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Derby City Youth Justice Plan 2022-23

Purpose

- 1.1 The Crime and Disorder Act 1998 created the Youth Justice Board (YJB) and multi-agency Youth Offending Teams, requiring representation from Social Care, Health, Probation, Police, and education. The 1998 set the principal aim of the youth justice system.

(1) It shall be the principal aim of the youth justice system to prevent offending by children and young persons.

Derby's Youth Offending service is based within the Local Authority People Services Directorate, within Early help and Children's Social Care. Local authorities have a statutory duty to submit an annual youth justice (YJ) plan relating to their provision of youth justice services. Section 40 of the Crime and Disorder Act 1998 sets out the youth justice partnership's responsibilities in producing a plan. It states that it is the duty of each Local Authority, after consultation with the partner agencies, to formulate and implement an annual youth justice plan, setting out how youth justice services in their area are to be provided and funded, how it will operate, and what functions it will carry out. The duty to produce an annual is also a requirement of the terms and conditions of the Youth Justice core grant, provided by the YJB to Youth Offending Services, which forms part of the services overall budget each year. Submission of an annual YJ Plan to the YJB satisfies the conditions for release of that grant.

- 1.2 Whilst the statutory requirements state the minimum information required within the YJ Plan, guidance provided by the YJB sets out further considerations for partnerships on both the content and structure of the YJ Plan; and asks for reflection on how the service takes a strength-based approach towards delivering a child first justice system.
- 1.3 Annual YJ plans are an opportunity to review performance and developments over a single year period and plan for the next year, which allows services to respond to changes that have taken place in the previous year, including new legislation, demographic changes, delivery of key performance indicators, and developments in service delivery. The planning and production of a Youth Justice Plan is beneficial to partnership working and service delivery to ensure the best outcomes for children.
- 1.4 This report sets out the key elements of Derby's YJ plan, the process of consultation and planning that took place to produce the plan, the sign off arrangements and how the plan is reviewed.

Recommendation

- 2.1 To ensure CYP Scrutiny are appraised of the content of Derby's YJ plan and can provide scrutiny on its content in line with the governance and scrutiny arrangements contained within the plan.

Reason

- 3.1 To ensure compliance with the scrutiny and governance arrangements outlined within the content of the YJ plan.

Supporting information

- 4.1 The YJB provides clear guidance for Youth Offending Services in regard to YJ plan development, i.e., submitting plans using a standard template, engaging their YJB regional leads in reviewing the content of plans and seeking timely feedback before formal submission, plans to be developed in consultation with children and their families, staff and volunteers, partnership organisations and board members and final oversight for plans locally should sit with the chair of the local Youth Justice Partnership Board (YJPB) and plans must be signed off by the chair of the board before they are formally submitted.
- 4.2 In Derby, all these processes were followed with specific consultation sessions with the YJPB (which includes the YJB regional lead for Derby), the staff and volunteer group, surveys with children and families and sign off by the chair of the YJPB. The plan was submitted on time and the final version has been shared with the YJB regional lead for Derby, the chair of the YJPB and staff team.

4.3 The body of the plan follows the structure advised by the YJB and includes:

- Vision & Strategy
- Local Context
- 'Child First' Strategic Ideology
- Voice of the Child
- Governance, Leadership & Partnership arrangements (Strategic & Operational)
- Resources & Services (including funding)
- Progress achieved on the previous (2021-22) YJ Plan
- Progress not yet achieved on the previous (2021-22) YJ Plan
- Performance and Priorities (including priorities for key partners and Boards)
- Derby YOS Performance against YJB KPIs
- Derby YOS Performance against National Standards
- Education
- Over-representation & Disproportionality
- Looked After Children
- Females in the YJS
- Resettlement
- Prevention & Diversion
- Serious Youth Violence
- Challenges, Risks & Issues
- Covid-19 Pandemic
- Service Development Plan
- Workforce Development Plan

4.4 The vision and strategy going forward is informed by the Child First approach which is a YJB strategic vision for Youth Justice, it is about seeing the child as a child first offender second and using strengths on which to build plans to help children live a crime free life or as we call it desistance, it fits with the strengths based model in wider Childrens Services and the YJB have started to include strengths based in their literature to show overlap

As can be seen from the structure of the plan and the attached copy of the plan, the content is very detailed in nature but develops a clear local picture of the context in which Derby Youth Offending Service operates, including local public health data and demographic data, local performance data and key challenges, not just in relation to data but also emerging challenges such as the disproportionality of some children from Global Majority backgrounds in the local youth justice system, more cases reaching the threshold for serious incident reporting to the YJB and the increasing challenge of child criminal exploitation.

4.5 There is a lot of detail on service structure, governance, staffing arrangements and budget, so this very much is part of a self-assessment and planning process as opposed to a simple action plan

- 4.6 There are a number of areas that focus on performance and similar to Early Help and Childrens Social Care, the Youth Offending Service has a performance framework that includes: Key Performance Indicators that are set by the YJB, local measures that are caught by DORIS, quality assurance and case audit activity (which is reported to the YJPB), these alongside other measures on standards for youth justice help focus the plan on what the key priorities are for the service. The YJB ask for the service to report on practice (as it currently stands) against key areas such as disproportionality, serious youth violence and prevention/diversion. The service is also asked alongside the plan to consider workforce need, which we consult our staff group on.
- 4.7 All the supporting narrative leads to the improvement plan section (the use of improvement is YJB language as opposed to that used by the service, as it is not strengths based but we are led by the YJB on this via use of the plan template). The plan is broken down into six sections, the first focused on Inspection Readiness. The service wants to be inspection ready by always ensuring a high-quality service delivery and so have identified targets in areas where we think we can make developments. Some of the activity we want to undertake to help get us there includes developing some deep dive preparatory activity supported by the PIC team, as we want some external scrutiny on our case work to ensure the efficacy of our case audits. We are looking to re-brand to ensure the service name reflects strengths and a child first approach, so dropping offending from the name and replacing this with YJ Service, as this is what staff and our children tell us is their favoured option, this also reflects a growing focus on earlier intervention, prevention, and diversion, without losing our focus on robust risk management. We also plan to ensure we consult children/families on key events/changes this and any forthcoming year, such as the Re-settlement policy review and plan content to ensure this is informed by those who use our services.
- 4.8 The second section of the plan focuses on Fewer children re-offend through effective interventions and includes actions including: children having access to education arrangements that meet their needs through better understanding of Elective Home Schooling and part-time timetable realities, quicker access and response to exclusion data, including through the ChildView case management system if possible, allowing speedier identification of any strategic issues, ensuring children have opportunities to improve skills that can help prevent situations where offending can occur, through access to a Speech & Language Therapist, ensure interventions with children are trauma-informed and children are supported to access the right health service at the right time, though continued development of the YOS Health Pathway, including efforts to pursue funding for continuation of this, ensure smooth transition for children with SEND leaving Kingsmead PRU into Post 16 provision, through collaboration with Connexions Personal Advisors, ensuring the wishes of children and families, learned through service-user consultation exercises, are delivered, i.e., for remote and virtual contacts to continue to be utilized as part of a blended delivery approach.
- 4.9 Section three of the plan focuses on Fewer children in custody by providing stability & resilience through Resettlement. This includes actions such as: reduced numbers of children receiving custodial sentences and secure remands, through effective implementation of the YOS Resettlement Policy, in line with HMIP Standards. Informed proposals being provided to Court to reassure that risk can be managed safely in the community: through surveying Magistrates to better understand what

they would want to see to be persuaded that a child can be managed safely in the community, implementation of Pre-Sentence Panels, where Pre-Sentence Report authors, members of the judiciary and key others involved in the case can discuss options and proportionality issues.

- 4.10 Section four is focused on one of our more challenging areas from a performance perspective: Reduce number of First Time Entrants (FTE), ensuring fewer children brought into the Youth Justice System. We have a range of activity planned and some of which we are already delivering. We want to ensure this helps us to meet our aim of decreasing our First Time Entrant (FTE) number from 81 to 60 (in a rolling quarter), through the creation of an overarching 'YOS Prevention Strategy' encompassing the implementation of the First-Time Entrant Protocol, continuation of the Out of Court Disposals & Knife Crime Clinics and scrutinization of clinic decision-making. We want to ensure children at the highest risk of entry to the Youth Justice system are targeted for support, through delivery of targeted Prevention Clinics at Pupil Referral Unit's (PRU's), including Junior PRUs. We will ensure the First-Time Entrant protocol is having the desired impact through monitoring of YJB FTE KPI data. We aim to ensure there is a Prevention/Diversion offer that reaches a greater number of children, by incorporating the YOS Prevention offer with partners across the city such as Community Safety & Integration Service, Police and Secondary Schools. We are going to increase staff resource involved in Prevention and Diversion, through re-allocation of post-Court caseload to the case management team, thereby increasing capacity in that area of the service.
- 4.11 The focus on section five of the plan is on Address Disproportionality, preventing disparity for BAME groups. Although the plan uses the term BAME, the service has begun to adopt the term Global Majority to reference the fact that BAME groups are globally not a minority but a majority group, although this group continue to experience discrimination and oppression, it is felt this term is more empowering. This section includes aims to decrease overrepresentation of children from Global Majority backgrounds in the Service from 7% to 3% and reduce custodial overrepresentation from 28% to 10% through developing a Prevention offer for children who are released under investigation (RUI) and increasing use of Youth Restorative Disposals (YRD's) for children brought to OOC or Knife Crime Clinic. Developing a vision, led by Criminal Justice Board partners, for improved outcomes for Global Majority children, especially Black and Mixed-Heritage boys, with all partners contributing data from their services that identifies disproportionality. By pursuing the feasibility of 'Outcome 22' being deployed in Derbyshire following Derbyshire Constabulary's review of the use of this across the force. By ensuring appropriate support for families of children from Global Majority backgrounds, through reviewing the uptake and suitability of parenting and family support for parents/carers. By ensuring YOS assessment is not contributing to any disproportionality, through completion of a focused analysis of assessment/over-assessment by YOS front-line practitioners.
- 4.12 The final section of the plan focuses on Assess & manage risks associated with harm to others and safety & wellbeing with actions including: reducing the number of violent offences children commit, especially those of a higher gravity score, through YOS service engagement in the Serious Youth Violence Strategy, including YOS representation on steering groups and improving integrated risk management by developing a framework for the co-working of cases between YOS and Children's Social Care, to ensure consistency.

- 4.13 The plan contains a Workforce Development section that reviews the training and development of the staff group in the 2021-22 year and outlines the key development priorities for 2022-23. This has been completed in conjunction with the Children's Workforce Development Team.
- 4.14 The YOS has developed a systematic process for review of the plan with strategic and operational managers, along with the Information Analyst meeting 8 weekly to review the plan, which is maintained on a tracker system kept on a password protected managers folder on the hard drive and backed up to ensure safety of information. This ensures progress is continuously monitored and all with a stake in driving the plan forward are involved in review of this. Progress is reported to the YJPB on a quarterly basis via a YJPB information leaflet, which captures plan progress and general service progress/information items; so that the statutory partners in the city are abreast of key developments, or issues that might need to be escalated to their home and host organisations.

Progress made Against key Actions.

- 4.15 In terms of progress against the plan to date, the YOS has consulted children, staff, and families regarding a service title change to reflect the Child First ethos. Following consultation, Youth Justice Service (YJS) is the favoured option, work with the LA's Communications and Marketing team has taken place and children involved in the service are now engaged in developed a new icon for the service, which will coincide with a broader title launch later in the year. YJPB members are aware and in favour of this approach.
- 4.16 Progress has been made regarding making the part-time Clinical Psychology role in the service a substantive role through collaboration with the Integrated Care Board, this means the role will become a core part of the YOS going forward and will ensure the trauma informed work that has begun will continue. The role will continue to ensure staff are able to identify additional needs such as Neuro-Developmental needs, trauma and attachment issues and work as part of a Health Pathway triage system with our CAMHS Officer and Youth Well Being Officer to ensure children are referred to the right pathway for support.
- 4.17 The Service has reached agreement with the Office of the Police and Crime Commissioner (OPCC) to match fund a part time Speech and Language Therapist. The service has had initial discussions with the Head of Speech and Language Therapy in the NHS and are meeting again on 21.9.22 to agree the recruitment process, agreement has been given for two years of funding from the OPCC, which the service can match based on current budgets. This will add to the already established Health Pathway offer for all children who come into the service and reflects national and local data on the number of children in the Youth Justice system with speech and language challenges.
- 4.18 The service has developed a snapshot of the Education, Training and Employment arrangements for children currently under YOS supervision, including children Electively Home Educated (EHE) and subject to a part-time timetable, trackers to monitor these are on course to be created by October 2022, so that the service has oversight of the arrangements. The YOS Education Office and EHE Officer are in regular and direct communication in all cases where EHE is a factor. The YOS will

also be a part of a newly developed part time timetable group that is LA led and is underpinned by a city-wide protocol with Schools to challenge the practice of part time timetables being in place for extended periods for children. This ensures the YOS are integrated into arrangements in the LA to address factors that can act as desistance factors for children.

- 4.19 In ensuring smooth transitions for children with SEND leaving Kingsmead PRU into Post 16 provision, a system is in now place with the Connexions data lead receiving all YOS allocation emails and matching to Connexions PAs at point of allocation. This helps to ensure that support is in place from the earliest point for children who might have additional challenges on accessing post 16 education or training.
- 4.20 The YOS has ensured children's views have been acted upon by ensuring a blended delivery approach for interventions, with some sessions delivered to children via remote means where this is assessed as appropriate to engage the child in meaningful work. The impact of this can be seen in the service's strong performance in relation to re-offending data, which is one of the KPI's set by the YJB.
- 4.21 Discussions have been had with Derbyshire Constabulary to join up work to offer diversion and prevention work to children who are released under investigation and where there are markers of exploitation, or the child is from a Global Majority background. This will be a longer-term piece of work with both the county YOS and Derbyshire Constabulary, the next meeting is planned for 17.10.22 to draw up a draft process for how this work can operate. The focus is getting an earlier intervention to children (if they and their family consent to this) to prevent continues behaviour which could lead to crime and/or exploitation whilst offences are investigated, recognising that these can take some time to come to a charging decision.
- 4.22 Information is being gathered by the Criminal Justice Board in relation to the prevention offer from all partners across Derbyshire to inform a broader prevention offer to children and families, this will ensure a broader offer that is not reliant upon a single service, that agencies are clear on the offer and can advise children, families, schools, or other partner agencies accordingly.
- 4.23 The YOS has developed an early report to look at disproportionality and has found there has been an increase in the offer of early help interventions for children from Global Majority backgrounds, this has been particularly for Black children receiving Youth Restorative Disposals and prevention offers. We hope to see this start to have an impact on the numbers of children from certain Global Majority backgrounds being overrepresented in higher tariff parts of the service.
- 4.24 The YOS is leading a Criminal Justice Board wide subgroup to develop a pledge to understand and then address disproportionality across criminal justice agencies, the Terms of Reference have been drafted and the inaugural meeting is planned for 17.10.22. This will ensure a more joined up approach to addressing disproportionality, recognising all parts of the public sector system have an interrelated impact on each other and the children and families who access those services.
- 4.25 The YOS has developed and established a Girls' Group, which is accessible to other services such as social care. The group is now business as usual with referral pathways established. Feedback from the attendee's has been very positive and the work reflects the differing needs of girls in the Youth Justice system as opposed to

boys. Other interventions offered such as our Junior Attendance Centre, Health Pathway, Youth Alliance, and the work of the YOS Global Majority Champion means children from a Global Majority background can now access bespoke interventions. YOS practitioners also have access to a fortnightly professional drop-in clinic with Al-Hurrayah to inform their work within different cultural contexts.

- 4.26 A Serious Violence strategy has been developed led by Derbyshire Constabulary and Community Safety partners with input from the YOS, who will also be steering group members to ensure collaboration across agencies with a stake in community safety. The first meeting is planned for 5.10.22.
- 4.27 The service has worked with our partners in the secure estate to comprehensively review our Resettlement Policy. This includes a revised role definition for the Resettlement Officer and a written protocol for the escalation of cases where lack of access to services is impacting on the factors that promote desistance for children. The service has a manger dedicated to re-settlement and has close links with our most frequently used HM YOI's.
- 4.28 We have re-allocated an Assistant Responsible Officer (ARO) away from post-Court work to the completion of Prevention and Diversion work. This change will facilitate the broader strategic shift towards a more Preventative focus for the YOS.

Public/stakeholder engagement

- 5.1 The following consultation activities took place to inform the content of the YJ Plan: All children currently receiving a YOS intervention (88 individuals) were given the opportunity to propose content that they would like to see the YOS work on in 2022-23 through direct consultation with their case managers, completion of questionnaires, and by responding to a text message sent by the Principal Service Manager. All practitioners currently working in the YOS were given the opportunity to propose priorities for the YJ Plan and to identify their personal training needs and other workforce development and training activities that would benefit the Service as a whole. This was done through a dedicated whole service meeting and/or responding to follow-up emails sent by the Principal Service Manager. All current Youth Justice Partnership Board members were given the opportunity to propose priorities for the YJ plan through consultation with the Head of Specialist Services. An activity was also undertaken in early 2022 through which the Board members were given the opportunity to comment on their understanding of the function of the Board and their contributions to it.
- 5.2 All feedback that has been provided by staff, children and families and Board members has been considered and integrated into the plan, some of the ideas had already been included as they were similar in nature to those considered by YOS managers, whilst others, for example return to direct reparative activity that was identified by children and young people were added post feedback.

Other options

- 6.1 The YJ plan is a statutory requirement under Section 40 of the Crime and Disorder Act 1998. The conditions of the YJ Grant are linked to completion and timely submission of the YJ plan and the YJB set a clear template and set of expectations as to what should be included in plans. Derby YOS has more than met these requirements, adding additional commentary on progress, developments, and structure, which has resulted in a very comprehensive if ambitious plan.
- 6.2 There are no other viable options regarding submission of an annual plan in line with YJB expectations.

Financial and value for money issues

- 7.1 There are no costs or savings arising from the content of this report. As highlighted earlier, non-completion/submission of the YJ would lead to a YOS not receiving their YJ Grant, which would hugely impact on a LA's ability to deliver statutory services to prevent and reduce offending behaviour by children. Derby as a LA has never been in this situation previously.

Legal implications

- 8.1 The legal duties and implications of not producing and submitting an annual YJ plan have been clearly highlighted in prior sections of this report.

Climate implications

- 9.1 There are no specific climate implications brought about by the content of this report.

Other significant implications

- 10.1 There are no other significant implications brought about by the content of this report.

This report has been approved by the following people:

| Role | Name | Date of sign-off |
|----------------------------|-------------------------------------------------------------|------------------|
| Legal | Olu Idowu, Head of Legal Services | 15.9.22 |
| Finance | Janice Hadfield, Head of Finance | 15.9.22 |
| Service Director(s) | Suanne Lim, Director of Early Help & Children's Social Care | 15.9.22 |
| Report sponsor | Suanne Lim, Director of Early Help & Children's Social Care | 15.9.22 |
| Other(s) | NA | NA |

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|---------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Background papers: | |
| List of appendices: | Copy of full version of Derby YOS YJ Plan 2022-23 Power Point Presentation on key aspects of Derby YOS YJ plan 2022-23. |



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Justice Plan 2022-23.d



Derby YOS YJ Plan
Presentation.pptx