

<b>Serious Youth Violence Grant</b>	
1	Name of Yot/s. Contact details- email and phone
	Nottingham Youth Justice Service – Shelley Nicholls and Wilf Fearon - 01159159400
1a	Name of Local Authority where funding will be transferred (if agreed) Nottingham City
2.	Are you jointly requesting funds with another YOT in the Reference Group? No
	Is this an extension of current work or a new project? EXTENSION
3	Aim of the project (500 words max)
	<p>Over the past 5 years, Nottingham’s Directorate of Children’s Integrated Services (DCIS) has been developing a strong, evidence based practice model, supported by recognised principles and methods of working to understand and respond to the trauma experienced by our most vulnerable and challenging children and families. This approach clearly reinforces the victim-based focus of Youth Justice Services, given the undeniable link between being a victim and becoming an offender. It is increasingly recognised that Adverse Childhood Experiences (ACEs) have a significant impact on the factors linked to offending. Many of our children, young people and families will have experienced traumatic events, which can shape how they behave and relate to the workforce.</p> <p>Trauma-informed practice gives us a framework to understand this process and how better to shape interventions to meet the needs of traumatised children, young people and families.</p> <p>Following a period of development in the summer of 2018, a pilot was launched within the Youth Justice Service, focussing on Trauma Informed Practice. This included the principles, signs and symptoms of trauma, the impact of trauma, acknowledging existing models of practice and improving ways of working with traumatised children and families. It began with a two-day training package for frontline staff and managers, which was further consolidated with a manager’s session to embed the principles within practice. This involved embedding specific questions about vicarious trauma within line management supervision and trauma within case supervision. Furthermore, reflective practice supervision sessions were offered to staff to understand the impact of vicarious trauma and unpick this within their practice underpinning our developments around weapon-enabled offending. Following an evaluation period this is set to roll out across the wider directorate in Spring 2019.</p> <p>Through measuring the impact of the training to inform future developments, the evaluation process has highlighted that practitioners and managers value the reflective supervision. Both staff and managers have found it is critical to embedding the learning and ensuring the effectiveness of the practice is continued with minimal impact to staff well-being. As part of the pilot this was delivered by the appropriately trained project team (our Multi Systemic Therapy manager has taken the lead on this supported by Children’s Development Consultant).</p> <p>Nottingham City has the benefit of seeing Redthread established in our area, becoming operational in April 2018. The YOT manager has been part of the Steering Group supporting the establishment of Redthread in the City, both in</p>

	terms of supporting links with voluntary and other statutory partners and of ensuring appropriate pathways and referrals routes. Hence we have a 'ready-made' partner, already trained in providing reflective supervision (ICON) to support ongoing clinical supervision
4.	<p>What are the outcomes?</p> <p>Funds would be used to develop ongoing training and supervision to support a healthy and robust workforce, able to deliver responsive interventions to the many children and families we work with who are impacted by trauma linked to serious violence.</p> <p>Specific Outcomes</p> <ul style="list-style-type: none"> <li>• In the clinical supervision sessions, participants are supported to develop and evidence their well-being and resilience programme which they participants then discuss on their own terms with the organisation.</li> <li>• In the group supervision sessions, participants bring "cases" for consultation i.e. bring examples from their practice that are then discussed collaboratively with a chartered psychologist.</li> <li>• Organisational alignment elements are also taken into account to make sure that the organisation is trauma-informed and attachment based.</li> </ul> <p>Broad outcomes to support whole City/partnership approach to reducing impact of youth violence</p> <ul style="list-style-type: none"> <li>• Healthier workforce with reduced levels of stress-related sickness</li> <li>• Consistent confident service delivery for children and families</li> <li>• Increased effectiveness of trauma-informed practice leading to stronger evidence base for early intervention</li> </ul>
5.	<p>How much funding is requested?</p> <p>£15K - broken down this would provide clinical supervision from end January to end March for up to 30 frontline practitioners in Youth Justice</p>
6.	<p>How will funding be used? January 2019 -March 2019</p> <p>The service is provided at nine hundred pounds per hour for both one-to-one and group supervision sessions, for a minimum of eight one-to-one sessions and six group consultation sessions.</p> <ul style="list-style-type: none"> <li>• Participants receive MONTHLY supervision of one hour per participant per month/four weeks period intervals AND</li> <li>• Participants join in on MONTHLY group supervision of a maximum of six participants per group.</li> <li>• All sessions are conducted by a currently registered and recognised HCPC chartered psychologist.</li> </ul>

7.	How will the work continue post March 2019?
	<p>Will be built into ongoing programme of service delivery and strengthen roll-out to broader range of Childrens Services colleagues – this will complement the development of the Child Criminal Exploitation and increased awareness of the safeguarding challenge of ‘county lines’</p> <p>As part of a cohesive child-centred approach to tackling the criminal exploitation of children, and thereby preventing escalation into serious and organised crime we have developed a response to addressing the significant increase nationally in the number of ‘County Lines’. Making use of national best practice as well as local partnerships, Nottingham Youth Justice and Safeguarding managers have worked with partners from Community Protection and Police to set up a process to respond to those children at risk of exploitation.</p> <p>Crucial to service developments to tackle this emerging issue has been the acknowledgement that this is a safeguarding as well as public protection issue and that children’s own victimisation and experience of trauma is a critical factor in them becoming entrenched in violent lifestyles. Given the importance of working in partnership we would look to expand the training and support not just to colleagues in Childrens Services but also our voluntary sector partners who are commissioned by the PCC, Home Office and others around the serious violence agenda</p>
8.	If funding were available, how much funding is needed April 2019-March 2020 to continue the work? How would it be used? (500 words max)
9.	If further funding was available April 2020-2021 how much is required to continue the work? How would it be used? (500 words max)
	<p>... The challenge across the city and partnerships from senior leaders and politicians to tackle the rise in serious ‘weapon-enabled’ violence in Nottingham led to a collective approach between DCIS and Community Protection colleagues to realign and reframe Council resource. This work has run alongside the focus of Police and the OPCC and the launch of Nottinghamshire's ‘Knife Crime Strategy’ earlier this month with significant Council support. Adopting a systemic ‘public health’ approach to tackling the causative factors of youth violence supports our focus as an ‘Early Intervention’ city. The programme is split into two phases-</p> <p style="padding-left: 40px;"><b>Phase One</b> – Development of a responsive, deployable and flexible resource through a multi-agency hub.</p> <p style="padding-left: 40px;"><b>PhaseTwo</b> – a systemic ‘public health’ approach to tackling the causative factors.</p> <p>The ‘hub’ comprises a range of skills and resource, as well as seeking partner support to develop a model that addresses the harm caused by and to young adults as well as children and includes specialist targeted youth support and youth workers, whole family, mental health and safeguarding practitioners and Community Cohesion, Employment and Community Protection resource. By identifying those at risk of being involved in violence, who are not currently subject</p>

	<p>to statutory work. there can be a creative and responsive deployment of a range of skills and resource to divert young people from negative and harmful lifestyles and support families and communities to be safer.</p> <p>The hub is currently in 'pilot' form but is being worked into a model that is sustainable and makes best use of all statutory and voluntary partnerships. Work is ongoing with Police and other statutory and voluntary partners to strengthen its effectiveness as we move out of the pilot stage.</p> <p>By embedding trauma-informed practice and providing ongoing reflective and clinical supervision at this stage practitioners across our partnerships will be better able to support children and families to be receptive to interventions and provide sustainable change.</p>
10.	How do you plan to evaluate your work? (500 words max)
	<p>The Trauma Informed Practice pilot is being continually reviewed and evaluated by the project team, in conjunction with Nottingham Trent University. <del>by a local University (more detail.....) and</del> There are plans to produce a paper reflecting on <del>in relation to</del> the model used, the effectiveness of the training and the pilot programme. learning and its effectiveness We would build on this, using staff feedback etc to evaluate the impact of providing ongoing clinical supervision in line with other YOTs (such as Lewisham) who are further down the 'trauma-informed' approach and have this as an integral part of their programme.</p> <p>Our Director of Children and Families and senior police colleagues have agreed to develop a high level partnership governance structure of the knife crime/criminal exploitation agenda, (beginning in February 2019) This will complement and provide reporting for other interested partnership boards such as the local YOT Board.</p>
11.	How will you disseminate your work to other YOTs? (500 max)
	<p>Nottingham's tiered approach to weapon-enabled crime involving young people is already on the YJB hub and we would expand this as we develop.</p> <p>We could use the Redthread 'network' to support them adopting a similar approach to working with other Youth Justices services</p>
12.	Please indicate how the "voice of the child" is included in your proposal
	<p>In terms of the continuing review and evaluation process for the Trauma Informed Practice pilot there are plans to incorporate feedback including the voice of the child within the paper to highlight the impact this project had on them.</p> <p>..l</p>

Thank you Please return this form to [dominic.daley@yjb.gov.uk](mailto:dominic.daley@yjb.gov.uk) by January 7<sup>th</sup>, 2019