

Persevere and Persist

Norfolk Practice Week Conference

Wednesday 26 November 2025



Welcome

There will be opportunities to participate but please use the 'raise hand' facility or the chat function to ask questions and contribute.

Together we want to create a safe, open and reflective space to learn - please be respectful when people are sharing their ideas and opinions.

We have BSL interpreters attending should you need them or you can turn on live captions on by clicking on the 3 dots at the top of your screen.

The link to the feedback form will be put in the chat. Please do take the time to complete it after the session.

Thank you!



Agenda

- 3.00pm Introduction – Sara Tough
- 3.15pm Caleb Jackson, Youth Endowment Fund
- 4.00pm Break
- 4.10pm Antony Little, Hewett Academy, incl. Q&A
- 4.55pm Karen Jeremiah and Jo Hand, NR Thirty Programme, incl. Q&A
- 5.20pm Close – Sara Tough



What works to reduce violence – listening to childrens voices About Violence – and What We Can Do"





- 1. Youth voice – Violence**
- 2. Who is YEF**
- 3. Youth voice – A digital age**
- 4. Key Facts about violence**
- 5. Disproportionality**
- 6. Youth Sector guidance**

Violence casts a long shadow over children's lives

There are 3.6m¹ teenage children in England and Wales. Each year roughly:

64 are homicide victims
(1 in 79,000)²

500 are admitted to hospital due to assault with a knife or sharp object
(1 in 11,200)³

190k carry a weapon
(1 in 20)⁴

260k are in a gang
(1 in 14)⁴

360k are approached to sell, hold or transport drugs or weapons
(1 in 10)⁴

600k perpetrate an act of violence
(1 in 6)⁴

730k are a victim of violence
(1 in 5)⁴

2m are a witness to real world acts of violence (1 in 2)⁴

1 in 2 teenage children say that fears of violence led them to change their behaviour⁴

¹ONS 2023 mid-year population estimates for 13-17-year-olds in England and Wales ([here](#)). ²Homicide Index – total homicide victims aged 13-19-year-olds in England and Wales, 2022/23 ([here](#)). ³Hospital Admitted Patient Care Activity, 2023-24 England victims aged 10-17 ([here](#)). ⁴YEF Children Violence and Vulnerability Survey of 13-17-year-olds, 2024 ([here](#)).



Section header here

Who is YEF





Our vision

A world where no child becomes involved in violence.

Our mission

To find what works and build a movement to put this knowledge into practice.



Focusing on 7 essential sectors



Children's Services



Education



Health



Neighbourhoods



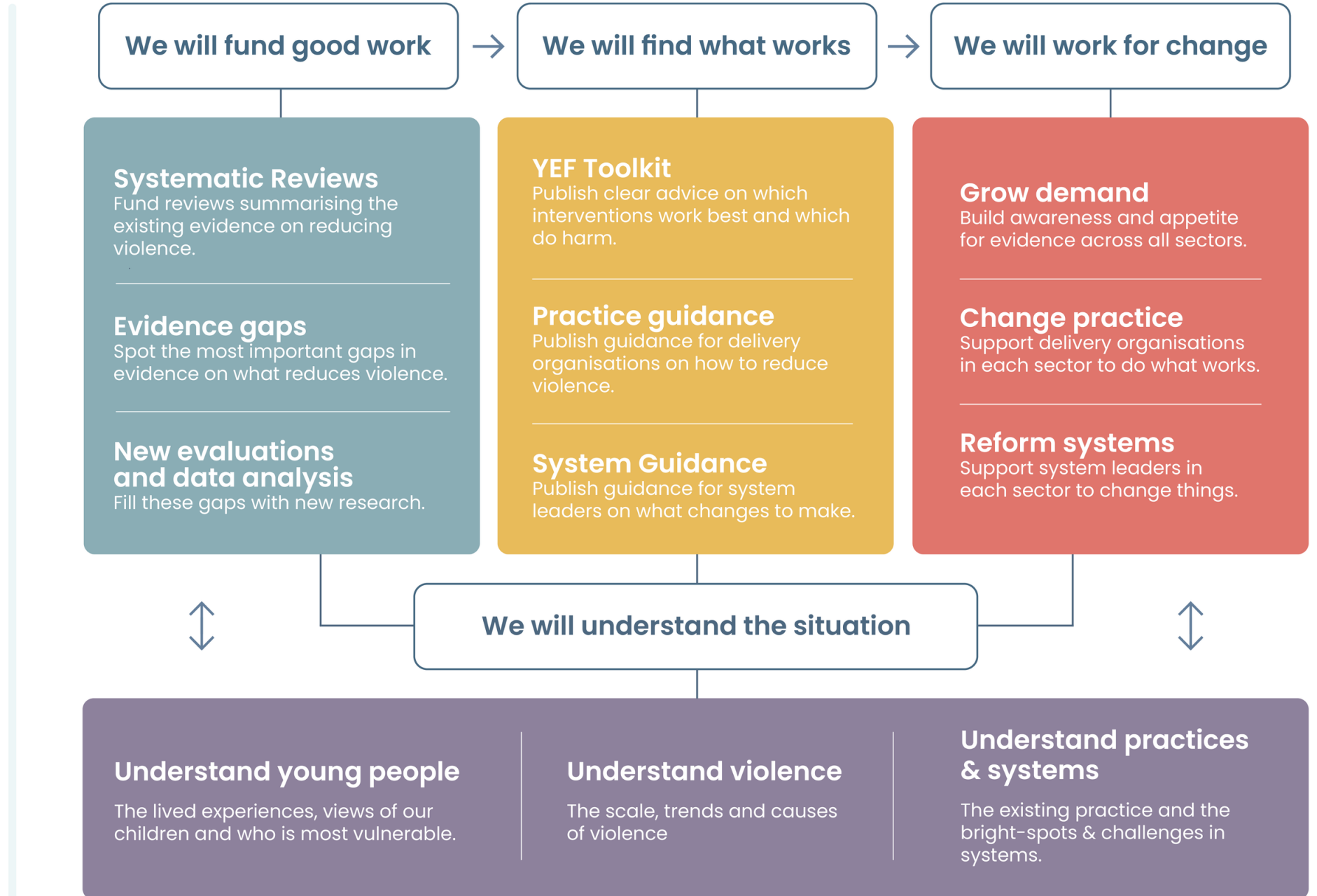
Policing



Youth Justice



Youth Sector



What role does social media play in violence affecting young people?



What role does social media play in violence affecting young people?



Report 2

Children, violence and vulnerability 2024

What role does social media play in violence affecting young people?



Listen to what The Youth Endowment Fund, Youth Advisory Board said about the role of social media.



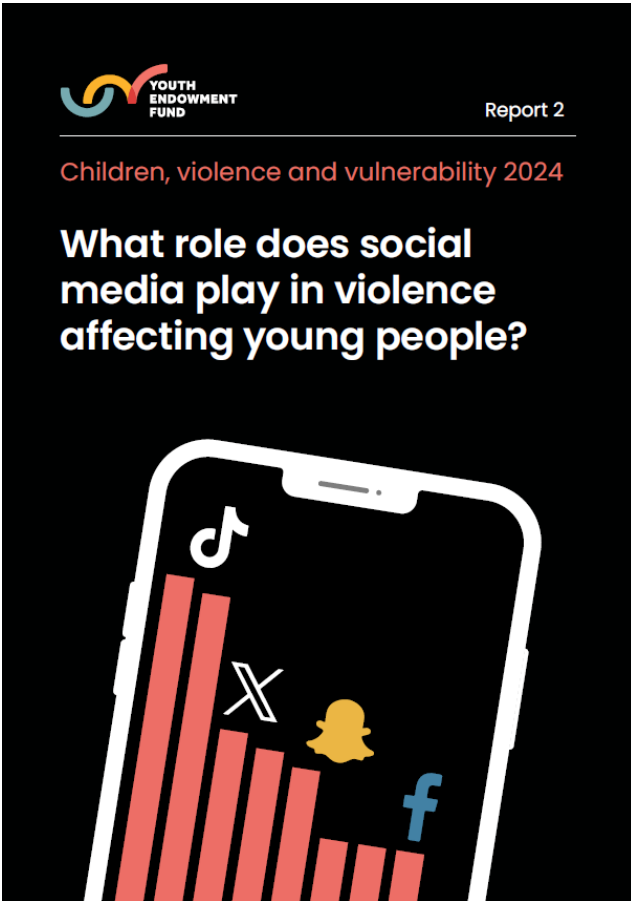
CVV 2024 - Report 2: What role does social media play in violence...



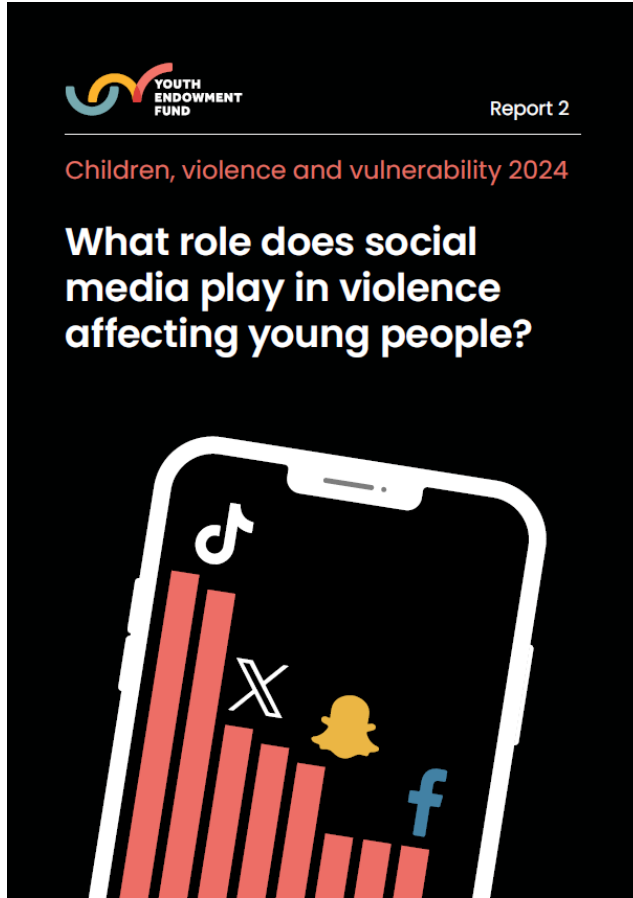
CVV 2024 - Report 2: What role does social media play in violence...



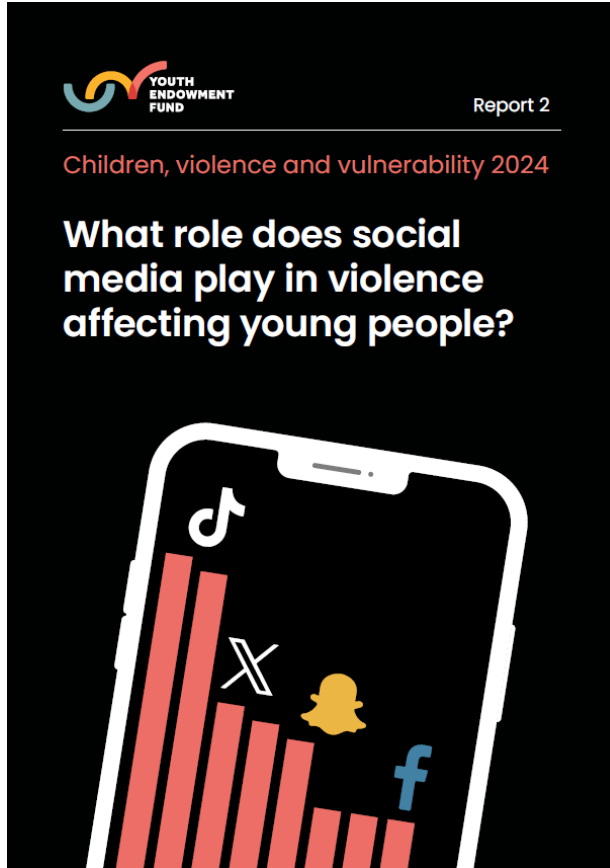
Violence is widespread on social media



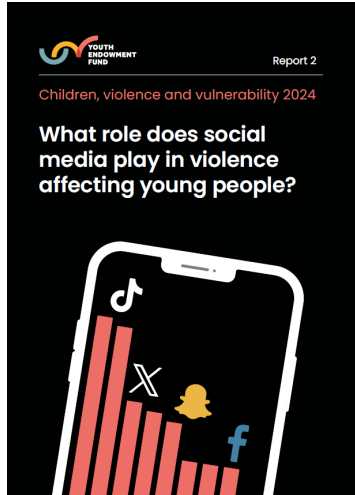
Most exposure is **unintentional**



Seeing violence online has **real-world** effects



Children want stronger limits and protections





Section header here

8 Key Facts About Violence





Understanding violence is key to keeping children safe

When does violence happen?

Where does violence happen?

Who is involved with violence?

Why does violence happen?

Violence prevention strategies informed by evidence are **likely** to have a **bigger impact** on keeping children safe

It's important to **understand** what violence looks like in your **context** as the facts presented are **starting points** for thinking about violence

The Key Findings & Recommendations

Use Evidence to Prevent Youth Violence

Target Support for Those Most Involved in Serious Violence

Focusing Resources Where Violence Is Highest

Concentrating Resources in Areas with the Highest Levels of Violence

Address Social Drivers of Violence and Breaking the Cycle

Diverting Children from the Justice System Can Reduce Reoffending

Tackle Inequity and Racism to Prevent Youth Violence

Prioritise Violence Prevention to Reduce Harm and Costs



Section header here

Disproportionality

what the data tells us about inequalities and their impact.



Racial disproportionality

in violence affecting
children and young people



February 2025

Amid these tragedies lies **a further injustice**. While children from all backgrounds can face violence and deserve our full protection, children from certain ethnic backgrounds are less safe.

The drivers of disproportionality are complex. Over-represented groups are more likely to grow up in poverty, experience racism, and have worse access to services and support.

YEF has a commitment and role to play as Children from some minority ethnic backgrounds are significantly over-represented in the youth justice system. It is fundamental that YEF understand and address the experiences of children from minority ethnic backgrounds in relation to violence.

This report captures public data, YEF cross-sector findings including systematic reviews to drives understanding, so collectively we can take action (institutionally and interpersonally).



Key Findings

Racial disparities have worsened over the last decade, despite overall youth offending rates declining

Black children have higher self-reported rates of violence victimization and perpetration

Gypsy, Roma, and Irish Traveller children face disproportionately 'high exclusion rates'

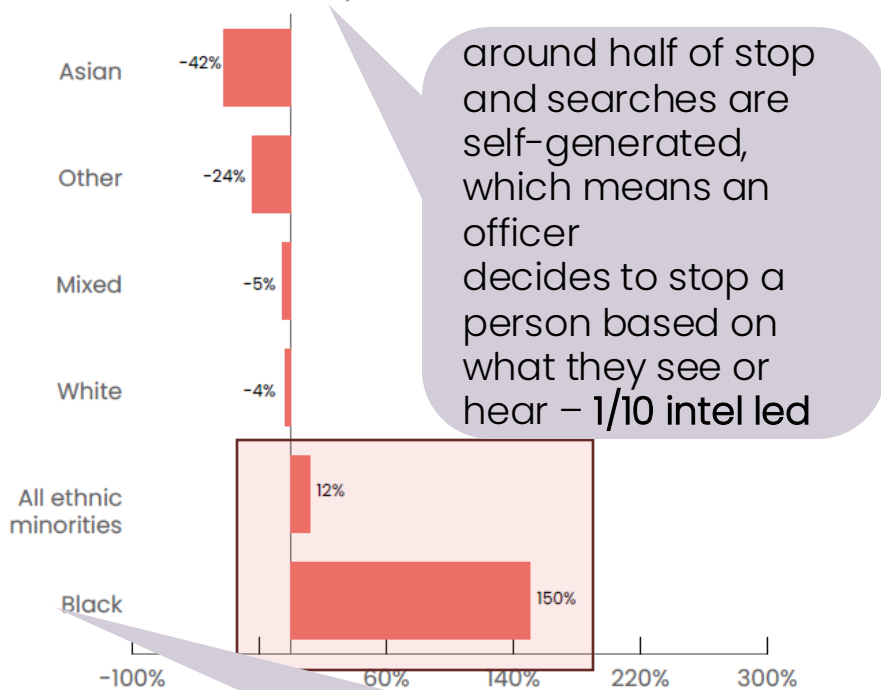
Black children are more likely to be diverted into social care or youth justice systems

Black and Asian children face less access to voluntary mental health services

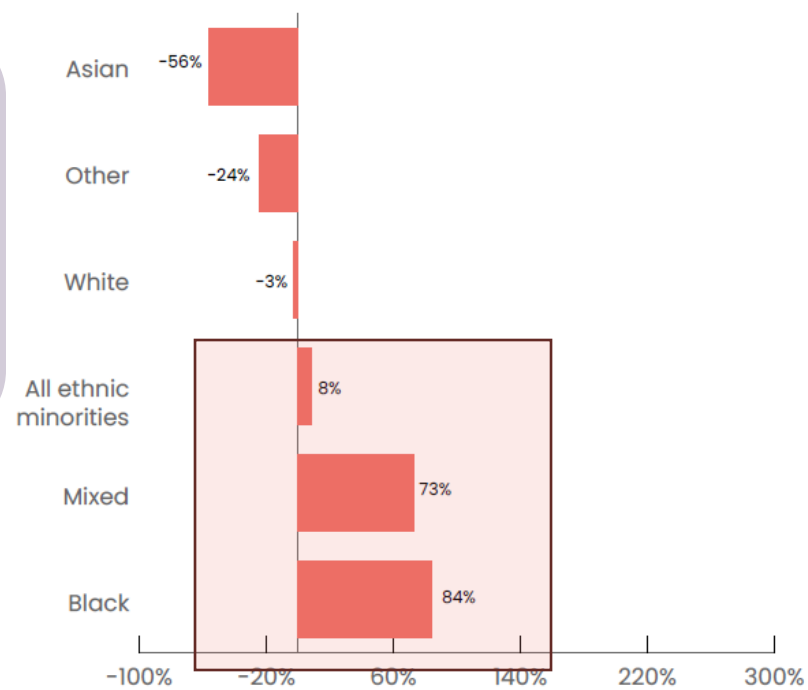
Black children are six times more likely to be murdered than other groups

Population share vs Disproportionality

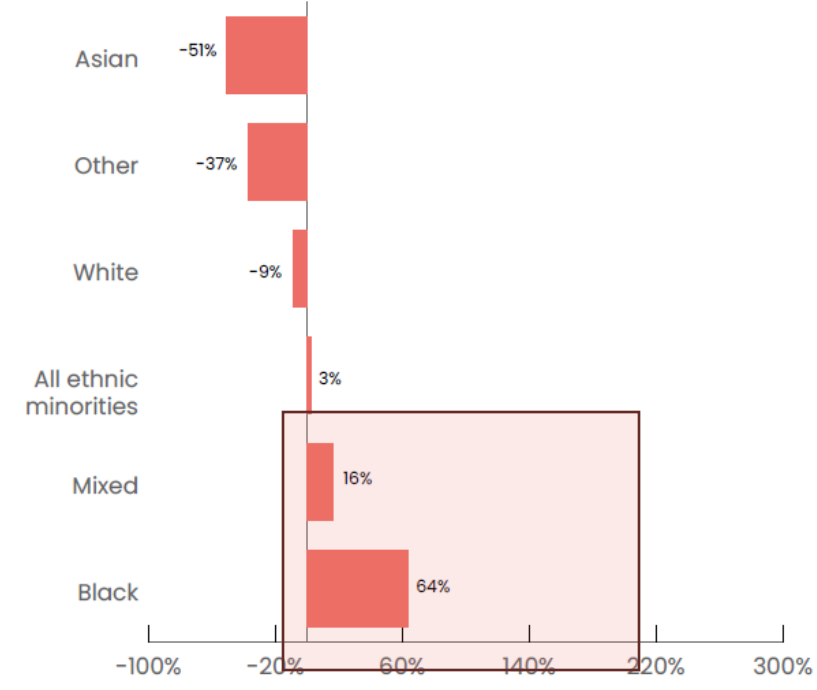
Stop and searches***



Convictions and cautions



Arrests



A recent report from the Children's Commissioner (2024) found that Black children in England and Wales were over **four times more likely** to be **strip searched** when compared to national population figures – **Child Q and Adultification**



Our youth sector Guidance Plans

YEF Guidance for the Youth Sector

Practice Guidance

What works in the youth sector to prevent violence?
(Winter 2025)

- A guide for commissioners and funders of youth provision
- Secondary audiences: Youth workers and youth work delivery organisations

System Guidance

How can we make it easier to do what works?
(Spring 2026)

- A series of recommendations for policymakers and youth sector system leaders
- 5-8 ways the system could make it easier to do what works to prevent violence.

What will inform this

- **Impact studies** (YEF Toolkit and YEF funded trials)
- **Secondary data analysis** (Impact of youth club closures on crime and violence, DCMS research on funding youth provision)
- **Youth voice** (CVV and PAC research on trusted adults)
- **Reviews of practice** (Funding and decision making, Youth Club, youth workers and safeguarding, A & E Navigators)

Youth Sector Guidance – Strategic Advisory Group



Leigh Middleton
(CEO – NYA)



Vicky Browning
(Interim CEO – UK Youth)



Lib Peck
(Director – London VRU)



Sharon Lovell
(Chair – YWSB Wales)



David Knott
(CEO National Lottery)



Junior Smart
(Founder SOS – St Giles)



Simon Hayes
(CEO Sport England)



Louise Gittens
(Chair – LGA YP members)



Alveena Malik
(CEO – IMM)



Simon Antrobus
(CEO– BBC CŷN)

Key youth sector context



What we mean by 'the youth sector'

We understand youth work to be work that aims...

"...to enable young people to develop holistically, working with them to facilitate their personal, social and educational development..."¹

We focus on:

- Universal youth provision that is free to access or charges a nominal fee.
- Targeted youth provision aimed at children and young people who are involved in violence or at risk of involvement in violence.

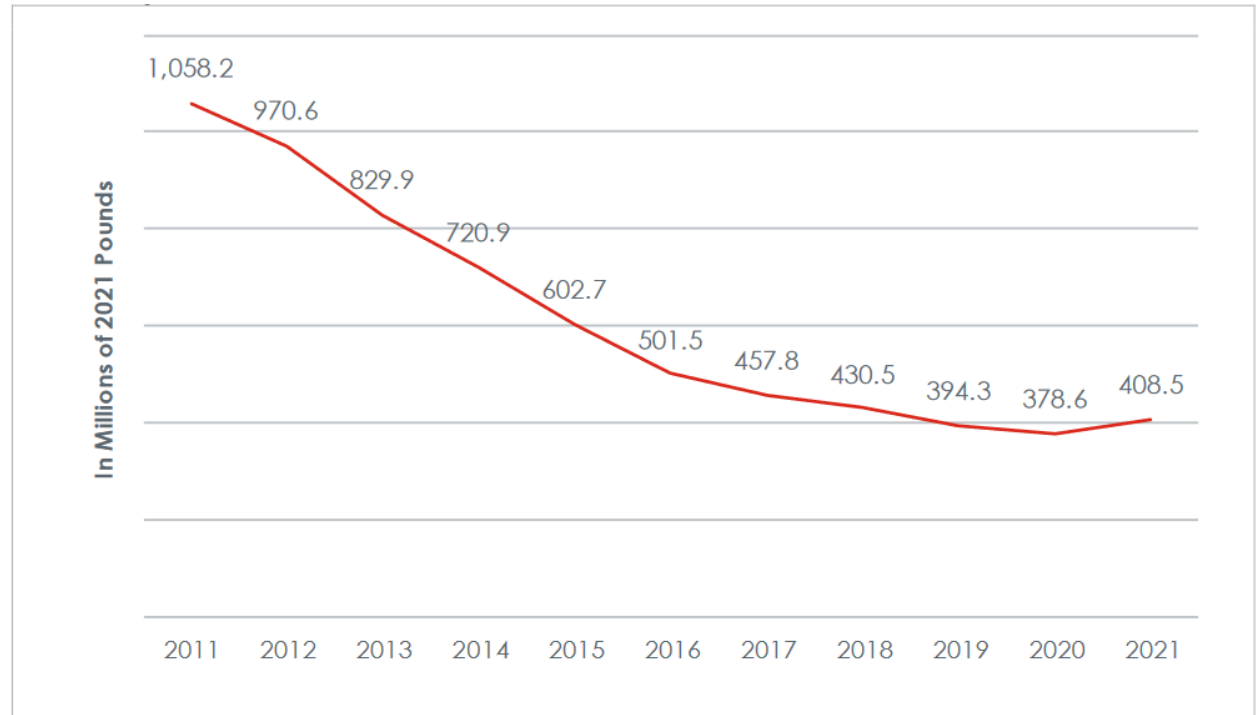
With the loss of government funding, the sector's capacity for violence prevention is reduced

- Local authority funding of youth provision in England was cut by over 60% since 2011.
- Government funding in Wales also fell, but less drastically, with a real-terms cut of 23%.

Fewer qualified youth workers

Loss of universal provision

Local authority expenditure on services for young people in England



Universal provision

Promote children and young people's access to a local youth club, prioritising those who are vulnerable to violence.

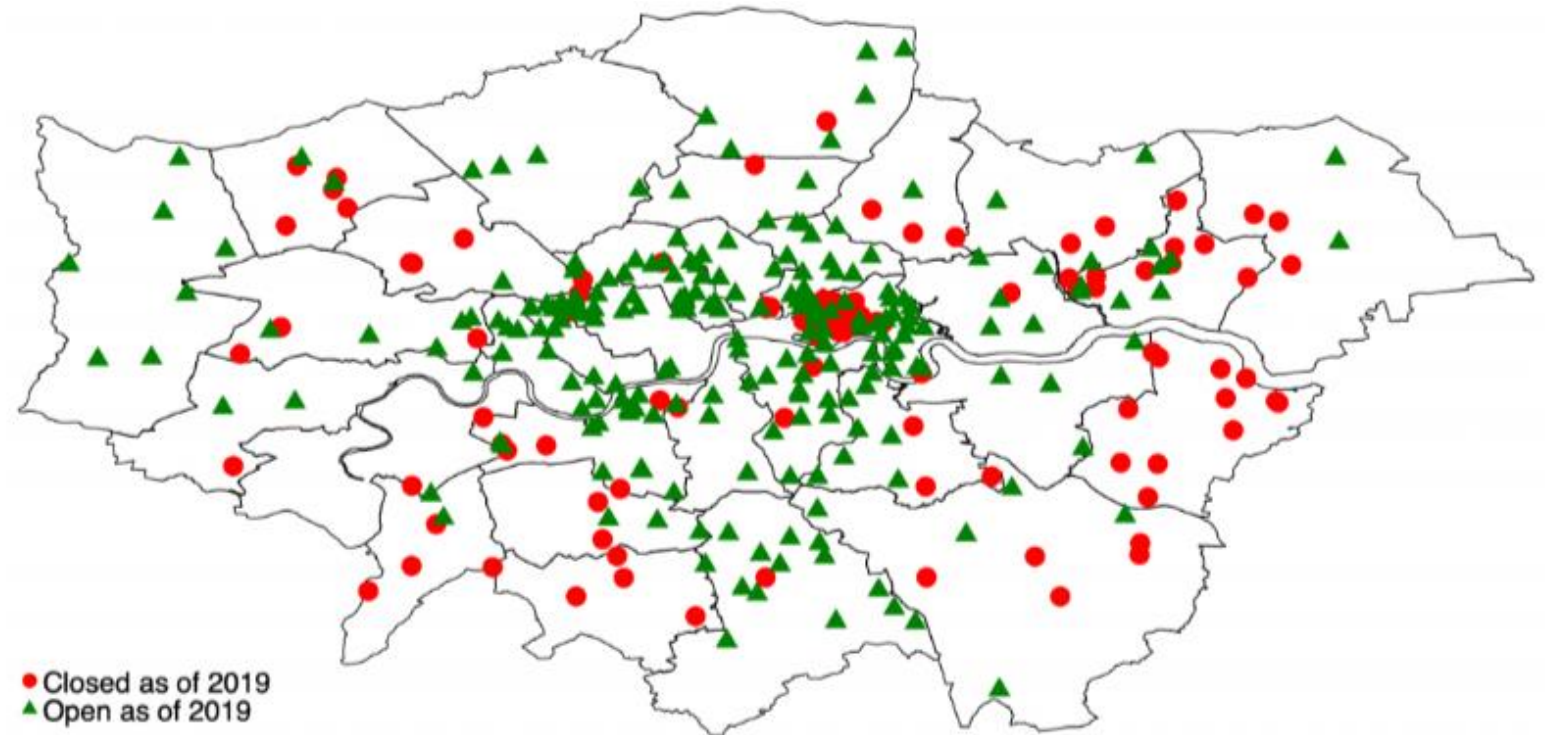
Emerging (and still limited) finding!



Closing youth clubs in London increased crime and violence

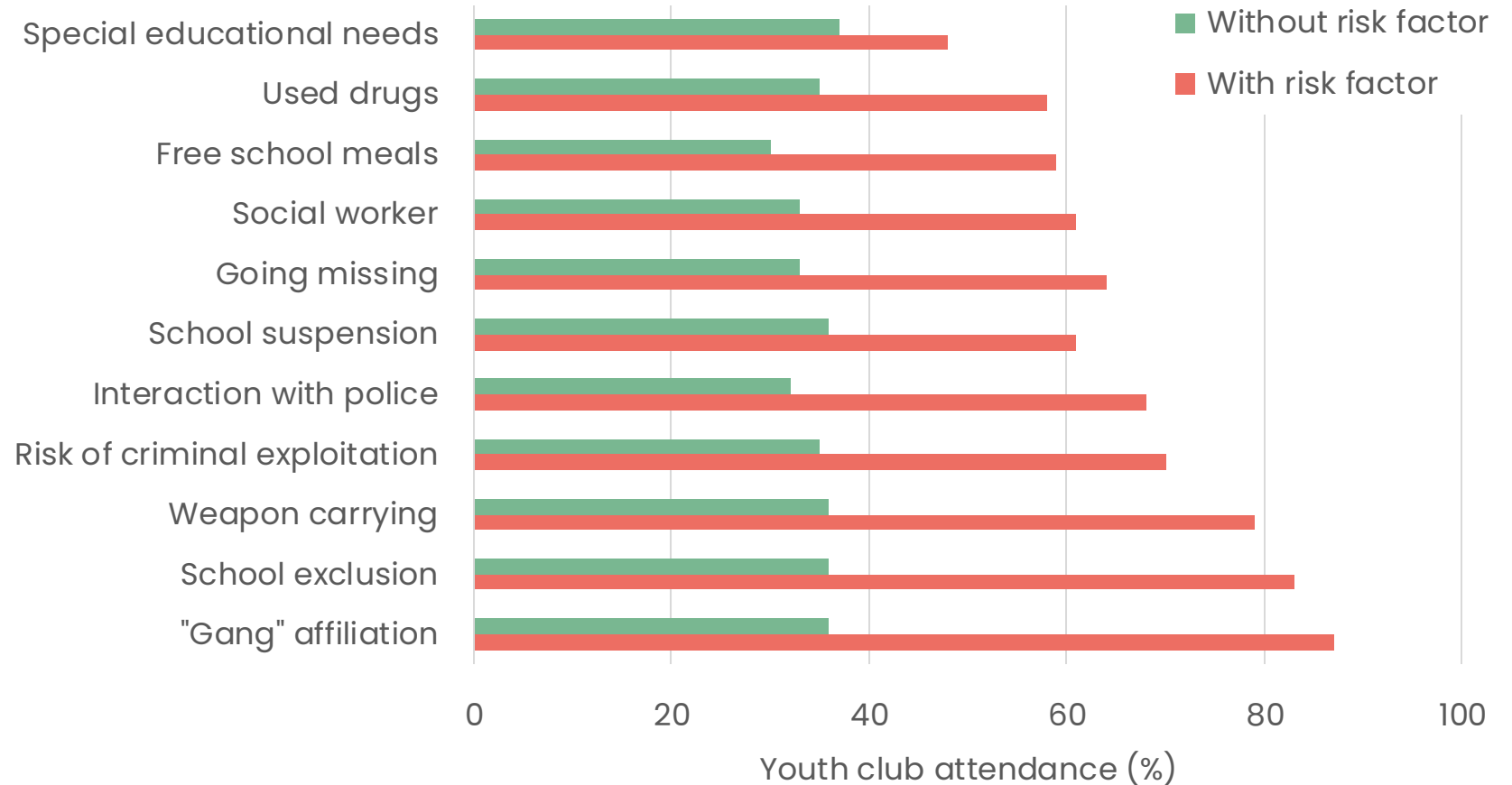
- Young people living in areas where all youth clubs closed became 12% more likely to commit crimes.
- They were also 9-10% more likely to commit violent crimes, but this finding is tentative.

Youth clubs in London



Vulnerable children are the most likely to attend youth clubs

- Children who are directly affected by violence are twice as likely to attend youth clubs as those who aren't.
- Children from Black and minority ethnic backgrounds are also particularly likely to attend youth clubs.



Emerging (and still limited) finding: Promote children and young people's access to a local youth club, prioritising those who are vulnerable to violence.

- Map children's ability to travel to their nearest youth club. To be considered 'local', clubs must be no more than a 40-minute walk from home.
- Ensure youth clubs are open at times when violence occurs.
- Provide training and support to all adults who staff the club.
- Provide sufficient adult supervision to keep attendees safe at all times.



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The YEF Toolkit



What does the YEF Toolkit aim to do?



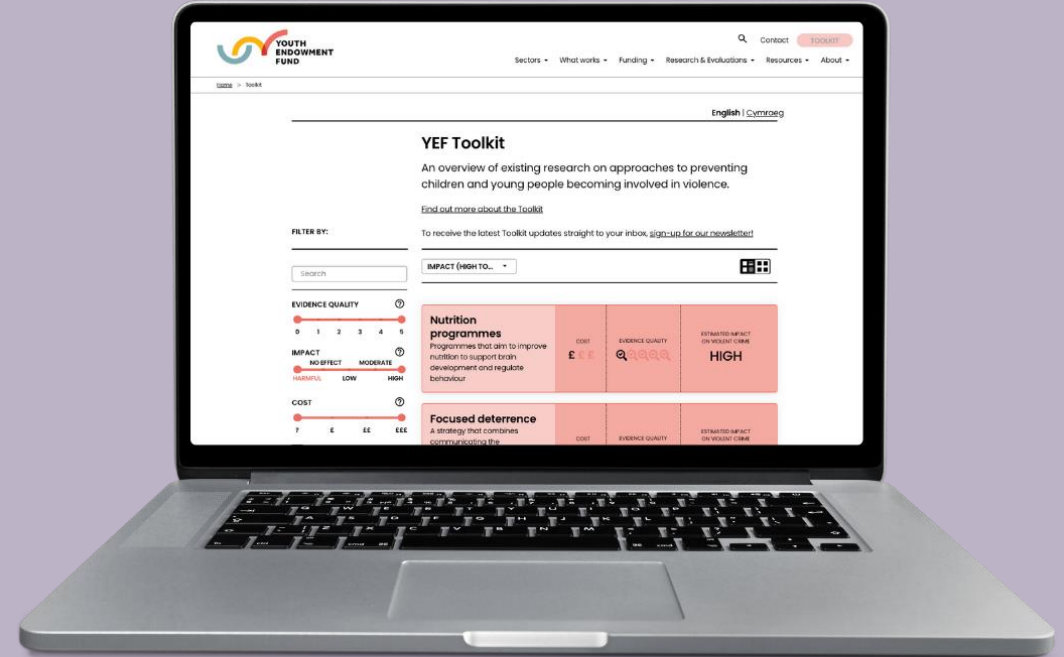
Summarise
research
making it
accessible
and
actionable



Support
professional
decision
making with
'best bets'



Create a
foundation for
change



YEF Toolkit

An overview of existing research on approaches to preventing serious youth violence.

Filter by:

EVIDENCE QUALITY



IMPACT



COST



Social skills training

Aims to develop children's ability to regulate their behaviour and communicate effectively.

COST

£ £ £

EVIDENCE QUALITY



ESTIMATED IMPACT
ON VIOLENT CRIME

HIGH

OTHER OUTCOMES

HIGH increase in Self-regulation



Relationship violence prevention lessons and activities

Programmes that aim to prevent violence in intimate relationships.

COST

£ £ £

EVIDENCE QUALITY



ESTIMATED IMPACT
ON VIOLENT CRIME

MODERATE

Mentoring

Mentors provide children and young people with guidance and support.

ESTIMATED IMPACT ON VIOLENT CRIME:
MODERATE ⓘ

EVIDENCE QUALITY:
ⓈⓈⓈⓈⓈ ⓘ

COST:
£££ ⓘ

PREVENTION TYPE

Secondary
Tertiary

SETTING

Community

THEMES

Adults that they trust

Mentoring is effective in both reducing crime and the behaviours associated with crime and violence. The research suggests that, on average, **mentoring reduces violence by 21%**, all offending by 14%, and reoffending by 19%.

Mentoring programmes have a desirable impact on:

- substance misuse
- educational outcomes
- behavioural difficulties
- self-esteem

Tend to have larger impacts when they:

- Work with children and young people at higher risk of violence
- Are delivered by counsellors instead of police officers or teachers

How can you implement it well?

Facilitating commitment from mentors and mentees

- Assess qualities and motivations of mentors
- Targeted recruitment – create a diverse group
- Provide training – counselling skills, knowledge of local services, and role-play
- Relationships based on respect and trust

Facilitating positive outcomes for mentees

- Provide supervision for debriefs, learning and support
 - Adapt to the needs of the mentee
 - Involve parents or carers
 - Manage terminations – clear end-date, resources, contacts, celebrations
-

Fund regular, organised sports activities for vulnerable children.

Sports programmes Secondary or tertiary prevention programmes which engage children in organised sports or physical activity	COST ?	EVIDENCE QUALITY 	ESTIMATED IMPACT ON VIOLENT CRIME HIGH
--	-----------	---	--

- Deliver weekly, coach-led sports sessions for at least 6 months.
- Train staff on how to refer children to local services.
- Consider adding an explicit mentoring component to the programme.
- Ensure sports programmes are delivered to children in the criminal justice system and youth custody.

Consider commissioning adventure and wilderness therapy for vulnerable children.

Adventure and Wilderness Therapy Challenge-based activities and therapies undertaken in outdoor settings.	COST £ £ £	EVIDENCE QUALITY Q Q Q Q Q	ESTIMATED IMPACT ON VIOLENT CRIME LOW
OTHER OUTCOMES			
HIGH reduction in Behavioural difficulties			Q Q Q Q Q

- Avoid delivering programmes for all male groups, as these may be harmful.
- Consider how positive outcomes can be maintained over time. Choose programmes that provide ongoing support or provide follow-up support.

Consider using arts programmes as a hook, especially for children uninterested in sports.

Arts Programmes Programmes that engage children in arts and creative activities.	COST £ £ £	EVIDENCE QUALITY 🔍 🔍 🔍 🔍 🔍	INSUFFICIENT EVIDENCE OF IMPACT ?
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- Consider using arts programmes to engage children in support services and to develop rapport between children and practitioners.
- Consider adding components or linking up with interventions that are supported by evidence.
- Train staff on how to refer children to local services.

HIGH IMPACT

Focused deterrence

Social skills training

Cognitive behavioural therapy

Sports programmes

Trauma-specific therapies

A&E navigators

Summer employment programmes

Nutrition

MODERATE IMPACT

Pre-court diversion

Relationship violence prevention

Custody aftercare & resettlement

Mentoring

Multi-systemic therapy

Restorative justice

Hot spots policing

Stop and search

Bystander interventions

Functional Family Therapy

LOW IMPACT

After-school programmes

Interventions to prevent school exclusion

Parenting programmes

Adventure and wilderness therapy

Anti-bullying programmes

CCTV

NO EFFECT

Street lighting

HARMFUL IMPACT

Boot camps

Prison awareness programmes

NO CLEAR EVIDENCE

Police in schools Knife surrender schemes

Trauma-informed training Arts programmes

Media campaigns Summer schools

Knife crime education

VAWG

HIGH IMPACT

Focused deterrence 

Social skills training 

Cognitive behavioural therapy 

Sports programmes 

Trauma-specific therapies 

A&E navigators 

Summer employment programmes 

Nutrition 

MODERATE IMPACT

Pre-court diversion 

Relationship violence prevention 

Custody aftercare & resettlement 

Mentoring 

Multi-systemic therapy 

Restorative justice 

Hot spots policing 

Stop and search 

Bystander interventions 

Functional Family Therapy 

LOW IMPACT

After-school programmes 

Interventions to prevent school exclusion 

Parenting programmes 

Adventure and wilderness therapy 

Anti-bullying programmes 

CCTV 

NO EFFECT

Street lighting 

HARMFUL IMPACT

Boot camps 

Prison awareness programmes 

NO CLEAR EVIDENCE

Police in schools Knife surrender schemes

Trauma-informed training Arts programmes

Media campaigns Summer schools

Knife crime education

THERAPIES

HIGH IMPACT

Focused deterrence

Social skills training

Cognitive behavioural therapy

Sports programmes

Trauma-specific therapies

A&E navigators

Summer employment programmes

Nutrition

MODERATE IMPACT

Pre-court diversion

Relationship violence prevention

Custody aftercare & resettlement

Mentoring

Multi-systemic therapy

Restorative justice

Hot spots policing

Stop and search

Bystander interventions

Functional Family Therapy

LOW IMPACT

After-school programmes

Interventions to prevent school exclusion

Parenting programmes

Adventure and wilderness therapy

Anti-bullying programmes

CCTV

NO EFFECT

Street lighting

HARMFUL IMPACT

Boot camps

Prison awareness programmes

NO CLEAR EVIDENCE

Police in schools Knife surrender schemes

Trauma-informed training Arts programmes

Media campaigns Summer schools

Knife crime education

EDUCATION

HIGH IMPACT

Focused deterrence

Social skills training

Cognitive behavioural therapy

Sports programmes

Trauma-specific therapies

A&E navigators

Summer employment programmes

Nutrition

MODERATE IMPACT

Pre-court diversion

Relationship violence prevention

Custody aftercare & resettlement

Mentoring

Multi-systemic therapy

Restorative justice

Hot spots policing

Stop and search

Bystander interventions

Functional Family Therapy

LOW IMPACT

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Anti-bullying programmes

CCTV

NO EFFECT

Street lighting

HARMFUL IMPACT

Boot camps

Prison awareness programmes

NO CLEAR EVIDENCE

Police in schools Knife surrender schemes

Trauma-informed training Arts programmes

Media campaigns Summer schools

Knife crime education

YOUTH WORK

HIGH IMPACT

Focused deterrence

Social skills training

Cognitive behavioural therapy

Sports programmes

Trauma-specific therapies

A&E navigators

Summer employment programmes

Nutrition

MODERATE IMPACT

Pre-court diversion

Relationship violence prevention

Custody aftercare & resettlement

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Functional Family Therapy

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Parenting programmes

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Anti-bullying programmes

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Street lighting

HARMFUL IMPACT

Boot camps

Prison awareness programmes

NO CLEAR EVIDENCE

Police in schools Knife surrender schemes

Trauma-informed training **Arts programmes**

Media campaigns Summer schools

Knife crime education

POLICING

HIGH IMPACT

Focused deterrence

Social skills training

Cognitive behavioural therapy

Sports programmes

Trauma-specific therapies

A&E navigators

Summer employment programmes

Nutrition

MODERATE IMPACT

Pre-court diversion

Relationship violence prevention

Custody aftercare & resettlement

Mentoring

Multi-systemic therapy

Restorative justice

Hot spots policing

Stop and search

Bystander interventions

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Boot camps

Prison awareness programmes

NO CLEAR EVIDENCE

Police in schools

Knife surrender schemes

Trauma-informed training

Arts programmes

Media campaigns

Summer schools

Knife crime education

Current Best Bets

Youth sector
and reducing
youth
violence



Current 'best bets'



1. Target the right interventions:

- Put in place high-quality mentoring programmes for vulnerable children
- Fund regular, organised sports activities for vulnerable children
- Consider commissioning adventure and wilderness therapy for vulnerable children
- Consider using arts programmes as a hook, especially for children uninterested in sports

2. **Promote children and young people's access to a local youth club**, prioritising those who are vulnerable to violence

3. **Coverage of services:** Ensure youth services are evenly distributed and accessible across underserved areas.

4. **Distribution of violence:** Focus resources on the times and places in which violence is likely to occur amongst children.

5. **Longevity:** Ensure all youth provision is long-term, allowing services to become embedded and for children to maintain meaningful relationships with staff.



Thank you and stay in touch

Caleb.Jackson@youthendowmentfund.org.uk



Let's take a break



Welcome back



Attendance Matters

Antony Little

Hewett Academy – Inspiration Trust 2025

The Hewett Attendance Journey

- In 2022, post-Covid we were at 86.9%
 - By 2025, we were at 94.5%
 - Pupil Premium gap down to less than 2%
 - SEND attendance 93%+
-
- At the same time GCSE Outcomes from 17%to 55% (well above National)
 - Progress from –0.5 to +0.56
 - Third most improved in England

Why is attendance important?

- Attendance IS safeguarding
 - Attendance IS a raising achievement strategy
 - Attendance IS helping health & care for students
 - Attendance IS about improving life chances
 - Attendance IS social mobility
-
- 90% attendance means a student earns, on average, £10,000 more by age 28
 - Each days off reduces lifetime earnings by £750

The Attendance Plan

1. Leadership of Attendance & role of the Attendance Officer
2. Breaking down barriers to school
3. Attendance as a proxy for happiness
4. Using legal interventions
5. Mentioning attendance (a lot...)

Big Idea 1 : Crystal Ball

- An in-school online learning platform- only one that involves their own class, their own teacher and their own curriculum!
- Students watch the lessons they cannot attend; and go to the ones they can
- Simple tech using Microsoft Teams
- Given support by TA when the lesson requires
- Allows them to see friends, have breaks / lunches

Big Idea 2 : The 40% Club

- What if ... every student, irrespective of need, could access just 40% of time in school?
- Giving them what they need – counselling, therapy, pastoral support, social time
- And combining with some 1:1 or small group English & Maths
- Could it be done? You bet it can!

Big Idea 3 : The Wrap Around School

- The "morning offer", pre-8.45am
- The enrichment offer, after school
- Sense of belonging – move to a strong House system, competition, the most positive data we could find
- And we celebrated every win, every step forward and every milestone hit!

What do we need from our friends at NCC?

- Share our urgency (children have one shot at this!)
- Know how hard we are already working!
- When we have tough messages, know we are saying them for a reason
- Get your teams working together; speak to us, and each other. We all have the child at the centre of our thinking!

Any questions?





Supporting Young Futures



‘As a partnership, we are committed to improving the life chances of children and young people living in Central Great Yarmouth and ensuring they grow up in a community where they feel they are safe, belong and are supported to thrive’



Local partners



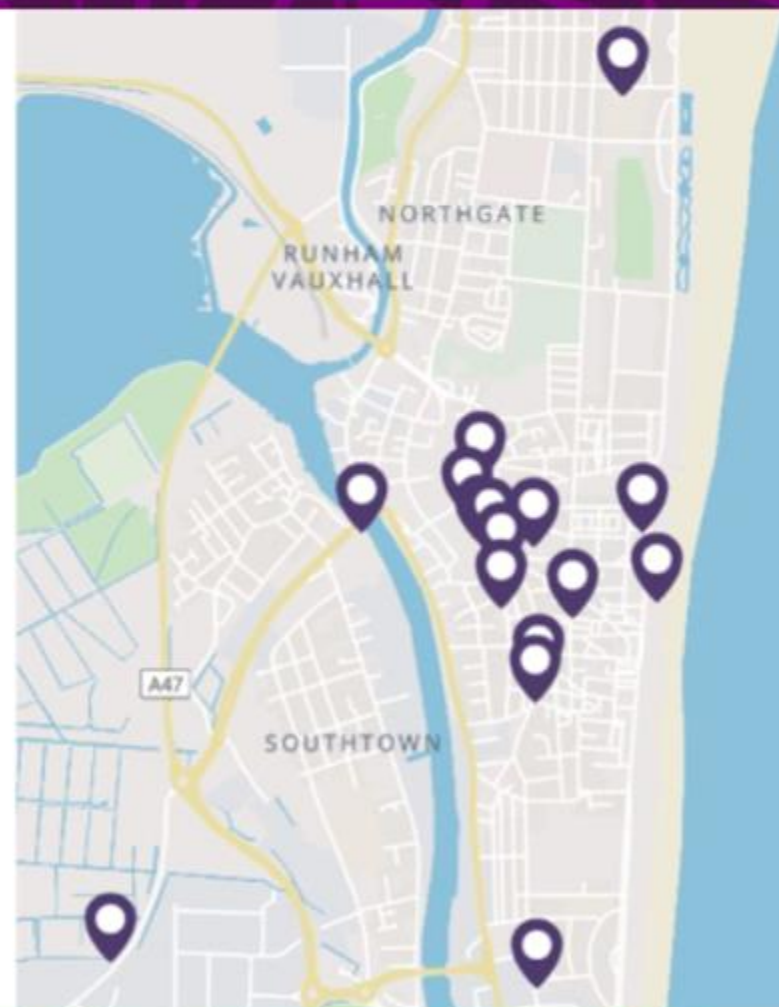
RED HERRING PRESS



original projects



FRESHLY
GREATED



PROJECT WORKSTREAMS

Literacy

in which we fund advanced testing, CPD, and interventions in schools

**Education, Employment
and Training**

in which we fund partners to deliver a suite of EET interventions

Youth Offer

in which we identify gaps in the existing youth provision, and support providers to expand and coordinate their offers

LITERACY

improving literacy skills,
essential for better life chances

build capacity across teaching staff to
support the needs of the pupils in their
classroom

funding specific interventions to
meet children's bespoke needs

improve the understanding of the different
pupil needs and how to support them in
the best way at an early stage

1357

pupils assessed
for literacy

90

pupils
benefitted from
targeted
interventions

97.4

average SAS
score increased
from 92.9 (2023)

8

local schools
supported



EMPLOYMENT, EDUCATION & TRAINING

The Matthew Project - Offering 1-2-1 coaching in school/college or outreach complimented by follow-on confidence and aspiration building activities.

The Futures Framework, managed by East Norfolk Sixth Form (ENSF) offer support in making a post-16 decision.

Work experience style programme, offering a range of practical and hands-on activities

"As a result of this project, we saw 90% of pupils gain improvements in behaviour and attendance on a case by case basis."

"I learnt more communication skills, listening and speaking to customers. Working with others was good."

"At East Norfolk Sixth Form College the work that we are doing with RTS has really helped provide even more support for young people."



Safe Spaces

Funding three open access sessions as "safe spaces" for young people to make new friends, try new things and get additional support from trusted adults.

map



"Our Space helped my son build trust in adults, he loves the space and being treated as an individual."



"When I first started, I was very shy, now I am very bubbly, it's a great space to meet new people, make friends and have a breather from home and school life" - Kirsty (16)



366

young attendees



On Your Side



Peggotty Road
Community Centre

YOUTH OFFER

young people influencing local decisions and systems that support them

150

young people consulted about local provision

Gaming

Cycle club

Homework clubs

Cookery

Sports

Visual Arts

Music

1342

young people engaged



NR **THiRtY**

Specialist
offers

red herring press

YOUTH PANEL

young people influencing local decisions and systems that support them

Youth Panel

"As a Youth Panel member, our objective is to create positive change to the GY community by providing a youth voice for central Great Yarmouth projects. Working with peers and networking with professionals from the GY area to ensure provisions are young person centered."

30

young people regularly involved

74

youth panel sessions

9644

hours of time given

"Life improved due to free experiences and meeting new people which massively helps my mental health"

"Yes, it has helped boost my socialising skills and gain confidence"



YOUTH PANEL

Projects and activities

AND...

Made and changed by young people, for young people.

Project branding and website design

Assessing funding applications through the Supporting Young Futures Fund

Collaborating with Out There Arts and TYSS on the Cafe in the Park project

Attended the Norfolk Youth Voice Day on Education

Getting involved with GY YAB's projects and training opportunities

Attended Community SNAP meetings

Going on a fun residential with Youth in Mind


Training in:
Drugs and Alcohol Awareness (The Matthew Project)
Self Defence (GY YAB)
Empathy and Migration (Red Cross)

Met with the Norfolk Police Crime Commissioner to workshop ideas to help prevent anti social behaviour and youth crime in Great Yarmouth

Attending and reviewing a theatre production called "Crossing the Line" for St. George's Theatre

Supporting East Norfolk Medical Practice to make their services more accessible



A medium shot of a man with grey hair and glasses, wearing a light-colored checkered button-down shirt. He is looking towards the left of the frame, where the back of another person's head is visible. The background is slightly out of focus, showing other people in a room. A semi-transparent dark box with white text is at the bottom.

Seeing their services
become more accessible and more suited

Partnership working

We have an amazing group of partners in GY who work together to understand issues and improve provision. A brilliant example of this is the "Cafe Collaboration" - making use of a small cafe hut in the middle of St George's Park, providing a place every week where young people can come, enjoy a free drink and chat with local youth workers from NCC and MAP.

"Thank you for making the park safer for everyone"

"Mum never lets me come to the park with my friends, but now I can when you are all here"

40 - 60

young people
attending each
week



Partnership working

Another example was the Big Beach Bash Bonanza, which we ran in collaboration with many of our Community Partners, on Great Yarmouth beach.

8

youth
organisations

12

different free
activities

400

community
members
attending



Partnership working

Networking Events

The working group has successfully run 3 networking events for local youth sector professionals over the course of the year. We have been delighted with an average attendance of 60+ representatives at these events. We have included capacity building, awareness and training as part of these events.

November's event featured workshops in writing funding applications (delivered by Momentum) and Youth Exploitation (delivered by TYSS).



April's event had a health and wellbeing theme with presentations from Norfolk and Waveney Integrated Care Board and the Talk Centre around signposting young people to services and support for their physical and mental health needs.



29

stands from local
organisations

265

professional
attendees



Thank you taking part in today's conference.

Please provide some feedback through the QR code shown here or via the link shared in the chat.



Title

Text

Text

