

DERBY CITY YOUTH OFFENDING SERVICE

YOUTH JUSTICE PLAN 2022-23

Version 1.0

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Derby City Youth Justice Partnership Board

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Children, Young People and Parents working with Derby City Youth Offending Service

Contents

	Page
1. Introduction, Vision and Strategy	3
2. Local Context	6
3. Child First	7
4. Voice of the Child	7
5. Governance, Leadership and Partnership Arrangements	9
6. Resources and Services	11
7. Progress on Previous Plan	12
8. Performance and Priorities	15
9. National Standards	30
10. Challenges, Risks and Issues	33
11. Service Improvement Plan	35
12. Evidence-based Practice and Innovation	69
13. Looking forward	73
14. Approval and Sign Off	75
Appendix 1	76
Appendix 2	77
Appendix 3	78

1. Introduction, Vision and Strategy

1.1 Forward

As chair of Derby City's Youth Justice Partnership Board, I am pleased to set out our annual plan for 2022-2023. The Plan highlights our core achievements over the past year, which have been achieved despite continued recovery from the challenges brought to us all by the global Coronavirus pandemic. I have been impressed by the commitment and recovery from this demonstrated by the service and Board members and the organisations they represent over the year in sharing their valuable time, significant and varied expertise, information, and ideas. This has promoted and sustained intra/inter-agency cooperation and collaboration towards the identification and protection of vulnerable young people so we can protect them from harm and meet their complex range of needs.

Operational delivery and Boards have continued through the latter period of the Coronavirus pandemic through a combination of remote and face to face delivery, demonstrating creativity and resilience in the face of on-going unprecedented challenges. Through this, the service has made gains regarding some impressive re-offending performance, impact of the CONCORDAT arrangements and work to address the specific needs of girls.

Board membership has been engaged and ensured that youth justice has remained on the agenda locally and Board members have been engaged in a survey to ensure there is clear understanding of their role as both Partnership Board members and youth justice leaders across partnerships with a key stake in youth justice. Board members are clear that youth justice is very much now about ensuring we embed the 'Child First' approach and they are challenged to look at how they will ensure this across the agencies they represent. As you will see, we aim to continue progress made by the service in key areas of performance and quality, focusing on taking the best of the learning from our performance metrics and quality assurance activity and utilising this to offer creative solutions to complex challenges that lie ahead.

We have demonstrated great resilience, collective creativity, expertise and strengths to overcome the challenges of the past 12 months, so I hope we can continue this to help us achieve our shared ambition to:

"Ensure that every child and young person living in Derby is enabled to live a safe and crime-free life and make a positive contribution by way of high quality, holistic work that builds on children and young people's strengths and aspirations".



Suanne Lim
Service Director - Early Help and Children's Social Care
Chair of Derby City Youth Justice Partnership Board

1.2 Executive Summary

Over 2021-22, Derby Youth Offending Service continued to operate and provide services to children at risk of or involved in offending behaviour through a variety of means, supported by strong governance arrangements. The service remains closely aligned with child health and welfare services as well as Criminal Justice partners and has used information and resources across local and broader partnerships to ensure a robust approach to service planning and delivery.

There have been challenges, including a continued lack of access to key data such as re-offending and first-time entrants statistics, which have made performance management more of a challenge in 2021-22, but locally quality assurance and regular reports have been maintained (as you will see throughout this plan) to help ensure board partners remained reassured that risk and need have been managed effectively in the city of Derby, despite the challenges faced.

We have also seen increases in the number of serious incidents reported to the Youth Justice Board in the city by children, but we prioritised engagement in the YJB's voluntary Serious Incidents reporting process and have developed internal systems for consultation with MAPPA, tracking cases and ensuring early alerts from the Police Risk and Referral Unit on cases that might meet the criteria. Reports have been provided to the Youth Justice Partnership Board on the Serious Incidents in the city and action has taken by the service to address the challenges. The service has also taken part in regional YJB focused discussions on the Serious Incidents process, recognising Derby's early adoption and grip of the voluntary scheme. This has been integrated into existing risk management policy and practice within the service.

The services annual Strategic Intelligence Assessment and performance data demonstrate developments in the service including; reductions in proven offending, the majority of children's offending being at lower gravity levels, successful levels of efficacy of lower tariff interventions, i.e. prevention/Youth Restorative Disposal, along with service developments such as improved integration with Community Safety and Integration Services, development of a First Time Entrant protocol and development of an out of court knife crime clinic. The service has continued to deliver its offer to Looked After Children via the successful multi-agency CONCORDAT, highlighting our recognition of the impact of Adverse Childhood Experiences and trauma and in alignment with the YJB's 'Child First' vision.

The service has integrated its National Standards self-assessment actions into its Youth Justice action plan to ensure streamlined planning, this is reviewed by managers including the Head of Specialist Services bi-monthly to ensure grip and regular oversight.

Going forward there are opportunities, the service aims to embed its approach to service-delivery and managing performance with regards to First Time Entrants; through the launch, with key Criminal Justice partners, of a protocol to divert young people away from a system that can have a damaging impact, where possible and safe to do. Our First Time Entrant protocol, developed with Derbyshire Constabulary and the Crown Prosecution Service (CPS) is written, a training plan has been developed and is due for launch in June 2022.

Derby Youth Offending Service will continue to address areas of disproportionality that we see in our cohorts through partnership work with Derbyshire Constabulary on the First Time Entrants protocol and in reaching out to Schools where a more targeted prevention approach is needed, knowing the challenges some children from BAME backgrounds can have in education that can then draw them into the Criminal Justice system if early help is not provided.

The service also aims to build on the successes of the CONCORDAT to develop a longer-term, trauma-informed delivery model that is supported by health resources and services through work with health partners.

The only certain thing we know going forward is that there are going to be challenges, some of these that are known to the service are articulated in the challenges, risks and issues section of this plan and others are unknown, such as the medium to longer term impact of the global pandemic on children, young people, and families, as well as cost of living challenges. However, the service is well placed to meet these challenges.

1.3 Vision and Strategy

The Crime and Disorder Act 1998 Section 40 requires Local Authorities to produce a Youth Justice Plan which is annually updated to set out how Youth Justice Services will be delivered locally and within the available resources. This Plan will cover the period 2022 to 2023 and will be reviewed systematically in year by the Youth Offending Services' management team to ensure drive, grip, and progress against the action plan.

Derby Youth Offending Service has continued to complete a Strategic Intelligence Assessment (SIA) to identify key themes across the service including:

- Offending patterns
- Sentencing patterns
- Needs of children and families
- Issues regarding disproportionality

The assessment informs the content of this plan and has been shared with the Youth Offending Service staff group and has been discussed at Youth Justice Partnership Board meetings to ensure overlap with partnership priorities and work streams.



Derby YOS SIA
2021-2022.docx

Our vision, SIA/local data, the YJB's 'Child First' vision along with our duties to ensure we maintain robust risk management and public protection where needed, will be the key drivers of our strategy.

Strategically, our data tells us we need to address the continued challenge of reducing the number of First Time Entrants into the Youth Justice (YJ) system and processed through the Courts utilising strong partnerships with the Police, Crown Prosecution Service and Her Majesty's Court and Tribunal Service (HMCTS) via embedding and tracking the impact of our First Time Entrant protocol and continued development of our Prevention offer.

We want to build on work in 2021-22 that saw us improve links with our 'front door' into Children's Social Care to enable fast track referrals to our Youth Crime Prevention Officers and the development of a knife crime clinic to fast track services for children where Police and partner agency intelligence suggests risks of harm brought about by involvement in weapons. In the forthcoming year we will continue to involve a range of partner services including Pupil Referral Unit's, targeted Early Help and Community Safety and Integration teams in this work.

We will continue to ensure that the service offer for cases dealt with out of court enables access to services that are trauma-informed such as our Health Pathway, which includes access to Clinical Psychology, a Youth Well-Being Worker and a CAMHS Nurse. This will ensure any children who present at the earliest point of contact with our system receive a holistic assessment, plan, and services, recognising how many children who come into contact with the system have unmet need that has not been identified by universal services at an earlier point in time.

Derby Youth Offending Service employ four full time Youth Crime Prevention Officers part funded by the Office of the Police and Crime Commissioner for Derbyshire; three are co-located in our Targeted Early Help Services to ensure early help for cases displaying signs of, or risk factors associated with, offending/anti-social behaviour. We ensure our fourth officer identifies and works with siblings of children subject to statutory Court Orders by locating them in-service.

Our re-offending data is strong, and our SIA tells us the number of offences is diminishing. However, we want to address the more serious element of offending that we saw in 2021-22 and aim to return to our prior low custody rate by working as part of a broader Serious Violence Strategy across Derbyshire with key partners to ensure we meet the aims of the Serious Violence Duty. We aim to ensure a public health approach to tackling Serious Violence in Derbyshire via a prevention approach, which will require a broader offer for children including access to services such as Youth Alliance, Community Safety interventions and engagement in Education, Employment and Training to address some of the key drivers to Serious Violence.

Addressing the custody rate will mean we will continue to build strong relationships with HMCTS to ensure that our proposals to Court retain integrity and offer reassurance to partners/stakeholders. We have provided Board Members with detailed metrics on our Pre-Sentence Report congruence, which is only delivered (to the same degree of detail) by one other Youth Justice Service across the East Midlands. Performance for type of outcome and length of outcome were comparable with the one other service in the East Midlands who report/metrics to this level of detail.

We had aimed to utilise Outcome 22 to address rates of Disproportionality that are apparent in our SIA/other data metrics through relationships with Derbyshire Constabulary and making best use of our highly regarded Out of Court Disposals Clinic. However, Derbyshire Constabulary have been reviewing use of Outcome 22 across the force area. This discussion will need to be returned to, so that we can ensure we are able to use all tools at our disposal to address the Disproportionality challenges we see in the city and which Youth Offending Service managers have made Board Members aware of.

We recognise impact of early trauma on children in care and how this can manifest in impulsive behaviour which, if not dealt with in a trauma-informed way, can lead to criminalisation. We have embedded a multi-partner CONCORDAT in Derby, backed by Senior Officers across partnerships including the Police and Crime Commissioner, to ensure we do not unnecessarily criminalise children in our residential care homes. A Tactical group oversees this work, driving an action plan that ensures we work to and maintain a Child First approach. We will continue this work by assessing the outcomes of the consultation work delivered by Cordis Bright on children with complex needs to look at whether there are opportunities to work differently to meet the needs of groups of children at risk of adverse outcomes.

We have developed bespoke programmes that recognise structural barriers that face certain groups. For example, we have developed and implemented a 'Girls' Group' for our female children that recognises the impact issues such as gender identity and unhealthy relationships can have and the need for relational work in this area, alongside addressing other aspects that either entirely or disproportionately affect females in the community such as period poverty and personal safety.

2. Local Context

2.1 Service Delivery Context and Environment

The population of Derby is younger, more diverse, and more deprived than the England average. Derby has a total resident population of 256,814 people based on the ONS 2020 midyear population estimates. There are 33,263 children aged 0-9 and a further 33,177 children aged 10-19. There are 15,795 children aged 0-4. [Population estimates - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk).

The attached power point presentation and the supporting text in this plan demonstrates some of the city landscape regarding the challenges for the city pertaining to poverty, health and welfare of families living in the city of Derby and the operating context of the Youth Offending Service.



Youth Justice Plan
Demographics and Hi

Health inequalities are avoidable and unfair differences in health status between groups of people or communities. In 2018 to 2020, the level of inequality, or gap, in life expectancy between the most and least deprived areas of Derby was 9.7 years for males and 8 years for females.

In Derby there are pockets of the country's most deprived LSOA's located through the central wards of Arboretum, Abbey, Normanton, Sinfin, Alvaston and up into the wards of Derwent, Mackworth and the lower LSOA'S' of Darley.

The child death rate of children resident in the most deprived neighborhoods in England (35.5 deaths per 100,000 children) was more than twice that of children resident in the least deprived neighborhoods (15.5 deaths per 100,000 children).

There are differences in the proportion of children and young people living in each ward of Derby. The highest concentrations of 0-19's can be found in the southern wards of Arboretum, Sinfin, Normanton and Chellaston. These areas are also some of the most deprived areas of the city. [Population estimates - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Obesity in childhood leads to an increased risk of numerous health problems including hypertension and diabetes whilst also increasing the risk of becoming obese as an adult. Childhood obesity is one of the most challenging areas of Public Health. The National Child Measurement Program (NCMP) data shows that in 2018/19, 445 (21.5%) reception aged children (those aged 4&5) in Derby were overweight or obese. 1,245 (38.9%) children in school year 6 in Derby were overweight or obese. <https://digital.nhs.uk/services/national-child-measurement-programme/>.

Most teenage pregnancies are unplanned and around half end in an abortion. As well as it being an avoidable experience for the young woman, abortions represent an avoidable cost to the NHS. And while for some young women having a child when young can represent a positive turning point in their lives, for many more teenagers bringing up a child is extremely difficult and often results in poor outcomes for both the teenage parent and the child, in terms of the baby's health, the mother's emotional health and well-being and the likelihood of both the parent and child living in long-term poverty.

In 2020 there were 67 conceptions in under 18's in Derby a rate of 15.3 per 1,000 women aged 15-17. This is higher than the rate for England (13 per 1,000 women aged 15-17). [Office for National Statistics \(ONS\), Conception Statistics](https://ons.gov.uk).

There is evidence to suggest that children and young people who use recreational drugs run the risk of damage to mental health including suicide, depression, and disruptive behavior disorders. Regular use of cannabis or other drugs may also lead to dependence. In Derby there were 65 hospital admissions due to substance misuse in 2018/19 – 2020/21 which is similar to the figures seen for England as a whole. *Hospital Episode Statistics (HES)*.

Hospital admissions for self-harm in children have increased in recent years, with admissions for young women being much higher than admissions for young men.

In Derby there were 185 admissions for self-harm in 2020/21 a rate of 364.7 per 100,000 people aged 10-24. This is a significant drop from the rates seen in previous years, 2019/20 saw 255 admissions for self-harm in children and young people, this may in part have been the impact of Lock Downs on younger people. *Hospital Episode Statistics (HES)*.

Children and young people who are not in education, employment or training are at greater risk of a range of negative outcomes, including poor health, depression, or early parenthood.

In Derby, the rate of 16–17-year-olds not in education, employment or training is significantly above that seen for England despite this rate decreasing in recent years. In 2020 430 (7.4%) were classified as NEET. <https://www.gov.uk/government/publications/neet-and-participation-local-authority-figures>.

Relative low income measures the number and proportion of individuals who have income below 60% of the UK average (median) income in any given year, before housing costs. A family must have claimed one or more of Universal Credit, Tax Credits or Housing Benefit at any point in the year to be classed as low income in these statistics.

In 2019/20 12,807 (23.7%) children in Derby lived in relative low-income families. Department for Work and Pensions / HM Revenue and Customs: Children in low-income families: local area statistics 2014/15 to 2018/19 [Children in low income families local area statistics](https://www.gov.uk/government/publications/children-in-low-income-families-local-area-statistics).

The above provides a story to the context in which Derby Youth Offending Service delivers operationally and the challenges we face to continue to ensure best outcomes for children.

3. Child First

We aim to ensure our work links with the YJB's vision of 'Child First offender second'; a system where all services:

- Prioritise the best interests of children and recognise their needs, capacities, rights, and potential. All work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children.
- Promote children's individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.
- Encourage children's active participation, engagement, and wider social inclusion. All work is a meaningful collaboration with children and their carers.
- Promote a childhood removed from the justice system, using pre-emptive prevention, diversion, and minimal intervention. All work minimises criminogenic stigma from contact with the system.

In Derby we have adopted this approach by developing holistic assessments incorporating key input from partner agencies such as Children's Early Help/Social Care Services, Schools, SEND Teams, CAMHS, Criminal Justice Liaison and Diversion Services and Clinical Psychology Services amongst others. This ensures assessments are developmentally informed, recognise structural barriers including ethnicity, learning need, disability and neuro-developmental issues and inform planning that has relational work at its core and is child-friendly and child-focused.

Plans have moved away from addressing purely criminogenic needs to relational work utilising the Less is More Planning framework, the principals of Desistance Theory, trauma informed work, using the skills and knowledge of the services Clinical Psychologist and the Good Lives Model, to ensure we build on desistance factors and strengths. We utilise services such as our Youth Well-Being Worker and Derby Youth Alliance to build on strengths and help progress children towards a life free from offending and risk.

In 2022-23 we will ensure even closer alignment to the wider Children's Early Help and Social Care vision and approach of having a Strengths Based model to ensure 'Stronger Families and Resilient Children'. This has been truly embedded in wider Children's Early Help and Social Care and there are elements of this the Youth Offending Service can use to enhance the Child First approach we have already adopted.

Derby Youth Offending Service continues to elicit specific feedback from children relating to the quality of the relationship with their Case Manager. The data extracted from this annual exercise for the 2021-22 period remains very positive in this regard and provides strong evidence that friendly and supportive relationships, based on fairness, collaboration, and respect, remain central to service delivery: in accordance with a central theme of the YJB 'Child First' Strategic Approach.

4. Voice of the Child

We have increased children and young people's participation by 69% between 2020-21 and 2021-22 to ensure the voice of our service-users informs individual plans and work. Derby utilises service-users' voice strategically to ensure aggregated participation feedback informs annual reports and subsequently service plans. For example, consultation with service-users has informed; ways that plans are now shared and signed; additional resources being distributed towards family support; closer operational links being developed with DCC Early Help & Children's Social Care services so that we can be more effective intermediaries when families ask for support to engage with other statutory services; the services planned rebranding (see below).

Despite the Coronavirus pandemic continuing to significantly disrupt the main source of service-user feedback deployed by Derby Youth Offending Service for large parts of the 2021-22 period; that being the completion of the 'Derby YOS Order End Questionnaire', significant gains were made in terms of respondent numbers once social restrictions were relaxed and sufficient completions were still returned to warrant meaningful end of year analysis which has informed this plan.

There are several key findings of the Derby YOS Returns Analysis 2021-22, both quantitatively and qualitatively, that are referred to below. These findings are highly significant in the context of the YJB 'Child First' Strategic Agenda for 2021-24, which centralises the importance of strong relational practice principles as the required vector through which a child first philosophy must be delivered:

- Respondents felt that their YOS Worker was fair (100%); polite (91%); Friendly (91%) and supportive (95%).
- 100% of Respondents; responded 'Yes' (85%) or 'I think so' (15%) to the question; 'Were you treated with respect and listened to?'
- 100% of Respondents responded 'Yes' (85%) or 'I think so' (15%) to the question 'Did you have a say in what work you did?'
- 93% of Respondents responded 'Yes' (70%) or 'I think so' (23%) to the question 'Did we help you?'
- 96% of respondents felt that YOS could not have helped them more (82% responded 'No', 14% responded 'I don't think so' and 4% were not sure.
- 100% of respondents who lived with their families reported that the YOS helped their families (92% 'Yes'; 8% 'I think so')
- 100% of respondents ('No' 90%; 'I don't think so' 10%) reported that YOS couldn't have done more to help their families
- 100% of Respondents gave their YOS Worker a rating of 7 or more, with 90% giving a rating of either 9 (14%) or 10 (76%)

There were significant increases between the 2020-21 and the 2021-22 analyses of feedback in the proportion of respondents that felt the YOS could not have done more to help them (86% up to 96%) or their families (69% up to 100%), which arguably reflects the continued broadening of the YOS offer to children and families so that a truly holistic service can be provided, including the continuing development of strategic relationships between the Derby YOS and many community agencies which families receiving YOS services are in contact with, such as (but not limited to): Department of Work & Pensions; Health Services; Derby Schools (particularly the Pupil Referral Unit & Special Schools); Domestic Abuse services; Derby Homes; Community Safety & Integration Services; Supporting Families; the Derby Youth Alliance; Local Area Coordinator Service.

It can be argued that the high levels of respondents reporting that support from Derby YOS was ‘Helping me to feel Happy’ (68%) and ‘Helping me to feel safe’ (68%), reflect the significant work that has been delivered in 2021-22 to support the mental and emotional health of service-users through the YOS Health Pathway, this is evidence of impact of the said provision in areas where Derby YOS has made a concerted effort to further strengthen. This is particularly in response to the mental and emotional health crisis that has been widely reported as affecting children during extended periods of isolation and concern that have arisen due to the Covid-19 pandemic (<https://www.local.gov.uk/about/news/surge-children-mental-health-problems-seen-councils-during-pandemic>) . These findings have also coincided with Derby YOS taking a key role in the revision of strategic arrangements and protocols for Children at Risk of Exploitation and services delivered to girls through the Safer Streets 3 initiative that were designed to increase physical and emotional safety.

Furthermore, it can be argued that the high levels of respondents reporting that support from Derby YOS was ‘Helping us all to get along’ (50%); and the significant proportion reporting that Derby YOS was ‘Helping [parents/carers] to look after me’ (33%) evidence that the work of the Derby YOS Parenting Officer and Derby YOS Supporting Families worker have been impactful in targeting a priority area of supporting children to remain in the family home whenever safe to do so.

This work has also been facilitated by developing operational links and sharing case management systems with the Derby City Council ‘Staying Together’ team, whose remit is to work with families through a strengths-based approach to safeguard against children entering the care system. Again, these are area of development that have been informed by feedback we received from our service-users that included suggesting that helping families to engage more productively with other statutory services is an area in which Derby YOS could further support families.

Qualitatively; 64% of respondents chose to give additional feedback, of which 100% was positive; with the themes expressed relating entirely to praising the YOS worker and/or the support that the child had received.

Derby YOS also sought input from children regarding Derby YOS provision during the Covid-19 pandemic. Of the 50% of all respondents that answered the question ‘What could YOS have done better during the Covid Pandemic’, 73% responded ‘Nothing’ (with 75% of those respondents also commenting that virtual appointments had worked well for them when utilised). 27% of the children who responded offered the criticism that reparation activity had not been as good when delivered through remote means (supervisors dropping materials off at children’s homes and then guiding them on completion via virtual or phone contact) instead of face-to-face and group work methods. In response to this feedback, Derby YOS have worked with our close partners Remedi to respond at real pace and deliver ‘in person’ reparation activities whenever government-imposed social restrictions have allowed for this.

Alongside the ‘YOS Order End Questionnaire’, Derby YOS also elicit the voice of the child through strategic partnership with Remedi, who deliver Restorative Justice services on behalf of Derby YOS. Remedi are committed to eliciting feedback from children on the services they provide to them in 100% of cases and the following relates to such evaluations completed by children in Quarter 4 of 2021-22 (i.e., the most recent reporting period):

- 73% reported that they had enjoyed reparation activity
- 91% reported that they had learned new skills
- 91% reported that they found reparation rewarding
- 100% reported that they felt they had given something back to the community
- 91% reported that they felt personally positive about the work they had done
- 100% reported that they felt they had achieved something

Clearly, from the evidence above, the experience of children undertaking reparation activity under Derby YOS is overwhelmingly positive. While the 73% reporting that they enjoyed reparation may be further scrutinised, it is reassuring that the themes of challenge/extension, reward/value and learning/developing have been central (91% or more in all cases).

This data also suggests that the children have welcomed being taken out of their comfort zones in many cases as they have reported not enjoying the reparation activity alongside reporting they highly valued and learned from the experience which meant they felt they had achieved something worthwhile through giving back to the community, which is at the heart of restorative justice principles.

Before concluding this section, Derby YOS have recently begun undertaking a new method of eliciting service-user feedback; through phone or video call contact with the parent(s)/carer(s) of children whose work with the YOS ended in the preceding month. A template is used which includes questions relating to the parent/carers; awareness of the support their children had received; relationship with the YOS worker(s); and experience of the support offered. Derby YOS will report on the first year of this new service-user feedback method in the 2023-24 Youth Justice Plan.

Finally, and in keeping with the ethos of the ‘Child First’ strategy, Derby YOS have consulted children receiving YOS services on Derby YOS’ forthcoming name-change. In the context of communicating positively and of maintaining a strengths-focus that also better reflects the broad range of holistic service provision that Derby YOS either deliver directly or through close collaboration with partner agencies, Derby YOS have collectively (following whole service consultation) arrived at the decision that the name ‘Youth Offending Service’ places sole emphasis on the offending of the child without reference to rehabilitation or broader social principles.

Derby YOS practitioners have canvassed all children under their supervision to arrive at a list of names which have very recently been shared with children for their views to be considered. While this endeavour has not been rushed through in order to be represented in its entirety in this YJ Plan, Derby YOS will be communicating our findings and any intention to change our name, with the YJB Regional Lead for the East and West Midlands and the Youth Justice Partnership Board prior to any action being taken.

5. Governance, Leadership and Partnership Arrangements

5.1 Strategic

Derby Youth Offending Service is located in the People's Directorate of Derby City Council and forms part of Children's Early Help and Children's Social Care. One Service Director oversees all Children's services arrangements in the city.

Derby Youth Offending Service is overseen by a multi-agency Youth Justice Partnership Board which meets four times a year and is chaired by the Service Director for Early Help and Children's Social Care. There is high level partnership representation on the Board and good working relationships with all partners that ensures effective, integrated strategic planning and delivery of youth justice services.

The Board scrutinises service performance and develops actions for improvement where necessary. Board attendees consist of both statutory partners and wider partner organisations such as the Police and Crime Commissioner for Derbyshire, the Head Teacher from one of the Pupil Referral Unit's in the city and the Community Safety & Integration Team. The terms of reference are updated annually, and the service vision is reviewed simultaneously. The Board ensures continued direction setting and drive for the local youth justice partnership.

The robust Board arrangements highlighted allow the Youth Offending Service to overcome barriers to effective multi-agency working and ensure partner agencies make an effective contribution to delivering against key youth justice outcomes. Examples include support to develop a Health Pathway through funding for a Youth Well-Being Worker and Clinical Psychologist and continued funding to support the YOS' Prevention agenda.

The Board are provided with performance and quality assurance reports, which cover national Key Performance Indicators, out of court work, post court work and overall performance against Standards for Youth Justice work. Robust challenge is made by Board members and the Board chair, who is a former YOS Head of Service. The Board is sighted on key arrangements in areas such as staffing, finance (standing item) and risk management and on key strategies such as the Health Pathway, CONCORDAT, SEND and Prevention and Diversion strategies amongst other areas. This ensures line of sight for the Board to key work in the service. A full list of reports that has been provided to the Youth Justice Partnership Board is located in section 11 of this plan.

The Youth Offending Service reports to the Children, Families and Learners Board via the Youth Justice Partnership Board. The Children Families and Learners Board has Chief Officer membership from Derby City Council, Derby and Derbyshire Clinical Commissioning Group, Derbyshire Police, Derbyshire Fire and Rescue Service, Schools, the National Probation Service, and other organisations. Board arrangements in the past eighteen months have been a little less consistent due to the impact of the COVID 19 global pandemic. However, from this position, children's priorities are assigned across all City Council structures and enable alignment of youth justice priorities with the city-wide Strategic Intelligence Assessment. The Board monitors, 'First Time Entrants into the Youth Justice System and 'Reoffending 'as part of the public health outcomes framework.

The service is (at the time of writing this report) reviewing its scrutiny and reporting arrangements and plan to have this annual plan and accompanying performance metrics scrutinised via the Youth Justice Partnership Board before reporting to: Derbyshire Criminal Justice Boards Reducing Reoffending and Offender Health Board for criminal justice based scrutiny and to the Derby and Derbyshire Children's Safeguarding Partnership for child welfare scrutiny and to the Children and Young People's Scrutiny Board for elected member scrutiny.

The overall responsibility of the Police and Crime Commissioner (PCC) is to maintain an effective and efficient police service by holding the Chief Constable to account. The relationship of the Youth Offending Service and PCC has been a particular strength and the PCC has been represented both on the Partnership Board and on the CONCORDAT steering group. Local PCC elections in May 2022 led to a change in PCC who has now commenced attendance at Youth Justice Partnership Boards and has agreed to continue funding for Youth Crime Prevention Officers for a further three years.

The Youth Offending Service works in partnership with criminal justice services, services for children and young people and health. Priorities are reflective of the objectives of our partner agencies and align with priorities of the Derbyshire Criminal Justice Boards strategic plan and the Early Help and Children's Social Care Business Plan.

The Youth Offending Service is represented on the Derbyshire Criminal Justice Board (including the 'Reducing Re-offending and Offender Health' and 'Female Offenders' subgroups), Safer Communities Board, the Derby and Derbyshire Safeguarding Childrens Partnership Exploitation and Vulnerable Young Persons Group and reports back on issues such as custody figures and any serious incidents. The service is also represented on the Multi-Agency Public Protection Arrangements (MAPPA) Strategic Management Board.

On a local level, the Youth Offending Service is represented within several key partnerships and forums. The Director of People's Services and other Youth Offending Service stakeholders are members of the Health and Well-Being Board, and their representation allows for the reporting of performance and health outcome measures.

The Derby Safer Communities Board provides the Governance for community safety issues across the city and is attended by the Head of Specialist Services as a core board member. There is key information fed into the board by several themed groups including issues such as extremism and Violence Against Women and Girls. This board will also have links with a city and county wide overarching board for serious violence (once the strategy has been ratified and launched). The Derby Safer Communities Board arrangements will allow joined up thinking regarding tackling community safety issues, including better integrated alignment with commissioning arrangements from the Office of the Police and Crime Commissioner.

The Youth Offending Service engagement within these various fora and partnerships provides key opportunities to ensure the needs of children at risk of, or involved in, offending behaviour are highlighted and can be considered and reflected within the development of local priorities and plans.

Derby City Youth Offending Service currently has Service Level Agreements and/or Protocols in place with a range of providers of universal and specialist services, including Health and the Probation Service. In addition, the service benefits from excellent 'informal' communication arrangements with service providers, at all levels, i.e., operationally, and strategically.

The line management through the Youth Offending Service ensures good linkage with Children's Social Care, as the Head of Service (HoS) has responsibility for Disabled Childrens Services, Leaving Care and Children in Care. The HoS also has a close working relationship with the HoS for Safeguarding Children and Early Help. The Service Director in this area has all these areas under their remit. This ensures alignment of services and an ability to quickly address any issues as regards safeguarding for children known to the Youth Offending Service.

The Youth Offending Service is represented on the Derby and Derbyshire Safeguarding Children's Partnership's Exploitation and Vulnerable Young People's subgroup, which allows us to identify issues facing children known to the service with strategic partners with a role in safeguarding children. The group is also attended by representatives from the Community Safety and Integration Team who are also represented on the Youth Justice Partnership Board.

The Exploitation and Vulnerable Young People's subgroup identify ways services can collaborate to address vulnerability in teenage children at risk and has developed a Placed Based Risk approach across the city, which has the aim of identifying local issues where low-level anti-social behaviour and/or risk of contextual safeguarding are developing and empowering local groups/communities to put in place local solutions to prevent these from reaching the attention of statutory services.

Derby has reviewed and updated its Child at Risk of Exploitation strategy, recognising the changing picture from predominantly sexual exploitation to incorporate wider child exploitation issues including County Lines. There is a Child Risk of Exploitation (CRE) strategy in place and the Youth Offending Service management team and staff group are well sighted on this and use of the National Referral Mechanism to ensure children are provided with the right support when these issues emerge.

Serious incidents are reported to the Youth Justice Partnership Board and, if these are of a safeguarding nature, to the Derby and Derbyshire Safeguarding Children's Partnership Board. If the young person is a MAPPA nominal, this will be reported to the MAPPA lead with a view to assessing whether this meets the MAPPA criteria for a Serious Further Offence and case review activity. This is reflected in the services high risk policy that was updated in 2021.

5.2 Operational

Operationally, the Youth Offending Service has a management team made up of a Head of Service who is shared between the service and three other service areas, those being the Children in Care Service, Integrated Disabled Children's Service, and the Leaving Care Service. The Head of Service reports to the Service Director for Early Help and Children's Social Care. There is 1.0 Full Time Equivalent (FTE) Deputy Head of Service and 2.5 FTE Team Managers. This structure has ensured greater strategic management resource, recognising the Head of Service is shared across several service areas, and has strengthened strategic planning, delivery, and ability to engage in regional youth justice work and performance/quality management.

The service has a 1.0 FTE Information Analyst, who the HoS holds to account for ensuring timely submission of data, compliance with secure estate placement information and completion of KPI and National Standards audits. This information is made available at strategic managers' meetings.

The service has 5.9 FTE Social Workers who manage cases both pre and post Court, deliver Court services including duty at weekends/Bank Holidays and write Court reports. This group of staff are supported by a 0.8 FTE seconded Probation Offender manager who also holds cases but with a focus on older children who are going to make the transition from the service to Probation. There are also 3.0 FTE Assistant Responsible Officers who hold lower risk cases. In 2022-23, in line with our key priorities, we aim to re-allocate post court case load from X 1 FTE Assistant Responsible Officer to our Case Management Team and focus that officers work on developments in this plan pertaining to prevention and diversion and holding pre court cases to ensure we reach children at an earlier stage, before they reach the entry point to the criminal justice system.

In relation to health, the services' health team and operational management lead have developed a Health Pathway to ensure practitioners have a clear map of where and how children can access the right health service(s) at the right time. This includes, but is not limited to, services such as the Criminal Justice Liaison and Diversion Team, CAMHS, the Youth Well-Being Officer, Clinical Psychology and the Breakout Drug and Alcohol service.

The posts for the 1.0 FTE Youth Well-Being Officer and 0.4 FTE Clinical Psychology roles (funded by NHS England as part of Health and Justice Work), are funded until October 2022. The service is working with the Derbyshire County YOS, Derby and Derbyshire Clinical Commissioning Group (DDCCG), University Hospitals Derby and Burton and NHS England to look at how longer-term funding can be secured to ensure longevity of the Derby Youth Offending Service Health Pathways model. DDCCG are standing members of the Youth Justice Partnership Board in both the City and County. The health arrangements are augmented by a 1.0 FTE CAMHS Nurse.

The service operational manager with responsibility for the Health Pathway meets with the Health team on a quarterly basis to ensure data is collated and forms an annual report, which is scrutinised by the Youth Justice Partnership Board. Reports were sent to the Board most recently in February 2022 to facilitate Board scrutiny. These reports will continue to ensure members are clearly sighted on all aspects of relevant health delivery across the service.

The service enjoys the secondment of two part time Police Officers who together make up 1.0 FTE role to ensure the service works in line with the YJB guidance on the role of seconded Police Officers in Youth Justice Services. The Officers also support broader intelligence gathering and risk management via engagement in missing children's groups, CRE meetings, Risk Strategy/MAPPA meetings, attendance at local and knife crime tasking amongst others.

There is a 0.5 FTE Education Officer funded by Derby City Council and managed by an operational manager. The Officer has partnership links with Schools and, amongst other key secondary education activities, attends the Secondary Placement Panel which discusses placements for pupils that have been permanently excluded and potential managed moves for pupils at risk of exclusion.

Derby City Council and the Police and Crime Commissioner for Derbyshire continue to prioritise funding (via the Police Crime Commissioner's Substance Misuse and Crime Prevention grant), for Targeted Early Help Services as a primary mechanism for identifying and providing services to children at risk of offending/anti-social behaviour and their families. The delivery

mechanisms have been described previously and all Youth Crime Prevention staff (4.0 FTE) now provide targeted work with children subject to Youth Restorative Disposals.

Priority Families is the Derby City approach to delivering the Government’s ‘Supporting Families’ agenda and has now been re-branded to Supporting Families in Derby. The service has a 1.0 FTE Children’s Practitioner who works with a designated set of families who are subject to intervention and meet national ‘Supporting Families’ criteria. The Children’s Practitioner works alongside the service’s 1.0 FTE Parenting Officer in the ‘Supporting Families Team’ which was formulated to broaden the reach of family support from the service in response to service-user feedback and which ensures parents/carers are all automatically assessed for the need for intervention and support. The Parenting Officer is a full-time permanent post and the Children’s Practitioner is seconded until 31.3.23.

The Junior Attendance Centre is coordinated and overseen by two staff members (1 of whom is from a Policing background and another from a Connexions/careers background). Together they make up a team 0.7 FTE to ensure delivery of the BEST programme that has a focus on EET. A report outlining the most recent activity relating to the Junior Attendance Centre is attached below.



The Appropriate Adults scheme supports children who have been arrested while they are being interviewed by the Police if their parents/carers cannot or do not attend the Police custody suite. The service is currently commissioned to The Appropriate Adult Scheme (TAAS) on contract with Derbyshire Police and overseen by the Deputy Head of Service in conjunction with Police and partner agencies.

The development of Restorative Justice and victim participation has continued to be a focus for the service. Commissioned provider Remedi are contracted to provide Restorative Justice services, including the facilitation of completion of Reparation Activity and Unpaid Work Activity that is mandated for virtually all Community Court Disposals. In addition, the service provides a full time Victim Liaison Officer whose purpose is to provide victim-facing services and to ensure the service remain compliant with the Victim Code of Practice. This is a post through which the service has overcome significant barriers to ensure that 100% of all people eligible for contact that are made victims by a child subject to Derby Youth Offending Service supervision on a criminal justice order are contacted to be offered a range of services.

The service has continued to develop relationships with organisations responsible for secure accommodation by way of inclusion of an HM Prisons representative on the Custody Scrutiny Panel. This ensures strong management relationships and systems, promoting improved services for children in custody.

The operational relationship has improved by way of having an Operational Manager and Court Officer leading strategically and operationally on custody cases/resettlement and having a dedicated link at our local facility; HM YOI Werrington. This ensured we embedded all recommendations coming out of the thematic resettlement inspection report in August 2019 including the development of an Escalation Policy with HM YOI Werrington to ensure that any operational issues preventing good quality resettlement planning can be escalated quickly and consistently and lead to positive outcomes for children.

6. Resources and Services

Financial Contributions

The below table provides an overview of the staffing and in-kind contributions made by local partners towards the draft YOS budget for 2022-23 based on YJB Grant Funding for 2021/22, as at the time of writing this plan, confirmation had yet to be received from the YJB on the YJ Grant for 2022-23.

These contributions are embellished by a contribution from the Police and Crime Commissioner (PCC). Contributions are reviewed annually, and the budget is reviewed quarterly by the Youth Justice Partnership Board. During the period covered by the plan, it is likely that all agencies will be exploring opportunities to make further savings. This holds risks for the Youth Justice Partnership and there is likely to be increased pressure to demonstrate value for money as a result.

Agency	Staffing Costs	Payments in kind	Other delegated funds	Total
Police	112,592	0	6,149	118,741
Police and Crime Commissioner	50,666	0	0	50,666
Probation	47,302	0	554	47,856
Health	45,301	0	554	45,855
Local Authority	717,500	0	90,331	807,831
Welsh Government	0	0	0	0
YJB	277,328	0	148,067	425,395
Other	0	0	0	0
Total	1,250,689	0	245,655	1,496,344

Derby Youth Offending Service has a strong history of fully adhering to grant conditions with timely submission of data to the YJB, complying with secure estate placement information etc. The service monitors the use of the Local Authority’s budget

provided to meet the costs of children remanded to the secure estate, transferred under the provisions of the Legal Aid, Sentencing and Punishment of Offender (LASPO) Act 2012. This budget is reviewed annually by the YJB based on a review of the use of remands to custody over the previous 12-month period. This is also overseen operationally by the Head of Specialist Services in Senior Management Team meetings.

We use our grant, partner contributions and available resources to deliver the services described throughout this document and we believe they produce the benefits that are set out specifically in the sections of this plan that highlight our progress against last years plan and our current level of performance. Our performance will be improved in 2022/23 by:

- Refreshing the service prevention offer to ensure the service reduces its rate of FTE from 81 to 60 per quarter by June 2023 to ensure we are in line with our comparator average.
- Aligning our prevention offer with that of Community Safety and Integration Teams and broader partners through the Serious Violence strategy to reduce violent offending by 10% by June 2023 and reduce gravity 3 or higher offending from 8% to 6%.
- Developing a Re-settlement policy to ensure that children at risk of or leaving custody have their views heard as regards their experience and this informs how we manage services to effectively re-settle children into the community/prevent custody in the first place. We aim to reduce our custody rate from 9 to 5.
- Ensure we embed our FTE protocol and monitor impact to address any issues of disproportionality by ensuring there are increased offers of early help to Black and Mixed Heritage children through use of Youth Restorative Disposals or a Youth Conditions Caution where appropriate. We aim to reduce the overrepresentation in custody figures from 28% to 10% by June 2023 and the overrepresentation in involvement in the service from 7% to 3% by June 2023.
- Building on strengths by ensuring children are accessing an education in line with their needs. We aim to benchmark the level of issues as regards Elective Home Education and part-time timetables by June 2022 and develop an escalation process, so these issues are not allowed to draft.

7. Progress on Previous Plan

Progress achieved regarding the Derby Youth Offending Service Youth Justice Plan for 2021-22

Section 1 - Inspection Readiness (Quality of practice continues to meet inspection standards):

- National Standards Audits of practitioners' casework by Service Managers is now firmly established and has been used to inform 'Great Performance Conversations' (the Derby City Council individual performance setting and review framework) at Interim and End of Year Stages, resulting in improvements in casework activities that are subject to expectations under the Standards for Youth Justice in England & Wales.
- Quarterly Youth Justice Partnership Board (YJPB) Bulletins are now created and shared with the whole YOS staff group to ensure staff are systematically kept abreast of progress against the Youth Justice Plan; key service developments; and key activities conducted in, and with, the YJPB.
- A Service Level Agreement register has been created so that YOS are aware of which SLAs are in place and which might be needed and thereby provide for strategic arrangements with partners being up to date.
- Following Derby YOS making a very strong contribution to the voluntary (pilot) reporting of Serious Incidents to the YJB and working closely with East & West Midlands Regional YJB Lead, Mamps Gill, Derby YOS have developed a Serious Incident Reporting (SIR) Policy and several tools to support SIR that have been shared nationally via the YJ Resource Hub.
- Derby YOS now have a protocol in place for 1 detailed consultation per month, with parent(s) and/or carer(s) of children that have very recently ceased to be supervised by YOS (i.e., supervision ended no more than 1 month prior), so that their views on the support and services they and/or their child have received can be effectively sought. The consultations are delivered by the Deputy Head of Service.

Section 2 - Fewer children and young people re-offend (Provide Safer Communities through Effective Interventions)

- Derby YOS have revised all Court Templates, including the Pre-Sentence Report (PSR) template. The new PSR template includes prompt questions to guide input and a list of all available Youth Rehabilitation Order (YRO) requirements so that PSR authors do not have to retain this information mentally to have it at their disposal when writing PSRs.
- Derby YOS and Derbyshire Probation Service have worked together to complete an audit of 'Transitions' arrangements in Derby City. Through this audit, the significant strengths of Derby YOS Transitions provision was clearly evidenced.
- Derby YOS now have two practitioners that are trained to deliver Non-Violent Resistance (NVR), Triple P Parenting Programme and Freedom Programme work with parents and/or carers and some older children and are investigating ways to consult more effectively with parents and carers and to develop their strengths so that can be of, or have a say in the delivery of, support to each other.
- Derby YOS have worked with Derbyshire Fire & Rescue Service (DF&RS) to access the 'Impact Roadshow' interactive intervention for children that have committed road traffic offences and Derby YOS now have two boxed sets solely for our use. We continue to work with DF&RS to identify further opportunities, including direct work by DF&RS to work with children.
- Derby YOS have established links with the Derby City Council 'Staying Together' Team, whose focus is on intervention to support children to remain with families, and trained access for all Staying Together workers to the YOS' ChildView Case Management System will be delivered in Q1 2022-23 to strengthen information sharing between services, as has already been delivered in 2021-22 for the Derby City Council Initial Response Team (the front door of Children's Social Care services).
- Derby YOS have created an 'Intervention Directory' which includes all interventions available to the YOS, sub-divided into categories. This work was YOS Practitioner led and involved consultation across the service with respect to effective interventions and resources.
- Derby YOS, in conjunction with our partners Remedi, have significantly developed the way the work of the Victim Liaison Officer (VLO) is tracked so that we can much better understand where there are opportunities to increase victim engagement in Youth Justice work. This has led to the VLO contacting 100% of all victims identified as being victimised

through an offence committed by a child or young person receiving Derby YOS support, with 98% of victims so contacted expressing an interest in working with Youth Justice services and 97% reporting satisfaction with their experience of VLO support.

- Derby YOS, in conjunction with our partners Remedi, have significantly increased the amount of Direct Reparation Activity that is delivered following victim engagement, which can be evidenced by the following metrics: 133% increase in number of victims engaging in direct processes between 2020-21 and 2021-22; 270% increase in the number of hours of Direct Reparation delivered between the first half of 2021-22 (i.e., Q1 & Q2) and the second half (i.e., Q3 & Q4).

Section 3 - Fewer children and young people in custody (by providing stability and resilience through resettlement services.)

- Derby YOS have received training through partnership with the YJB in the use of the Youth Justice Assessment Framework (YJAF), so YOS Practitioners now have trained access to assessments and intervention plans created in custody and are no longer reliant on requesting pdfs of these documents in order to effectively work in partnership with the secure estate.
- 8 weekly reviews have been established by Derby YOS with HM YOI Werrington which include specific case discussions and synchronicity with the Derby YOS Custody Scrutiny Panel (CSP). An Escalation Policy has been drawn up by both parties which ensures consideration of contentious issues by senior management in both services.

Section 4 - Reduce Number of First Time Entrants (ensuring fewer children and young people are brought into the YJ system.)

- Derby YOS have developed a First Time Entrants (FTE) Protocol in partnership with Derbyshire Police, Derby Courts, and the Crown Prosecution Service (CPS) which represents an agreement between the named parties on the types of offending and offender circumstances that merit consideration at a Derby YOS Pre-Court clinic for an Out of Court Disposal (OOCd) and includes fast-track referral pathways to reduce delays in referring into Derby YOS OOCd Clinics from Police and Courts.
- The management of Youth Crime Prevention Officers (YCPO) that are based in Children's Services Early Help Locality teams has been revised to ensure the focus of YCPOs remains on preventative youth justice work and to make arrangements for YCPOs to complete 'duty' days with YOS and engage in YCPO group supervisions with the YCPO Strategic Lead to ensure a youth justice identity and safeguard against inconsistent delivery.
- Derby YOS have established a Court Triage process through which cases listed for Court can be discussed in advance of the court date and consideration can be given to diverting the case towards a Derby YOS OOCd Clinic for consideration for an OOCd. These triages are held between the sentencing authority/authorities at the Youth Court and the Derby YOS Strategic Lead for Court matters.
- Derby Youth Offending Service have continued to deliver multi-partner quality assurance exercises to scrutinise decision-making at the OOCd Clinics to assess whether any decisions reached at OOCd Clinic were defensible. The Youth Offending Service Team Manager leading on prevention will continue to lead on this area with partner agencies, with arrangements now being business as usual.

Section 5 - Address Disproportionality (ensure services and systems prevent disparity of treatment and outcome for BAME groups.)

- The Derby YOS Disproportionality Lead has developed surveys and lesson plans for use with children in the Global Majority through which Derby YOS can learn with children about their experiences of difference and discrimination and support children to be exposed to positive messages in the context of racial and/or ethnic identity.
- Derby YOS have revised the OOCd Clinic minutes format to include the question: "Are all those present in agreement that the decisions taken today haven't been adversely influenced by ethnic origin, religion, or other individual characteristics." This question is compulsory for all children heard at the clinics.
- Derby YOS have revised our Pre-Sentence Report template to include specific prompt questions, arrived at after consultation with the whole service, which are intended to elicit details about the impact of discrimination of any type on the behaviour of the convicted child (as a potentially mitigating factor).
- Derby YOS have addressed the significant 'spike' in female offender numbers during Covid lockdowns by; fully embedding the Derby YOS Girls' Group; extending the Girls' Group to the whole of DCC Early Help & Children's Social Care services, to enable girls that have not yet passed the criminal threshold but about whom there are concerns that they might, to access Girls' Group content and support; successfully bidding for 'Safer Streets 3' funding which was deployed to purchase in Arts Therapy and Self-Defence / Conflict-Resolution courses for Girls' Group members; recruiting additional professionals from Women's Work and other female-focused community entities to contribute directly to the Girls' group; and promoting the 'Safe Spaces' initiative in Derby.
- Derby YOS have volunteered to become a founder member on the Criminal Justice Board (CJB) 'Addressing Disproportionality' subgroup.
- Derby YOS has sourced 'Unconscious Bias' and 'Hate Crime Awareness' Training which have now been delivered as mandatory training activities for all YOS staff.

Section 6 - Assess and manage risks associated with harm to others and safety/well-being (to reduce risk associated with serious youth violence and child risk of exploitation)

- Seconded YOS Police Officers now attend the Derbyshire Missing Persons Monitoring Group, where they gain access to Children at Risk of Exploitation (CRE) Tasking information and planning for missing children and young people and feedback key information to Derby YOS practitioners.
- Derby YOS Deputy Head of Service sat on the task and finish group that revised the DCC CRE Strategy and ensured that training on the new CRE Strategy was available to all YOS staff.
- Derby YOS have completed a mini-review of the Derby YOS 'High Risk Policy' to include, amongst other things; new DCC internal referral processes regarding Children at Risk of Exploitation (CRE) (to reflect the launch of the newly revised DCC

CRE Strategy); the National Referral Mechanism (NRM) Protocol as delivered in Derbyshire (Social Care, Police, YOS and Barnardo's triage); changes to 'Restricted Prisoner' status; partnership working with Probation Counter-Terrorism in TACT offence cases (to reflect a new partnership established in 2021-22).

- Derby YOS have further developed our 'Transitions Protocol' (into Adult Offender Management services, i.e., Derbyshire Probation Trust) to include specific reference to the types and purposes of detailed risk and safety information being shared systematically.

Progress not yet achieved regarding the Derby YOS Youth Justice Plan for 2021-22

Section 1 - Inspection Readiness (Quality of practice continues to meet inspection standards):

- The delivery of a mock inspection in conjunction with Derbyshire County YOS has not been possible (delivery not practical when operating under restrictions during the pandemic and Information Governance challenges)
- Developing a new Service Level Agreement (SLA) with Derbyshire Police has not been practical currently. Derby Youth Offending Service remain 'covered' by an extant agreement. Significant developments within Derbyshire Police, including partnership working opportunities that involve the Youth Offending Service Seconded Police Officers; partnership opportunities in schools; the development of the joint FTE Protocol; the development of 'first contact' intel sharing regarding children detained in custody; and many other developments that are happening now or in the near future mean that it is not currently the right time to revise the SLA. The SLA will be revised once the new ways of working have been tested and are operational.

Section 2 - Fewer children and young people re-offend (Provide Safer Communities through Effective Interventions)

- Derby YOS have been unable to secure further funding, beyond October 2022, through the NHS or Clinical Commissioning Group for a continuation of the seconded Clinical Psychologist and Emotional Health & Wellbeing Worker posts. Changing expectations and demands and changing financial and strategic realities have been the most significant factors in the Youth Offending Service being unable to reach an agreement with the CCG on the continuation of funding for these posts currently. The Youth Offending Service have contingencies to recruit to the Emotional Health & Wellbeing Worker post roles directly should CCG funding cease and Joined Up Care Derbyshire are considering the arrangements for the Clinical Psychology posts.
- Roll out of arrangements for the transitioning of children with SEND from the Pupil Referral Unit into post-16 Education, Training & Employment has not been possible due to the pandemic. It had always been the intention to launch in September for the whole school academic year ahead. The Youth Offending Service are working with Children's Early Help Service (where Connexions Personal Advisors are located) so that we can roll this out with Kingsmead School (Derby City PRU and Special Schools provider) for the 2022-23 academic year.
- Due to insurmountable technical issues, alongside personnel in partner agencies being redeployed and services being closed during the pandemic, Derby Youth Offending Service have been unable to ensure linkages between the services' Health Pathway activities and School Health activities are fully coordinated. As a practical stop-gap measure, the services' Health Pathway professionals and School Nurses are now aware of each other and can contact each other directly for case, and other, discussions. As such the outcomes to be achieved by this objective are in place.
- Although the pandemic impacted on Derby Youth Offending Service being able to realise a multi-partner programme of intervention that addresses the impact of assaultive behaviours on emergency workers, some progress has been made through our Junior Attendance Centre. This work will continue as business as usual.

Section 4 - Reduce Number of First Time Entrants (ensuring fewer children and young people are brought into the YJ system.)

- The delivery of Preventative programmes in schools, in conjunction with DCC Early Help & Children's Social Care, DCC Community Safety & Integration Service and Derbyshire Police has not yet been possible due to delays created by the pandemic. This will therefore be a priority of the 2022-23 Youth Justice Plan.

Section 5 - Address Disproportionality (ensure services and systems prevent disparity of treatment and outcome for BAME groups.)

- Derby Youth Offending Service have not been able to incorporate 'Outcome 22' (the police outcome code that was launched on 1st April 2019 and which can be used when the police have decided to defer prosecution until the accused has been given the opportunity to engage with an intervention activity) into the FTE Protocol arrangements due to Derbyshire Police's ongoing review of the use of this outcome across the force area to ensure consistency in its delivery. Once this review has been completed, any outcomes will be accordingly incorporated into the Derby YOS FTE Protocol.

Section 6 - Assess and manage risks associated with harm to others and safety/well-being (to reduce risk associated with serious youth violence and child risk of exploitation)

- DCC Community Safety & Integration Service in conjunction with the Youth Offending Service have developed a written framework to guide applications to the Court for Civil Orders (e.g., Criminal Behaviour Order, Civil Injunction). A final draft has now been completed and has been circulated for queries to be raised in advance of any final amendments and subsequent launch. Due to the imminent final completion of this work, it will not be added to the plan for 2022-23.
- Derby Youth Offending Service have been unable to investigate ways in which the Rape and Serious Sexual Offences Strategy (2020-25) links into YOS work due to the impact of the pandemic and other service priorities. It remains the services' intention to consider any circumstances (including but not limited to; age; prior offending; emotional and/or mental health; SEND; acknowledgement of the offence) under which relevant children can be *safely* diverted into Pre-Court intervention, to thereby take advantage of increased rehabilitative prospects for children that are diverted away from the formal youth justice system which may be significant given report findings that RASSO cases are decreasingly charged to court due to case management issues (i.e. re-imagining this situation to consider any practical advantage from the perspective of community safety). This work is included in the FTE protocol, where sexual offences are considered specifically with input from the CPS to inform decision making.

8. Performance and Priorities

Derby Youth Offending Service performance priorities are separated into 2 main strands:

- Those relating to the YJB’s 4 Key Performance Indicators (KPIs) for Youth Justice work, the reporting of which to the YJB is a statutory obligation of all Youth Offending Services.
- Those relating to activities undertaken as part of the Derby YOS ‘Management Oversight and Quality Assurance Strategy’ which is designed to manage and improve performance in a number of key areas such as the quality of management oversight in youth justice cases and the quality of case holder performance against 4 key areas contained within the ‘Standards for Children in the Youth Justice’ System’, These activities are undertaken internally for quality assurance and professional development purposes and the reporting of these to the YJB is not a statutory responsibility.

8.1. Derby YOS Performance against YJB KPIs

The below performance data against the YJB’s KPI’s is the most up to data available at the point of writing this year’s plan and will continue to be used to inform plans and work going forward, which will be adapted as and when new performance data is provided through the Ministry of Justice, if data demonstrates changes in patterns of performance. This will be discussed and agreed in Senior Management Team and Youth Justice Partnership Board meetings.

First Time Entrants

	Period 1		Period 2		Period 3		Period 4	
Family Members	Jan 20 - Dec 20		Apr 20 - Mar 21		Jul 20 - Jun 21		Oct 20 - Sep 21	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Bolton	35	121	35	118	43	144	41	138
Bury and Rochdale	56	135	62	147	68	161	71	168
Derby	67	260	78	294	86	327	81	308
Coventry	63	194	66	194	72	212	61	179
Dudley	46	149	49	159	60	193	56	182
Kirklees	113	257	107	238	101	225	99	220
Medway	35	128	31	111	32	112	32	112
Newport	32	214	33	218	23	151	21	136
Peterborough	45	222	44	209	48	228	48	227
Sheffield	89	172	90	171	82	156	85	161
Walsall	57	192	56	187	62	208	57	191
Average	58	186	59	186	62	192	59	184
England	9,136	170	8,805	157	9,328	167	8,651	154
Midlands	715	166	698	156	744	166	722	161

Over the past 12 months, the number of First Time Entrants in Derby City saw increases in the first three quarters of the year, which placed its rate as the highest in its Local Authority comparator group. The explanation for some of this performance is that Youth Conditional Cautions (YCC’s) have been used on occasions where a Youth Restorative Disposal (YRD) could have been an outcome used to offer the same set of interventions. Derby Youth Offending Service completed local research into the impact of a range of interventions in 2021-22 and found Youth Restorative Disposals almost as effective as prevention interventions regarding their efficacy pertaining to recidivism and more effective than Youth Conditional Caution’s. This was relayed to Partnership Board Members in the board meeting in February 2022 to allay any fears as regards their use for cases in the out of court arena.

Period four in the table above shows a reduction in the First Time Entrant rate for Derby City and we hope to build on this. Therefore, in 2022-23, we aim to:

Decrease our First Time Entrant number from 81 to 60 by offering earlier help by way of:

- Refreshing the service prevention offer, aligning our prevention offer with that of Community Safety and Integration Teams and broader partners through the Serious Violence strategy.
- Embedding our First Time Entrant protocol and monitoring its impact.
- Offering prevention interventions to children from BAME backgrounds who have been Released Under investigation who have not had access to Youth Offending Service support/intervention previously.
- Increasing the use of use of Youth Restorative Disposals for children from BAME backgrounds.
- Offering bespoke prevention clinics to the Alternative Provision sites in the city at both Junior and Senior School levels.
- Re-affirming with all Secondary Schools that they are aware of the services Youth Crime Prevention offer but with a specific focus on those schools with higher rates of contact with the service.

Re-offending

	Period 1		Period 2		Period 3		Period 4	
Family Members	Apr 19 - Jun 19		Jul 19 - Sep 19		Oct 19 - Dec 19		Jan 20 - Mar 20	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Bolton	26.9%	3.43	16.7%	6.00	27.3%	1.33	33.3%	3.25

Bury and Rochdale	20.4%	4.50	31.7%	3.31	37.1%	3.08	31.8%	3.86
Derby	50.0%	3.45	36.4%	3.08	32.1%	2.78	45.5%	3.00
Coventry	37.9%	3.00	45.8%	2.45	33.3%	3.17	31.6%	1.67
Dudley	33.3%	2.43	29.6%	4.25	41.2%	5.29	37.5%	2.44
Kirklees	29.6%	2.75	31.7%	2.23	26.2%	2.64	25.6%	5.36
Medway	37.5%	2.56	26.3%	4.80	38.5%	3.20	33.3%	8.71
Newport	27.3%	3.00	57.1%	2.63	50.0%	4.00	55.6%	1.80
Peterborough	28.6%	3.50	16.0%	3.00	31.3%	3.70	36.0%	4.78
Sheffield	27.3%	3.53	31.1%	3.74	36.1%	4.46	33.3%	2.50
Walsall	33.3%	5.25	17.6%	7.00	33.3%	2.90	37.0%	4.30
Average	32.0%	3.40	30.9%	3.86	35.1%	3.32	36.4%	3.79
England	35.3%	3.63	33.1%	3.81	34.4%	3.53	34.0%	3.59
Midlands	33.4%	3.22	29.1%	3.91	27.4%	4.08	32.7%	3.69

The reoffending cohorts are now based over 3 months and tracked for 12 months for further offending. This means there are more prolific children in each cohort and as such the reoffending rate will increase. Over the past 4 quarters the rate has dropped from 3.45 to 3.0 (-13%). The percentage reoffending has dropped from 50% to 45.5% (-9%).

Over the past 4 years the rate has changed from 3.50 to 3.0 (-14%). The rate currently is 3.0 which is fifth lowest in the family group, and lower than the average, National and Regional Rate. This demonstrates that once under Youth Offending Service supervision, there is a strong likelihood that children are prevented from re-offending and if they do that the frequency of that re-offending will be lessened. This is based on the services strengths based and child first approach, meaning that relational social work is at the heart of all interventions, allied to a clear intervention’s library; develop by two practitioners and assessment and delivery practice that continues to prioritise risk management.

Local data (presented to the Youth Justice Partnership Board in February 2022) demonstrates that we know which interventions have the greatest efficacy regarding recidivism (Prevention, Youth Restorative Disposal, Youth Condition Caution), our aim in 2022-23 is to try to bring more children’s interventions under these interventions, which will strengthen our performance against First Time Entrants, whilst maintaining our strong re-offending performance.

We have also completed local research on what works as regards reduced risk levels for children under Youth Offending Service supervision in 2021-22 and saw that bespoke (to the nature of the offending behaviour) offending behaviour work alongside a multi-modal programme had the greatest efficacy. This was presented to Youth Justice Partnership Board members in the February 2022 meeting and has also been shared with the staff practitioner team.

Therefore, in 2022-23, we aim to:
Decrease our re-offending rate from 45.5% to 40% by:

- Ensuring any barriers to effective rehabilitation are identified and addressed such as: understanding the depth of the issues regarding elective home education, part-time school timetables and developing an escalation policy that can be used to support children to receive the education delivery they need.
- Continue discussions with Health commissioning partners as regards longer-term and more permanent funding for resources that support a child first and trauma informed approach in the service, specifically Clinical Psychology and Youth Well-Being staff resources.
- Ensure no drift in children’s plans by ensuring no plans contain generic statements such as ‘on going’ or ‘to be completed as soon as possible’ and these are replaced by clear timescales. Dip sample to test this to be completed in December 2022.

Custody

	Period 1		Period 2		Period 3		Period 4	
Family Members	Jan 20 - Dec 20		Apr 20 - Mar 21		Jul 20 - Jun 21		Jan 21 - Dec 21	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Bolton	11	0.38	8	0.27	11	0.37	N/A	N/A
Bury and Rochdale	7	0.17	4	0.09	7	0.17	8	0.19
Derby	4	0.15	4	0.15	8	0.30	9	0.34
Coventry	11	0.34	14	0.41	17	0.50	13	0.38
Dudley	11	0.36	10	0.32	8	0.26	5	0.16
Kirklees	9	0.20	8	0.18	7	0.16	9	0.20
Medway	4	0.15	3	0.11	3	0.11	1	0.04
Newport	2	0.13	2	0.13	2	0.13	2	0.13
Peterborough	10	0.49	9	0.43	9	0.43	6	0.28
Sheffield	7	0.14	5	0.09	11	0.21	13	0.25
Walsall	9	0.31	5	0.17	4	0.13	3	0.10
Average	8	0.26	7	0.21	8	0.25	7	0.21
England	799	0.15	722	0.13	760	0.14	634	0.11
Midlands	73	0.17	76	0.17	81	0.18	65	0.14

The Derby City Custody Rate per 1,000 children has been steadily decreasing over the past 4 years with a 72% reduction in years 1,2 and 3. There has been an increase in the last year however, which means the service is now demonstrating just a 36% decrease over the 4-year period. Over the last 4 quarters the rolling 12-month figure has shown an increase from 0.15 to 0.34 (127%). The actual number over the same period has increased from 4 to 9.

Over the last 4 years the National Rate reduced by 61% and the Midlands rate by 46%, whereas Derby City has reduced by over 36%. The actual numbers for Derby City have reduced from 13 to 9.

The city saw a number of more serious offences post lockdowns, and this has contributed to the increases in custody. A number of these offences have become mandatory Serious Incidents reports to the Youth Justice Board (we had voluntarily been submitting these prior to the system becoming mandatory in April 2022) and have been entwined with issues such as county lines/child criminal exploitation. The service has reviewed all nine of the current custodial sentences and in six of these cases, were of the view that there was no other realistic alternative to the sentencing bench/District Judge/Crown Court Judge due to the seriousness of the index offending. There were also issues as regards offending whilst subject to statutory supervision including bail and Court Order and non-compliance with statutory supervision including bail and Court Order.

Although there remain situations where custody needs to be exercised (even working within a child first and strengths-based model), we feel there remain some situations (including in three of the current nine children serving a custodial sentence) where robust community alternatives would have sufficiently and safely been able to manage risk.

During the 2022/22 financial year 14 (8%) of children open to the service were remanded into custody. This compares with 8 (5%) in the previous financial year. Of the 14 children that were remanded into custody, 9 (64%) resulted in a custodial sentence. This compares with 4 (50%) in the previous financial year. This demonstrates a closer alignment between the seriousness of the offences the child was charged with, the need for a remand and the likelihood of a custodial outcome.

The actual number of remand bed nights accrued in this financial year was 699 at a total cost of £240,625. This compares with 500 bed nights at a cost of £214,857 the previous financial year. The average cost for the 2021/22 financial year was £344.24(-20%) per night and this compares with £429.71 for the 2020/21 financial year. This has been due to the type of remand accommodation children have been placed in over the last twelve months compared to the twelve months prior.

Therefore, in 2022-23, we aim to:

Decrease our custody number from 9 to 5 by:

- Surveying magistrates to look at what would make a difference to cases that meet the custodial threshold to maintain children safely in the community whilst protecting victims/potential victims and not losing integrity in the system to manage risk.
- Developing our Re-settlement policy to ensure this is in line with HMIP standards, is linked to our existing escalation policy and is informed by the views of children.
- Align our work with that of Community Safety and Integration Teams and broader partners through the Serious Violence strategy to ensure a people and place approach to managing risk in the city.

Education

The partnership has undertaken research to further develop the picture regarding the educational arrangements for all children known to the service to understand how many are having their education needs met. This included gathering information on all children in receipt of a part time timetable or Electively Home Educated. We found that:

There were 27 children of school age subject to statutory supervision within the service, of whom 14 were in full time education (52%), 9 were in part time education (33%), 3 were being Electively Home Educated (11%) and 1 child was out of area (4%).

There were also 27 children of school age subject to prevention intervention within the service, of whom 18 were in full time education (67%), 7 were in part time education (26%), 2 were being Electively Home Educated (7%).

In total this was 54 cases of children of school age open to the service, of whom 32 were in full time education (59%), 16 were in part time education (30%), 5 were being Electively Home Educated (9%) and one child was out of area (2%).

We aim to identify cases where escalation is needed to move these arrangements on and ensure children are accessing the educational provision that meets their assessed needs. The data will be presented to the Youth Justice Partnership Board to ensure any further advice can be taken from the education representative to support a piece of work to ensure the service are part of any existing escalation policy or whether a discreet policy needs to be developed by the service where children are not in receipt of the education that meets their needs.

To ensure the service are involved in operational processes through which school exclusions are reviewed, thereby ensuring input into the making of sustainable placements suited to strengths and needs of statutory school age pupils under Youth Offending Service supervision, the service employs a 0.5 FTE Education Officer (funded by Derby City Council).

The Officer has partnership links with Schools and, amongst other key secondary education activities, attends the Secondary Placement Panel which discusses placements for pupils that have been permanently excluded and potential managed moves for pupils at risk of exclusion.

This allows the services Education Officer to challenge any process whereby a child may be unfairly excluded from education, such as long-term exclusions or exclusions that may not have occurred had the child not been involved in the YJ system or processes to transfer a child to a Pupil Referral Unit (PRU) or be considered for Elective Home Education without a fair chance to prove that they can amend their behaviour sufficiently to remain in mainstream education.

Involvement in this also provides the link to the education representation on the Youth Justice Partnership Board, who is the Head Teacher of one of the two Alternative Provisions in the city (Kingsmead School), who host the Secondary Placement Panel.

The Education Officer is responsible for several other key functions:

- Working closely with the Education Welfare (EW) Team so children with poor attendance that are open cases to the service can be identified and offered additional support.
- Working with the Derby City lead for Elective Home Education so that home-schooled children that are open cases to the Youth Offending Service can be identified and offered additional support, including requisitioning resources to enable effective home-schooling where this is the most defensible option.
- Communicating directly with the secure estate and, where appropriate, facilitating communication between the secure estate and key community services (e.g., Derby SEND Team, Connexions Personal Advisors based within Early Help Services) to facilitate smooth transition of education provision.
- Managing access to both the services ChildView and Derby Schools Synergy IT systems to ensure congruence of information held on both systems is thoroughly checked for all children currently receiving intervention from the Youth Offending Service.

Our Information Analyst worked with colleagues in the Derby City Council Performance, Insight and Communications Team in 2021 to identify that within the services cohort of children:

- 22% had an Education Health and Care Plan (EHCP) or were undergoing assessment.
- 44% had Special Educational Needs support or previous equivalent (school action / school action plus).

Children with either an EHCP or being assessed numbered 27 and their age ranged between 11 and 18 (the average age being 15). Education placements included Kingsmead Special School 8 pupils, NEET 5, The Bemrose School 3, and City of Derby Academy 2. Almost all EHCP's for YOS children and young people come under the category of social, emotional, and behavioural needs and the school placements reflect other data that aligns children living in areas of deprivation with additional needs.

54 children open to the service were receiving SEN support or equivalent and their age ranged between 9 and 18 with the average age being 15. Education placements included The Bemrose School 4 pupils, Alvaston Moor Academy 3, City of Derby Academy 3, Kingsmead PRU 3, again, school placements reflect other data that aligns children living in areas of deprivation with additional needs.

While the above data related to current service cases, a total of 266 children with EHCPs have been found guilty of committing an offence and been open to the Youth Offending Service at some time according to data from Child View.

There are arrangements for working with this group of children outlined below.

The work of Derby Youth Offending Service in relation to SEND is described in the 'Derby YOS SEND Pathway', which details how children with SEND are identified and communicated with key partners so that education delivery and the sharing of assessments that is sensitive to SEND can be facilitated, including through communication with the secure estate, the Connexions service and the Derby SEND Team, including under the 'SEN Code of Practice'.

In addition, the Derby Youth Offending Service Education and SEND Team (comprised of the Lead Officer, who is the services Deputy Head of Service, and the Education Officer) have developed a strong partnership with the predominant Derby City PRU (Kingsmead School). This group is completed by the Deputy Head of Kingsmead School and meets every term to review arrangements to deliver the following core activities:

- Effective coordination between the service and the PRU with respect to the delivery of YJ and education services for children who receive services from both and are subject to Intensive Supervision & Surveillance (ISS) and/or Education Requirement aspects of a Youth Rehabilitation Order; including shared setting of targets for attendance and behaviour that are enforced through the requirements of the YRO.
- Effective coordination between the service and the PRU for the purpose of ensuring engagement with each other's key processes; for example, education and/or behavioural management reviews at the PRU and Risk and Safety Management meetings held by the Youth Offending Service and Education Health and Care Plan (EHCP) reviews contributed to by both agencies with the Derby SEND Team.
- The delivery of half-termly Operational Meetings in which all children that are both pupils at the PRU and in receipt of a service from the Youth Offending Service are identified and through which attendance, attainment and emotional wellbeing are tracked, keyworkers at both agencies are identified and put in contact with each other, additional service delivery, including under the Graduated Approach, is considered and key dates are shared.

- The delivery and review of communication protocols that identify any PRU pupil that has entered the secure estate by virtue of remand into custody or local authority accommodation or custodial sentence on the day of Court activity so that their whereabouts is immediately known and communication between the PRU and the secure estate for the benefit of the child's education can be instigated in a timely fashion.

With regards to children no longer of statutory school age, the service has strong partnerships with Connexions Personal Advisors based within Early Help Services for the shared purpose of supporting children and young people 16 to 25 years of age to access, and be supported to maintain, education, employment, or training (EET) sensitive to their needs INC SEND and strengths.

Children and young people that are not in education, employment, or training (NEET) are identified to Connexions Personal Advisors at the point of allocation to a Youth Offending Service practitioner through an established communication protocol. Derby Youth Offending Service and Connexions hold quarterly strategic meetings through which arrangements are reviewed.

In addition to the above, Derby Youth Offending Service employs a Sessional Worker with responsibility to deliver the B.E.S.T. programme through the Junior Attendance Centre (JAC). This Sessional Worker provides significant additionality for children that are referred into the JAC, and their work is coordinated with the Connexions service through an Operational Working Agreement that defines each service's role and transitioning from B.E.S.T. programme into Connexions following B.E.S.T. programme completion.

Furthermore, the Youth Offending Service Health Pathway is an additional vector through which SEND, and strengths are identified, through the involvement of a CAMHS Nurse, NHS Clinical Psychologist and NHS Emotional Wellbeing Worker, with protocols in place to coordinate any SEND related service delivery between YJ and education services and the Derby School Nurse Team.

In 2022-23 we aim to:

- Access the termly Derby City Deputy Heads Forum to describe the Operational Working Agreement established between YOS and PRU and work to extend this offer to mainstream schools, prioritising those with the highest proportion of statutory school age children that are receiving a YJ service. We also want to ensure those schools are aware of the services Youth Crime Prevention offer.
- Ensuring any barriers to effective rehabilitation are identified and addressed such as: understanding the depth of the issues regarding elective home education, part-time school timetables and developing an escalation policy that can be used to support children to receive the education delivery they need.
- Ensuring that education metrics become part of the services regular performance management suite to ensure we understand the current picture as regards Elective Home Education, exclusions, and Part Time Timetables. This will also ensure we track the impact of any escalation policy that is devised.
- Offering bespoke prevention clinics to the Alternative Provision sites in the city at both Junior and Senior School levels.

Overrepresentation

The service assesses data regarding disproportionality annually as part of its Strategic Intelligence Assessment and completes deep dive reviews of local disproportionality data throughout the year.

The Strategic Intelligence Assessment includes data on children from a range of backgrounds and needs including ethnicity, gender, SEND need etc. It is presented to Youth Justice Partnership Board members and front-line staff within the service to ensure they are aware of and can contribute to discussions and plans on what actions should be developed going forward to address issues raised. This allows the Youth Justice Partnership Board to fulfil its duties in line with the Equality Duties Act (2010) alongside other work being planned or undertaken to address the over-representation of children.

In the past year we have:

- Continued to offer bespoke interventions for children from BAME backgrounds from a local commissioned provider (Al Hurayyah)
- We have strengthened our Pre-Sentence Report template to ensure we factor in the impact of discrimination and structural factors on children's lives and behaviours
- We have presented information to the local judiciary on patterns of disproportionality/ overrepresentation
- We have shared local data on disproportionality/ overrepresentation with Youth Justice Partnership Board Members (May 2022 Youth Justice Partnership Board) and have also shared the findings of the HMIP thematic inspection report on the experiences of Black and Mixed Heritage boys in the Youth Justice system with Board Members (February 2022 Youth Justice Partnership Board) and front-line staff.
- Used the Youth Justice Boards Summary Ethnic Disparity Tool 2021 to inform our SIA.

As highlighted above, the service has developed local data regarding overrepresentation and a report was presented to Board Members at the Youth Justice Partnership Board in May 2022. This demonstrated that Mixed Heritage and Black British children are overrepresented in the service, with the figures being starkest for Black British children.

There is also a growth from underrepresentation for Asian children known to the service (in its general population and in the number of offence outcomes) to an overrepresentation in custodial outcomes.

In relation to custody, we are underrepresented for White children by 28% and overrepresented for Black, Asian and Mixed Heritage children by 20%, 7% and 2% respectively. The BAME ethnicities are overrepresented by 28%. There is a caveat in the above demographic data in relation to custody figures, as the numbers are so low, just one child represents 8% of the total figure.

There is involvement by some Asian and Mixed Heritage children in more serious offences which meet the custody threshold, but we believe there are greater opportunities to intervene early with this group of children. For example, our data tells us you are most likely to receive a Youth Restorative Disposal if you are a white child and least likely to receive this if you are Black child in Derby. Youth Cautions are higher in BAME groups than white groups of children but Youth Restorative Disposals (where an intervention is offered by the service) is lower in proportion in BAME groups of children (than for White children).

These issues will need to be addressed (in part) by the First Time Entrant protocol, as we need our partner agencies (Derbyshire Constabulary) to be working in an integrated manner with ourselves to ensure that we are taking cases to clinic where help may be needed at an earlier level for BAME groups of children, particularly Black children.

Use of the Youth Conditional Caution is also lower for Black children, although these children will still become a First Time Entrant to the system, under the auspices of a Conditional Caution they will be offered an intervention and it is an intervention that keeps children out of court. Other groups of children receive this outcome at a higher volume. This is something that needs to be addressed via our Out of Court Disposals Clinic.

Our SIA bears out some of the findings contained in the May 2022 report shared with Board members and found that whilst Asian children are generally underrepresented, Pakistani children are overrepresented within that specific demographic cohort.

Looked After Children

During the last financial year 25 (15%) of the 165 cases open to the service were Looked After Children (LAC). Of those, 19 are still being looked after and 6 have now left care. This compares with 22 (13%) out of 166 cases in the same period in 2020/21. The numbers of LAC in the city of the 10-17 population are 1.2%, which demonstrates an overrepresentation in the service. The two main reasons for children becoming looked after in the current period is unacceptable behaviour and abuse and neglect, a number of these children became looked after due to the secure remand provisions of the Legal Aid Sentencing and Punishment of Offenders Act 2012.

The 25 children who were LAC during the period committed a total of 53 offences which is 2.1 offences per child on average. For the same period the previous year there were 22 children and 34 offences which is 1.5 offences per child on average, which shows an increase of 40% between the two periods. This compares with an average of 2.16 offences per child for other children open to the service in the period.

The most prevalent types of offences committed by LAC were as below:

Offences	Total
Violence Against the Person	22
Drugs	6
Robbery	5
Criminal Damage	4
Theft And Handling	3

CONCORDAT arrangements remain in place where staff in residential settings are encouraged to utilise a ten-point checklist to prevent use of the formal criminal justice system for LAC. The granular detail of the increase in relation to numbers of children and offences will be addressed going forward to understand where we need to direct our multi-partner resources and any actions will be added to the annual CONCORDAT action plan that is driven by partner organisations across Derby.

The local offer for Looked After Children (children living in Derby City Council (DCC) residential children’s homes) via our CONCORDAT arrangements across partner agencies remains in place, led by the Head of Specialist Services, and supported by middle and senior managers across the Children’s partnership within the local footprint. We continue to complete an annual report to check progress against arrangements and the most up to date report is located below. The report is scrutinised by both the Corporate Parenting Committee and the YJPB and last year’s report saw improvements in data from a YOS perspective, i.e.:

- 67.4% decrease in offending across all homes
- Aggregated reduction in incidents and calls for service of 68.7%
- 91% fewer offences and 33% fewer young people living in DCC residential homes open to the YOS

There is a caveat in this data in that some of the homes were closed for various parts of 2020-21 and the global COVID 19 pandemic also impacted on offending by children generally across England and Wales (please refer to the full report for details). The next report will be completed in late summer 2021, with a view to this being an agenda item for the autumn Youth Justice Partnership Board.



CONCORDAT CPC
Report Sep 2021.docx

Pre 16 Education

Of the cases open to the service during the period, 75 (45%) were assessed as having Education, Employment, Training (EET) concerns. This compares exactly with 75 (45%) for the same period the previous year. Attendance and complex history issues are the two key areas of concern and unidentified need also a concern in several cases.

Exclusions

There were 15 children of secondary school age excluded from school in the city which is 0.08 %. In the service there have been 9 exclusions in total. This demonstrates that children subject to school exclusions are overrepresented in the service. Exclusions pertained to behaviour issues which tend to lean towards the commission of offences.

Gypsy, Roma, and Traveller children

The Roma ethnicity was not separated out in to 2011 census but by using the ethnic breakdown of schools' data it shows that the Roma ethnicity is approximately 1.2% of the 10-17 population of Derby. This compares with 4 (2.4%) of the 165 cases open to the service over 21-22 and highlights that the Roma ethnicity are slightly overrepresented in the service. This figure also incorporates children who are classified as being from a Gypsy demographic.

Females in the Youth Justice System

Whilst girls tend to continue to be under-represented in the youth justice system both nationally and locally, they do have a specific set of needs, and as a service we have adapted to meet the needs of the girls supervised by the service. Girls made up 10% of the service cohort and accounted for 18% of offences committed, compared with 12% in the same period last year. We have therefore seen an increase in prevalence of girls offending behaviour.

We have developed a specific programme that has been developed for girls, which is an 8-week group delivered in partnership with other professionals from Health, Psychology Services, drug and alcohol services, Connexions, Remedi, Safe and Sound and Derbyshire Constabulary.

The content of the programme has been carefully considered and influenced by research and HMIP inspection findings. We have also included the voice of the child from speaking with girls currently open to the service to help us achieve the right fit. The programme has been designed to cover the most relevant topics and offers a positive empowering space for each topic to be explored. The programmes development has been heavily based on a recovery model and a 'child first, offender second approach.'

We have also (alongside Derby City Council partners) successfully bid for funding for female specific interventions as part of SAFER STREETS 2, which includes:

- Twelve 2-hourly sessions of Project Arts delivered by Merrybower Arts & Crafts Studio which is limited for females open to the service
- One 3-hour self-defence and conflict management session with seven females open to the service delivered by Max Conflict Management

HMIP Thematic Inspection Report on the Experiences of Black and Mixed Heritage Boys

The HMIP thematic inspection report on the experiences of Black and Mixed heritage boys in the Youth Justice System outlined several recommendations as below:

Police area forces should:

Share with Youth Justice Management Boards local data on:

- Stop and search statistics, broken down by gender and age as well as ethnicity
- Release under investigation statistics, including outcomes, broken down by gender and age as well as ethnicity.

Local Response

A session is planned with Youth Justice Partnership Management Board Members on 16.5.22 to discuss local disproportionality/overrepresentation data and what partners can do to address the situation locally. This will help to drive action to support prevention activity/early help for overrepresented groups of children that has already been highlighted in this document.

Local authorities should:

- Provide suitable and timely accommodation placements and support packages for Black and Mixed Heritage boys who are facing remand or being released from custody.
- Make sure that, where children and families are moved to a new location because of concerns about their safety, the accommodation and placements provided are suitable and sustainable to meet their needs.
- Ensure that Black and Mixed Heritage boys are receiving their legal entitlement to education, including alternative provision when this is deemed necessary, and that the placements are suitable to meet their needs.

Local Response

The Derby City Council Commissioning Service is a part of the services Custody Scrutiny Panel where discussions are held on the post release needs of children, this includes suitable and timely accommodation placements and support packages for Black and Mixed Heritage boys where they are unable (for whatever reasons) to return home to their family.

There are a range of trusted providers as part of a regional D2N2 framework of providers, which allows us to have an out of area placement that is far enough away from Derby if needed for safety planning/risk management/victims concerns etc. but close enough to ensure any family links are maintained.

The Commissioning service also work closely with the service to ensure placements are made available if needed as an alternative to a secure remand episode. The Head of Specialist Services has a close working relationship with the Commissioning Service due to their oversight of other children's services, which supports this agenda.

Other areas of this plan have highlighted the work the Youth Offending Service undertakes regarding supporting children involved with the service in relation to ensuring their educational needs are being met. It has also covered work we plan in 2022-23 to ensure earlier help is made available to children from Black and Mixed Heritage backgrounds and the escalation policy we plan when there are concerns children, including those from BAME backgrounds are not in receipt of the education they need.

YOS Partnership Boards should:

- Have a vision and a strategy for improving outcomes for Black and Mixed Heritage boys, and make sure these are known and understood by YOS staff and partner agencies.
- Ensure all board members contribute data from their individual services that identifies areas of disproportionality and action being taken to address them, and this data is used to develop a joint strategic needs assessment.
- Have a joint set of partnership targets, for example with schools and children's services, for improving service delivery to Black and Mixed Heritage boys, and make sure mechanisms are in place to track, monitor and evaluate outcomes.

Local Response

A session was held with Youth Justice Partnership Management Board Members on 16.5.22 to discuss local disproportionality/overrepresentation data and what partners can do to address the situation locally. It was agreed that the HOS (Specialist Services), Principal Service Manager (DHOS) for the Youth Offending Service would meet with the YJB Head of Innovation and Engagement to discuss the development of a pledge to help drive action for improving outcomes for Black and Mixed Heritage boys, including ensuring board members contribute data from their individual services that identifies areas of disproportionality and action being taken to address them, joint partnership targets for improving service delivery to Black and Mixed Heritage boys are identified and mechanisms are in place to track, monitor and evaluate outcomes.

YOS Managers should:

- Establish effective processes for gaining feedback from Black and Mixed Heritage boys on the services they receive and use this feedback to assess, review and improve the quality and suitability of service provision.
- Make sure staff understand what is expected of them in their work with Black and Mixed Heritage boys and they are inducted, trained, and supported to work effectively with this group of children.

- Improve the quality of management oversight to make sure it is sufficiently focused on diversity and what this means in practice and there are clear escalation routes to address any barriers to Black and Mixed Heritage boys accessing the services they need.
- Address gaps in specialist provision for Black and Mixed Heritage boys, either by delivering it in-house or by commissioning it from appropriate local community organisations and evaluate referral and uptake rates for the services provided.
- Offer suitable and appropriate support and intervention to the parents and/or carers of Black and Mixed Heritage boys and regularly review the uptake and suitability of this provision.

The service staff group have completed unconscious bias training online via ME Learning and there has been discussion about the learning involved at a staff team meeting on 14.10.20.

The management team have also received feedback on the findings of the HMIP thematic inspection report on the experiences of Black and Mixed heritage Boys in the Youth Justice System. The staff group have good relational social work at their heart and can form good relationships with children, but we feel more can be done regarding practitioners being braver in their discussions with children and their parents/carers to investigate the impact of structural challenges for them in their assessment, planning and delivery work and what this means regarding their offending behaviour.

The service has continued to offer bespoke interventions for children from BAME backgrounds from a local commissioned provider (Al Hurayyah), this includes children from all BAME groups and children from a Roma background. The service is looking to commission an increased offer from this service in 2022-23.

The service has a Supporting Families Team who comprise two practitioners who support all families of children known to the service at both prevention and post court tiers. This includes work as part of the national Supporting Families Government programme and is focused on work to solve problems and issues facing families in their day to day lives and the work of a Parenting Officer who will deliver specific interventions, including evidence-based programmes to parents/carers of families.

Bases on the above information, in 2022-23, we aim to:

Decrease overrepresentation of children from BAME backgrounds in the service from 7% to 3% and reduce custodial overrepresentation from 28% to 10% by offering earlier help by way of:

- Increasing the use of use of both Youth Restorative Disposals and Youth Conditional Cautions for children from BAME backgrounds.
- Offering prevention interventions to children from BAME backgrounds who have been Released Under investigation who have not had access to Youth Offending Service support/intervention previously.
- Work with Derbyshire Police to understand the outcome of their review into the use of Outcome 22 to see if this can be used in Derbyshire to support intervention for children from BAME backgrounds where there is no admission of guilt to a relevant offence, but they are willing to work with the Youth Offending Service.
- Develop a vision led by the Youth Justice Partnership Board for improving outcomes for Black and Mixed Heritage boys, ensuring all board members contribute data from their individual services that identifies disproportionality and action being taken to address this, a joint set of partnership targets for improving service delivery to Black and Mixed Heritage boys, and mechanisms to track, monitor and evaluate outcomes.
- Develop operational Management Oversight tools to ensure these are sufficiently focused on diversity, what this means in practice and there are clear escalation routes to address any barriers to Black and Mixed Heritage boys accessing services they need.
- Review uptake and suitability of parenting support and provision for parents/carers of children from BAME backgrounds to ensure there is no shortfall in provision/assess/gather the voice of parents/carers regarding how help should be shaped to best support them.
- Complete a focused piece of work on whether BAME children (especially Black and Mixed heritage Heritage) are over-assessed with our front-line practitioners.
- A survey will be completed with a group of Black and Mixed Heritage boys on the services they receive in July 2022 to consider the child's whole experience and whether there are things that might be important to them that we are not asking about.

Prevention and Diversion

Local Arrangements

The Youth Offending Service has strong local partnerships with respect to preventing and diverting children at risk of offending from progressing into the formal Youth Justice System. The service employs four Youth Crime Prevention Officers (YCPO) three of whom are located within Early Help Teams based in different localities throughout the city. The fourth YCPO works with siblings of children subject to statutory interventions.

The Early Help Teams consist of a mix of professionals from different backgrounds who work together to provide early help support for children based on a locality/neighbourhood working model. The YCPO's in these teams receive referrals from the weekly Vulnerable Childrens Meeting (VCMs) where individual cases are triaged with a view to identifying key strengths and risks and who the most appropriate professional is to work with a child/ren. VCM's include professionals from Health, Social Care, Schools as well as Early Help services in the city.

This model ensures YCPO's can receive referrals from a wide variety of professionals including Education, Police, Health and Social Workers. This helps to ensure children at risk of offending are picked up at the earliest opportunity, prior to involvement with the formal youth justice system and safeguards against children that would benefit from an early-intervention service from slipping through the net.

Cases can be supported by other professionals within Early Help, which ensures a holistic approach and strengthens the offer from the existing YCPO's. Day to day management of the YCPOs is provided jointly by the Early Help Team Manager and Youth Offending Service Team Manager responsible for Prevention agenda delivery.

The Office of the Police and Crime Commissioner (OPCC) has commissioned a range of services that are delivered at prevention level (pre-Youth Offending Service involvement) in schools (2 programmes) including an adolescent to parent abuse intervention, where there is a need for 1-1 follow up, this is also delivered. This is funded until March 2023. This will be followed by a perpetrator strategy developed locally based on a national strategy once local need and demand has been evaluated. There is also a coercion and control programme delivered at a prevention level delivered in schools, which aligns with the Youth Offending Services' work with girls in the Youth Justice system and wider partnership priorities regarding violence against women including the Criminal Justice Board and the OPCC.

Fast Track Referrals

The service has developed a fast-track approach to referrals being received by the YCPO's via the front door of Children's Social Care (The Initial Response Team). This ensures that referrals for children where there is increased risk, i.e., use or possession of weapons can be fast tracked to a YCPO to pick cases up more swiftly (without need for full Social Care Single Assessment).

Knife Crime Clinic

The service has developed a Knife Crime Clinic to ensure that any cases discussed in the recently established Police led Knife Crime Tasking meeting can again be fast tracked for triage with partner agencies and offered a preventative intervention before risk increases.

The clinic sits bi- weekly and comprise the following agencies:

- Police
- Youth Offending Service
- Community Safety and Integration Team
- Catch 22

Children to be discussed at the clinic are gathered from the Police knife crime tasking group to screen for intervention and offer prevention support from the Youth Offending Service including allocation for specific knife crime interventions. The child should be provided with opportunities to receive education/ and intervention to address this issue.

Knife offences are triaged at this clinic to ensure rapid decision making by practitioners specifically skilled in this area. Interventions can include specific targeted work on a one-to-one basis, referral into the Knife Crime Programme Group work or allocation for one-to-one mentoring through the Drop the Knife intervention.

Out of Court Disposal Clinic (OOCDC)

The Out of Court Disposal Clinic (OOCDC) is a multi-agency triage forum where children who have committed a first offence and/or lower gravity offence/s are triaged to determine the most appropriate pre-court outcome. This acts as a key element of our diversion approach in the city. The key function is to divert children from entering the Criminal Justice System, where possible. The OOCDC facilitates the gathering of information from a range of sources to support the decision-making process to determine the most appropriate intervention to meet a child's strengths and needs and to prevent further offending behaviour.

Representatives from key partners that attend the OOCDC include:

- Police
- Youth Offending Service
- Criminal Justice Liaison and Diversion Team
- Remedi (RJ Justice Services)
- CPS
- Education
- Youth Offending Service - Supporting Families Team (SFT)

The OOCDC is evaluated by all key stakeholders in the clinic with the support of the Criminal Justice Board, CPS, the Chief Inspector (Derbyshire Constabulary), HMCTS, Derbyshire Youth Offending Service to ensure that decision making is appropriate, risk is managed accordingly and there is no undue bias in any decision making. The last session was held in April

2022, and these are held every 6 months. The panel now look at cases both randomly selected and cases that have been contentious, i.e., those that might involve weapons etc.

Police

Derby Youth Offending Service have the benefit of two seconded Police Officers from Derbyshire Constabulary. These officers are jointly managed by a Police Sergeant from Derbyshire Constabulary and a Youth Offending Service Team Manager. The Officers support the delivery of the Prevention agenda by co-facilitating the OOCDC. The officers provide vital intelligence, including the circumstances around the offences and children discussed at the OOCDC. The officers are also able to provide specific work with children receiving a Prevention intervention, such as knife crime and Police perceptions work that helps to break down barriers and to build trust.

First Time Entrant Protocol

The service has completed a Multi–Agency First Time Entrant Protocol in conjunction with the Police and Crown Prosecution Service (CPS), using the CONCORDAT model to develop a set of principals it is hoped will support in preventing children from entering the Youth Justice System, where possible.

This is due to launch in June 2022 and will involve identifying a pathway of actions and identifying the criteria that should be considered before a child is presented to Court or made subject to a Youth Conditional Caution (which would make them a First Time Entrant to the system). The protocol identifies the multi-agency support available to deliver interventions to meet the target for reducing First Time Entrant numbers.

Concordat

YCPO's continue to attend Enhanced Care Planning Meetings, which are Multi–Agency meetings that assess interventions provided to Looked After Children who present with risk of offending or offending behaviour which could lead to a conviction. YCPO's provide advice on interventions and receive referrals from this forum.

Evaluation and Impact

In relation to the efficacy of our prevention arrangements, data from our SIA highlights that during the period there have been 114 prevention Interventions compared with 120 in the same period last year (down 5%). Of those 114 cases 14 (12%) have reoffended since the start of their Intervention. This means that 9 (8%) of the 114 prevention cases have become a First Time Entrants (FTE) into the Youth Justice system. A total of 7 (6%) of children were already FTE before the start of their prevention intervention. Therefore 16 (14%) of the children out of the 114 are now FTE which also means that to date 98 (86%) have **not** become a FTE.

Youth Restorative Disposals

During the period there were 127 offences committed that resulted in a Youth Restorative Disposal (YRD). This compares with 139 the previous year. The 127 offences were committed by 98 children. Of the 98 children, to date only 7 (7%) have reoffended and become a FTE.

Serious Violence and Exploitation

As with other urban centres, Derby has experienced challenges regarding serious violence, including serious youth violence. This has led to the development of a serious violence strategy across the city and county footprint, which is due to be initiated in 2022 with plans for this to be supported by an overarching governance board for both areas that will be underpinned by the Safer Communities Board in the city, which the Head of Specialist Services is a core member.

Further work is required before the draft strategy is launched, including a detailed problem profile, alongside an action plan to drive integrated working to address the challenges associated with serious violence.

The draft strategy highlights between October 2018 and September 2021, Derbyshire recorded 7,119 occurrences under the definition of serious violence but over the last 12 months, there was a 7.23% decrease in offences compared to the previous year.

When serious violence and knife crime are separated the data shows knife crime offences have decreased by 32.67% whereas other types of serious violence have increased by 2.82%.

Most serious violence offences are committed in the evening and night-time with suspects between the ages of 15 and 29 accounting for 50.9% of all perpetrators or suspects of serious violence offences, with those between 18 and 24 representing the largest cohort of suspects and offenders.

There is one age group that has seen a significant increase in offending in the 12 months ending September 2021, which is 10-14-year-olds, where the increase was 21.5%. This trend is also reflected among the victim population, that saw increases of 22.2% within the 10-14-year-old age group.

The YJB's definition of serious violence is violence against the person offences which encompasses homicide and weapon offences, robbery and drugs offences which have a gravity score of 5 and above.

Both the YJB, the service and wider partnerships locally acknowledge the link between exploitation of children regarding county lines and gangs as a means to supply drugs and serious violence, where harm is caused, not only to the community and victims but also to children who are often victims themselves, and as a result may become drawn into criminal activity.

Specifically, regarding serious violence, the service participated in the YJB's voluntary Serious Incidents reporting process from June 2021 and has kept the Youth Justice Partnership Board abreast of developments since that time, including a report that was received by the Board in February 2022 that in summary outlined:

The service had completed 5 serious incidents reports to the YJB, all of which were knife related including 2 Murder, 1 Attempted Murder and 2 Section 18 Wounding offences that were either street based or occurred in residential properties.

We know males aged between 16 and 17 tend to commit these acts in the presence of others and victims tend to be males aged between 17 and 36. 3 of the children were subject to statutory supervision at time of the serious incident. All the children were either or had been known to Children's Social Care.

The service in response:

- Developed a strategy with Police to identify early incidents which fit the Serious Incidents criteria
- Developed case tracking processes
- Developed enhanced case file checklists to ensure assessment, recording and intervention was thorough
- Made arrangements with MAPPA to prioritise SI cases in bespoke MAPPA/YOS clinics
- The service participated in YJB led focus groups to develop the SI protocol with specific attention on contextual analysis, learning and identifying themes/patterns

It is to be noted that for the second year running, the most prevalent offence type for children in the service is violence but this is often (in 91% of cases of all violent offences) at the lower end of the seriousness tariff. This is spread across different ethnicities but most commonly a feature for White British children.

Other City-Wide Developments in Response to Serious Incidents

A Knife Crime Clinic (see Prevention and Diversion section) was developed to intervene with children at the first opportunity before risk escalates: including input from the service, Police, CPS, education, and Children's Social Care.

An improved Civil Injunction and Criminal Behaviour Order procedure was developed ensuring early targeting and enforcement of escalating behaviour by children.

Intervention to specifically target knife crime was increased and developed including "Drop the Knife" (Community Safety and Integration Service) and "Tools Down" (Remedi, reparation provider).

Youth Offending Service Seconded Police Officers contributed to Derbyshire Constabulary knife crime tasking groups, Risk Strategy Meetings and Custody Scrutiny arrangements to ensure the sharing of key intelligence regarding children at risk of or involved in behaviour that could pose a risk of serious harm.

The Police and Community Safety and Integration Teams completed Pro-active visits to Children's homes to pre-empt missing episodes and link with city centre based Policing teams where children were missing and believed to be in the city centre.

Derbyshire Constabulary completed an operation (Wintersheild) to ensure that a RAG rated and targeted policing approach to serious violence was in place in the city centre over Winter 2021-22.

Based on the above information, in 2022-23, we aim to reduce risks associated with serious violence by:

- Ensuring the service is a key part of the Derbyshire Serious Violence Strategy to support the drive of actions needed across partnerships to tackle the multi-modal contributing factors to serious violence using a preventative and public health approach.
- Develop the prevention offer for children in the city by integrating the offer of the service with key partners such as the Community Safety and Integration Service, Derbyshire Constabulary, and the Youth Alliance.

Child Criminal Exploitation

The service is closely aligned to a range of city strategic actions to tackle risks associated with children at risk of exploitation. Early Help and Children's Social Care have recently reviewed, refreshed, and re-launched their Children at Risk of Exploitation process to ensure this is clearly understood across partnerships and does not unintentionally bring children into child protection systems where there is no need to, but recognizes the contextual safeguarding risks for children. The Youth Offending Service was part of a task and finish group to develop these arrangements.

There were 19 (11%) cases open to the Youth Offending Service that were assessed to be at risk of Child Exploitation in 2021-22. This compares with 19 (11%) for the same period last year. Several children who have been involved in our serious incidents have been involved in child criminal exploitation, particularly the drug supply trade. We have also seen increases in children open to the service who are managed at the Social Care Child in Need threshold, which would suggest vulnerability to these issues and the number of children in the service who access the Pupil Referral Unit for their education means that children subject to Youth Offending Service intervention could be more at risk of being groomed into such situations.

The service has however used its resources to ensure join up with other key fora such as the Missing Persons Monitoring Group, Knife Crime Tasking and CRE tasking, the latter of which is led by Derbyshire Constabulary. Staff have been trained in use of the National Referral Mechanism (NRM), if applicable and utilise this where appropriate.

The Derby Youth Offending Service Deputy Head of Service was a core group member in a Task and Finish Group established within Derby City Council for the purpose of revising and synergising arrangements for the safeguarding of children at risk of exploitation (including criminal exploitation). This led to significantly better cohesion and coordination between the Derby Youth Offending Service Risk and Safety Management (RSM) meeting infrastructure and the Child at Risk of Exploitation protocols and pathways.

There is a contract in place from Derby City Council with Safe and Sound for low level Child Sexual Exploitation work and medium and high-risk Child at Risk of Exploitation work is commissioned via the OPCC to Derbyshire CARES. This aligns to the Youth Offending Services' priorities for contextual safeguarding/Serious Youth Violence and prevention of offending behaviour.

We have agreed with the OPCC that we target resources more intently at PRU's and schools with highest need to ensure a targeted approach to prevention of behaviour that could lead to serious youth violence in line with SYV mapping that has been completed as part of the draft strategy.

The service will begin discussions with Derbyshire Constabulary to share details of children who are subject to Release Under Investigation (RUI) arrangements, as it is recognised that a number of these investigations could relate to serious violence. The plan is to look at how some of these children, commencing with children from non-White backgrounds can be offered a preventative intervention where the offence is of a more serious nature.

Based on the above information, in 2022-23, we aim to reduce risks associated with child criminal exploitation by:

- Offer children from a BAME background a preventative intervention when they have been released under investigation and the offence/s are of a more serious nature.
- Offering bespoke prevention clinics to the Alternative Provision sites in the city at both Junior and Senior School level.

Prevent

Derby Youth Offending Service continue to provide a Senior Manager to sit in the Derby & Derbyshire Channel Panel. The Channel Panel is a monthly forum through which children, that have been referred into the Derbyshire Police Prevent Programme, are considered by a multi-agency core panel and wider group membership, including professionals working with children that have been referred into the Panel, so that activities can be planned for the purpose of safeguarding against the radicalisation of the child or adult that is assessed as vulnerable to radicalisation. Derby Youth Offending Service have continued, through their Channel Panel representative, to respond within 24 hours to all information requests pertaining to children that have been referred in to Prevent.

There has been participation of the whole service in training delivered by Prevent programme professionals to renew practitioners' skills in the areas of:

- Definitions of radicalisation and extremism
- The national context
- The local (Derbyshire) context
- Signs of potential radicalisation
- How to broach the subject of Prevent to parents and carers
- Establishment of a Single Point of Contact for Prevent programme

Derby Youth Offending Service have participated in the formal observation of Derby and Derbyshire Prevent and Channel arrangements by the Home Office, through which the Home Office reported that the panel meeting was "excellent and very well run".



Panel observation
feedback.msg

Derby Youth Offending Service continue to prioritise the circulation of the monthly Prevent Newsletter and annual Counter-Terrorism Local Profiles, to ensure staff are up to date with the latest local and practice developments and have contributed to the annual review of Prevent and Channel arrangements by completing the Channel Panel Annual Assurance Statement.

Derby Youth Offending Service continue to provide a fortnightly drop-in clinic for all Practitioners, hosted by a third sector delivery partner, Al-Hurraya, through which enables consultation with Al-Hurraya practitioners in the areas of cultural competency and intervention to inform and support Youth Offending Service Practitioners in their communication with parents, carers and children about the Prevent programme and so that culturally sensitive interventions can be considered, especially in the areas of extremism and radicalisation.

Derby Youth Offending Service continue to work in partnership with the East Midlands and Staffordshire Counter Terrorism (CT) Leads for Probation; consulting them in all cases where a child has committed an offence under the Terrorism Act. The CT Leads consult practitioners, support with content for Court Reports, complete information checks and attend Risk and Safety Management (RSM) and Multi-Agency Public Protection Arrangements (MAPPA) meetings regarding Terrorism Act offenders.

Derby Youth Offending Service have contributed to the national development of Counter Terrorism strategy through attending online workshops with the Home Office and through the completion of the 'YOT CT Capability Questionnaire' disseminated the 'ACT Early' resources, following the 2021 rebranding, to all Practitioners. Learning was then reinforced through a Derby Youth Offending Service Team Meeting. www.actearly.uk

Constructive Resettlement and the use of Custody (including Remands)

The service has a set of robust arrangements in place to ensure the small group of children who are sentenced to custody or made subject to a secure remand in Youth Detention are fully supported, their outcomes are not negatively impacted and that there is good resettlement planning for them on return to the community.

The service has a Team Manager and case worker dedicated to custody arrangements including oversight and coordination of the services' key multi-agency forum for providing added value to cases at risk of or subject to custody; the Custody Scrutiny Panel (CSP). The CSP includes representatives from the HMPPS to ensure key lines of communication with the secure estate at a tactical level inform quality planning for children at the CSP.

In 2019, the service underwent a Resettlement inspection with HMIP and HMI Prisons, as part of a thematic inspection to look at the transition from custody to community for children. The feedback was in the main was very positive and key positives identified included:

- The Custody Scrutiny Panel and Resettlement Framework
- The role of the Resettlement Officer and Custody Officer.
- Delivery of knife crime work
- Good community support
- Creative use of licence conditions
- Positive direct feedback from children

The service is in the process of updating and refreshing the CSP and nearing completion of its Re-settlement policy in line with guidance from the YJB and HMIP. This will ensure the service continues to implement the principles of constructive resettlement in practice now and in the future.

Prior sections deal with the numbers in relation to secure remands across 2021-22 but in addition to that basic information, of the 14 children open to the service who were remanded into custody over the past 12 months, the ethnic breakdown is as follows: 5 children were of Mixed Heritage (all White and Black Caribbean), 4 were White British, 1 child was classified as Black other, 1 as Roma, 1 as Black African, 1 as Asian other and 1 as White other.

This again demonstrates disproportionality regarding children from a Mixed Heritage background. All the children were male and regarding the ages, 2 of the children are now 18, 8 are aged 17, 2 are aged 16, 1 is 15 and 1 is 14, demonstrating that the older group of children in the service are becoming involved in the more serious gravity offending that leads to secure remand, serious incidents, and potentially custodial sentences.

Strategically, the service has a close relationship with the Children's Commissioning Service due to the Head of Specialist Services working closely with that team due to their role with the Children in Care Service. The Children's Commissioning Service are also part of the CSP to ensure that any children at risk of custody or due to be released from custody are discussed and plans for their accommodation made. The Childrens Commissioning Service has developed a new accommodation strategy to ensure the accommodation needs of children with complex needs are better met going forward. A copy of the slides outlining the strategic approach is attached below.



Accommodation
Strategy Slides.pptx

There are close working relationships with Children's Social Care for any cases at risk of secure remand to ensure suitable accommodation is sourced with either family members or through the Children's Commissioning Service.

The service has a range of bail support programmes that are offered to the court as robust alternatives to a secure remand.

Information is shared between the Police and Youth Offending Service as soon as a child appears in the custody suite, which enables the service at the earliest opportunity to track cases and prepare bail options in advance of any court hearings.

The service has developed strong links with CPS / defence to early identify those children at risk of secure remand.

The Team Manager with operational management responsibility for custody and resettlement also leads on the strategic development of court and within this retains oversight on remand and custody cases from a court perspective, which ensures synergy and alignment between these overlapping areas of practice.

The Team Manager with operational management responsibility for custody, resettlement, and court chairs 8 weekly practice reviews with HMP YOI Werrington (Resettlement Team). The focus in these meetings is on resettlement developments at the Youth Offending Service and Werrington including interventions, resources etc, review of YJAF operational issues and a review of the children the service has placed at HMP YOI Werrington and those at risk of being imprisoned there.

The Team Manager with operational management responsibility for custody, resettlement and court attends bi monthly meetings including all court stakeholders which includes a focus on children appearing through remand court, providing opportunity to discuss factors relevant to the imposition of RYDA or RLAA.

There is also attendance at Magistrate's Court Improvement Group (formerly Transforming Summary Justice). This forum focuses on the progression of youth cases through the courts and the identification of measures to ensure swift administration of justice for children.

There has been increasing use of YJAF by the Youth Offending Service.

The service has a designated Independent Reviewing Officer for RYDA and RLAA cases.

The service now has a clear process in place to:

- Link up health services for Looked After Children (LAC) from community to custody
- For monetary provision for LAC in custody
- To oversee early referral to MAPPA and Victim Liaison Officer

The service has redesigned the Pre-Sentence Report template and delivered an associated staff training workshop to improve consistency of reports to court and to better express justifications for avoiding custody. There has also been a redesign of the Parenting Officer role and report template to enhance community disposals, thereby avoiding risks associated with custodial outcomes.

This plan elsewhere has highlighted the development of procedure for early identification of serious incidents providing an opportunity for preparation prior to a child coming before the Court so that a RYDA can be avoided if appropriate.

The service has contributed to the development of a city and county wide guidance document for Civil Injunctions and Community Behaviour Orders. This guidance aims to ensure an incremental approach to offending by children within which measures are imposed to avoid an escalation in recidivism thus reducing the likelihood of a custodial term in future. Within this there is a triage between the service and Community Safety and Integration Team to review Community Behaviour Order and Civil Injunction applications.

Restorative Justice and Victims

The service commissions a highly regarded Restorative Justice provided (REMEDI) to provide its victim services including restorative justice. All victims are offered involvement where we have sufficient victim information and consent to make contact. Victims are contacted in both out of court matters and post court work. Contact is primarily by telephone or email where the information is available. Letters are sent to encourage contact; however high engagement success is due to the personal approach/telephone. Contact attempts are made during evening/ weekends to fit in with the victim's availability, likewise victim contact is conducted during these hours when needed.

There is strong performance as regards victim contact and involvement in a restorative process. During the financial year 2021-22, 99 cases were referred to REMEDI. Of those 83 were eligible/contactable. All 83 eligible victims were contacted and of those contacted, 82 (98%) victims have been involved in a restorative process of some kind in both Pre-court and Post Court work. Of those victims 13 (16%) took part in Direct Restorative Justice work and 69 (84%) took part indirect Restorative Justice work. It is important to note that of those 82 victims, 148 indirect processes were undertaken. (Some victims take part in *more than one* piece of work.) and 20 Direct processes.

What does this data indicate?

Derby City can evidence high victim engagement rates, demonstrating that victims do want to take advantage of the offer to participate.

Victims are invited to take part in a range of restorative measures, whether this is having their voice heard during the pre- court process, or Referral Order panels, involvement in the work the child undertakes by way of reparation, intervention work, or communication with the child directly or indirectly.

Some victims take part in a number of 'processes' having had their voice heard in panel; they may decide to participate further with children who are willing to engage with them.

For cases where there is no clear identifiable victim disclosed, case review can highlight impacted parties who are offered the opportunity to participate.

Knife Crime cases (Regina) will involve the school, community impacted, or working with the Youth Offending Service police team - following victim awareness sessions with the Restorative Practitioner, to undertake Restorative Justice (RJ) work.

Satisfaction Data

In terms of Victim Satisfaction, evaluation data for this year shows:

- 100% Satisfaction with their RJ experience
- 80% improvement in being able to cope and recover
- 89% increased sense of safety
- 86% felt less fearful
- 92% increased sense of wellbeing
- 97% increased satisfaction in criminal justice system
- 100% felt better informed
- 98% would recommend participation in RJ

Children who participated in RJ commented on evaluation:

- 97% were satisfied with their RJ experience
- 94% commented they had an increased understanding of offence impact
- 97% said they were motivated not to offend
- 100% would recommend participation in RJ

Evaluations are completed when RJ cases are closed, they indicate high levels of satisfaction with the service. Issues such as wellbeing, fear and safety are not applicable to all victims and the data above relates specifically to those who have identified this as a concern.

In Summary:

Derby City Youth Offending Service can be confident that all consenting victims are offered RJ involvement and that they meet their responsibilities under the Victim Code of Practice. Victims' voices are represented at panels and to Case Managers working with children. Data shows exceptionally high levels of engagement and satisfaction.

Robust case planning between Case Managers and Restorative Justice practitioners considers the victims views and positive outcomes have been achieved.

In addition to direct reparation and direct communication between parties, victim 'informed' reparation has been the focus of this approach, giving the victim an active say in the work undertaken and the child the opportunity to participate voluntarily in this specific request.

While there is value in participation in all restorative outcomes listed, 16% of victims participated in a direct process with a child.

Wider Victim Considerations

Victims are considered when planning for their safety including ensuring the service contacts the Probation Victim Liaison Unit where contact with victims needs to be considered as part of licence condition considerations where children have been sentenced to custody for more serious offences. The service also ensures that risk of serious harm assessments (Rosh) factor in the views and feelings of victims. Children's experience of being a victim and any potential future concerns of this are also factored into practitioner thinking when assessing safety and wellbeing and REMEDI offer a 'Got Your Back' service to children who have been victims of an offence, recognising the contexts in which a number of children known to the service live their lives.

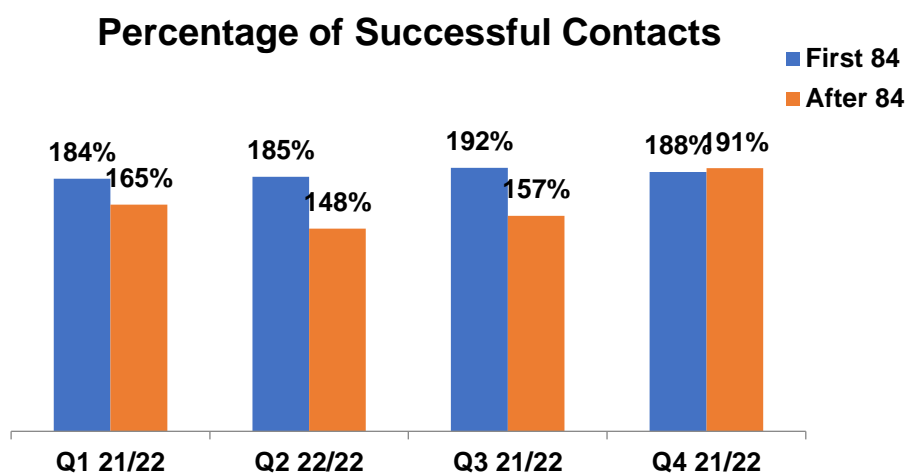
9. National Standards

Derby YOS 'Management Oversight and Quality Assurance Strategy' activities.

The following activities are included in the Great Performance Conversation expectations (Derby City Council Professional Development and Accountability Framework) for all case holders that manage Statutory Youth Justice Orders or Youth Conditional Cautions:

- Ensure that all service-users receive at least the minimum number of contacts under the Scaled Approach, in accordance with the National Standards for Youth Justice Work and the Practice Standards for YOS:

The graph below shows the percentage of successful contacts delivered by Derby YOS, in accordance with the assessed Scaled Approach level. For each quarter, the figures are sub-divided into success relating to contacts delivered in the initial, higher intensity Scaled Approach period and those delivered in the following lower intensity Scaled Approach period.

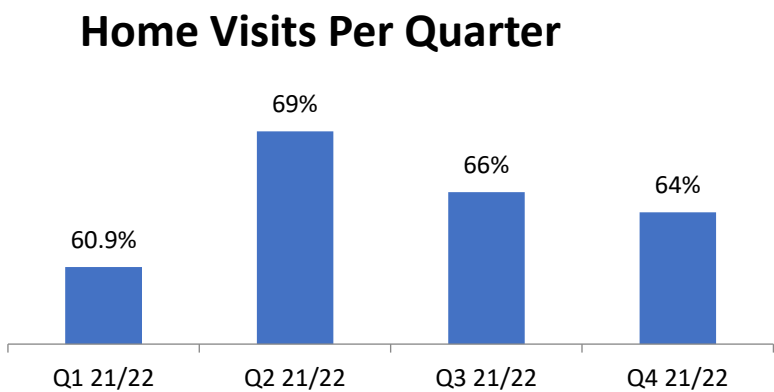


Derby YOS can clearly evidence that over the course of 2021-22, work that has been completed with Case Managers regarding the importance of delivering all contacts mandated by the Scaled Approach, including through the completion of quarterly NS audits with all Case Managers on all open cases, is having the desired positive effect on increasing compliance to the point that performance now consistently and significantly exceeds National Standards expectations in this area.

- ii. See all service-users at home in accordance with the National Standards for Youth Justice work and the Practice Standards for YOS

The graph below shows the percentage of home visits per month based on one contact per month per offender. They are counted on the number of open interventions each quarter.

NB: these figures are not taken to be correct in an absolute sense as the expectation on Case Managers is that a minimum of 1 Home Visit per calendar month is completed whereas the reporting functionality in our case management system will only produce statistics related to the number of days since the start point. These figures do however provide a useful illustration of service performance.

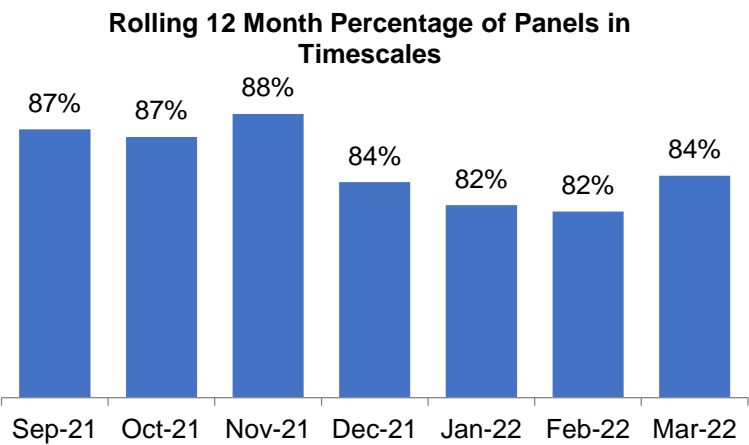


While the graph above illustrates that Derby YOS fall below the self-imposed 75% target for compliance in this regard, it is encouraging that there has been a quick return to pre-pandemic levels of monthly contact in children’s home environments following the cessation of lockdown measures. Developing performance with regards to Home Visits is a priority of Derby YOS for 2022-23 and all YOS Practitioners responsible for delivering statutory Home Visits, whose individual compliance with this measure was less than 65% (threshold for HMIP ‘Good’ Rating), have been given additional support (training, reflective discussion, etc.) and remedial actions (to increase compliance in the short term) through the GPC for 2022-23 that are designed to support practitioners to consistently deliver this expectation and to hold practitioners accountable if performance doesn’t improve to the required (75% compliance) level before the Interim GPC review in October 2022.

For the reassurance of the YJB, a far more detailed analysis, that reviews the same data but is able to identify with certainty whether the requirement to complete at least one Home Visit *per calendar month* has been met, as opposed to one Home Visit per 30 days period since the commencement of the intervention. The findings of this more detailed analysis will not be shared in this document as they pertain to individual supervision and performance management (through GPC), but the Derby YOS strategic Quality Assurance and Performance Management Lead is happy to demonstrate this system to the YJB Regional Lead for the East and West Midlands if this would be helpful.

- iii. Facilitate the swift dispensation of justice by ensuring that Referral Order Initial Panels are delivered in accordance with legislative requirements.

The graph below shows the percentage of Initial Panels that were held within the National Standards time limit of 20 working days. It is based on a rolling 12 months ending on each date shown:

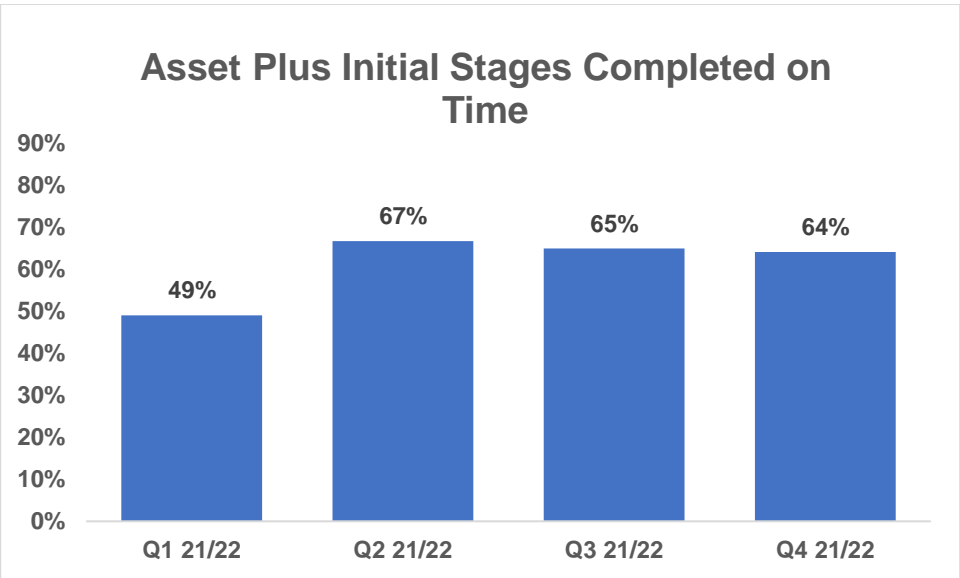


The graph above evidences a plateauing of compliance at above 80% that has been sustained for more than 2 years (see Derby YOS Youth Justice Plan 2021-22); exceeding the target Derby YOS imposed upon itself of achieving 75% compliance in all National Standards-related areas. It must be noted that in all cases an initial panel was delivered and a panel that took place in the 21st day post sentence was counted as having failed to meet this requirement. The improvements made and sustained have occurred alongside significant challenges, most notably the resolution of operational and logistic considerations that have been necessitated by the complete reinvention of how Referral Orders panels are delivered by Derby YOS in 2020-21 and early 2021-22.

- iv. Ensure that all service-users have a good quality assessment and plan to inform the work that will be completed with them, in accordance with the National Standards for Youth Justice Work and the Practice Standards for YOS.

Derby YOS (after consultation with the YJB), has an expectation on all Case Managers to complete a good quality initial assessment and plan (on the YJB’s AssetPlus assessment framework), and to complete any amendments they are directed to complete by a Service Manager completing QA of the stage; within 35 days of the start of the intervention.

NB: the figures regarding AssetPlus Initial Stage completion will always constitute the most negative illustration of Derby YOS compliance in this area, as they do not take into account AssetPlus stages that were completed in time and required no amendments but could not be countersigned within 35 days of the start of the intervention due to a lack of management capacity to complete the QA work at that time. These figures do however provide a useful illustration of service performance and can be compared like-for-like with previous data to identify trends and directions of travel.



While the above graph illustrates that Derby YOS have fallen below the self-imposed target of 75% compliance in this area, the positive direction of travel since 2021-22 (see Derby Youth Justice Plan 2021-22) clearly evidences gains are being made. In 2020-21, the mean average percentage of completion of AssetPlus Initial Stages per quarter was 47.7% whereas the comparative figure for 2021-22 is 61.25% per quarter; an increase of 28.4%.

This positive direction of travel has coincided with significant training provision and the creation of several tools and guidance documents in direct response to collective and individual consultation with the YOS Case Management team. These have included the creation of an ‘AssetPlus Tracker’ (at the request of YOS Practitioners) which is a shared spreadsheet through which practitioners and operational managers can log activities such as the submission of AssetPlus stages for quality assurance (QA) and the returning of a stage to the author for required amendments to be made so that the work is of sufficient quality. The spreadsheet is then used, where necessary, to identify whose responsibility the late completion of the Stage had been.

As is the case with Home Visits; developing performance is a priority of Derby YOS for 2022-23 and all YOS Practitioners responsible for creating AssetPlus stages, whose individual compliance with this measure was less than 65% (threshold for HMIP ‘Good’ Rating), have been given additional support (training, additional QA, co-working, reflective discussion, etc.) and remedial actions (to increase compliance in the short term) through the GPC for 2022-23 that are designed to support practitioners to consistently deliver this expectation and to hold practitioners accountable if performance doesn’t improve to the required (75% compliance) level before the Interim GPC review in October 2022.

For the reassurance of the YJB, a far more detailed analysis, that involves scrutinizing every individual AssetPlus stage submitted by a practitioner across the whole reporting period, is used to identify with certainty whether a late submission of an AssetPlus stage was the responsibility of the author or the manager that completed QA. This ensures that Derby YOS have the correct focus when addressing performance that contributes to the whole service falling below the self-imposed 75% target and extra support and remedial actions can be assigned to the right people through the GPC performance management structure. The findings of this more detailed analysis will not be shared in this document as they pertain to individual supervision and performance management (through GPC), but the Derby YOS strategic Quality Assurance and Performance Management Lead is happy to demonstrate this system to the YJB Regional Lead for the East and West Midlands if this would be helpful.

Key Priorities Relating to Performance in complying with National Standards

In response to the findings detailed above, and in recognition of the fundamental importance of good quality assessment and planning as the framework for successful intervention, alongside the obvious value with respect to safeguarding and relationship-building that are associated with the completion of Home Visits by the Lead YJ Professional, Derby YOS' key priorities are as follows:

- 1) Increase the percentage of Initial AssetPlus assessments and plans completed by Case Managers and signed off by Service Managers within 35 days of the intervention start date to 75%
- 2) Increase the percentage of monthly home visits completed by Case Managers to 75%

10. Challenges, Risks, and Issues

There remain challenges for Youth Justice services locally, some of these issues have been touched upon in other areas of this plan but the full nature of the challenges of 'unlocking' and of the longer-term impacts around the pandemic remain somewhat unknown at this juncture and there remains potential for unknown future patterns of behaviour/crime/need/workload.

However, there are (as mentioned) strong local multi partner arrangements at strategic level via the Derbyshire Criminal Justice Board, MAPPA, and the Youth Justice Partnership Board, which allows a joined-up horizon scan of potential future threats across the system and joint planning to address these threats.

Operationally, the service utilises performance data on a consistent and systematic basis, starting with an annual SIA to inform plans at the close and opening of each financial year. This allows themes and patterns around risk and need to be identified. This is augmented by use of data in service Senior Management Team meetings to ensure line of sight to issues as they arise in year. The risks we are picking up at the present time include:

i. Health Provision

A local issue is the uncertainty regarding medium to longer term health funding to ensure the on-going viability of the Health Pathway, the cessation of which would leave a gap in relation to identifying, assessing and providing health services for children and in the effective delivery of trauma-informed practice. The service has worked with partners across Derbyshire and Nottinghamshire (D2N2) to make a bid to the NHS Framework for Integrated Care and despite the bid eventually failing and the funding being awarded to another LA in the Midlands, the feedback on the bid was so positive and local partners were so persuaded by the joined up nature of the bid that NHSE funded a period of consultation on how services across D2N2 can develop a framework approach similar to that failed bid (made with significant Youth Offending Service contribution), but on a cost neutral basis. Stakeholder interviews, case studies and discussions with children and parents/carers have been held and we now simply await on outcome report from Cordis Bright to consider any recommendations.

Regarding the funding aspect specifically, the service has held discussions with strategic health partners at the Youth Justice Partnership Board regarding the longer-term plan for funding health resources. This has led to the Head of Specialist Services attending both the Childrens Mental Health Crisis and Community group and Joined Up Care Derbyshire to make a written bid for interim funding to continue our 0.4 FTE Clinical Psychology post, whilst locally, the Derby and Derbyshire Clinical Commissioning Group consider whether longer term funding for this post and our Youth Well Being Worker post can be funded by NHS core budgets to give this work greater security and sustainability. The service has agreed to fund the continuation of the Youth Well Being Worker until this decision is made.

The other risk/challenge in relation to health provision for the service is a gap created by having no Speech and Language resource. However, the service is planning to use internal budgets alongside potential matched funding from the Office of the Police and Crime Commissioner for Derbyshire to recruit a part time resource.

ii. Serious Youth Violence and Knife Crime

Knife crime is an issue that presents a risk for several services, especially those situated in more urban environments. This plan has covered in other areas the issues we have seen regarding serious youth violence and knife crime, i.e., we have needed to report to the YJB under the Serious Incidents reporting process, we have seen a number of knife offences in the city, but we do see stable levels of more serious violent offences committed by children according to our SIA.

Other areas of this plan outline the action being taken to address both serious youth violence and knife crime and these areas of work will be included in the action plan for 2022-23 and will incorporate many elements of partnership working.

iii. First Time Entrants

A challenge is our rate of First Time Entrants figures, which have at times over the past twelve months increased, although, we are yet to see any impact on caseloads. Again, other areas of this plan outline the approach and action we aim to take in 2022-23 to address this challenge, so will not be repeated in this section but will be included in the action plan for 2022-23.

iv. Remands to Youth Detention Accommodation

Secure remands to Youth Detention Accommodation continue to be a financial risk as the demand for these outweighs the budget received from the Ministry of Justice (£187,000 received as opposed to £240,625 spent). There is scrutiny of all remands and robust alternatives are always offered to the courts. The number of remands increased last year in comparison to 2020-21. There is Local Authority budgetary support to manage the remand budget and there has been an increase to this budget from the MOJ (by £8,000 in 2021-22 compared to 2020-21), which goes some way to mitigating this risk. Already in 2022-23 financial year, our financial forecasting shows bed night costs for quarters 1 and 2 is currently £242,000 against a total available budget of £383,000, this is due to lengthy secure remand episodes for three young people involved in a serious incident in another county, which is progressing through the Crown Court.

v. Reduced funding

Any reduction in funding to the service will lead to staffing reductions, which means that it will be unlikely that the current contribution to crime and anti-social behaviour prevention activity can be maintained in its current form. It may become unviable altogether. Without such a service, there could be increased pressure on other areas of statutory intervention. This situation has been mitigated by the action taken by the OPCC for Derbyshire in agreeing extended funding under its crime prevention grant for partial coverage of salaries for YCPO's until 2025.

vi. Disproportionality

This plan has previously outlined the challenges in relation to disproportionality for some groups of children in the city. This area will be a priority for the service in 2022-23 and the action plan will detail the specific actions planned to be taken by the service and across partners to address this in the forthcoming twelve months.

vii Cost of Living Crisis

The cost-of-living crisis will hit those already struggling financially the hardest and given the strong evidential links between poverty and crime, this could increase risks of increased numbers of families coming into the criminal justice system. This could in turn increase Youth Offending Service caseloads, which in turn may impact on the quality of direct work with children as caseloads grow. The mitigations in place are around development of family hub approaches in the city to reach families at an earlier point in time (more of a universal early help approach that is linked with Derby City Council's better Together approach) and continued backing by Derby City Council of the targeted Early Help offer in the city. The service already has a strong prevention and diversion framework, now backed by a First Time Entrant protocol and well-functioning Out of Court Disposals clinic.

Prior Youth Justice plan risks

The Youth Justice plan for 2021-22 highlighted risks associated with increased caseload entering the service, based on any backlogs through the court system for children in the city. This has not manifest and the service has maintained oversight of this operationally and strategically with its key partners via regular communication through the Team Manager with a lead responsibility for court and through the Youth Justice Partnership Board.

Risks highlighted in the 2021-22 plan as regards non-continuation of funding from the Office of the Police and Crime Commissioner for YCPO's has been dealt with earlier in this report, as funding has been agreed until 2025.

The Youth Justice plan for 2021-22 also lighted that the service in conjunction with other Derby City Council teams had addressed the risks associated with the lack of contingency for the services Information Analyst role by way of the Policy, Insight and Communications Team having staff trained to deliver Youth Justice returns and an identified preferred option that can work in line with the current recording system had been identified and implemented.

The service improvement plan reflects the Youth Justice Boards vision of child first offender second by developing services that are trauma informed and aim to understand children, using services and interventions that work in conjunction with the theories of desistance and the 'Good Lives' approach. We have incorporated actions that pertain to all areas of our Standards for Youth Justice Self-Assessment where we had rated Requires Improvement within this plan, where that action had not been completed in the 2021-22 business and improvement plan.

Support will be needed from the Youth Justice Partnership locally to ensure some of these services are able to be implemented, i.e., Education, Health (including Clinical Commissioning Groups and NHS services), Probation Service, Community Safety and Integration Teams, the Office of the Police and Crime Commissioner for Derbyshire and Derbyshire Constabulary to ensure we are able to continually improve services for children at risk of or involved in offending behaviour.

i. Response to Previous Inspection Recommendations

HMIP Inspection

Derby Youth Offending Service was last inspected in June 2018 and received a 'Good' outcome. The service had a specific inspection action plan on the back of this with all recommendations having now been completed and the service now having one singular improvement plan as part of the annual Youth Justice plan.

The recommendations and actions taken are outlined below:

- **Recommendation** - Accurately assess the safeguarding, wellbeing and vulnerability of all children and young people subject to an out-of-court disposal.
- **Response** - Out of Court (OOC) disposals are now part of a twice yearly HMIP style case audit rota, that is completed by Team Managers with the findings presented to the Youth Justice Partnership Board. The findings identify improvements in risk assessment work in the service. A copy of our last OOC disposals audit is contained below.



HMIP Style Case
Audit Report_Qtr 2 2

- **Recommendation** - Identify and minimise the impact of discrimination and disadvantage in the criminal justice system, especially for girls, and children and young people from Black and Minority Ethnic backgrounds.
- **Response** -The service captures local disproportionality data in its annual SIA which has led the service to:
 - a. Continue to offer bespoke interventions for children from BAME backgrounds from a local commissioned provider (Al Hurayyah), with plans to increase the service offer in 2022-23
 - b. Strengthen our Pre-Sentence Report template to factor in the impact of discrimination and structural factors on children's lives and behaviours
 - c. Presented information to the local judiciary on patterns of disproportionality/ overrepresentation
 - d. Shared local data on disproportionality/ overrepresentation with Youth Justice Partnership Board Members (May 2022 Youth Justice Partnership Board) and have also shared the findings of the HMIP thematic inspection report on the experiences of Black and Mixed Heritage boys in the Youth Justice system with Board Members. This has also been completed with front line staff.
 - e. Used the Youth Justice Boards Summary Ethnic Disparity Tool 2021 to inform our SIA
 - f. Developed a bespoke intervention for use with children who have been victims of discrimination
 - g. We have developed a bespoke 'Girls' group' to ensure we tailor interventions to the needs of females who become involved in the youth justice system. This group encompasses services from across partnerships and the details can be seen in earlier sections of this plan
- **Recommendation** - Ensure the needs and wishes of victims are given greater attention by Youth Offending Service staff.
- **Response** - We have significantly improved our rate of victim engagement, including direct reparative work, and ensuring that victims wishes inform work with children. Reparative and victim services are more responsive and better aligned to core service activity and we also offer victim and reparative services to cases that come from our Out of Court disposals clinic. Please refer to earlier section on restorative justice and victims for details of data that underpins this narrative.

Joint Targeted Area Inspection

The Joint Targeted Area Inspection in Derby in 2018 identified that Children's Social Care services were potentially missing an opportunity to utilise Youth Offending Service expertise, particularly regarding Harmful Sexual Behaviour. We have therefore set up

systems to ensure the service retains close links with the Initial Response Team (IRT) in the Children's Social Care front door to ensure any risks associated with, not only HSB but broader risks, can be discussed.

A Harmful Sexual Behaviour process has been developed by the Team Manager within the service who leads on this agenda, working closely with our Workforce Learning and Development Team. This has involved close partnership working with Children's Social Care Teams to ensure integration of approach and a copy of the process is attached below.



CYP - working with
Harmful Sexual Behavi

The Workforce Learning & Development team deliver two refresher sessions each year to staff members offering additional support to feel confident in undertaking AIM 3 assessments. Group learning sessions are also scheduled throughout the training calendar specifically for staff who have undertaken AIM 3 training. These group sessions offer an opportunity to critically reflect and further learn from peers. These are run in partnership with the Youth Offending Service Team Manager. There has been good attendance from staff who reported that they felt they benefitted from these sessions and felt less isolated in completing harmful sexual behaviour work. A further group session is scheduled for 17th August 2022. Information and top tips are available on the iDerby learning and development page.

The above is reviewed on an annual basis, with the Workforce Learning & Development team, in partnership with the Youth Offending Service Team Manager, completing an overview report. This also includes a review of trained staff who have currency within the organisation and establishes if further training on AIM 3 is required.

In December 2021 Youth Offending Service staff training was delivered by the MAPPA coordinator on the process of sexual offending and working with those who sexually harm others - *Assessment of risk and planning*. The staff felt that this training was pertinent to their work and learning from this training is evident in Asset plus assessments.

In March 2022, a one-off training session was delivered focussing on the implementation and delivery of specific intervention with those who sexually harm others. The training was delivered by The Safer Living Foundation and staff have reported significant benefits from this training in building levels of confidence and delivering targeted intervention. The consensus across Children's Services including the Youth Offending Service, is that further training around delivering intervention to address HSB remains an ongoing developmental need.

The staff group have access to the commissioned Action for Children service which provides advice and support to all professionals working with children and young people displaying, or at risk of, harmful sexual behaviour. This is largely delivered as a consultation and acts as an additional resource

There is evidence of good practice across children's services when working with harmful sexual behaviour. There remains an ongoing developmental need for further AIM 3 assessment training to ensure a healthy pool of assessors are available throughout all departments. The service is currently looking at arrangements to implement the use of the Brook Traffic Light tool. This tool enables a much swifter assessment of risk and need and can be used to help determine the necessity of a full AIM 3 assessment.

There is a virtual duty system, allowing the Youth Offending Service duty manager to be contacted by the IRT manager. Furthermore, the service Team Manager leading the Derby Youth Offending Service safeguarding agenda and with established links with Children's Social Care attends team meetings in IRT every 6 months to retain proximity. IRT have staff trained to access the Child View recording system to ensure checks can be made on involvement with the Youth Offending Service. This is also being rolled out to Locality Social Care Teams.

Earlier sections of this plan outline the fast-track arrangements that have been put in place to ensure referrals for children at risk of knife crime can progress through the IRT to locality YCPO's to ensure intervention can be offered as swiftly as possible, where intelligence on these children has been shared at the Knife Crime Tasking Clinic.

Resettlement thematic inspection

The Resettlement thematic inspection report in 2019 recommended that YOT's:

- **Recommendation** - Deliver their statutory responsibilities and ensure that they are actively and fully involved in resettlement cases throughout the sentence.
- **Response** - Derby Youth Offending Service already had a Resettlement Manager and case worker in place to improve resettlement work and maintain links with the secure estate. Please refer to the custody/re-settlement section of this plan for further details.
- **Recommendation** - Advocate persistently and strongly on behalf of their cases in custody to ensure their needs are met.
- **Response** - This was a specific area identified during the 2018 HMIP Inspection of Derby Youth Offending Service. In response, we have developed systems with our most frequently used custodial facility (HM YOI Werrington) that includes an Escalation Process to ensure where frontline practitioners feel children's needs are not being met, we can efficiently and expediently escalate up the chain of command to effectively advocate for that child. We have also (through our resettlement lead practitioners) implemented quarterly meetings with our Single Point of Contact at HM YOI Werrington where issues can be identified and mitigated. Furthermore, HMPP are represented on our Custody Scrutiny Panel to ensure that where there are areas of need or risk associated with a child, information is shared, and services are put in place to support effective rehabilitation and safety. We are also working on a Re-settlement policy for 2022-23.
- **Recommendation** - Inform and involve young people in custody as soon as possible about the conditions they will be including on the young person's licence.
- **Response** - The development of the Resettlement Manager and Officer posts has ensured skills have been developed in engaging children in resettlement planning, including requested licence conditions and the rationale for these. We have a long, established, and experienced staff group who have all managed custody cases and who balance Child First principals with the need for clear and robust risk management.

The service was part of a Local Area SEND inspection and re-inspection in 2019 and 2021. The outcome for the service was positive due to its ability to identify the number of children in the service who had an Education, Health and Care Plan and to identify offending rates pre- and post-intervention for this cohort.

ii. **Response to HMIP Annual Report**

HMI Probation held a live event on Thursday 17th March 2022 looking at the key findings and themes from HM Inspectorate of Probation's youth annual report (2021). The Services principal Service Manager (known locally as a Deputy Head of Service) booked onto this live event and fed back key elements of the report and implications for Derby to the service management team via e mail format on 31.3.22. Please refer below for a copy of this detailed e mail feedback.



**SUMMARY of KEY
INFORMATION from**



**FINDINGS FROM
ALL HMI INSPECTION**

Derby Youth Offending Service has, as a management team (in the April 2022 Senior Management Team meeting), considered the findings from the HMIP annual report so that they could be considered in the context of service delivery and planned development. Please see above for a summary from that meeting, including a number of items that will also appear in this year's improvement plan.

iii. Response to other Local Inspection Activity

OFSTED have completed two separate pieces of inspection activity in Derby in July 2021, which was a Focused Visit with a focus on Children in Care, permanence and placement matching and in March 2022 for a full ILACS inspection, which looked at Children's services from the front door through to adoption. The Focused Visit was not a judged inspection outcome, but the feedback received was positive and the overall judgement of Derby City Children's Services following the ILACS was Outstanding. There were no significant pieces of involvement for the Youth Offending Service as such, although the Head of Specialist Services was heavily involved due to their role in management of services for Children in Care, Care Leavers and Children with Disabilities and the chair of the Youth Justice Partnership Board was also heavily involved in their role as Service Director for Early Help and Children's Social Care. Copies of the Focused Visit letter and the ILACS report are attached below for information.



Derby City ILACS
report 2022.pdf



Derby_Focused_visit_
of_local_authority_chil

iv. Response to Serious Incidents Locally

As mentioned in earlier sections of this plan, the service engaged in both the voluntary and mandated Serious Incidents reporting policy launched by the YJB (the latter in June 2021). There have been several serious incidents in the city or involving children from the city that have been reported to the YJB and locally, partners have been kept abreast via reporting through the Youth Justice Partnership Board. The most recent report was completed and presented to Board members in the February 2022 meeting and a copy of that report is attached below. Earlier sections of this plan articulate more detail regarding serious youth violence in the local context and plans by the service to address this appear in both earlier sections and the improvement plan.



Report for Youth
Justice Partnership E

v. Key Partner and Stakeholder objectives related to children involved in or at risk of entry into the Youth Justice System

The key priorities within Youth Justice plan are twofold, reflecting national and local performance indicators that are driven by community factors and local priorities for children and young people in Derby City.

Partner Agency and Youth Justice Performance Priorities are:

Youth Justice Board Strategic Plan 2021-24

The YJB has identified three strategic pillars that will help them work towards their Child First vision. The three pillars are captured below:

- Through clear leadership, we empower our people to intelligently use our resource and operate as an exemplary public sector organisation and employer.
- Our unique statutory oversight function enables our effective monitoring of the operation of the youth justice system.
- The leadership and guidance we provide to our partners helps drive system improvement for children and achieve better outcomes.

Sitting below these pillars are sets of priorities that outline how the more strategic aims will be met and drive the vision of a Child First youth justice system.

Early Help and Children's Social Care Services Objectives:

The vision of the Early Help and Children's Social Care Business Plan 2022-23 is to enable Stronger Families and Resilient Children through; the delivery of strength-based practices; providing children and their families with targeted early help where required or where children and young people are thought to be at risk of harm; taking steps which aim to make sure they are kept safe; measuring success against the FLOURISH outcome framework. The key objectives within the plan that have a relationship to youth justice services and outcomes are:

- Shape and develop Place Based Risk
- Increasing partnership working with our voluntary, third and faith sectors (co-production)
- Implement Family Hub Model 0-25 including SEND across Derby by 2024

Criminal Justice Board Objectives:

The Criminal Justice Board itself does not have a specific plan and objectives but the Board has a county wide

Reducing Re-offending Strategy 2021-24 which includes some joint priorities covering children.

- Divert women and girls from the Criminal Justice System
- NHSE/I have continued to fund the Health and Well-being and Psychology project across Derby and Derbyshire. It is hoped this highly successful approach can be embedded into the system in the future
- For any individual from a BAME background - Publish data on sentencing outcomes, probation and YOS supervision, breach, and recall of BAME individuals, to identify any disproportionality across different ethnic groups. This data should also cover the proportion of each ethnicity who also go on to reoffend.

Police and Crime Commissioner Objectives:

The Police and Crime Plan 2021-25 outlines the below objectives that sit below the strategic objective of victim support and safeguarding. There are clearly aligned priorities for the OPCC and Youth Offending Service regarding prevention and diversion before the onset of harms caused via criminality and exploitation with the OPCC strategic priority focused on safeguarding which links to the Youth Offending Services priorities regarding Serious Youth Violence as a number of the children who have become involved in Serious Incidents have been involved in contextual safeguarding issues.

- Joint work with police and partners to prevent violence against women and girls
- Expecting the Police and partners to tackle and reduce knife and violent crime
- Having a partnership approach to safeguarding children and adults at risk of exploitation and abuse including online criminality

Derby and Derbyshire Clinical Commissioning Group Objectives:

The Derby and Derbyshire Clinical Commissioning Group (DDCCG) CYPMH transformation plan can be found here -

<https://joinedupcarederbyshire.co.uk/about/our-governance-1/derbyshire-integrated-care-system-children-and-young-peoples-transformation-plan-refresh-september-2021>

The overall themes that integrate with the Youth Justice plan are:

- **Improve integration with MH service offers** - To continue to embed links between Youth Offending Services (YOS) and community services, ensuring that young people known to YOS, with poor mental health access effective local services to maintain and improve their emotional and mental health
- **Addressing inequalities** - focus on the needs of young adults from rural communities, traveller communities, BAME communities, LGBT+, those with learning disabilities, young adults leaving care and those known to YOS making reasonable adjustments within the offer to cater for their needs. Communications will reach specifically to these groups of CYP
- **Transitions to adulthood** - To ensure there are seamless transitions from CYP to adult services with a focus on vulnerable groups (YOS/Children in Care/Autism/Gender Dysphoria) and less silo working with appropriately trained workforce

Probation Service

The Probation Service (at the time of writing this plan) are developing their delivery plan but there have been several discussions about its contents and outlined below are the relevant objectives that overlap with children and young people involved in the Youth Offending Service.

- Our commitment to review and work under the Joint National protocol
- To provide statistical evidence and information on compliance under the protocol
- Staff routinely access local safeguarding training, as well as their mandatory training to ensure that their practice is up to date
- All staff maintain local links between safeguarding and YOS teams

vi. Service Improvement Action Plan

Key Improvement Area 1 - Inspection Readiness (quality of practice continues to meet inspection standards).

1	Improvements to youth justice services and outcomes for children needed	How will this be delivered	Benefits delivered and success indicator	What support is needed to improve? INC sector support.	Who	By When
i	External scrutiny or deep dive activity needed to robustly check work is meeting inspection quality standards	Service Deep Dive or Sector Led Improvement activity on core case work this year and governance and leadership in 23-24	<p>We will understand more about the efficacy of our HMIP case audit activity, the quality of service provided to children and families and be able to develop delivery accordingly</p> <p>Success indicator via delivery of a form of external scrutiny</p>	Derby City Council Policy, Insight and Communications team or SLI support is needed	HOS DHOS Policy Insight and Communications Team	31.5.23.
ii	Children's voice informs service developments	Childrens annual participation plan to INC-targeted surveys INC YJ plan, Re-settlement policy to ensure voice of child informs our policy and practice development journey	<p>Services are based on Child First principals by being informed by their voice</p> <p>Success indicator by way of feedback from children on experience of services and service</p>	Derby City Council Let's Talk Derby Team to support targeted survey activity	HOS DHOS Let's Talk Derby	1.10.22

			putting views of children in place			
iii	Service level Agreements are up to date and accurate	Review and update SLA's: CAMHS, Police and Probation	Partnership arrangements are secure, up to date, mutually agreed and underpinned by signed, written agreements Success indicator by way of up-to-date SLA's being in place	Derbyshire NHS, Derby Probation Service and Derbyshire Constabulary to work with the service to ensure these are updated	HOS DHOS	31.5.23
iv	All children have a SMART plan	All plans to be SMART and have on going or ASAP removed and replaced by clear timescales Plans to also be integrated with/show linkages to other plans for the child such as CIN, CP, EHCP's INC copies of those plans on files for children	There is no drift in children's plans Success indicator by way of outcome of dip sample	No specific sector support needed outside of scrutiny of any presentation back on findings at YJPB	DHOS Team Managers	30.11.22
v	Re-branding of the service to ensure	Survey with children who use	Staff and children have a service title	We will need support from	HOS DHOS	2.1.23

	this reflects current ethos and practice	the service, parents/families and staff on service title going forward to reflect the child first and strengths-based nature of the service	that they feel reflects their practice and ethos Improved staff culture and sense of belonging, children feel they are included in service decision making Success indicated by change in title based on feedback	DCC teams such as IT, Democratic Services, Communications etc. to ensure that the service title is reflected in all necessary literature and online space and is communicated across DCC and partner agencies	Staff team	
vi	Service developments are based on a broad range of ideas, experiences and views.	Annual survey with front line staff at the point of writing the YJ plan to ensure breadth of ideas informs planning alongside insight data.	Those developing plans will have a more holistic view of the needs across the service enabling improved planning.	Staff and management engagement in planning processes.	Management team Staff group	1.6.23

Key Improvement Area 2 - Fewer children and young people re-offend to provide safer communities through effective Interventions.

2	Improvements to youth justice services and outcomes for children needed	How will this be delivered	Benefits delivered and success indicator	What support is needed to improve? INC sector support.	Who	By When
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i	Children have access to education arrangements that meet their needs	Understand depth of the issue regarding EHE and PT Time-Tables and work with partners to develop approach that can be used to support children have the education delivery they need	<p>We have a clear understanding of the depth of the issue within the service and use this to integrate into work across the city to tackle situations where children's education is not meeting need</p> <p>Success indicator by way of understanding our data and integration into groups being developed to address these issues – I.e., supporting children and families back through the admissions process to get them back on to school roll if appropriate</p> <p>Ensuring all cases within the service that are EHE are notified to the EHE Officer within the LA</p>	We will require support from the LA Learning, Inclusion and Skills Service, Schools, Education Welfare lead as this is an issue out of the immediate control of the service	HOS DHOS Education Officer	31.5.23
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			<p>Sharing information with the LA's EHE officer on families of concern, especially children who are EHE and at risk of offending and may require a prevention intervention</p> <p>For children subject to a PT Timetable, where this is not meeting children's needs - escalation to the IYFA Manager</p> <p>YOS Education Officer attend Part Time Timetable working group which will ensure alignment with strategic work in this area</p>			
ii	Extend Operational Working Agreement established between YOS and PRU to mainstream schools	Extend Operational Working Agreement established between YOS and PRU to mainstream	Schools will understand offer from Youth Offending Service both pre and post court and communications will improve between	We will require buy in from Schools and support of the LA Learning, Inclusion and Skills Service	DHOS to access termly City Deputy Heads Forum to describe the Operational Working Agreement	31.3.23

		schools, prioritising those with highest proportion of statutory school age children receiving a YJ service	these schools and the YOS Success indicated by way of agreement made with at least 2 mainstream schools			
iii	Quicker access and response to exclusion data	Ensure the service has swifter access to exclusion data allowing speedier identification of any strategic issues Investigate whether the recording system (Child View) has this capability	We would have swifter access to exclusion data allowing speedier identification of any strategic issues which would help us to target any schools where problematic practice is developing for children involved with the Youth Offending Service Success indicated by way of ability to gather the data and ability to support children to prevent permanent exclusion	No specific sector support needed for this objective	Information Analyst	1.9.22

iv	Ensure children have opportunity to improve skills that can help prevent situations where offending can occur	Make a bid for matched funding to the Office of the Police and Crime Commissioner for a Speech, Language and Communication resource	Improved skills for children, children are better able to express needs and relate to others Success indicator via reduced offences involving violence and criminal damage	The service requires match funding from the OPCC to be able to afford the necessary resource	Team Manager (health lead) OPCC	1.12.22
v	Ensure interventions with children are trauma informed and children are supported to access the right health service at the right time	Continue to pursue funding for Clinical Psychology role and utilise any service budget for continuation of Emotional Health & Wellbeing Worker post	Improved assessment of children's holistic needs, improved staff understanding of children's holistic needs, children placed on right pathway for services at the right time, continued access to pre CAMHS or post CAMHS support Success indicated by funding being in place for continuation of these roles, quality of assessments maintained/improved	We require support for funding from NHS/CCG for both roles in the medium or short term/and/or support from YJPB members to use service budget for the specific funding of the Emotional Health & Wellbeing Worker post	HOS/DHOS NHS/CCG YJPB	1.9.22

			via HMIP style case audits.			
vi	Ensure smooth transition for children with SEND leaving Kingsmead PRU into Post 16 provision	We will ensure each child in year 11 on role at Kingsmead School and open to the YOS has a Personal Advisor linked who can ensure bespoke post 16 support	Children will have individualised and bespoke support with a clear post 16 pathway Success indicated by EET performance, which will be seen in 2023-24 SIA	We require support from Early Help services in the LA, Kingsmead School, and post 16 training providers	DHOS YOS Head Teacher Kingsmead School DHOS Early Help Services – lead on education	1.11.22

Key Improvement Area 3 – Fewer children and young people in custody by providing stability and resilience through resettlement services.

3	Improvements to youth justice services and outcomes for children needed	How will this be delivered	Benefits delivered and success indicator	What support is needed to improve? INC sector support.	Who	By When
i	Reduced numbers of children receiving custodial sentences and secure remands	Implement Re-settlement policy - in line with HMIP standards – linked to escalation policy and informed by children's views	Re-settlement practice will be in line with latest quality standards as regards practice in this area	Support from Commissioning service regards accommodation and custodial facilitates to ensure planning begins from day one	Team Manager (Custody lead)	1.9.22

			<p>Children will have improved re-settlement plans</p> <p>Success indicator via reduced number of custodial episodes seen in SIA 22-23 and tracked via custody KPI in SMT and YJPB</p>	Continued partnership 'buy in' at Custody Scrutiny Panel		
ii	Informed proposals to Court to provide reassurance that risk can be managed safely in the community	Survey magistrates to identify what would make a difference to cases that meet custodial threshold to maintain children safely in the community whilst protecting victims/potential victims and not losing integrity in the system to manage risk	<p>We will understand what we need to do to offer the most robust reassurance to sentencers and potentially reduce custody numbers for children</p> <p>Success indicated by way of clear understanding of magistrates' views, developing services based on feedback and reduced custodial sentencing tracked via KPI's in SMT and YJPB</p>	HMCTs to support in ensuring as many magistrates/DJ's as possible complete survey	<p>Team Manager (Court lead)</p> <p>Presentation back to YJPB by HOS</p>	1.10.22
iii	Informed proposals to Court to provide	Implement pre-sentence panels	PSR authors, member of judiciary	HMCTS will need to support and back this,	Team Manager (Court lead)	1.10.22

	reassurance that risk can be managed safely in the community		and key others involved in the case will be able to meet pre-sentence to discuss options and proportionality issues to ensure targeted recommendations to court in custody threshold cases	alongside partner agencies such as CPS		
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Key Improvement Area 4 – Reduce Number of First Time Entrants, ensuring fewer children and young people are brought into the YJ system.

4	Improvements to youth justice services and outcomes for children needed	How will this be delivered	Benefits delivered and success indicator	What support is needed to improve? INC sector support.	Who	By When
i	Reduce FTE into YJ system in Derby City Decrease our First Time Entrant number from 81 to 60	Draw together an overarching Prevention Strategy to INC: FTE protocol, OOC disposals clinic INC scrutiny arrangements, knife crime tasking, links	Clearer understanding of the cumulative prevention activity across the service and partners/key stakeholders Success indicated by written strategy being in place	No specific support required	DHOS	31.12.22

		with Social Care front door				
ii	Children at highest risk of entry to the youth justice system are targeted for support	Deliver targeted prevention clinics at PRUs INC Junior PRU recognising the earlier entry into YOS for some children from specific groups	Children and families can access support at an earlier stage before risks of onset of criminality Success indicator via clinics being in place and short, sharp prevention interventions being delivered	Need buy in from PRU Head Teachers and support from partners so that children can access commissioned prevention activity that is broader than YOS offer	Team Manager (Prevention lead) DHOS	Clinic in place at Newton's Walk PRU by 5.9.22 and Kingsmead by 1.12.22
iii	Any changes to prevention and diversion delivery are informed by impact data	Annual report on impact of prevention arrangements	We understand what is going well, what is not and can use this data to inform improvement Success via report available to Board members that highlights – numbers of FTE and reoffending impact post prevention intervention	No specific support required outside of scrutiny of report at YJPB	YOS Analyst	31.1.23 – to tie in with first YJPB of 2023
iv	Ensure FTE protocol is having desired impact	Track impact of FTE protocol	We will understand if our strategy is helping address the challenges regarding FTE performance	Requires Derbyshire Constabulary Police Officers to be trained on use of protocol and ensure all cases that can be dealt with in OOCd clinic are	HOS DHOS Derbyshire Constabulary	31.5.23

			Success indicator by way of continuing reductions of FTE that brings us in line with comparator LA's	referred there (in line with the protocol)	CPS Team Manager (Prevention lead)	
v	Ensure there is a prevention offer that reaches a greater number of children	Develop broader prevention offer incorporating YOS prevention offer with partners across the city Re-affirm with all Secondary Schools that they are aware of the services Youth Crime Prevention offer but with a specific focus on those schools with higher rates of contact with the service	There is improved understanding across services and children/families as to the city-wide offer Children will potentially have better access to preventative services	We require clear information on prevention offers from partners INC: Community Safety and Integration OPCC Derbyshire Constabulary	All partners DHOS	31.5.23
vi	Increase staff resource involved in prevention and diversion	RE-allocate post court case load from X 1 FTE Assistant Responsible Officer to Case Management Team and focus that officers work on	Better opportunity to execute actions in this plan pertaining to prevention and diversion and reducing disproportionality	No other sector led support required	DHOS Team Manager (Prevention lead)	1.7.22

		developments in this plan pertaining to prevention and diversion and holding pre court cases	<p>More children will be able to access earlier help</p> <p>Success indicated by execution of actions in this plan pertaining to prevention and diversion and reducing disproportionality and increased prevention and diversion activity seen in the 22-23 SIA</p>			
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Key Improvement Area 5 – Address Disproportionality ensuring services and systems prevent disparity of treatment and outcome for BAME groups.

5	Improvements to youth justice services and outcomes for children needed	How will this be delivered	Benefits delivered and success indicator	What support is needed to improve? INC sector support.	Who	By When
i	<p>Reduce Black and Mixed Heritage overrepresentation in YJ system locally</p> <p>Decrease overrepresentation of children from BAME backgrounds in the service from 7% to 3% and reduce</p>	<p>Investigate whether children from BAME backgrounds RUI can be offered a prevention offer</p> <p>Increase use of Youth Restorative Disposals and Youth Conditional</p>	<p>This could ensure an earlier offer of help, prevent serious incident offences, and reduce disproportionality figures</p>	<p>Need Derbyshire Constabulary to work with the service to help develop the process and ensure this is followed by Police Officers</p>	<p>DHOS</p> <p>Derbyshire Constabulary</p>	31.1.23

	custodial overrepresentation from 28% to 10%	Cautions for children from BAME backgrounds	Success indicated by way of reduced disproportionality in SIA 22-23 and clear process developed for offering prevention services to children from BAME backgrounds RUI			
ii	<p>Reduce Black and Mixed Heritage overrepresentation in YJ system locally</p> <p>Decrease overrepresentation of children from BAME backgrounds in the service from 7% to 3% and reduce custodial overrepresentation from 28% to 10%</p>	Develop vision led by Youth Justice Partnership Board for improving outcomes for Black and Mixed Heritage boys, ensuring all board members contribute data from their individual services that identifies disproportionality and action being taken to address this,	<p>We will have a singular vision across youth justice leaders in the city and supporting actions</p> <p>Success indicated by vision being developed and actions in place</p>	All Youth Justice Partnership Board members will have a role to play in this	YJPB	1.2.23
iii	Pursue potential use of Outcome 22 as a further way of offering early help to children from BAME backgrounds	Pursue the outcome of the Outcome 22 review by Derbyshire Constabulary to assess whether this can be used going forward as a preventative tool for	This would offer an early help intervention for children who might otherwise not receive this	Need to understand outcome of review from Derbyshire Constabulary and how (if possible) we can utilise Outcome 22 for children from BAME backgrounds	<p>DHOS</p> <p>Derbyshire Constabulary</p> <p>YOS operational Team Manager</p>	1.12.22

		children from BAME backgrounds	Success indicated by way of Outcome 22 being used (if Derbyshire Constabulary agree to this post review) and increased numbers of children from BAME backgrounds accessing early help interventions		with lead on prevention	
iv	Children from BAME backgrounds can access bespoke interventions	Offer services to children from our overrepresented groups that promote social integration, relational work, and opportunities outside of their immediate geographical area	Children will develop trusted relationships, have wider interests, access more pro social activity and feel more confident in themselves Success indicated by way of a service being in place and survey of children who have accessed the service to consider impact for them	YOS funds needed to commission bespoke services	HOS Commissioned provider DHOS	1.10.22
v	Develop deeper understanding of issues regards disparity of outcome	Develop analysis to understand whether the same offences for children from different	We will understand if children from BAME backgrounds are	None initially but post analysis would need buy in from all youth	YOS Analyst	1.11.22

		demographic backgrounds lead to different outcomes in Derby	<p>treated more punitively</p> <p>We will be able to use this to influence changes in approach across youth justice partners INC HMCTS</p> <p>Success indicated by understanding of sentencing patterns and changes in practice that lead to greater parity of outcome</p>	justice partners INC YJPB Members		
vi	Ensure appropriate support for families of children from BAME backgrounds	Review uptake and suitability of parenting support and provision for parents/carers of children from BAME backgrounds to ensure there is no shortfall in provision/assess/gather the voice of parents/carers regarding how help should be shaped to best support them	<p>We will understand what we currently deliver, how this meets need (or not) and have the voice of parents which can be used to inform planning and delivery</p> <p>Success indicated by way of completion of surveys and using this to inform next steps</p>	Unclear until we have completed the exploratory work	DHOS Parenting Officer	1.2.23

vii	Ensure YOS assessment is not contributing to any disproportionality	Completed a focused piece of work on whether BAME children (especially Black and Mixed Heritage) are over-assessed with our front-line practitioners	We will raise issues such as unconscious bias and adultification to ensure that practitioners do not unintentionally place children from BAME backgrounds at greater risk of more punitive outcomes	Materials from YJB to inform session plan	DHOS Team Managers	1.10.22
viii	Ensure children's voice and lived experience is informing how we deliver services to them	Survey will be completed with a number of black and Mixed Heritage boys on the services they receive in July 2022 to consider the child's whole experience and whether there are things that might be important to them that we are not asking about	We will better understand the child's world/experience and can use this to better inform how we deliver services for this group of children	No other sector resources needed	YOS management team YOS practitioners	1.8.22
ix	Reduce LAC overrepresentation	Complete analysis on which placements saw highest number of offences by LAC Roll out CONCORDAT to private children's homes	We will understand where we need to target resources/support We will ensure there is a consistent approach to dealing with lower-level behaviours to prevent	We will require the support potentially of the Corporate Parenting Lead and Commissioning service to roll out CONCORDAT to private homes in Derby	HOS YOS Analyst	1.1.23

			unnecessary criminalisation Success indicated by completion of analysis and roll out of CONCORDAT in private homes			
x	Improve quality of management oversight to make sure it is sufficiently focused on diversity	Add diversity to management supervision template, ensure this also covers what this means in practice Where there are issues regards access to services, ensure this is escalated to DHOS and then HOS to address with partner agencies or the YJPB	We will ensure diversity is systematically discussed in supervisions with a discussion on what this means in practice for children thereby developing professional curiosity Success indicated by Management Oversight audit to identify whether this has been successfully incorporated	No other sector support needed initially; this may require support if there are access issues to service for children	DHOS	1.8.22

Key Improvement Area 6 – Assess and manage risks associated with harm to others and safety/well-being to reduce risk associated with serious youth violence and child risk of exploitation

6	Improvements to youth justice services and outcomes for children needed	How will this be delivered	Benefits delivered and success indicator	What support is needed to improve? INC sector support	Who	By When
i	Reduce number of violent offences children commit especially those of a higher gravity score	Engagement by the service in the Serious Violence strategy INC representation on steering groups	<p>Improved join up and integration between agencies tasked with reducing serious violence and potential access to additional resources for children</p> <p>Success indicated by steering group being in place and reduced number of violent offences children commit especially those of a higher gravity score in SIA 22-23</p> <p>Reduced number of Serious Incident's reported to YJB in 2022-23</p>	<p>The steering group will be led by Derbyshire Constabulary and Community Safety Teams</p> <p>Other key stakeholders will INC agencies with a stake in reducing serious violence</p>	HOS	1.9.22

ii	Ensure we continue to improve integrated risk management	Develop a framework of how the service will co-work cases with Children's Social Care to ensure consistency	<p>Children will receive a coordinated response that ensures their needs regarding safety and wellbeing are met and there is less duplication of service provision</p> <p>Success indicated by way of framework being developed and shared across the YOS and Children's Social Care</p>	We will need the support of Children's Social Care to ensure buy in from both service areas to a more coordinated approach	<p>DHOS</p> <p>HOS</p>	1.12.22
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1. Workforce Development Plan 2022-23					
Name or Group	Development need	Priority	Target date	Review	Comment
All YOS Staff	GDPR e-learning	Medium	1.9.22		
All YOS front line practitioners	Child Safeguarding and refreshers	Medium	Throughout the year.		
All YOS Staff	Clear understanding of CRE strategy	High	By 31.12.22		
All YOS Staff	Continue to develop the skills needed for relational social work practice with children. Motivational Interviewing training	Medium	By 1.4.23		
YOS Team Managers	Embed matrix and training pathways by agreeing that Team Managers track this quarterly in supervision and report to HOS.	High	Throughout the year		

YOS Managers and Social care First Contact team	Develop pod cast for Child view training so that Social care staff can access this at any time.	Medium	By 1.3.23		
YOS front line practitioners	Understanding of the LGBTQI+ agenda and impact on CYP.	Medium	By 1.4.22		
YOS Managers and YOS front line practitioners	<p>Make sure staff understand what is expected of them in their work with black and mixed heritage boys and that they are inducted, trained, and supported to work effectively with this group of children</p> <p>This to include work on diversity curiosity</p> <p>Request training from Children's WLDT</p>	High	By 1.2.23		

In 2021-22, Youth Offending Service staff took part in a range of training that was both outlined within the services workforce development plan and as needs/opportunities arose. The 21-22 plan including review commentary is attached below.



Workforce
Development Plan Re

An analysis of the workforce development needs of the staff in the service has taken place with staff group being asked a small number of targeted questions to gather their views on training needs, which has helped to form the basis of the above plan.

vii. Board Development

The YJB expects local management boards to take responsibility for all aspects of YJ service governance, to lead strategically across relevant partners and to ensure high-quality services are provided to all children.

In 2021 the YJB provided updated guidance on YJ Service Governance and Leadership to support this and in Derby city we have already taken action to follow up on this with a survey based on the content of the updated guidance on YJ Service Governance and Leadership completed with partnership board members in early 2022. This culminated in an overview report presented back to board members at the February 2022 Youth Justice Partnership Board (YJPB), which outlined that:

- Most Respondents reported that they completely understand all aspects of the YJPB that were investigated in the survey (5/7 = 71%), with the remainder reporting that they think that they understand all aspects.
- The only diversion from the above related to the 'N/A' (not applicable) responses to Q4 & Q5 returned by one Respondent
- There were no areas investigated in this survey in which Respondents were not sure ('I'm Not Sure') or did not think ('I Don't Think So') they understood an aspect of the YJPB's purpose or their role within it.

Across the Respondents there is a significant range of access to Strategic activities across the city and across several disciplines that can reliably be expected to facilitate the dissemination and collaboration needed for effective strategic leadership of the YOS and coordination of the YOS' work with partner agencies, through the YJPB

The report highlighted that the next steps planned were:

- 1) HoS Specialist Services or DHoS to deliver a presentation on the work of the YOS to YJPB members to provide clarity about the work of the YOS.

and/or:

HoS Specialist Services or DHoS to develop an induction pack for new YJPB Members

and/or

HoS Specialist Services or DHoS to arrange a session through which the YJPB Members can meet YOS Service Managers and ask questions.

- 2) YOS to complete a Strategic Intelligence Assessment (SIA) in May 2022 through which the needs of children involved with Youth Justice services within Derby will be identified and can be disseminated either at, or in advance of, a future YJPB Meeting.

These are our actions going forward and a meeting is planned on 9.6.22 for Youth Offending Service senior and operational managers to plan for a session with board members in the autumn to include:

- A presentation on the work of the YOS
- Arrange a session through which YJPB Members can meet YOS Service Managers and staff

The Head of Specialist Services and Deputy Head of the Youth Offending Service have also met to discuss changing the culture and approach at future YJPB's by way of having fewer narrative reports presented and instead opting for power point presentations containing key open questions to engage board members in challenge on what they can bring (from their service perspective) to help drive and improve youth justice practice in the local area.

The range of reports that have been provided to the YJPB in the past year are listed in the table attached below:



12. Evidence-based Practice and Innovation

Derby Youth Offending Service are committed to sharing, and accessing, best practice with, and from, other Youth Justice services, predominantly in the East and West Midlands and surrounding areas. This is mainly facilitated through the following activities:

- Contributing to the Youth Justice Board 'Midlands Developing Practice Forum', for which the service has consistently provided a member of Senior Management since the reinvigoration of the Forum in 2016.
- Contributing to the Youth Justice Board's regional Heads of Service meetings.
- Contributing resources to and accessing resources from the 'Youth Justice Resource Hub' maintained by the Youth Justice Board.
- Contributing knowledge and resources to the 'Basecamp' web space maintained by the Youth Justice Board.

Some examples of best practice shared by Derby Youth Offending Service in the past 12 months are provided below, with supporting evidence where available:

- Working in partnership with the Derby Court Users' Group and Derby Magistrates Court Bench Chair to design Derby YOS Court Service delivery for 2022-23 (Bench Chair Jacqui Storer is the sender of the email that is forwarded on by the services' Strategic Court Lead in the email thread below:



Email consultation
with Jacqui Storer Dei

- Providing the Community Safety Manager for South Derbyshire District Council with information, advice, and guidance on the provision of Knife Crime Intervention to support their development in that area:



Providing Knife
Crime Intervention de

- Providing the Derby Youth Offending Service 'Order End Questionnaire' (the main format for service user feedback employed by the service) to Derbyshire YOS, along with permission to use once re-headed, to support their development in that area:



Sharing Derby YOS
Questionnaire with D

- Providing Plymouth YOS with the Derby Youth Offending Service 'Transitions' processes, protocols, documentation and service-user feedback questionnaire to support their development in the area of Youth to Adult Offender Management Transitions (i.e., Transitions between Youth Justice and Probation services):



Transitions Process
resources shared with

- Providing information, advice and guidance to Birmingham YOS and Carmarthenshire YOT on the development of their Seconded Police Officer roles to support their development in that area:



Email to
Carmarthenshire YOT



Email to Birmingham
YOS - Derby YOS Sec

- Leading on partnership work with Derbyshire Police to establish a 'hotline' for the immediate communication of information from Police to Derby & Derbyshire YOTs and Derby and Derbyshire LA Children's Social Care services regarding children that are detained in Police custody:



RE_ Derby (City) YOS
Email Contact details i



My notes from our
meeting today to disc

- Providing Solihull YOS with information, advice and guidance regarding Derby Youth Offending Services' Diversion and Prevention Pre-Court arrangements, to support Solihull YOS' development in those areas:



Email to Solihull YOT
responding to request

- Providing Leicestershire YOS, Nottingham YOT, Hackney YOT and Wokingham YOT with advice, guidance, report templates, quality assurance templates and other documentation relating the delivery of Pre-Sentence Reports in Derby YOS, to support Leicestershire with their development in that area:



Email to evidence
sharing AP PSR QA &



Evidence of sharing
PSR templates, guidance



Sharing PSR
templates and guidance



Sharing PSR
resources with Hackney

- Developing a protocol at the request of Derbyshire Police to facilitate communication between both partner agencies with regards to PACE/bed requests for children detained by Police that cannot be returned to their home address, and then sharing said protocol with all YOTs via Basecamp:



Protocol-Police
request a bed for a ch



Sharing PACE or bail
beds script with YJB B

- Voluntary completion of the non-mandatory (at that time) Serious Incident Reporting structure being trialed by the YJB prior to implementation in 2022, to support the YJB with their development in that area:



voluntary completion
of new Serious Incide

- Providing North Lincolnshire YOT (at their request) and all other YOTs (via Basecamp) with information, advice, and guidance on the implementation of Health services in Derby YOS (Health Pathway) for their development in that area:



Sharing Derby YOS
Health Pathway arran

- Providing Nottinghamshire YOT with Derby YOS' High-Risk Policy which details the delivery of services by Derby YOS to address risk and safety concerns:



RE (Developing
Practice Fora Group)_

- The creation and implementation of the Derby & Derbyshire 'First Time Entrants Protocol' with key partners in Police and Courts (including Crown Prosecution Service) and presenting on this to the Derby YJPB. This work involved leading significant consultation and partnership work with Derbyshire YOS in order that no provision made in the FTE Protocol created a difference in the service children receive depending on whether they come from the city or the county. This activity was referred to as a nascent work-in-progress in the Derby YOS Youth Justice Plan 2021-22:



FTE PROTOCOL
FINAL_May 2022.doc



YJPB Presentation on
FTE protocol_May 2022

13. Looking Forward

This detailed Youth Justice plans lays out the work both operationally and strategically completed by the service, the partnership board, and wider stakeholders in youth justice in the city of Derby. We are incredibly proud of how the service and its partners have risen to the challenges presented by a global pandemic and the resultant issues this has presented for our children and families. Coming out of the pandemic we feel we are well placed as a service and a mature youth justice partnership to continue to develop services for children, their families, and victims of crime.

We aim to enshrine our ethos via a new service moniker chosen through a genuine collaboration with children, staff, and partners, this will ensure the continued fusion of Child First and Strength Based principals alongside continued robust risk management.

We are focusing our priorities and energies on business as usual but on prioritising developments in prevention and diversion to ensure we can reach more children at an earlier point, developing relationships with education and ensuring we understand where arrangements (educational) for our children need to be challenged, linking in with key partners in both the Local Authority and in Schools.


At the time of writing this report, new Key Performance Indicators (KPI's) are being proposed for Youth Offending/Justice Services across England and Wales, which will include ETE KPI's and is very much welcomed by this service.

We are also looking to prioritise disproportionality and our plan reflects this. This will not be a straightforward challenge as it will require the support of our key stakeholders and partners.

Serious youth violence, although rare (as highlighted by the data seen in our SIA) causes a huge impact and this is a further area where we are looking to develop the strength of the partnership to tackle the underpinning causes of this. Furthermore, locally, Derby has re-launched its CRE strategy, which will strengthen links with Derbyshire Constabulary's Exploitation Team, to ensure that the ties between exploitation and serious youth violence are addressed.

The services improvement plan is detailed and contains our key actions which should be achievable and our relevant timescales for completion of these.

14. Approval and Sign off

Signature.	
Name.	Suanne Lim
Designation.	Service Director Early Help and Children's Social Care / Chair of Derby City Youth Justice Partnership Board.
Date.	

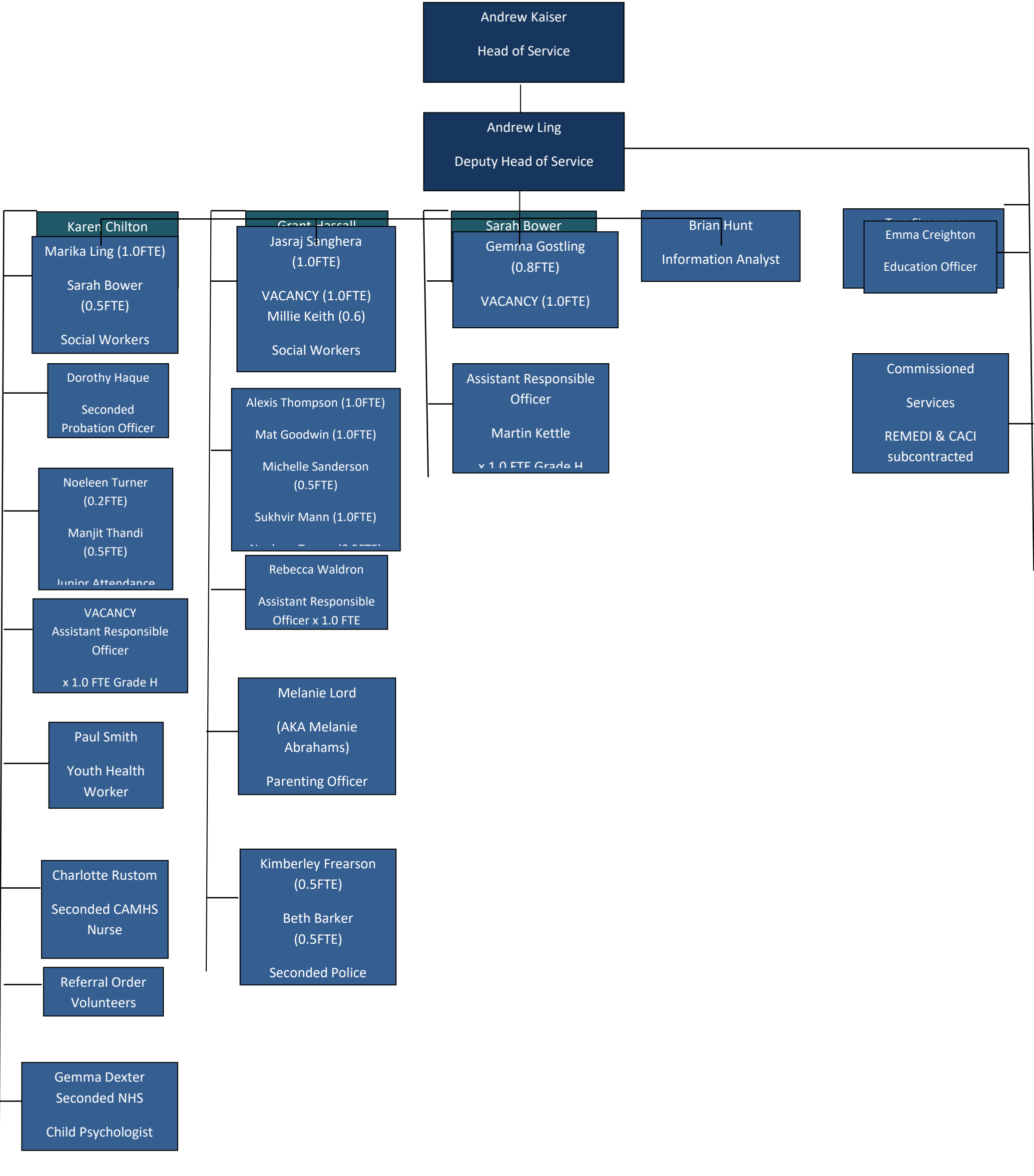
APPENDIX 1

Please see attached below full board membership; linked to Governance, leadership, and partnership arrangements. This details all statutory and non-statutory board members, their role title and their attendance at Youth Justice Partnership Boards in Derby City between February 2021 and February 2022 and planned future dates for board meetings.



Copy of YJPB
Meeting Attendance L

APPENDIX 2



APPENDIX 3

	Strategic Manager (PT)	Strategic Manager (FT)	Operational Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Students/ trainees	Volunteer	Total
Permanent		2	1	2	2	3	2	1			0	15
Fixed term					2	4					0	6
Outsourced											12	12
Temporary									1		0	1
Vacant											0	0
Seconded Children's Services					2	4					0	5
Seconded Probation					1						0	1
Seconded Police					2						0	2
Seconded Health (Substance misuse)											0	0
Seconded Health (Mental health)						1					0	1
Seconded Health (Physical health)											0	0
Seconded Health (Speech/language)											0	0
Other/Unspecified Seconded Health					1	1					0	2
Seconded Education											0	0
Seconded Connexions											0	0
Seconded Other											0	0
Total	0	2	1	2	12	12	2	1	1	0	12	45
Disabled (self-classified)	0	0	0	0	1	1	0	0	0	0	0	0

Ethnicity	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British	2		1	2	3	11	1	2						8	7	23
White Irish						1				1					0	2
Other White															0	0
White & Black Caribbean						1									0	2
White & Black African															0	0
White & Asian						1									0	1
Other Mixed						2									0	2
Indian					1	1									1	1
Pakistani						1									0	1
Bangladeshi															0	0
Other Asian															0	0
Caribbean															0	0
African															0	0
Other Black						1									0	1
Chinese															0	0
Any other ethnic group															0	0
Not known														4	0	4
Total	2	0	1	2	4	20	1	2	0	1	0	0	0	12	8	37
GRAND TOTAL															45	