choice of heating or eating in the months ahead, which will put a great deal of

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stress on family life and contribute to malnourishment, family disconnection and increasing levels of early years trauma. Even if the financial impact is relatively short-lived, the legacy may not with a permanent scar on communities and families. Niels Bohr, the Nobel Laureate in Physics, is quoted as saying, “prediction is very difficult, especially if it’s about the future” it is clear that we are facing a challenging period that may impact significantly on both the levels and types of violence for years to come.

The deliverables in 2021/22 are framed around the six key actions as defined in the SVRU 5 year plan.

### **Action 1: Better Use of Data**

In Scotland, the police, health service, and the rest of the public sector are huge purveyors of data. By linking and sharing information between services, there's the potential for well-analysed data to offer substantial intelligence and insight that can be utilised to enhance citizens' safety and wellbeing.

Linking and triangulating the data will give us a better understanding of the picture; however, it is only through better analysis and research we can understand... WHY?

Working with analytical colleagues in policing, health, and government, we can improve the understanding of what is happening, and through our relationships within universities and academics across the world, we can understand what to do.

### **Action 2: Addressing the Vulnerabilities**

With better evidence and understanding, we must reduce the vulnerabilities in society that enable violence to exist. Tackling issues such as gender inequalities or the impact of early year’s trauma is part of the many solutions, understanding the effects of poverty or the protective aspects of employability or mentoring.

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Understanding and addressing the drivers of violence will also have knock-on effects on other areas. For example, high-quality early-year enrichment programmes do not just reduce the chance of future violence; they also reduce addiction's susceptibility and improve mental health and wellbeing. In comparison, a reduction in problematic drinking will have benefits in the number of violent assaults and a reduction in the number of health problems.

The challenges and solutions are inter-connected, so it's crucial not to view challenges through a single lens. Solutions must be innovative and holistic, addressing the symptoms and, more importantly, the causes of violence.

### **Action 3: Place-led approach**

The places where we live and work can impact almost every area of our lives, from our relationships to our safety and success. So, we must take in the whole view when we look to solutions and not just isolated sections. By considering the whole community – how well it is working for everyone and what it needs to work better – we have the best chance of improving the lives of all those who live in that area.

The SVRU has a long history of working hand-in-hand with communities, identifying the assets within those areas, leading to the transformation. Over the next year, we will test a range of place-based interventions, including community assets and the democratisation of communities. We will LISTEN to communities to develop new ways of working to improve the outcomes of some of the most vulnerable individuals and families.

### **Action 4: Expanding the delivery**

The VRU was created by the legacy Strathclyde Police in 2004/5 to tackle Glasgow's rising homicide rates. That year there had been 41 deaths in Glasgow alone. The need in the city to find a different approach to reduce violence was urgent. However, in 2006 the VRU was made into a national unit by the then Scottish Executive with a remit covering the entire country.

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While we have retained our base in Glasgow, much of what we have done has had a national reach. For example, in our early years, we pushed for tougher laws around knife carrying. Many of our projects have also extended across the country. Mentors in Violence Prevention (MVP), delivered in partnership with Education Scotland, is now Scotland's largest anti-violence schools programme operating across 29 local authority areas from Shetland to the Scottish Borders.

As part of the VRU delivery across Scotland, we will continue to work with our local teams in Ayrshire, Dundee and Edinburgh with potential expansion in other areas. From experience, we recognise that a one size fits all approach is neither effective nor the best use of resources and a more bespoke approach should be adopted to effect change on a local level.

### **Action 5: Thought Leadership**

The SVRU was set up with the instruction to 'think differently', and that is what we've sought to do throughout the last fifteen years. We have tried to look at violence from a different perspective, to see the causes not just the symptoms. We don't just want to take the knife from someone's hand; we want to stop them from picking it up in the first place.

We've looked around the world for knowledge and inspiration to do this. We've sought out the evidence of what does and doesn't work. Adapting those initiatives that look most promising then testing and rolling out those that fit Scotland's needs best. In this process, we've benefitted enormously from a global community of individuals and institutions who have generously shared their knowledge and experience. In turn, we have tried to pay this forward by sharing our learning where it is requested or needed in Scotland and beyond.

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**Action 6: Joining the Dots**

If there is one lesson we can take from COVID-19, we must work together. Even if our part in overcoming the pandemic was simply to 'stay at home and stop the spread', it was still an important role and crucial to success. Just as ending the pandemic wasn't just the job of the NHS, overcoming violence is not just the job of the police. Every profession, and every person, has a part to play. We know how successful, strong partnerships can be, so now is the time to forge alliances that can overcome violence and the devastation it causes.

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Action Area	Workstreams	Summary	High Level Summary of Activity
Action 1	To work with Police Scotland and other partners to test out AI processes	Using initially Police Scotland data and reporting develop automated processes that will identified individuals at risk	Throughout 2021/22 Police were in the process of establishing a data office. The AI work was side-lined with much of this work owned directly by the Chief Data Officer and their team.
Action 1	Develop analytical priorities for violence	To work with Police Scotland Violence Board and the Analyst Performance Unit to suggest priorities for research	With the Police Scotland Violence Board under redevelopment during 21/22. Activity has been paused in this area
Action 1	Re-ignite the injury surveillance programme in Scotland	The use of Injury data has fallen off the agenda in Scotland since GDPR. With the establishing of Public Health Scotland there may be an opportunity to re-establish the protocols	<p>Injury Surveillance is reliant on both frontend data collection and processing resources within the NHS to ensure that the data meets the necessary standard and patient confidentiality is protected.</p> <p>With the ongoing pressures placed on the NHS with Covid-19 at all levels including the production of data and statistics the programme of work for injury surveillance has been paused subject to the new proposed national delivery framework.</p>
Action 1	University and Academic Research	Work in partnership with universities to improve the knowledge base for violence prevention	<p>Discussions are ongoing with a number of research partners, including SCCJR, Edinburgh Business School, University of Exeter, University of Strathclyde and University of Manchester.</p> <p>All research is currently in the early stages except for:            Knife crime imagery - <a href="https://strathprints.strath.ac.uk/77941/">https://strathprints.strath.ac.uk/77941/</a>            MVP Implementation – <a href="https://strathprints.strath.ac.uk/80160/">https://strathprints.strath.ac.uk/80160/</a>            MVP dose response PhD – awaiting viva            SIPR funded St Andrews University project Hidden Voices Research begun field work in Q4</p> <p>Additional work supporting SG Repeat Victims Study and the Violence Framework</p>
Action 2	Testing the 'Navigator' style approach in other settings	The Navigator A&E programme has been viewed as an example of good practice and has proven to be effective in supporting vulnerable people	<p>During 2021/22 the VRU pioneered 'Navigator' approach was implemented in a number of different settings.</p> <p><b>You Decide Team</b> (North and Youth Violence) – further details under Action 3</p> <p><b>Custody Navigator</b>            In partnership with Police Scotland, Sacro and other local partners the Custody Navigator continued to operate during and post COVID restrictions. Since the service moved to its optimum operating model (face to face in</p>

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			<p>custody suites) the uptake for the service has grown 300%. This reinforces the importance of engagement and relationships as opposed to 'referral' and the expectation the service users have motivation and capacity to connect with services.</p> <p>In the business year the service in Kirkcaldy has worked with 177 people. 123 cases have been completed with the assessment / agreement that the client no longer requires the service and there are 53 live cases. Navigators have supported clients to over 700 appointments with only 98 further appointments being missed or rescheduled. SU needs are varied and complex but the key needs for connections with further services are D&amp;A (34), Housing (39), bereavement (11), MH (49), foodbank /meds/GP (28).</p> <p>There is a 60% reduction in reported criminal activity within SUs. An interim evaluation is underway which will capture the journey and learning to date. It is anticipated this will be delivered in May 2022.</p> <p>A full evaluation reflecting on outcomes measured the CJ star model will be delivered in October 2022. Feedback from local service user surveys and local partners is all very positive. Headlines from tis are around the availability and flexibility of the navigators. The understanding and encouragement navigators provide; particularly around setbacks. The boundaries set by the navigators and positive guidance and advocacy for partners services.</p> <p>The SG Justice Minister visited and observed the service in October 2021. He was complimentary and showed a great deal of interest in the service.</p> <p>Sacro has worked hard to build support and investment in the service. To date funding has been agreed to expand the service to West Fife and employ additional staff. Current funding has been agreed till 2023 but recent agreement has been reached to secure the funding to 2024.</p> <p>The SVRU has been promoting the service to SG and groups including the DDTF. Additional funding has been provided to the SVRU for expansion of the service to another LA. The SVRU leadership team are taking this forward.</p> <p><b>Community/Prison Navigator</b> In March 2022 the findings from an interim evaluation were presented to partners and covers the period from 10th August 2020 to 31st September 2021. The relationships developed by the Navigator staff has received brilliant feedback from partners and individuals who have engaged with the service. Despite challenges presented by Covid 19 the service continued to support men using available technology but positive engagement increased when face to face visits within the prison were re-instated.</p>
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			<p>Between August 2020 and September 2021 there were 115 referrals to the service - the majority of which came from service users themselves engaging with staff within the prison or recommended by fellow prisoners. The caseload of men being supported by the service steadily increased throughout the pilot. On returning to the community from time spent in prison on remand 79% continued to engage with the Navigators after their release. There is clear evidence that service users have made progress towards a range of outcomes and positive changes relating to knowledge, motivation and behaviour are apparent. 18% ceased their alcohol or substance use, 10% reported reductions in alcohol/substance use, 14% became engaged in recovery communities, 23% became involved with alcohol and/or drug treatment services. 21% reported improved health and wellbeing, 22.5% reported an improved ability to manage strong feelings and 19% reported improved relationships with partner/family/friends.</p> <p>The full evaluation of the pilot will be presented in May 2022 and discussions are ongoing regarding the long term funding for this work. In advance of this the South and East Ayrshire ADPs have decided to continue funding the programme for the next year</p>
Action 2	Post-covid-19 develop new alcohol intervention strategy	The effects of covid-19 will be apparent for some time. There may be a need to identify new intervention pathways in respect of alcohol misuse and the contribution to violence	<p>Discussions ongoing with policing and organisations such as Alcohol Focus Scotland.</p> <p>In response to the risks of Drinks spiking the VRU worked with Police Scotland to train a cohort of officers and staff in Bystander approaches within the evening economy.</p>
Action 2	Development of the Help the Helper programme	During 2020/21 the VRU pivoted to create a programme to support frontline workers suffering with trauma (intensified through covid)	Further expansion of the programme through local delivery agents in Edinburgh, Dundee and Ayrshire. There were also discussions going on throughout the year with the Health and Social Care Alliance regarding a partnership delivery model which would be funded externally.
Action 2	Supporting the Growth of the One Community Charity	The VRU One Community Programme has morphed into an independent charity in 2021.	<p>The development of the One Community Scotland Charity was completed in 2020/21, however, the VRU will provide support for the charity in the short to medium term whilst it stabilises.</p> <p>OCS continues to support and work with some of the most excluded groups in society ensuring that families have access to food and services when they need it. During this time they have worked with families exposed to violence and racism, supported victims of human trafficking.</p>

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			<p>In support of the Glasgow East Youth Violence and Gangs work; OCS is working with the families and the young people in involved potential 'gang activity'</p> <p>OCS yearly Spirit of Christmas Drive saw over 600 young people receive gift bags for Christmas, with additional gifts and food vouchers supporting those presenting to the You Decide Team and the Hospital Navigator Programme in Glasgow (MAV).</p> <p>OCS was successful in achieving external funding from both the National Lottery and the Robertson Trust which should enable an expansion of their youth work in 2022/23</p>
Action 2	Bystander Activity	The continual development of the Bystander approach to ensure effective delivery across different settings	<p>Support and advice supplied through regular meetings with the MVP Education Scotland delivery Team</p> <p><b>SPFL:</b> The dialog established with a number of clubs including Hamilton and Dundee Utd, has not resulted in a full role out of Bystander/Relational practice training. This will be a watching brief in 2022/23</p> <p><b>Scottish Government:</b> Ongoing development through 2021/22 following the presentation provided to the SG Marine Sciences on December, the SG have been recruiting potential trainees for a cohort in 2022.</p> <p><b>Policing:</b> Provided training to a number of policing departments including hostage negotiation and PPCW.</p>
Action 2	Mentoring	There has been a growth of mentoring in supporting those trying to change their lives around	<p>Mentoring is at the heart of a number of including the light touch mentoring in the YDT navigation, through to the peer inclusion initiative programme with Glasgow North Social Work as well as our continued support of the Street and Arrow programme.</p> <p>The VRU supported the St Giles mentoring training throughout the first half of the year which enabled the training of trainees connected to the YDT programme</p> <p>In partnership with Glasgow North West Social Work, the VRU is testing out the impact of the Peer Inclusion Initiative with its heavy focus on positive relationship building on some the most challenging cases (young people). This programme looks to establish opportunities for intervention and support with non-engaging vulnerable young people.</p>
Action 2	Repeat Victims targeted campaign	Media campaign that will use targeted social media to identified potential victims of violence (repeat) and provides links and sign posting for services	<p>The campaign initially targeted Glasgow North and Dundee through in app advertising to reach the target audience. After an initial successful delivery with a number of positive interactions the media campaign was extended to Glasgow East using geo-targeting on platforms such as Instagram and snapchat with great effect. So much so the campaign has been nominated for several marketing awards</p>

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			<p>This wasn't a campaign which aimed for huge viewing figures or a wide reach – thankfully the message simply isn't relevant to the vast majority of people in Scotland. The aim was to create a highly targeted campaign which delivered <b><i>the right message, at the right time, to the right person</i></b>. Given how targeted the advert was (playing in just parts of Glasgow and Dundee to a specific demographic) the figures achieved were strong:</p> <ul style="list-style-type: none"> <li>- impressions of 503,160 in the online adverts and 382,501 and 546,000 respectively for each of the social media campaign periods</li> <li>- social media ThruPlays of 46,282</li> <li>- online View Through Rate of 267,00</li> <li>- and 3,684 link clicks</li> </ul> <p>The click throughs from the YDT Glasgow and Dundee support pages onto the websites of the likes of Victim Support Scotland, SISCO and the Simon Community are also important to note. If even a small proportion of those 425 link clicks goes on to seek support from those organisations, then there is the potential to significantly improve that individual's safety, health and wellbeing</p>
Action 2	Work with NKBL to develop new prevention responses to increases in recorded weapons	Examining the best evidence behind the current increase in recorded weapon carrying to ensure that campaigns such as No Knives Better Lives remain effective.	The SVRU has work with NKBL in a number of occasions including the development for peer based training with Catch the Light and providing additional support for the potential increase in weapons carrying in Glasgow (and beyond)
Action 2	Prison Based Trauma Work	Working with prisons to identify opportunities to engage and improve trauma informed responses	<p>Over the based year the VRU has worked with partners in Perth, Edinburgh, Barlinnie and Kilmarnock Prisons and as well as Polmont Young Offenders.</p> <p>From supporting the refitted of the CRIB2 Bus in Edinburgh to supporting Perth prison in developing their understanding of the needs and service requirements for remand prisoners to reduce the likelihood of them returning to custody.</p>
Action 3	Glasgow East Youth Gangs	Following several high profile incidents and community intelligence suggesting that violence and youth gangs were on the increase in Glasgow East and beyond.	<p>The You Decide Team approach has been adapted for the purposes of violence prevention for young people in the East End of Glasgow. Targeted towards 11–16-year-olds who have been identified as active in Gang violence and youth disorder. YDT alongside partners (FARE, Glasgow City Council, North Lanarkshire Council and MAV) have worked in 7 high schools in the Glasgow East area and North Lanarkshire, delivering Violence prevention/intervention workshops to 80 young people.</p> <p>Delivering 1-1 mentoring for young people who need advice and guidance from a professional lived experience mentor to support them overcome some of the challenges in their life. The YDT have developed the Positive</p>

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			<p>Pathways programme which has been delivered within a secondary school Monday to Friday. These sessions include health and wellbeing sessions, violence prevention workshops and vocational training/placements each day as well as mentoring.</p> <p>To aid in delivering prevention, intervention and diversionary activity, the VRU worked with Scottish Sports Futures, Tigers, Bluevale Community Club, Reidvale Neighbourhood centre and Bannan Fitness Club. Whilst working with these services in the evening and at the weekends, the VRU team could provide direct mentoring.</p> <p>YDT delivers community diversionary initiatives on Friday evenings in partnership with Police Scotland. Working with 12 at risk young people who are involved in Gang activity, this is helping to bring down barriers between young people and Police but also providing positive activity for the young people to engage with in the evenings.</p> <p>The programme is also testing out an education approach with young people transitioning from primary to high school where there is a suspected risk of involvement.</p> <p>The You Decide social media advert promoting a 'way out' was pushed out on Snapchat and Instagram in the communities most affected by the violence; early indications suggest that the three-week campaign had approx. 400k impressions, 20k complete views and 1000 hits seeking additional support, help and information from the services.</p> <p><b>East end school project – 'Whole family approach' pilot</b></p> <p>In order to test the concept of a 'whole family approach' to preventing and reducing violence within a community/family, we are developing and delivering a concurrent parents group work programme alongside the work of our lived experience project coordinator in the East end of Glasgow. The eight young boys who are actively engaged in violence and organised crime groups in the East end of Glasgow and attend ██████ group work in St Andrews Secondary have had their parents/carers invited along to a parents group. This group will run fortnightly in the school and in the alternate week, the parents will attend workshops to build employability skills, help with cooking, budgeting and DIY at home. Week one was held just before the Easter break and three mums and one older sibling of the boys in the school group attended. We co-created the aims/objectives of the sessions moving forward. These were;</p> <ul style="list-style-type: none"><li>- To improve the connection between parents/ carers and their sons</li><li>- To learn how to talk to their young people about emotions and dangerous behaviours without resorting to punishing them</li><li>- To understand resilience and how we improve it</li></ul>
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			<ul style="list-style-type: none"> <li>- To consider attachment and how this impacts on young people’s behaviour and choices.</li> <li>- To look at Adverse Childhood Experiences and understand their impact on a family system.</li> </ul> <p>The SVRU will evaluate this programme using qualitative measures at the end of the pilot with a focus group and using the reflection journals the parents write after every session. This will help us to understand its effectiveness for the parents and young people and will then look to make any additional changes based on this feedback before possibly developing it into a substantial con-current parents programme which could be delivered in other schools.</p>
Action 3	Glasgow North	In support of the place based approach in Glasgow North	<p>1. <b>The You Decide Team</b> Glasgow North is a community intervention service which supports individuals (18+) who are experiencing different challenges in the community. Violence, Crime, Domestic abuse, Alcohol or Drug use, social isolation, accessing recovery pathways are the main reasons for referrals. YDT has received 112 referrals which is increasing by the day, from partner agencies and self - referrals from people of the North Glasgow area. YDT where able to signpost 38 of these individuals to residential rehab/detox and or recovery pathways within the community for their addiction. 29 referrals were made for support accessing employability training all where successfully signposted into programmes and organisations who specialise in vocational training. 18 referrals were supported towards organisations/charities who specialise with support for the mental health. YDT supported 10 individuals to access housing support for individuals who were fleeing violence these included relocation and management transfers. 8 referrals were made to YDT for help to access support for their benefits and money advice, all were allocated a benefit advisor via their housing association.</p> <p>As well as self-referrals YDT receives referrals from organisations including:</p> <ul style="list-style-type: none"> <li>• Positive outcomes project (P.O.P)</li> <li>• Health and social care Alliance Scotland - Community Links practitioners</li> <li>• Move On – Turning point Scotland</li> <li>• Aspire</li> <li>• GHA (Wheatley Group)</li> <li>• Maryhill Housing Association</li> <li>• NG Homes</li> <li>• Northwest Social work</li> <li>• G.O.R.T – Glasgow overdose response team</li> <li>• Community connector</li> <li>• Drug and alcohol crisis centre</li> </ul>

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			<ul style="list-style-type: none"><li>• Victim support Scotland</li><li>• Northwest Alcohol Drug Recovery Service</li></ul> <p>2. The <b>Peer Inclusion Initiative (PII)</b>, approach continues to work with some of the most challenging young people. This intensive mentoring (peer facilitator) support with six (at any one time, as some clients rotate in and out of prison) at risk young people (17 – 25yrs old) in the youth justice system.</p> <p>Working in collaboration with North-West Justice (Youth Justice) social work and various partners. This project aims to provide support without being seen as intervening as a ‘justice’ service. North-West youth justice recognises that strong, secure, consistent, emotionally available and safe trusting relationships are critical to sustaining and achieving improved outcomes for our young people.</p> <p>The placed based aspect of the project enables the team to be creative, flexible, and responsive to problems as they arise. This also allows the service to build on strengths and pre-empt difficulties before they occur.</p> <p>Early feedback from Social Work has been extremely positive with measurable impacts on the behaviour this challenging cohort and their willingness to connect into the wider support mechanisms available to them.</p> <p>The project reflects the principles of Getting It Right For Every Child (GIRFEC) No young person is ever beyond help.</p> <p>3. Three of the 4 trainees successfully completed the duration of the programme with 1 trainee graduated and successfully gained the position as peer advisor within the Youth Decide Team Youth Violence Project</p> <p>4. The opening of the Community Hub in Springburn is helping to support the development of Asset based Approaches in the area. With increasing resource issues and a need to pivot to the east end of Glasgow work in this rea was halted half way through the year.</p> <p>5. Engagement with the schools both primary and secondary continued throughout the year with the delivery of different education programmes ranging from the NKBL/BHI programme developed in partnership with Catch the Light through to the Heartstone programme tackling racism.</p>
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Action 3	Ayr Wallacetown	To establish a community approach to addressing the complex challenges of the Wallacetown area of Ayr	<p>Over the 21/22 there was increasing levels of community and partnership engagement. Activities such as street weeks collated the thoughts and feelings from the residents to help understand what the drivers were. This work saw a number of changes and improvements.</p> <p>Through the community people came forward to set up a number of different groups from gardening to cooking. And away days for families to places like Lendrick Muir, provided the young and old the opportunities to experience activities and meet other people they would not normally get the chance to.</p> <p>In partnership with the Riverside Community Trust a proposal has been accepted by South Ayrshire Council to fund a You Decide Team in the Wallacetown area. The programme was initially due in q4 of 21/22 but is currently locked in procurement.</p>
Action 3	Capture and Cascade	Understand the learning gathered from the different approaches used and how they interact with each other	<p>Stories of change have been captured and used to expand the delivery of the YDT approach to both Ayrshire and Dundee.</p> <p>In partnership with St Andrews University to deliver the SIPR funded Hidden Voices research which is capturing the thoughts, opinions and beliefs of some of the most disenfranchised groups in the Wallacetown area.</p>
Action 4	Further Establishing local footprints	Over the next year the VRU will be looking to extend its geographic footprint.	<p>Having firmly established footprints (outside of Glasgow) in Ayrshire, Dundee and Edinburgh there are ongoing discussions with PPCW and local police divisions and other partners including (some regional social work departments). This is an ongoing process and the location can shift dependent on local buy in and support. Key areas for development remain Caithness, and the North East</p> <p><b>Highlands Project - Resilience Hub – Caithness/Sutherland</b> In dialogue with Education Lead for LAAC/Kinship Care children/young people in Highland Council. A plan has been put in place for frontline staff to undertake bespoke training from Glasgow based Family Therapy Network organisation to work on family therapy sessions with children and staff members within children’s units. These types of sessions have been proven to reduce violence, improve relationships and help families to recover from traumatic experiences together. Kinship carers will also be included in this type of support as Highland council are keen to adopt a ‘whole system approach’ to trauma and violence within their secure units. A Community based Police Officer has been successfully employed to do partnership SVRU work in the Highland area and SVRU will support any training/development needs of the officer in order to help build community based relationships at the beginning of their role. This may be in the form of an online Help the Helpers course.</p> <p><b>Community Wellbeing Team</b></p>

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			Following on from discussions with Ayrshire Division and the SVRU. The local Commander launched the community wellbeing policing team. Whilst the VRU has no direct influence over the team they will work alongside VRU resources already deployed in the area.
Action 4	Ayrshire	To increase the local delivery of prevention activity across the whole of Ayrshire	<p>The primary objective within Ayrshire is the delivery of the Wallacetown project, however, there are also wider deliveries including:</p> <p>Community/prison Navigator: Following the initial evaluation and seed funding from the VRU both South and East Ayrshire have jointly decided to continue the service for a further year pending further assessment.</p> <p>The Kilmarnock Town Centre Project –Looking Out For You A partnership initiative between Police Scotland and Council of Voluntary Organisations East Ayrshire Ltd, supported by the Scottish Violence Reduction Unit, aiming to improve safety and reduce re-offending in Kilmarnock Town Centre.</p>
Action 4	Dundee	Using a public health approach to address the drivers of violence and other connected social problems.	<p>This joint approach funded directly by Police Scotland is looking at the drivers of the complex local problems.</p> <p><b>Recovery App:</b> Dundee currently has a hard copy ‘roadmap’ identifying support services and 3<sup>rd</sup> sector organisations within the City. Working collaboratively with Dundee Parish Nurses, and Queens Nursing Institute Scotland (QNIS), the SVRU has assisted in bringing a digital mobile App of the Dundee Recovery Roadmap to the City. The App is being utilised by service providers and service users and their families to identify and obtain the help they need across a range of vulnerabilities.</p> <p><b>Remand and through care HMP Perth</b> Dundee currently has the highest rate of remand prisoners in Scotland. Work has continued this year to carry out an evaluation and capture the journey of a prisoner on remand at HMP Perth from first point of custody with PSoS through to release and integration back into community.</p> <p><b>You Decide Team Dundee Pilot:</b> The SVRU in collaboration with Criminal Justice Services and Positive Steps, a third sector organisation based in Dundee has secured funding to bring the You Decide project to Dundee.</p> <p>Highlighting preventative initiatives that have brought significant benefit elsewhere for discussion and consideration, and encouraging dialogue around such initiatives, such as campus officer, which is currently being</p>

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			<p>considered by D Division SMT, Mentors in Violence Prevention (MVP), Heartstone (previously mentioned in 2020 report). By working as part of the Protecting People Team, and forging links with Community Safety &amp; Justice Team, providing information/updates/advice through the Executive Board. The continued collaboration with SVRU and PPCW regarding new projects around prevention and intervention, and supporting existing work locally. Acting as a conduit the work continues to explore planting national SVRU projects within the Division as well as exporting creative initiatives from Tayside to other Police Scotland areas.</p>
Action 4	Edinburgh	To increase the local delivery of prevention activity across the whole of the City of Edinburgh	<p><b><u>Heavy Sound – CRIB</u></b> During this business year the Community Reach and Inclusion Bus (CRIB), operated by Heavy Sound CIC, has continued to work with young people in East Lothian and Mid Lothian who are in the care system and / or not engaged with education. Through alternative engagement including music, the arts and sport and supported and supported by the in-house educator they have built relationships and trust while improving personal growth and attainment. Heavy Sound have supported many of the young people back into school based education and presented many others for qualification and awards through their ‘complimentary curriculum’.</p> <p><b>Royal Visit</b> On 24<sup>th</sup> May 2021, the Duke and Duchess of Cambridge visited Heavy Sound at the base in Cockenzie. The visit raised awareness and the profile of the CIC and highlighted the SVRU and partnership working taking place to build resilience in the young people and reinforce positive behaviours and outcomes.</p> <p>In September 2021, the SVRU arranged and co led visits and activities to the outdoor activities centre at Lendrick Muir. 2 groups of YP from Heavy Sound were provided access to environments, activities and experiences previously inaccessible to them.</p> <p><b><u>Heavy Sound / HMP Edinburgh</u></b> During the winter and spring terms Heavy Sound has been working with a group of young men from the south East of Edinburgh. They have been actively involved in violence, disorder and ASB in their area and are at high risk of recruitment into SOCG. The SVRU has worked with HS and the group to reflect on their behaviours and the impact of these actions on their families and communities. Mentors at HS and lived experience from the SVRU has provided a balanced view of the benefit and risk of escalating their membership and involvement in SOC. To date the YP seem to having fewer contacts with policing and other agencies and are attending he sessions at HS fully and positively.</p>

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			<p>In Aug 2021, Heavy Sound and HMP Edinburgh took possession of a 2<sup>nd</sup> bus and it was installed at the prison. Following the model and learning from the CRIB, this bus has been stripped and prepared by residents, staff and visiting trades people from Edinburgh College, for refit and deployment into a community in the East of Scotland.</p> <p>The SVRU continues to engage and collaborate with partners in the East of Scotland around both reactive issues and long term planning. There is a noticeable shift back towards face to face service delivery since the removal of restrictions.</p> <ul style="list-style-type: none"> <li>• The work around a facility in Princes Street Gardens West had stalled due to COVID, staff movement in Network Rail and contractual negotiations within NR and the carrier. It is intended to revisit this.</li> <li>• A partner to progress the successful SVRU You Decide Programme in north Edinburgh has been identified and this is being progressed.</li> <li>• Work in prisons in the East of Scotland is ongoing. The core of this being an increased knowledge of trauma and the use of relationship based practice to build resilience and alter life paths.</li> </ul>
Action 5	Development and ongoing maintenance of online toolkit	To develop an easy to use site containing evaluated programmes and implementation instructions	<p>Collating and summarising international evidence on “What Works”. Have been working closely with the SVRU Comms team to progress the youth violence toolkit. The aim of this project is to create an up to date, user-friendly, and practical toolkit to be utilised by practitioners who work with young people in Scotland. We are providing case study examples of each approach being applied in Scotland (where available). Information for these case studies are being gathered from policy colleagues and those with experience of applying the approaches in practice.</p> <p>Oversaw two research placements with students from Abertay University. The evidence presented in the reviews has been included in the toolkit and will contribute to the SG report on “What Works to Reduce Re-Offending?”</p>
Action 5	Develop training solutions to support front-line delivery of violence prevention activity	By working with frontline partners in violence prevention, there is often a need for training in a variety of specialist areas.	<p><b>Trauma Training</b></p> <p>Trauma continues to form one of the main Public Health Issues of our time and an underlying factor in violence and negative outcomes for individuals in society. On commencement of role within the Scottish Violence Reduction Unit (SVRU) the reporter was tasked with deconstructing the NHS (NES) National Trauma Training Plan with a view to maximising its relevance to the SVRU. Consultation commenced by reporter with Dr Sandra Ferguson, National Lead on NES National Trauma Training Plan and Framework. Permission obtained to utilise the training products associated with the Training Plan as a baseline for learning products that were being developed independently by the SVRU. The SVRU have committed to the Scottish Government Pledge of developing and maintaining a trauma skilled workplace.</p>

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			<p>Trauma awareness workshops have been delivered to many community based groups and educational establishments including the Castlemilk Resilience Hub and primary/secondary schools. Further Trauma Training was delivered to Volunteer Instructors of the Army, Air and Sea Cadets. These materials have been made available for augmentation to other training under construction. The delivery of awareness is utilised as a vehicle to develop networked connections throughout the country. More particularly in the East End corridor in support of the coordinated intervention on gang violence.</p> <p>Planning is underway for some of this awareness training forming part of the 4 Nations Policing Conference in June.</p> <p><b>Relationship Based Practice</b></p> <p>The SVRU Relationship Based Practice product has, in the meantime, been delivered to Public Health Scotland, The Police Scotland Accelerated Leadership Programme, the Gorbals Community Policing Team, and Community Safety Course at the Scottish Police College. These have been well received and evaluated. Presentations are already organised for the next cohort of the Accelerated Leadership Programme and the Scottish Women’s Development Forum. A presentation of the product has been provided to Police Scotland with a view to a bespoke version incorporating Bystander being made available to meet the needs of the Organisation.</p> <p><b>Prisons</b></p> <p>VRU Trauma related materials and content has been widely shared with these establishments. This has also incorporated continuing distribution of the NES Trauma Informed Practice Toolkit and associated materials. The resources continue to be universally well evaluated by the staff and a latent demand exists for Trauma Awareness in Perth, Edinburgh, Addiewell and Dumfries.</p> <p><b>Custody Navigator</b></p> <p>Dialogue maintained was maintained with Custody Training Division who requested training materials to develop Custody Navigator training in Fife. Further materials have been forwarded to support this effort in a consultancy capacity moving forward.</p>
Action 5	Work with service providers including policing to develop public health responses	To encourage the uptake of violence reduction activity and the principles of the public health approach across other organisations	<p><b>Conferences</b></p> <p>Members of the VRU have spoken at numerous conferences, participated in various meetings and conducted a number of media interviews both at a local and national level. Through these we have highlighted the impact of the key drivers of violence and other social issues, particularly poverty, and promoted the power of collaborative working at all levels.</p> <p><b>5 Year Plan</b></p> <p>The 5 year plan was launched by the Cabinet Secretary for Justice and Veterans in September at the official unveiling of the You Decide Team in Glasgow</p>

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			<p><b>Leadership Programmes</b> The VRU continues to work with the Collaborative Leadership for Scotland programme and is supporting the development of an international public sector leadership programme with Edinburgh Business School.</p> <p><b>UK VRU Network</b> With the latest additions of Humberside and Cleveland there are now 20 VRU's across the UK. The SVRU maintain contact with many of these and, during 2021, attended a Home Office initiated VRU conference in Birmingham. It is hoped that mutual learning and sharing of best practice will develop.</p> <p><b>Examples of delivery</b> Peer Inclusion Initiative with Glasgow Social Work –(vru/social work co delivery) Community Wellbeing Team – Police Scotland Ayrshire Division (Police Scotland) Signposting to safety workshop – Aberdeenshire Council (SW led) Potential redeployment of PPCW 'task force' resources to public health prevention.</p>
Action 5	CPDs and other Training	Provide opportunities for learning and bringing together specialists to share best practice	<p>There was significant specialised training conducted throughout the year including:</p> <p><b>Night time Economy Training/Bystander (Spiking)</b> The reporter reviewed and amended the Best Bar None/SBRC Night-time Economy Training in response to the government round table discussion brought about by the rise in reported physical spiking's. Training was delivered to members of the Night time economy, Licensed Trade and SIA. Train the Trainers training was delivered by SVRU to Police Scotland staff for dissemination throughout Scotland to industry staff.</p> <p><b>Police Scotland Negotiator Cadre Training</b> The team established a 'Trauma and Wellbeing' module of psychoeducation and lived experience which underpins relationship based practice and understanding of human behaviour of both the negotiators and those they negotiate with. This further dovetails with awareness in an around 'self-violence' of suicide idealisation in association with representatives from the National Suicide Prevention and Leadership Group. This is with a view to enhancing the performance of Police Negotiators to become more effective and efficient in the role. This is currently seen as good practice and has been highlighted at the recent National Conferences for Negotiator Training. CPD days will run through April-June and a SVRU Input on the September Training Course.</p>

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Action 5	Human Library	To provide people the opportunity to listen and learn from each other. To share stories and understanding.	The Human Library is an international event held to reduce stigma, prejudice and unconscious bias across the word. Human beings are trained as ‘books’ and online and face to face events are held offering the public and/or organisations the opportunity to ‘choose a human book’ to hear their story. Books can have titles such as ‘ex-offender’, ‘Muslim’, ‘gay’, and ‘transgender’. Being a part of a human library event helps individuals to share their story and re-shape the narrative around the stereotypes they have suffered and helps readers to understand and educate themselves on the prejudice they have and how to ‘see past the labels’. The SVRU are on the list to become a ‘host’ of human library and are waiting to hear back from the head office in Sweden. The UK lead has agreed to support the first SVRU human library event in Ayrshire and SVRU have already sourced three human ‘books’ to put forward to become trained. The other ‘books’ will be from the local Wallacetown area and the local library has agreed to become a host for the event. We believe the human library events will bring local communities together and help to create a culture of curiosity and acceptance as people get to know each other and see past ‘labels’.
Action 6	The creation of a multi-agency strategy for tackling violence in Scotland	There have been a number of strategies developed for addressing violence in Scotland including those from Public Health and Police Scotland. However, there is a need to have a much more holistic approach that considers the wider issues and what can be done. Standalone organisational strategies will have limited success as they do not cover the full range of services required	<p>This action has moved to the Scottish Government Violence Reduction Team. The VRU will continue to assist and help steer where required</p> <p>The VRU has provided assistance to the ongoing development process. Providing specialist advice and participating in workshops etc. The VRU will continue to support this work stream providing additional support to deliver focus groups on the findings and future developments.</p>
Action 6	The Hope Collective	The creation of a UK national movement building on the developing VRU network providing young people with a positive voice to ‘Change the narrative’	<p>After a first year becoming established, in which the Hope Collective held 5 hacks (one in Glasgow) the opinions of the young people who participated were summarised in a report which will be delivered to the political leaders across the UK. This report identifies 10 key factors for a brighter more ‘hopeful’ future for our next generation.</p> <p>Having gained charitable status the Hope Collective will now build on that initial success. These 10 factors will be discussed in more detail at a series of hacks across the UK this coming year and these will have the benefit of the support of 10 sub-groups of ‘subject matter experts’ who will provide their thoughts on the topics to aid</p>

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			<p>discussion of each. The findings of the hacks will be summarised in a final report named 'Re-imagined' which will be delivered on advance of the publication of the political manifestos for the 2024 Westminster election.</p> <p>The violence reduction network across the UK (shortly to become 20 in total) are the key delivery agents on terms of building the hacks, generating attendance and supporting the participants. The Director SVRU is the current chair of the body.</p>
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**SCHEDULE 3**

**NARRATIVE BREAKDOWN**

**Organisation: Violence Reduction Unit (Police Scotland)**

**Bank details: SC 60 70 80 A/C 10019510**

**Programme: Violence Reduction Unit**

**Total agreed for 2021-2022: £1029,500.00**

**Latest forecast of expenditure of grant for: £1023,755.36**

**Grant claimed to date: £1029,500.00**

**Completed by: S38(1)(b)**

**Position: Admin Officer**

**Contact Details: 01786 896 785 S30(c) @scotland.pnn.police.uk)**

**Date:**

**Items of Expenditure**

**Please list in the table below all discrete items of expenditure relevant to the above period and the type of documentary evidence that has been submitted to substantiate each amount.**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>Item</b>	<b>Amount (£)</b>	<b>Paid Invoice [Y/N]</b>	<b>Other (please specify, e.g. certificate of payment in kind)</b>
Salary Costs	£ 724,423.15	Y	
<b>Invoice Costs £</b>	<b>£339,332.21</b>		
Navigator, Ayrshire Pilot	£14,583.00	Y	
Dundee, YDT	£30,000.00	Y	
Trauma Practices	£15,000.00	Y	

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Community Approaches	£33,484.01	Y	
One Community	£39,250.00	Y	<b>OCS Project Salary</b>
Partnership Development/YDT	£67,500.00	Y	<b>Salaries/Accommodation/Client Services</b>
Project Dundee, Ayr, Edinburgh	£44,991.00		Project Area spend
Operational	£30,049.81	Y	Includes Travel, events, general office equipment/printing stationery/Training
Conference/Training	£16,043.33	Y	
COMMS/ICT	£8,931.06	Y	
Marketing	£30,000.00	Y	
Strategy Document	£10,000.00	Y	
<b>TOTAL GRANT CLAIMED</b>	<b>£1,029,500.00</b>		Grant claimed total £1029,500.00 plus late invoice payment forward of £40,000.00 totalling £1069,500.00  Returned £5744.64 – salary underspend

\* Note the total should add up to the total expenditure claimed for the period.