



Keith Jack - Violence Reduction Unit
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Violence Reduction Unit

- **Innovative Police unit formed in 2005**
- **Funded directly by Scottish Government**
- **Early intervention**
- **Prevention**
- **Supporting people back to healthy, safe, wealth creating lifestyle.**

Violence Reduction Unit

- **Members of World Health Organisation**
- **Violence is a contagious disease, look at the causes rather than dealing with the symptoms**

Violence is preventable not inevitable

Who are Scotland's Murderers?

- 61% of murderers were unemployed at the time of the crime
- 91% of accused are male.
- 50% had problems with alcohol
- 25% had problem with drugs
- 25% had mental health problems

Murderers (as children)

- 61% problems in school
- 39% from broken homes
- 24% father who was violent to their mother
- 26% had been in care
- 25% had problems with alcohol
- 17% had abused drugs

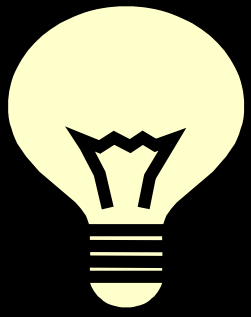
Adverse Childhood Experiences (ACEs) are stressful events occurring in childhood including

- Domestic violence
- Parental abandonment through separation or divorce
- A parent with a mental health condition
- Abuse (physical, sexual and/or emotional)
- Neglect (physical and emotional)
- A member of the household being in prison
- Growing up in a household experiencing alcohol & drug use problems.

So What – How does relate to what I'm trying to do?

Compared to those with NO ACES, those with 4 or more ACES are:

- 4 x more likely to be a high risk drinker
- 6 x more likely to have sex under the age of 16
- 11 x more likely to have smoked cannabis
- **14 x more likely to have been the victim of violence in the last 12 months**
- **15 x more likely to have committed violence against another person in the past 12 months**
- 16 x more likely to have used crack cocaine or heroin
- 20 x more likely to have been incarcerated at any point in their future
- **35 x more likely to commit suicide**



The Idea

To find a way to engage with those most disengaged from traditional service provision, but who are at highest risk from chronically violent & chaotic lifestyles

What is Navigator?

- An innovative Violence Intervention, based directly within Emergency departments of hospitals
- VRU led in collaboration with SG, NHS & MAV
- Currently in Glasgow Royal Infirmary, Royal Infirmary Edinburgh, Crosshouse University Hospital & Queen Elizabeth University hospital

Ethos?

- REALTIONSHPIS ARE KEY
- Being there when it matters
- Keep it simple
- Focus on **people** not process or strategy
- Keep admin strictly to what's necessary
- Finding the right “Navigators”
- Being professional but not professionalized
- Do something that makes a difference

The intervention - Part 1

- Work 8 out of 12 weekend nightshifts
- Simple human approach
- Engage with people (Voluntary/Confidential)
- Compassion & empathy
 - Build a **RELATIONSHIP**

The intervention - Part 2

- Meet people soon after hospital discharge
- Build on the RELATIONSHIP**
- Create a safe space where people can consider what lifestyle changes “they” want to make.
- Support personal development not dependency.

The intervention - Part 3

- **SUPPORT** people to make a plan
- Identify the priorities
- Be ambitiously realistic
- Connect to our network of existing community supports
- **CONSISTENCY - DOING WHAT WE SAY**

Who Are The Navigators?

- All have lived experience
- They are all credible examples of change
- They have a passion to support



What Does Success Look Like?



The Challenges?

- Kernel of an idea
- Money
- Location
- Finding the right people – as Navigators
- How to engage with the most disengaged
- Designing the Intervention
- Infrastructure
- Measuring Success

Some Observations

- Keeping it simple is really complicated.
- We forget/ignore/deny what we have known for millennia about human needs/behaviour.
- Everything we do at every level is about **RELATIONSHIPS**
- Meaningful engagement occurs when people make an emotional investment in each other.
- Evaluation – measure what matters.

The Peelian Principles 1829

- The basic mission for which Police exist is to ***PREVENT*** crime & disorder.
- The ability of Police to carry out their duty is dependent on public approval (***CONSENT***).
- The test of Police efficiency is the ***absence*** of Crime, not the visible evidence in dealing with it.