

Business Plan
2023/24
April 2023



SCOTTISH
VIOLENCE
REDUCTION
UNIT

Violence in Scotland

Levels of violence in Scotland are not what they once were; we are no longer the 'violent man' of Europe or even the knife capital. We have gone from the top of an unwanted chart to mid-table with levels similar to our nearest neighbours (England and Wales). However, violence in Scotland remains a significant concern, with too many people, families and communities suffering the consequences.

With 52 homicides in 2021/22, the effect on the families and communities they lived in can never be calculated. Homicides are much lower than the historic highs of over a decade ago, but it is still far too many. Over the last couple of years, the levels of police-recorded violence were somewhat suppressed by the covid epidemic and the public health response. Although it is clear that the behaviours have been altered by the events (such as working from home, smaller evening economy etc.), we have seen violence almost return to the pre-pandemic levels.

The most up-to-date recorded data (2021/22) reports that there were 3819 serious assaults and attempted murders in Scotland, a 9% increase from the previous year but still 7% less than the last pre-covid year (2019/2020). We will likely continue this trend of returning to the pre-pandemic baseline over the next few years. This is already evident in the common assaults where there has been a 12% increase in the previous year and no change in the pre-pandemic year.

The main areas of concern sit below the headline figures of serious violence and homicide, with increasing police recording of weapon use with a 14% increase on the pre-pandemic year. However, whether this is, an actual behavioural change or an artefact of recording is unclear. A previous dip sample conducted by the SVRU demonstrated that at least 20-30% were not being classified correctly.

However, it is not just the crime data indicating a shift; anecdotal intelligence from schools, community organisations and youth services suggests a notable change in the behaviour of young people, and knife carrying has become more prevalent again. Much of this is being played out through the medium of social media. - This, if true, represents a significant risk as this was the major success in violence prevention in Scotland and helped significantly reduce the violence figures.

The clustering of violence hasn't changed; it is still more prevalent in deprived areas and that a small number of people are responsible for the most serious violence. Using place-based approaches and targeting those who are most at risk of being victimised or committing violence is necessary for this cohort, as targeting through schools etc., is not available as this group tends to have left school or be much older (the mid to late 20s). This more targeted approach is more effective but is limited in its support capacity due to the need's complexity.

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To address the violence in Scotland, we must continually be vigilant about the nature of the problem and how it might manifest in the future. By continuing to provide primary prevention in our schools and youth services, we can help to insulate and protect, and by providing more targeted person-centred approaches, we can help to reduce the repeat offending and repeat victimisation, ensuring that everyone has the right to feel safe and secure in their homes and communities.

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Aims

To successfully tackle violence and its root causes we must work together in partnership, bringing together the resources, specialist knowledge and action across the whole of the country. Helping raise individuals and families out of poverty, helping to close the attainment gap, providing specialist support at the right time and in the right place, listening to and supporting communities etc.

The reductions in violence in Scotland are welcomed but together we must do more. This will not be a quick fix as the challenges are complex but we can make a difference.

The overarching Vision of the Framework is to prevent violence from occurring but when it does, to reduce its harm. To achieve that, we and our partners will have the following priorities:

INDIVIDUALS: People at risk of experiencing violence are supported to live healthier, more productive lives

To prevent violence, we want to help people at highest risk of being affected by violence to access the support and services they need to help them have healthier lives. This, in turn, will reduce the number of people harmed by violence.

RELATIONSHIPS: Our relationships are healthier and more respectful

To prevent violence, we want to support the development of healthy relationships for those at risk of being affected by violence to help create a more resilient, inclusive, safe and compassionate society. We want people to be better equipped to manage conflict without resorting to violence and have more opportunities to experience normal, healthy relationships.

COMMUNITIES: Our communities are stronger and more resilient

To prevent violence, we want to improve community connectedness in areas particularly affected by violence. Through a place-based approach, we will support communities to involve diverse groups working more closely together to effect positive change.

SOCIETAL: We are all safe, and feel safe, in our communities

Through implementation of this Framework and through the work of our partners including Police Scotland and criminal justice system in protecting the public from harm – we will continue to prevent violence and reduce the harm caused by violence to ensure more people report feeling safe within their communities.

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The framework has identified 14 cross cutting actions for delivery over the next 3 years, this will be a living action log and will be monitored on both the delivery and effectiveness. The actions represent the beginning and will be reassessed and developed as the new risks and new solutions are identified.

Within the context of the overarching aims which are consistent with the Ecological Model of Violence as recognised by the World Health Organisation and the SVRUs 5 year plan

Frame Work Action	We are all safe, and feel safe, in our communities
SG FW1	We will fund the Scottish Violence Reduction Unit to lead on work with partners to identify opportunities to ensure that our evening economy remains safe and free from violence.
SG FW2	The Scottish Fire and Rescue Service will continue to monitor and improve their service engagement processes and procedures to identify and support vulnerable and high risk people in their homes and communities to help keep people safe from harm.
SG FW3	To complement implementation of this Framework, we will work with Police Scotland to support the development of their Violence Prevention Strategy during 2023/2024.
Our communities are stronger and more resilient	
SG FW4	The Scottish Violence Reduction Unit will lead on work with partners to use the learning from their place-based pilot in Wallacetown, Ayr, to share the learning and, through 2023-2024 and beyond, develop the approach into further additional areas of need in Scotland.
SG FW5	During 2023, the Scottish Violence Reduction Unit will lead work in partnership with YouthLink Scotland, Police Scotland and other partners, to test and measure possible solutions specifically aimed at targeting weapon carrying amongst some young people, and older people with histories of violence.
SG FW6	The Scottish Violence Reduction Unit will lead work with YouthLink Scotland and with other partners to identify opportunities over the next year to develop a collaborative plan with actions for harm reduction and violence prevention specifically targeting the effects of social media on violence.
SG FW7	By June 2023, we will review the findings from our stakeholder engagement with the Scottish Community Safety Network, to better consider the next steps for work to prevent and tackle antisocial behaviour.

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We participate in healthier more respectful relationships	
SG FW8	We will consider the findings from our forthcoming Behaviour in Schools Research, which is due to be published in late 2023, and will work with partners to develop a response to any emerging issues relating to violence.
SG FW9	During 2023-2024, we will fund the Scottish Violence Reduction Unit to work with partners to explore further roll out of situational Bystander training to more organisations and communities, to improve the effectiveness of the approach and promote existing resources for wider use across Scotland.
SG FW10	The Scottish Violence Reduction Unit will deliver a pilot, based on our Suicide Prevention principles of Time, Space and Compassion. This will be in place in 2023 and will help connect people and reduce the risk of violence and harm.
People at risk of experiencing violence are supported to live healthier, more productive lives	
SG FW11	In 2023-2024, we will fund the Scottish Violence Reduction Unit and Medics Against Violence to extend their Navigator style approaches, to help support more people with multiple complex issues, including problematic drug and alcohol use, to access and engage with appropriate services, to stop the revolving cycle of harm. In partnership between Medics Against Violence and the NHS, this will include further roll out of the Hospital Youth Navigator pilot, to ensure more young people will be able to access the help they need at an earlier stage in their lives.
SG FW12	During 2023-2024, Medics Against Violence will lead work, co-ordinating with other partners, to test out a new model of support for young people based within the community to prevent harm from violence escalating.
SG FW13	We will fund the Scottish Violence Reduction Unit during 2023-2024, to work with partners to develop an approach to tackle repeat violent victimisation, linking in with the Victims Task Force. This will be informed by the findings from the Scottish Government's Repeat Violent Victimisation Research, which is due to be published later this year.
SG FW14	During 2023-2024, the Scottish Violence Reduction Unit will lead work to identify opportunities to intervene earlier to reduce and prevent harm by those that have been, or at risk of being, care experienced.

SVRU Proposed Activity 2023/24

The projected costs are based on the allocation of direct spend for programme development and the costs associated with full costing salaries based on the estimated time allocated to each work stream. All costs unless otherwise stated is met through the Scottish Government Community Safety grant.

Workstream 1
Expansion of navigator style approaches. – You Decide Team (YDT) and Custody Navigator
<p>Scottish Government Violence Prevention Framework – Aims and Actions</p> <p>The proposed actions will contribute significantly to the Scottish Government’s Framework Aims supporting society, individuals, relationships and communities and delivering Action 11 in partnership with Braveheart Industries (YDT) and SACRO (Custody Navigator).</p> <p>By offering a bespoke person-centred service, the navigators are able to work with the clients and provide support to access services to empower individuals to be able to help themselves. Learning from the A&E Navigator highlighted the importance of teachable reachable moments; by working with partners in communities to develop referral pathways in and out of services, so the opportunity for change is enabled.</p> <p>Helping to support some of the most vulnerable community Members (including young people) to address many of the challenges that they face including, addiction, violence, mental health, loneliness, homelessness and access to employment, training and education.</p> <p>By expanding and testing the effectiveness of community and custody based navigation services, it will deliver on the Scottish Government Violence Prevention Framework actions on the expansion of Navigator style approaches.</p>
Summary of activity to deliver Framework Action Number 11
<p>You Decide Team (Community Navigation) Glasgow</p> <p>Over 2023/24, this programme will be expanded to provide a referral service for the whole of the North and East of Glasgow. The service primarily deliver services to those wishing to escape from violence by working with the clients to address the individual’s challenges. Improving the pathways between criminal justice social work and the police the team will be navigating young people away from violence and gang and activity as well as older individuals caught up in organised crime, addiction and violence.</p> <p>The expansion of the service will increase the capacity of the programme with an expected minimum of 300 people supported over 2023/24. The increase in capacity will also improve the evaluation as the numbers of case studies and individual level outcomes will increase.</p> <p>Although the Glasgow YDT team is still being evaluated the approach has been copied and delivered elsewhere with separately funded programmes in Dundee and Ayrshire as well as similar models being adapted in Manchester and Northern Ireland.</p> <p>Evaluation of this programme will be due to be presented to the SG and the Governance Board in Q4</p> <p>Custody Navigator</p> <p>Over 2023/24, the SVRU will oversee the second pilot of the custody navigator model following the successful implementation of the programme in Fife, which resulted in external funding to expand the delivery of the programme to 4 years (approx. £500k). The second pilot is currently under development and matched funded by SACRO with £40k initial payment from the SVRU in 2022/23 will be delivered in in</p>

Saltcoats (Ayrshire). The programme (in Fife) is already capturing data on the outcomes and the individuals being supported from Police Custody. The data from the Fife project will form the basis of the effectiveness evaluation and the assessment of the implementation will be assessed (using similar methods to the fife evaluation) at the Ayrshire project.

Evaluation of the client outcomes from the Fife pilot will be due in Q4

Feedback from partner interviews on the implementation of the Ayrshire Pilot will be gathered throughout the year. This will be conducted independently from the outcomes evaluation of the Fife project as there may not be enough long term data from this site available during 2023/24. However, the Ayrshire pilot will be capturing data for any future analysis and management reporting on clients and client outcomes.

Action number (s) 11	Outcomes
<ol style="list-style-type: none"> 1. To stabilise, grow and embed the YDT Community Navigator approach in Glasgow, Dundee and Ayrshire. 2. To further evaluate the effectiveness of the Custody Navigator model within 2 separate sites in the Police Scotland estate in Kirkcaldy and Saltcoats in Ayrshire. 3. Develop the understanding of how the referral pathways to share the learning 4. Establish a learning network between the YDT sites and other community based avigation services to improve service delivery and best practice. 	<ol style="list-style-type: none"> 1. Improved safety of the communities and reduced victimisation. 2. Improved Health measures and reductions in pre mature mortality from violence and or drugs deaths. 3. Helping to redress the various poverty inequalities. 4. Improving the long term outcomes for vulnerable young people by listening to them and coproducing solutions. 5. Improved access to education, employment and training 6. Establish the effectiveness of the approaches of intervention, in supporting more positive outcomes and navigations away from chaos. 7. Establish clear pathways in and out of the service(s) and share the learning with similar approaches 8. Develop further partnerships across the country for potential expansion.
Reporting on progress being achieved	Evaluation
<p>On a quarterly basis the SVRU will report on the following.</p> <p>YDT and Custody Navigator will be able to provide details on;</p> <ul style="list-style-type: none"> • The number of clients and cases in each service. • The breadth of services they are connecting people to. • The types of challenges that they are facing • The short term outcomes of their interactions such as positive destinations and interactions (long to medium term will be considered within the evaluations) 	<p>YDT Community Navigator: The team have been collecting case file (anonymised) information for sharing with the researcher for qualitative analysis of the impact. Estimated Q4 2024</p> <p>Custody Navigator: SACRO have been using the Justice Star methodology to collect information on clients. This data will form the basis of a SVRU review. Estimated Q3</p>

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The progress of the implementation of the new pilot site in Ayrshire and the above reporting data once operational	
Resources	Projected Cost
Community Navigator SVRU staff breakdown (Appendix 2), YDT staff (BHI)	YDT programmed fully funded through the Scottish Government VRU grant. Internal BHI costs
Custody Navigator SVRU staff breakdown(Appendix 2)	<p>YDT Direct Costs from SG Grant funding 4 Community Navigators, 1 Senior Community Navigator (all BHI) £110k staffing cost £14k expenses</p> <p>VRU staffing Costs £65882.12</p> <p>Total Cost YDT £189882.12</p> <p>Custody Navigator Direct Costs £0</p> <p>SVRU Staffing Custody Nav £36376.12</p> <p>Fife – fully funded by local ADP for 4 years (2022-2026, estimated at approx. £500k) following seed funding (match funded) of £25k from the SVRU 2022/23. This funding will cover 4 navigators and a supervisor for the duration of the project in 2 sites (Glenrothes and Dunfermline).</p> <p>Ayrshire – Match funding from SACRO. 40k invested by SVRU in 2022/23 to be matched by SACRO with 40k invested in 2023/2024.</p>

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Workstream 2	
Developing an attitudinal change campaign targeting youth violence and social media	
Scottish Government Violence Prevention Framework – Aims and Actions	
<p>The proposed actions will contribute significantly to the Scottish Government's Framework Aims supporting society, individuals, relationships and communities and delivering Action 6 in partnership with No Knives Better Lives, The You Decide Teams, Medics Against Violence and other partners.</p> <p>The success and recognition of the social media campaign for You Decide in 2022 will be the basis for a new campaign to target messaging and the promotion of support services to address the proliferation of violence and the filming/sharing of violent videos among young people.</p> <p>Social media represents a significant risk and can cause harm to people; the risks include the use of social media to threaten and intimidate, to record violent incidents and share (secondary victimisation), to plan and organise and to track etc.</p> <p>Using a targeted social media approach (primarily Instagram and Snapchat) supported by data identifying geographic areas of concern, it is planned to use a non-judgemental approach and co-produce the campaign with young people experiencing many issues to identify the most salient ones.</p>	
Summary of Actions to deliver Framework Action Number 6	
<p>Development and delivery of a social media campaign addressing the harmful effects of social media.</p> <p>Over 2023/24, this work stream will develop in partnership with key partners including (but not exclusively) No Knives Better Lives, young people and subject matter experts to identify effective messaging to address the risk that social media possess young people in respect to violence and victimisation.</p> <p>Development Stages</p> <ol style="list-style-type: none">1. Establish partnership group and agree the campaign parameters based on the best evidence2. Co create creative with a media company and young people, develop information pages and service relationships for support3. Identify geographies and demographics to be targeted. (Problem specific). Optimised with the specific nuisances of the media platform4. Deliver programme Q3 or Q4 (dependent on the speed of procurement) <p>The campaign will be an end to end campaign with direct links to a landing page which provide support and virtual navigation for those looking for specific help and guidance. This will provide vital information on the penetration and the effectiveness of the campaign as well as highlighting the key concerns of those accessing the site.</p> <p>Aside from supporting those looking for assistance, the information and the analytics will provide significant insight for potential future work.</p>	
Action number (s) 6	Outcomes
<ol style="list-style-type: none">1. To establish a partnership group to specifically address the issue of social media.2. Develop the campaign materials.3. Develop the support package and where required service agreements with specialist organisations.4. Use specific social platforms and geo targeted based on intel	<ol style="list-style-type: none">1. Increase the awareness of the impact of social media on violence and individual/community harm.2. Potentially reduce the sharing and filming violent incidents; decreasing secondary victimisation, fear and further violence.3. Potentially reducing the number of violent assaults and revenge attacks driven by media sharing for 'likes'

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Reporting on progress being achieved	Evaluation
<p>On a quarterly basis the SVRU will report on the following.</p> <ul style="list-style-type: none">• The progress on the delivery of the campaign with updates on the expected Go – live date.• Post Launch, full web/media analytics will be available	<p>Evaluation will be based on an enhanced analysis of the ‘analytics’ from both the initial social media content and the analytics from the landing page.</p> <p>We will endeavour to capture responses from services where individuals have been referred to for support. However, as there is no onus for external parties to report back to us this will be challenging.</p>
Resources	Projected Cost
<p>SVRU staff (Appendix 2)</p> <p>Procurement of Specialist Support to develop advert</p>	<p>The projected cost is derived of 2 separate parts</p> <ol style="list-style-type: none">1. VRU staffing cost (Comms Manager, back office support and researcher) £54084.052. Project Costs. (Advert, Promotional Material and targeted media placement) £40000 <p>Total Cost £94084.05</p>

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Workstream 3	
A 'Whole School' Approach and Young People	
Scottish Government Violence Prevention Framework – Aims and Actions	
<p>The proposed actions will contribute significantly to the Scottish Government's Framework Aims supporting society, individuals, relationships and communities and delivering Action 5 in partnership with, Police Scotland, No Knives Better Lives, Braveheart Industries (YDT), Medics Against Violence, Fare and other partners.</p> <p>There has been some concern that there is increasing levels of violence and weapons carrying amongst young people. In this post pandemic environment, intelligence from schools suggests that anti-social behaviour, violence and weapons carrying are becoming more common both in schools and with groups of young people. Such behaviour has led to suggestions that some schools and teachers are prepared to strike, wishing the young people involved excluded.</p> <p>Since the tragic murder of Justin McLaughlin in November 2021, there have been increasing levels of concern over the violence, gangs and anti-social behaviour in our Schools. The initial response from the SVRU was to deploy mentors/navigators to stabilise the issue amongst the 'gangs' as there was limited specialist support and programmes available at the time. The landscape of services and the understanding of what is effective has changed with increased programmes and services, including programmes from MAV and FARE (in Glasgow) and increased levels of diversionary youth work.</p> <p>The evidence suggests that there is a need to have a mix of responses to address the violence and by working in partnership with a variety of services and agencies we will be able to delivery primary, secondary and tertiary level responses targeting both those involved with the violence as well as preventing new others from becoming involved. Additional benefit comes from extending beyond the school and working with the families and carers to provide more holistic support and provide those groups with the skills and resilience to help address the issues.</p>	
Summary of Actions to deliver Framework Action Number 5	
<p>Development of a partnership to deliver a whole school approach to reduce violence and weapons carrying.</p> <p>Over 2023/24, this work stream will develop in partnership with key partners including (but not exclusively) Medics Against Violence, Schools, Community Organisations and Police Scotland etc. to develop a coordinated response that will look to address the problem of violence, weapons and gangs from multiple vectors.</p> <p>There are 3 key areas that need support</p> <ol style="list-style-type: none">1. The Young people2. The parents and care givers3. The teachers and other front line professionals working with the young people. <p>Traditionally, this type of issue was solely addressed by working with the young people directly and did not seek to address the other challenges such as traumatised parents or stressed teaching staff.</p> <p>The SVRU will be primarily working with teachers and parents/carers providing support and training. This will include group work and relate, relationship repair training. Through the YDT programme of work, some of the more complex and vulnerable young people will be supported.</p> <p>This programme of work is being delivered in tandem with additional street work by a community based organisation and through personal development achieved by reflective group work with the young people delivered by MAV.</p>	

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It is hoped that by tackling the individual, the relationships and the community simultaneously there will be a greater impact.

Action number (s) 5	Outcomes
<ol style="list-style-type: none">1. To work with partners to identify service gaps2. To test the provision of group work programmes supporting parents and caregivers of at risk young people.3. To work with the schools to identify opportunities to provide training on areas such as trauma etc.4. Host a multi-agency strategic meeting with senior service leaders (statutory and non-statutory services) to discuss the challenges and identify solutions; using the learning from this approach as a foundation.	<ol style="list-style-type: none">1. A better knowledge of existing services and delivery partners.2. A reduction in weapons carrying, violence and anti-social behaviour.3. Improved resilience and support networks for parents and caregivers, which in turn will provide more support for young people.4. Improved support for teachers and other staff working with complex young people with a potential for violence.
Reporting on progress being achieved	Evaluation
<p>On a quarterly basis the SVRU will report on the following.</p> <ul style="list-style-type: none">• Progress on the delivery of the different aspects of the SVRU deliverables within the approach.• Report activity and interventions with the young people and their families• Identify and report on the potential scale of the problem• Identify potential service gaps in supporting vulnerable young people in their school and communities	<p>The full evaluation for delivery in 2023/24 is subject to the timeous recruitment of the SVRU researcher.</p> <ol style="list-style-type: none">1. Evaluate the impact of joined working at a school level2. Further evaluation and reporting will be dependent on the outcome of the partnership meetings
Resources	Projected Cost
SVRU Staff (Appendix 2), YDT referral support	<p>The projected cost is derived of 2 separate parts</p> <ol style="list-style-type: none">1. VRU staffing cost (Project Lead, Trainer, Violence Reduction Officer, back office support and researcher) £57387.20 <p>YDT cost included in the budget of Workstream 1</p> <p>Total Cost £57387.20</p>

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Workstream 4	
Bystander Interventions	
Scottish Government Violence Prevention Framework – Aims and Actions	
<p>The proposed actions will contribute significantly to the Scottish Government’s Framework Aims supporting society, individuals, relationships and communities and delivering Action 9 in partnership with Police Scotland, the Night time Economy (predominant pubs, clubs and 3rd part security etc), Workplaces and supporting Education Scotland in their delivery of the MVP programme.</p> <p>Over the last year, the SVRU, in partnership with Police Scotland and the Scottish Business Resilience Centre, reinvigorated the programme in response to a potential increase in spiking in pubs and clubs, aiming to improve safety for all attending.</p> <p>Recognising the potential power of the Bystander programme has been actively engaged with the Scottish Government to develop a workplace Bystander programme to address workplace issues, including bullying, harassment etc. This approach could be used across various organisations and businesses to support employees to feel free from threats and violence.</p>	
Summary of Actions to deliver Framework Action Number 9	
<p>Bystander Interventions Over 2023/24, this work stream will develop a number of either new approaches to Bystander or training or develop new partnerships in which previous learning and best practice can be cascaded to improve the responses and prevent victimisation by supporting action to prevent victimisation and violent offending.</p> <p>Bystander in the Workplace To work with the SG to assess the effectiveness of the Bystander intervention in the workplace and work with partners across the public sector to identify opportunities to introduce Bystander training.</p> <p>Bystander in the Evening Economy The SVRU will continue to support the development and the delivery of the training with partners in Police Scotland Licensing, the Business Crime Resilience Centre and the wider evening economy. This work stream will supply support and training to the delivery of the wider prevention and intervention work tackling violence in the Evening Economy.</p> <p>Bystander – review The evidence base for Bystander and Bystander Interventions is improving with more of a focus on situational and the understanding of roles and responsibility rather than the traditional view of a binary approach to intervention or by standing. By learning from both existing practice in Schools (MVP), Workplace and the Evening Economy as well as the academic evidence, the training and delivery methods with be reviewed to improve effectiveness of the approach.</p>	
Action number (s) 9	Outcomes
<ol style="list-style-type: none"> 1. Work with relevant partners to ensure that the delivery within areas such as the evening economy remain up to date with knowledge and best practice. 2. Provide support and harvest learning from the workplace pilot within the Scottish Government. 3. Develop and deliver train the trainer programme course and materials for sharing with delivery partners. 	<ol style="list-style-type: none"> 1. Increased support for victims and increased levels of guardianship to prevent violence. 2. Improved levels of support for victims of violence within the workplace. 3. Improved support for the delivery of Bystander style interventions within the evening economy. 4. Expanding the delivery of the SVRU SG developed work based Bystander programme to other services

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<p>4. To support MVP in the Schools through the governance group.</p> <p>5. Review latest evidence on Bystander activity to improve services. To develop a small scale test and learn project to test the effectiveness of new Bystander developments.</p>	<p>5. More effective delivery practices, improving the likelihood that the people will become more active in times of need.</p>
Reporting on progress being achieved	Evaluation
<p>On a quarterly basis the SVRU will report on the following.</p> <ul style="list-style-type: none">• Provide details on the types of training delivered and the number of people trained.• Details on the development of any new test and learn• Updates from training evaluation feedback	<ul style="list-style-type: none">• Annual summary of the deliverables and the impact of the Bystander training.• An outcome assessment of any adaptations to the Bystander theory of change model• Test and change evaluation dependent on pilot initiation.
Resources	Projected Cost
<p>SVRU staff (Appendix 2)</p>	<p>The projected cost is derived of 2 separate parts</p> <p>VRU staffing cost (Project Lead(s), Trainer, Comms, back office support and researcher)</p> <p style="text-align: center;">£ 69187.11</p> <p>An additional budget of £7500 has been allocated to cover costs associated with training, the development of materials and the potential testing of a new model</p> <p>Total Cost</p> <p style="text-align: center;">£76689.11</p>

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Workstream 5	
Evening Economy and Alcohol Related Violence	
Scottish Government Violence Prevention Framework – Aims and Actions	
<p>The proposed actions will contribute significantly to the Scottish Government’s Framework Aims supporting society, individuals, relationships and communities and delivering Action 1 in partnership with Police Scotland, the Night time Economy and third sector partners.</p> <p>In recent history the city and town centres of Scotland were the epicentres for violence with approximately 30-40% of police recorded violence occurring between the hours of 7pm to 3am on a Friday and Saturday night (usually linked to alcohol and licensing conditions). Since the pandemic there has been some return back to the pubs and clubs but not in the numbers pre covid. Over the last few years the policing of city centres have become more complex which gangs of young people occupying the city centres in afternoons and the evenings before making way to the more traditional pub and club goers. With both groups fuelled by alcohol and drugs, violence is not uncommon.</p> <p>Tackling violence in all its forms is a key component of the violence framework, as everyone should feel safe to live, work and enjoy the city and town centres.</p> <p>Addressing Scotland’s toxic relationship between alcohol and violence will require more work. With significant changes to areas such as pricing and advertisement, we have seen some change in culture and potential decreases in consumption (although this has been impacted by pre, during and post covid behaviours). The SVRU will continue to work with partners such as Alcohol Focus Scotland and others to champion change and identify opportunities to address specific behaviours in smaller populations, such as any potential trial of alcohol monitoring</p>	
Summary of Actions to deliver Framework Action Number 1	
<p>Over the course of 2023/24 the SVRU will undertake a number of activities, highlighted below, to support making our towns and city centres safer and tackling alcohol related violence. This activity will set the groundwork for more targeted activity in Q3 and Q4 leaning into additional work in 2024/25.</p> <p>City and Town Centres</p> <p>The SVRU will carry out an analysis of the current levels of violence and trends within towns and city centres to identify opportunities to ensure the safety for all</p> <p>We will develop a partnership approach based on an evidence of need and support the work to be carried out at a local level by bringing best practice and working together to implement action.</p> <p>Alcohol</p> <p>Working with partners such as Alcohol Focus Scotland the SVRU will seek to influence changes to legislation such as the operation of licensing boards and the potential introduction of a prevention levy to utilise any profits from Minimum Unit pricing.</p> <p>The SVRU will continue to monitor the developments in the use of alcohol monitoring tags as either a sentence or bail condition in respect to alcohol related violence. If trials authorised the SVRU will support through support from the You Decide Team providing a programme of navigation, support and positive reinforcement.</p>	
Action number (s) 10	Outcomes
1. To understand the changes in the city and town centre environments and its impact on violence	1. Reduction of violence in towns and city centres.

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<ol style="list-style-type: none">2. To work with relevant partners including police and local council to identify opportunities to improve the safety for all in these locations3. To support on going work and provide specialist advice across the country where required.4. To identify and support innovative practices to address alcohol related violence.	<ol style="list-style-type: none">2. Improved safety for everyone, living, working and frequenting the city/town centres.3. Improved partnership working, tackling violence in the city and town centres.4. The adoption of new working practices to address violence.5. Reduction in violent reoffending and victimisation (alcohol monitoring trial dependent)
Reporting on progress being achieved	Evaluation
<p>On a quarterly basis the SVRU will report on the following.</p> <ul style="list-style-type: none">• Updates on the activity carried out in relation to city centre violence.• Impact reports on specific projects identified through the partnership working• Assessment of the trends, risks and threats.	<ul style="list-style-type: none">• Evaluations tailored to any new bespoke interventions and activity including any new developments in Bystander activity.• Update problem profile due Q2/3 on the challenges facing the towns and city centres to address violence.
Resources	Projected Cost
<p>SVRU staff (Appendix 2) Project development seed money</p>	<p>The projected cost is derived of 2 separate parts</p> <p style="text-align: center;">VRU staffing cost (Project Lead(s), Trainer, Comms, back office support and researcher) £ 60348.31</p> <p>An additional budget of £10000 has been allocated to cover costs associated with development of new activity and/or potential seed money for new (match funded) services to address the violence for either the city centre violence or alcohol monitoring.</p> <p style="text-align: center;">Total Cost £70348.31</p>

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Workstream 6	
Violence with and or possession of a knife	
Scottish Government Violence Prevention Framework – Aims and Actions	
<p>The proposed actions will contribute significantly to the Scottish Government's Framework Aims supporting society, individuals, relationships and communities and delivering Action 5 in partnership with Police Scotland, No Knives Better Lives and other partners to reduce knife carrying and the use of a knife as a weapon.</p> <p>In recent years there has been an uptick in police-recorded knife-related crimes (such as possession of a bladed article); however, fortunately, this has not manifested into significant increases in the numbers of people either injured or murdered with a knife or blade. Although it is unclear whether there is a genuine uptick in the number of people carrying weapons (predominantly young people), there are still far too many in Scotland.</p> <p>Previous analysis from the police would suggest that some young people, despite the reductions of the last 15 years, are still the most likely to carry a weapon. However, those over 25 are more likely to use a knife as a proportion of the number of people carrying it. This could suggest that adults caught carrying a knife are more likely to commit violence.</p>	
Summary of Actions to deliver Framework Action Number 5	
<p>Over the course of 2023/24 the SVRU will undertake a number of activities to support the aim of reducing weapons (knives) carrying and the use of a knife to commit violence.</p> <p>There are three strands to this workstream:</p> <p>Understanding the nature and scale</p> <p>With the police data suggesting an uptick in possession of a knife and increasing concerns at school and community intelligence this would suggest an increase. However, this 'increase' is not impacting on the high level violence statistics; with no change in hospital admission statistics for injuries from a knife, little change in the serious non-fatal violence figures and lower than expected homicide levels, there is a need to understand the issue in more detail to ensure more effective actions.</p> <p>Preventing young people from picking up a knife</p> <p>Intelligence suggests that those under the age of 20 are more likely to carry a knife than those over the age, however, the majority of young people have no real intent to use and more often than not circumstances take over and the weapon is used without any forethought. By working with our partners in Youthlink (No Knives Better Lives) we will be able to identify and target specific resources and campaigns to prevent knife carrying.</p> <p>Older Offenders</p> <p>Previous analysis indicated that the age of violent offenders (using a knife) was getting older and that it was more likely that a knife carrier in the late 20s was more likely to use the weapon than the person carrying the knife in their mid-teens. From a prevention stance this presents significant issues as young people are easy to target in schools, youth settings, their families and social media. However, older groups potentially involved in organised crime or with a long history of violence are more difficult to reach en masse. Using the data from the initial research the SVRU will engage with partners in Police Scotland and specialist support services to identify practical action to prevent future violence and the carrying of weapons in this group.</p>	
Action number (s) 5	Outcomes
1. Develop a new profile of weapons carrying and use in Scotland.	<ol style="list-style-type: none">1. Improved evidence base for the targeting of resources2. Embedded partnership working

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<ol style="list-style-type: none">2. Identify opportunities for prevention/intervention/diversion using the profile to help target activity and action.3. Understand the gaps in current delivery of activity tackling 'knife crime' in the context of known effective practice and the most recent evidence.4. Develop partnerships (including but not exclusively MAV and NKBL) to deliver programme(s) of new programme of activity tackling the specific issues identified.	<ol style="list-style-type: none">3. Reducing the number of young people carrying weapons4. Reducing the likelihood the weapons (knives) will be used in the event that a violent assault occurs.
Reporting on progress being achieved On a quarterly basis the SVRU will report on the following. <ul style="list-style-type: none">• Profile the current problem and the risks and threats.• Report of the development of the action plan following the updated profile.	Evaluation <ul style="list-style-type: none">• Update problem profile due Q2/3 on the challenges facing the towns and city centres to address violence.• Evaluation and measurement framework to be agreed on the action plan to be in place by Q4 for delivery 2024/25.• Programme specific evaluations will be considered for novel and innovative responses.
Resources SVRU staff (Appendix 2)	Projected Cost Costs for year 1 (2023/24) will be solely staff costs whilst this programme of work is full developed. VRU staffing cost (Project Lead(s), Research, Comms, back office support and researcher) £ 34115.83 No additional funds have been allocated for direct project costs at this time as it is anticipated that the majority of the new work targeting the older population will not be ready until 2024/25 (subject to funding). Total Cost £34115.83

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Workstream 7	
Suicide Prevention Pilot	
Scottish Government Violence Prevention Framework – Aims and Actions	
<p>The proposed actions will contribute significantly to the Scottish Government's Framework Aims supporting society, individuals, relationships and communities and delivering Action 10. Previously in partnership with the suicide prevention charity Brothers in Arms, Rebel Rebel Barbers and Clyde College. Barbers were trained to support their clients using the Time, Space and Compassion principles, to help prevent suicide and provide access to different forms of support for those wishing help.</p> <p>Acknowledging that one of the most effective ways of providing support to help people feel understood and listened to; is by providing opportunities for people to talk without fear of judgement and shame. Exploring how you feel and what is going on in your life can open up opportunities to get support and help if needed. By widening these support networks and improving primary prevention opportunities, we can create space for people to get the help and support they may need.</p> <p>By providing new avenues to support people and provide the chance to pause and reflect, may save a life.</p>	
Summary of Actions to deliver Framework Action Number 10	
<p>Over the course of 2023/24 the SVRU will undertake a number of activities to support the aim of reducing suicide in Scotland.</p> <p>The relationship between suicide and violence is complex, with victims of violence (particularly) domestic violence more likely to attempt suicide and in some cases perpetrating violence are also more likely to attempt suicide.</p> <p>Barbers Pilot</p> <p>With the first wave of training completed in March 2023, the SVRU will assess the implementation of the training in a real world environment to establish both effectiveness of the training and the suitability criteria for venues and delivery.</p> <p>Expanding the Approach</p> <p>If successful, it is hoped to expand the approach to other areas such as bars.</p>	
Action number (s) 10	Outcomes
<ol style="list-style-type: none">1. Test and refine the pilot intervention programme that trains barbers on how to have conversations and engage with people who may have challenges that could impact significantly on both their emotional and psychological health.2. Identify pathways of appropriate support for the pilot.3. Capture initial feedback and review the delivery programme for small scale trial and evaluation.	<ol style="list-style-type: none">1. Improved support networks for those that require it.2. Reducing the number of suicide attempts3. Increased number of people seeking support.
Reporting on progress being achieved	Evaluation
<p>On a quarterly basis the SVRU will report on the following.</p> <ul style="list-style-type: none">• Number of people trained,	<ul style="list-style-type: none">• Evaluation of the programme is under discussion with the University of Strathclyde. To establish the depth of the research to ensure that it can go beyond

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<ul style="list-style-type: none">Number of interventions (still under discussion on feasibility)	<p>the ability to train staff but also consider the effect of the support on those potentially considering suicide.</p> <p>It is hoped that this will be due Q3/Q4 depending on the research teams time table.</p>
Resources	Projected Cost
SVRU staff (Appendix 2)	<p>Costs for year 1 (2023/24) will be solely staff costs whilst this programme of work is full developed.</p> <p>VRU staffing cost (Project Lead(s), Research, Comms, back office support)</p> <p>£ 58665.40</p> <p>Point of note Depending on the ability of the university to cover this research (fee free) then the staffing cost could be reduced</p> <p>Total Cost £58665.40</p>

Workstream 8	
Working with care experienced individuals	
Scottish Government Violence Prevention Framework – Aims and Actions	
<p>The proposed actions will contribute significantly to the Scottish Government’s Framework Aims supporting society, individuals, relationships and communities and delivering Action 14. Helping to reduce and prevent the harm that those that have either experienced the care system or at risk of care experienced is key to the Scottish Government commitment “The Promise”.</p> <p>Too many young people who end up in the care system also find their way into the criminal justice system through crime and violence. With the added complexity of deeply traumatised young people intervening early can be both challenging and resource intensive. However, using a triage model we can hope to identify who is most at need and how best we can help.</p>	
Summary of Actions to deliver Framework Action Number 14	
<p>Over the course of 2023/24 the SVRU will undertake a number of activities to support the aim of providing support for either care experienced or those at risk of being care experienced</p> <p>Complex Care Experienced Young People During 2022/23, the SVRU has engaged with Social Work in North West Glasgow to identify the potential support required to work with and support some of the most vulnerable young people (all of which were care experienced). Initial testing suggested that a person-centred approach supported by lived/living experience over a significant length of time positively affected the outcomes and engagement levels of this complex group.</p>	

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The SVRU will work with social work to identify a proposal to take initial small scale test and develop it into a larger scale plan for evaluation as initial feedback from social work was positive, but the numbers of young people dealt with was small due to their complexity and the limited people resources.

At Risk Young people

As part of the **whole schools work stream** the SVRU will be working with parents and care givers of young people who are at risk of care due to their on-going behavioural problems. By supporting the parents it is hoped that the group will be more resilient and have access to more skills and techniques to help them deal with some of the day to day behavioural challenges.

Pre-covid, the SVRU worked closely with the Edinburgh Tattoo to support young men wishing to move on from their violent lifestyles and find jobs. The SVRU plans to revisit some of the learning and the relationship with the Tattoo to try and identify opportunities to support young people who are either care experienced or at risk of being care experienced. Discussions with the Tattoo Company will take place over Q1 before final decisions are made.

Action number (s) 14	Outcomes
<ol style="list-style-type: none"> Over the next year the SVRU will work with Social Work to develop a proposal for in depth engagement to deal with this cohort. The proposal will look at scale, impact (outcomes) and cost. Through the work being carried out with parents and care givers as part of the schools approach the SVRU will be working with families providing them the support that will help to provide a more stable environment and reducing the potential need for care in the future. To examine existing relationships with organisations such as the Edinburgh Tattoo to identify opportunities to support young people in positive way. 	<ol style="list-style-type: none"> A proposal (for consideration) to support complex young people as part of the promise, for delivery from 2024 onwards. Supporting families to prevent the need for care and improving the chances of the young people. To provide positive opportunities to support the health and well-being of young people impact by care. Providing access to potential career opportunities and exposure to cultural and work activities they are unlikely to have experienced.
Reporting on progress being achieved	Evaluation
<p>On a quarterly basis the SVRU will report on the following.</p> <ul style="list-style-type: none"> The work with vulnerable young people This will be a mix of numbers and qualitative case studies depending on the types of intervention delivered within the previous quarter. The development of a cost proposal. Funding stream to be determined (locally or nationally) 	<p>There has been some process interviews undertaken on the social work care programme during 2022/23 this will be compiled and included in the review/action plan.</p> <p>There has been very few direct interviews of clients due the small sample size and the sensitive nature of the research.</p> <p>Longer term evaluations will be dependent on large number of participants or the ability to track through the system.</p>

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Resources	Projected Cost
SVRU staff (Appendix 2)	<p>Costs for year 1 (2023/24) will be solely staff costs whilst this programme of work is full developed.</p> <p>VRU staffing cost (Project Lead(s), Research, Comms, back office support) £ 54893.93</p> <p>An additional Budget of £5000 has been allocated to support potential work with organisations like the Edinburgh Tattoo and local youth organisations supporting vulnerable young people.</p> <p>To cover transport, training, equipment, sustenance for the young people</p> <p>Total Cost £59893.93</p>

Workstream 9
Establishing a Violence Annon Self Sustaining Group work programme and addressing repeat victimisation
Scottish Government Violence Prevention Framework – Aims and Actions
<p>The proposed actions will contribute significantly to the Scottish Government’s Framework Aims supporting society, individuals, relationships and communities and delivering Action 13. Helping to tackle the intersection of repeat victimisation (as either perpetrator and or the victim).</p> <p>The 12 steps programme developed for Alcoholics Anonymous in 1935 grew into a worldwide phenomenon with off shoots address narcotics, cocaine and gambling etc. With Cochrane reviews and numerous scientific papers identifying the 12 step approach being highly effective.</p> <p>In the States there has been moves to create Gangster Anon, however, this has been viewed as giving the participants some validation in their behaviour due to the street kudos the term Gangster can engender. Violence Annon is a relatively new movement but uses the same verified processes as the other 12 step programmes.</p> <p>The programme is self-determining and self-actualising and does not require funding support from outside agencies, if anything this is against its core principles of being independent of influence.</p>
Summary of Actions to deliver Framework Action Number 13
<p>Over the course of 2023/24 the SVRU will provide the opportunity and background support to the development of a Violence Anonymous (VA) programme.</p> <p>Development and Independence</p> <p>The SVRU will provide the time and space for a staff member to train and develop the programme by working with the first cohort of VA. This 12 step programme gives a safe, confidential space to address violence in all its forms at the individual level, which benefits the wider society.</p> <p>It is entirely self-supporting, so although it is not funding dependant, it will require an initial goodwill gesture of support from an external partnership agency and can give free rent of a large room until the</p>

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group is established and can provide money to pay the rent of a room. (This has been agreed in principle by a G20 youth project)

Repeat Victimisation

Over 2023/34 the SVRU will work with partners including but not exclusively Braveheart Industries to identify opportunities to support desistence and other change programmes to support those wishing to move away from violence. By addressing the behaviour of repeat offenders this will have an impact on number of victims

Recent evidence from the US suggests that by targeting those most at risk of committing violence by a mix of measures including criminal justice and prevention can have a significant effect on the overall levels of violence in communities as the influence from the behaviour of a small number of people can set the tone of a community. The SVRU will seek to establish a partnership with key agencies (including policing, social work and housing etc.) that will develop the evidence from the US into a viable programme of work within Scotland.

Action number (s) 13	Outcomes
<ol style="list-style-type: none">1. To assess the finding from the forthcoming victimisation research2. Support (from the background) the development of the Violence Anon movement in Scotland.3. To work with partners to identify further opportunities for desistence.4. To develop the evidence from the States on targeting into a viable partnership approach.	<ol style="list-style-type: none">1. Reducing the likelihood that the repeat victim/prolific offender cohort continues to be affected violence.2. Improved outcomes across a number of measures, including health and wellbeing3. Development of a self-perpetuating groups addressing violence in their lives.
Reporting on progress being achieved	Evaluation
<p>On a quarterly basis the SVRU will report on the following.</p> <ul style="list-style-type: none">• Feedback from the development process on the uptake of the groups. Due to the nature and the need for this programme to be wholly independent of services and influence this reporting will be at a high level.• Feedback on the progress towards the new targeting model of intervention/prevention.	<p>The outcomes of the VA programme will not be evaluated at this time as this would impact on the 12 steps process. However, feedback on the development process and the potential growth of the approach will be assessed.</p> <p>If successful and the approach grows it may be possible to have an anonymous outcomes evaluation with a larger sample of people.</p> <p>An evaluation framework will accompany any proposed targeted intervention programme</p>
Resources	Projected Cost
SVRU staff (Appendix 2)	<p>Costs for year 1 (2023/24) will be solely staff costs whilst this programme of work is full developed.</p> <p>VRU staffing cost (Violence Reduction Officer, back office support) This funding is primarily for the development of the VA programme. There may be additional funding commitments (to be managed within existing budgets) if the Targeted Approach progresses.</p> <p style="text-align: right;">£ 29182.49</p> <p>Total Cost £29182.39</p>

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Workstream 10	
Leadership and Learning	
Scottish Government Violence Prevention Framework – Aims and Actions	
<p>The proposed actions are not linked to any one specific action, however, they will contribute significantly to the wider delivery of the Scottish Government’s Framework Aims to help support the delivery of evidence based practice, policies and strategies. By providing leadership and training to develop partnerships and effective innovative responses to violence at wider system level the SVRU is seeking to influence policy, strategy and practice at all levels.</p> <p>Since the inception of the SVRU back in 2004/2005, the SVRU has helped to drive the agenda not just in the area of violence prevention but also in the public health approach. The SVRU cannot directly deliver (alone) the number of services and the scale of interventions required to make a sizeable difference in Scotland's violence level. However, by influencing, training, supporting and working with other services and organisations, the SVRU can effect change on a large scale by sharing best practices, providing guidance and leadership, and demonstrating innovation and knowledge transfer.</p> <p>This is a fundamental part of the SVRU approach and is critical to the public health ethos in delivering evidenced-based practices upstream to support primary, secondary and tertiary prevention.</p>	
Summary of Actions to deliver Framework Actions	
<p>Over the course of 2023/24 the SVRU will provide leadership, guidance, training and support to deliver and share best practice nationally and internationally to reduce violence and victimisation in Scotland.</p> <p>Developing Resources and Materials</p> <p>SVRU will continue to develop materials such as training packages or online toolkits to support the latest learning and the delivery of the Violence Reduction Framework. We will also look to expand evidence base on what works using the SVRU website as a platform to help improve service delivery.</p> <p>Communications and Influence</p> <p>The SVRU has helped to shape the narrative in Scotland in areas such as public health, early years, trauma informed practice and lived experience. Engaging with the media and key groups to promote a message of change and what works from a violence prevention perspective is imperative to ensure that we continue to move away from short termism to a sustainable change.</p> <p>Training</p> <p>Reaching the frontline to upskill services with the latest evidence and techniques is crucial to the expansion of prevention to reduce violence and its detrimental effects on society at scale. The SVRU will work across a number of disciplines, providing training on areas such trauma, relationships, bystander, public health etc.</p> <p>Innovation and development</p> <p>The SVRU has adapted many of its approaches from what has worked elsewhere in the world. Approaches such as CIRV, MVP and Street and Arrow were all best practice elsewhere; innovation is not always about being totally different it is also about understanding the evidence and how it can apply to a specific problem with good implementation. The SVRU will continue to examine what works and assess the viability of applying new approaches in Scotland and seek to develop brand new ways of addressing problems using an evidence base with sound theories of change.</p>	

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Action number (s) All areas	Outcomes
<ol style="list-style-type: none"> 1. To continue to expand and promote the SVRU toolkit 2. To attend and host meetings, workshops and conferences to both improve the cascading of SVRU practices and learning as well as develop new innovative practices. 3. To work with Glasgow University to develop a conference to cascade the learning from the investigation into public health policy transfer and the impact of the SVRU 4. To support the International Development Unit in Police Scotland to develop best practice and formalise the two-way sharing of information. 5. To support the development and cascading of the new Scottish Government Violence Prevention Framework and any other relevant government/partnership policy areas. 6. Develop, support and deliver training for partner agencies delivering frontline services in reducing violence and violence prevention. 7. To support the public health and violence prevention narrative through media engagement. 8. To maintain access and participation in wider networks involved with violence prevention and related agendas. 9. Produce an update report on the SVRU 5 Year Plan <p>This list is not exhaustive as the ability to influence change is at the core of the SVRU model.</p>	<ol style="list-style-type: none"> 1. The development of new innovative approaches with help to reduce violence further and increase Scotland's reputation as being a thought leader in violence prevention. 2. Improving access and use of evidenced based practices will violence prevention in a more targeted way at a potentially lower cost (depending on the nature of the intervention). 3. A collaborative leadership approach focussed on prevention will be provide a basis to enable joint action and more prioritisation of activity against increasing service pressures. 4. Ensuring that prevention remains a key priority area at a governmental (local and National) strategic, operational levels.
Reporting on progress being achieved	Evaluation
<p>Reporting will be varied – depending on the specific action Including (but not exclusively) Details of number of people trained, conferences spoke at, conferences/seminars/workshops hosted, meetings attended. The updating of the toolkit, publications, media interaction, producing training materials and CPD attended.</p> <p>The reporting will essential capture the scope of the SVRUs interactions and the nature of the conversations to try and assess the impact etc.</p>	<p>Glasgow University will be publishing papers in 2023/24 which will look at the influence of the SVRU on the delivery of public policy and practice in Scotland and beyond.</p> <p>Specific training reports and evaluations will also be made available.</p>

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Resources	Projected Cost
SVRU staff (Appendix 2)	<p>The costs of influencing and innovation is in two parts:</p> <p>VRU staffing costs - this is significantly higher than other areas as it is a key deliverable of most of the staff team and is reflected in their duties Cost £170948.38</p> <p>Additional budget will cover a variety of costs including joint costs (with Glasgow University) towards a conference in Q3.</p> <p>The support of training workshops, seminars and materials.</p> <p>Attendance and participation at conferences, workshops and seminars</p> <p>Production of additional content for website and socials to promote violence prevention and what works.</p> <p>Cost: £20000.00</p> <p>Total Cost: £370948.38</p>

Workstream 11	
Support for the One Community Scotland Charity	
Scottish Government Violence Prevention Framework – Aims and Actions	
<p>The proposed actions will contribute significantly to the Scottish Government's Framework Aims supporting society, individuals, relationships and communities and delivering Actions 5,6 and 13.</p> <p>Providing support to New Scots Communities predominantly from Africa and the Middle East. Supporting young people to integrate, and prevent violence are key deliverables as is providing hope and opportunity for all so that the young people can feel free to contribute fully to modern Scotland.</p> <p>One Community Scotland is an independent charity that works closely with the SVRU through the project lead. The charity works with the 'New Scots' who may be both the victim of violence and also at risk of becoming involved with violence. Over the last year, the programme has helped to support education programmes regarding knife carrying, violence, domestic violence, employability etc., as well as supporting older clients who have been trafficked or subject to abuse.</p> <p>Through the exemplary work of the charity, funds have been raised to support two youth workers in support of the programmes. As well as being recognised by a Chief's Award from Police Scotland, the service has grown from strength to strength and has attracted funders and support from BBC Children in Need and other organisations.</p>	

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Summary of Actions to deliver Framework Action Number 5, 6, 13

Over the course of 2023/24 the SVRU will provide support to OCS by providing the funding for a Project Lead and support from the wider VRU to ensure that the programmes and opportunities the VRU and OCS are reaching communities in which we would have previously struggled to penetrate.

Over the next year the programme will continue to work with young men and women at risk of being victimised or becoming involved with gangs and violence to provide training and youth work with this vulnerable group.

There will also be increased activity in the integration of the youth work bringing together groups at risk of being involved with gangs and violence from different communities to help create a sense of togetherness and breakdown social and cultural barriers.

The charity will also continue to support the victims of violence and trafficking and help them find appropriate support. As a trusted service within the African and Syrian communities, many of the those who approach OCS have had horrific experiences with Police outside of Scotland and neither trust the service or the system; with OCS helping to bridge that gap and breaking the barriers the victims are more willing to report.

Action number (s) 6,7 and 14	Outcomes
<ol style="list-style-type: none">1. Supporting OCS in the development of programmes that will prevent young people from the 'New Scots' communities from getting involved in violence and other criminality.2. Provide opportunities to address the challenges that many young people face in both education, integration and employment.3. Providing outreach support for vulnerable families and individuals effected by violence. Many of which will not engage with the police because of past experience from their countries of origin.4. Working with the fathers to understand their role on being a positive male influence. Development of the Youth Advisory Board	<ol style="list-style-type: none">1. Improved understanding of the law to reduce knife carrying.2. Improved outcomes for vulnerable young people3. Promoting better relationships with policing or other services4. Support and advocacy for vulnerable victims of violence5. Joining the dots between the Settled Scots and New Scots. To help reduce community tension and promote understanding.

Reporting on progress being achieved	Evaluation
<p>On a quarterly basis the SVRU will report on the following.</p> <ul style="list-style-type: none">• OCS will provide details of specific programmes including the numbers, the activity and the outcomes for those involved.	<p>OCS carryout post programme evaluation and are currently discussing an evaluation programme with a third party. These evaluations will be made available to the SVRU for sharing.</p>

Resources	Projected Cost
<p>SVRU staff (Appendix 2)</p>	<p>One Community Scotland has a mix of funding with Youth Workers and Project delivery funded through other funders including Children in Need, the Robertson Trust and Cash for Kids etc.</p> <p>Scottish Government Funding covers the cost of the project lead and associated back office support</p>

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	<p>from the SVRU to ensure both a smooth running and integration with other SVRU projects such as school based interventions.</p> <p>Total Cost: £63015.58</p>
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Workstream 12	
Place Based Projects	
Scottish Government Violence Prevention Framework – Aims and Actions	
<p>The proposed actions will contribute significantly to the Scottish Government's Framework Aims supporting society, individuals, relationships and communities and delivering Action 4. By working with communities to adopt place based learning from previous SVRU place based activity such as partnership and community development work in Wallacetown.</p> <p>Understanding that although every community is different and that the mix of challenges they face is unique, the underlying causes remain static and that there is an opportunity through listening and democratising the ownership of the solution there is the opportunity to develop lasting change.</p> <p>Tackling violence and other social problems at a community level is challenging however, any impact is longer lasting and usually more self-sustaining as the communities begin to support each other more rather than the services parachuting in to 'fix' a problem. Creating the environment in which the communities can successfully challenge and work with the agencies/services who have access to the means to effect change requires training and support. By nurturing trust and creating a sense of ownership this helps to lift local voices and create leaders.</p>	
Summary of Actions to deliver Framework Action Number 4	
<p>Over the course of 2023/24 the SVRU will further cascade the learning from the Wallacetown site and other place based approaches in tackling violence to create opportunities for positive work at a community level.</p> <p>This work programme will be delivered in Ayr, Dundee and the Lothians. The three locations are all geographically different, with different challenges ranging from the hyper-local Wallacetown, where the VRU has been working with partners for a couple of years, to the development of new place-based approaches in Edinburgh and West Lothian.</p> <p>The SVRU will capture learning from the Wallacetown site as it transitions towards the Collaborative Leadership model of support from the services and continue to champion the needs of the community at a grass roots level.</p> <p>West Lothian and Edinburgh North have been identified as potential sites for place based work based on the levels of violence. Over the next year the SVRU will look to establish a new portfolio of place based work in these areas to address the specific problem of violence.</p>	
Action number (s) 5	Outcomes
<ol style="list-style-type: none">1. Capture the learning from the community and transition Wallacetown from SVRU to local delivery.2. Identify opportunities for place-based work in either West Lothian or Edinburgh for further development.	<ol style="list-style-type: none">1. Improved understanding of what works and doesn't in the development of placed based partnership approaches.2. Identification of new geographic areas of activity to reduce violence in Scotland and improved links with

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<ol style="list-style-type: none"> 3. Provide additional support for the development of bespoke interventions and partnership development in Dundee. 4. Provide guidance and project oversight over the delivery of the joint You Decide Programme with Positive Steps in Dundee 	<p>partners and communities to support the delivery.</p> <ol style="list-style-type: none"> 3. Greater support to reduce the vulnerabilities impacting on violence and other social problems in Dundee 4. Improvements to the You Decide Service across the country through shared learning. Ultimately leading to better outcomes for clients 5. With improved place based work comes a variety of positive outcomes, including reductions in crime, violence, improved health, wellbeing and participation. Any new location will have baseline measures to ensure adequate feedback moving forward.
Reporting on progress being achieved	Evaluation
<p>On a quarterly basis the SVRU will report on the following.</p> <ul style="list-style-type: none"> • Reporting of activity will be on a quarterly basis on the development of further activity and partnerships in Dundee, the Lothians and Ayrshire. • Specific Reporting on presentations, actions and outcomes for those that are referred to the YDT team in Dundee 	<p>Wallacetown evaluation will be disseminated</p> <p>The YDT approach is being evaluated separately, discussions are ongoing with research team as to the possible inclusion of Ayr and Dundee approaches.</p> <p>Any new intervention/partnership approach within the West Lothian/Edinburgh target will have an evaluation built in.</p>
Resources	Projected Cost
<p>SVRU staff (Appendix 2)</p>	<p>Costs for year 1 (2023/24) will be primarily staffing costs with 0.8 of the Police Sergeant role assigned (this may be revised depending on ability to backfill Police Officers approx. £45k)</p> <p style="text-align: center;">£ 141842.35</p> <p>Additional project costs have also been assigned £10,000 for the Dundee Coordinator (match funded by Positive Steps Charity)</p> <p>£10000 for additional project expenses to support place based work</p> <p>Total Cost: £341842.35</p>

Appendix 1: Finance

The overall proposed budget for the SVRU is **£1,170,500** for the period 2023/2024.

The budget lines below represents a projection of spend in each area. It is anticipated that there will be some degree in variance around the salary element of the finance as delays to recruiting and vetting will impact on the levels of spend.

With the current round of pay awards for public sector organisations exceeding the 5% to policing and police staff last year, there will likely be an additional salary increase this year. If this were to happen and a similar award was given (5%-8.5% average), this would result in an approximate increase in the salary budget of up to £50k -85k, which would need to be found within the existing grant offer, either through the cost savings from recruitment delays or the shedding of posts or projects which will impact on delivery of the agreed SVRU outcomes.

Proposed changes to structure and outcomes as a result of cost of living increases will be raised with the Scottish Government in advance of the operational decisions to ensure transparency.

Table1: Breakdown of SVRU Spend for 2023/24

Area	Projected Spend	Budget Share (approx.)
SVRU Core Staff Salaries	£881,019.00	75%
YDT Project Staff Salaries	£110,000.00	9%
SVRU Staff Training	£15,000.00	1%
YDT Expenses	£14,000.00	1%
Operational Costs (Travel, IT, Expenses, Admin etc...)	£47,981.00	4%
Place Based Projects	£20000.00	2%
City Centre Initiatives	£10,000.00	1%
Bystander Interventions	£7,500.00	1%
Leadership and Learning	20,000.00	2%
Care Experienced	£5,000.00	1%
Social Media	£40,000.00	3%
Total	£1,170,500.00	100%

With 87% of the total budget spent on salaries (SVRU and Project Staff), the majority of spend is pre-allocated and impacted significantly by annual pay settlements. Some budgetary phasing has been applied to the Core Staff Salaries to reflect potential lower than projected costs (due to recruitment etc) and £15,000 has been moved to support the training and development of staff to support the effective delivery of workstreams.

Table 3: Staffing breakdown

Staffing (Police Scotland)	Staffing (external)	YDT (Team)
Head	One Community Project Manager	Supervisor
Deputy Head	Violence Reduction Development Officer	Navigators (4)
Chief Inspector		
Comms Manager (2*0.5fte)		
Admin Manager		
Inspector (2)		
Sergeant		
Project Lead		
Researcher		
Online Development Officer		
Admin Assistant		

Appendix 2: SVRU People Resources Breakdown

The table below is the projected staffing breakdowns per work stream as identified within the body of the business case. This is an approximation and will be subject to change as projects develop and staffing levels fluctuate.

Workstream	Head	Deputy	CI	Comms	PL1	PL2	PL3	PL4	Trainer	Researcher	One Community	Violence Reduction Officer	Admin Manager	Admin officer	Online Officer
1	5%	10%	10%	5%	60%	20%	0%	0%	5%	20%	5%	0%	5%	7%	8%
2	5%	10%	5%	30%	0%	0%	0%	0%	0%	5%	0%	0%	5%	7%	10%
3	5%	10%	10%	5%	0%	0%	30%	0%	5%	5%	0%	0%	5%	7%	8%
4	5%	5%	10%	15%	0%	0%	0%	20%	30%	15%	0%	0%	5%	7%	10%
5	5%	10%	10%	3%	0%	25%	0%	0%	10%	10%	5%	0%	5%	7%	8%
6	5%	10%	5%	3%	0%	0%	0%	0%	0%	10%	0%	0%	5%	7%	10%
7	5%	5%	10%	5%	0%	0%	40%	0%	5%	5%	0%	0%	5%	7%	7%
8	5%	5%	5%	5%	5%	10%	10%	0%	0%	5%	0%	40%	5%	7%	7%
9	5%	5%	5%	0%	0%	0%	0%	0%	0%	0%	0%	40%	5%	7%	0%
10	40%	15%	15%	15%	10%	10%	20%	0%	30%	10%	5%	20%	35%	20%	15%
11	5%	5%	5%	5%	0%	5%	0%	0%	5%	5%	80%	0%	10%	7%	7%
12	10%	10%	10%	10%	25%	30%	0%	80%	10%	10%	5%	0%	10%	10%	10%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%