

## YOUTH CRIME PREVENTION ACTION PLAN 2013/14

This plan will be reviewed by the YJS Management team and will report back to YOT Partnership Boards within CSF in particular the Youth Crime Prevention Executive / Steering Group

| Action / task   | Who will do it?                                    | By when? | Links (internal and external) / other comments   | April – Sept '13 RAG / Comments  |
|---|--|----------|--|--|
| <b>1.0) Reduction in First Time Entrants (FTEs) to the Youth Justice System aged 10-17</b>  |  |          |  |  |
| <b>1.1) Review of the Turnaround programme</b> – assess how core functions & Priorities for 13/14 around parent work / out of court disposals / victims / RJ / Youth Inclusion Programme / gang and mentors can be effectively delivered. | Service Manager / YJS Manager / Prevention Manager | May'13   | Involvement of wider Borough Teams to help reduce further FTEs into the youth justice system | <p>In 2013/14 Turnaround (Prevention) was subject to some key structural and proposed changes. (1) Move of FIP out of Turnaround into Transforming Families. (2) Proposed deletion of the Prevention manager post, 1 x case Practitioner and 0.5 Parenting officer posts as part of proposed FAS restructure.</p> <p>The Prevention team still met the FTE reduction</p> |

|  |                               |         |  |  |
|--|-------------------------------|---------|--|--|
|  |                               |         |  | target of 65. The final FTE figure for 2013/14 is 56   |
| <b>1.2) Parent Early Intervention Work:</b> To build on existing links with secondary schools and deliver 6 evidence-based parenting programmes within the Borough that engages at least 100 parents across the year. All programmes to be monitored and evaluated accordingly | Parenting officer/ sessionals | 31/3/13 | Concern that schools may not continue to regard parenting programmes as within their broader remit | <ul style="list-style-type: none"> <li>• A total of 7 parenting programmes were delivered: 1 x SFSC; 3 x Parenting With Confidence (PWC); 1 x Preparing to Facilitate; 2 x ESCAPE</li> <li>• 1 x Domestic violence one-off workshop was also delivered.</li> <li>• 10 parents received on going support (not able to attend group setting)</li> <li>• A total of 146 Parents started a programme.</li> <li>• 119 Parents successfully completed a programme.</li> <li>• Completion rate approx. 81.5%</li> </ul> |
| <b>1.3)</b> To develop and consolidate <b>mentoring</b> provision for young people referred to the YJS – Court / Prevention.   | Prevention Manager (Lead)     | Ongoing | Support & development of mentors across the YJS  | There are now two facets to the mentoring provision:<br>(1) Gangs work specific – this focuses on work   |

|   |  |  |  |   |
|---|--|--|--|---|
| <p>Demonstrate its effectiveness within the SYV exit programme.</p> |  |  |  | <p>with young people in gangs or affiliated to gangs</p> <p>(2) Generic mentoring- aimed at YP on the cusp of offending (Pre-Court)</p> <ul style="list-style-type: none"><li>• The FAS Gangs Worker has settled into the new role, which involves direct work with families (in a TF way – lite).</li><li>• Mentors provided support for a range of young people open to YJS and TF on request.</li><li>• A fresh recruitment drive to add to the pool of mentors must be a priority for 2014/15 following the departure (maternity leave, resignations) of 3 of the 5 active mentors.</li><li>• More work required to</li></ul> |
|---|--|--|--|---|

|   |   |          |  |   |
|---|---|----------|--|---|
|   |   |          |  | consolidate mentoring provision and in particular the link with ending serious youth violence.  |
| <p><b>1.4)</b> Implement the <b>Out of Court Disposals</b> within the team ensuring team can meet timescales particularly for conditional cautions.</p> <p>Review demand for services and range / variety of interventions.</p> | Prevention Manager / Case Practitioners / RJ Coordinator          | 31/07/13 | <p>Liaison with Police / Victim services within Merton</p> <p>Need to ensure sufficient capacity to offer RJ &amp; services to victims</p> | <p>The new Out of Court Disposal processes are in place and operational.</p> <p>A review around prevention management oversight &amp; management is taking place within FAS</p>   |
| <p><b>1.5)</b> Review <b>Triage</b> arrangements with the introduction of 'out of court disposals'.</p>   | Prevention Manager / Seconded Police Officer / Case Practitioners | 30/04/13 | <p>Work ongoing with Wimbledon Police. May be impacted by any move of custody suite from Wimbledon police station.</p>                     | <p>Triage arrangements were successfully reviewed. Key change to the Triage arrangements is the day on which the Triage Clinic operates. This is now on Wednesdays instead of Thursdays. The clinic also now takes place at Wimbledon Police station instead of at YJS offices.</p> |
| <p><b>1.6)</b> Oversee impact of <b>Prevention work in schools</b> – and organise reports to the Steering Group from the</p>  | Education Inclusion   | Ongoing  | Linked to Safer Merton Partnership   | <p>Safer school partnership is established in the</p>   |

|                                   |                |  |  |   |
|-----------------------------------|----------------|--|--|---|
| <p>Safer Schools Partnership.</p> | <p>Manager</p> |  |  | <p>Secondary Heads Behaviour and attendance partnership - every secondary school is covered by a new agreed model Schools Police officer for 2 years. This is enhanced by school buy back through an LA Section 92 agreement increasing the number of officer available. The new officers are making a significant impact. We have another officer to recruit for the autumn term 14 to increase coverage.</p> <p>Growing Against Gangs and Violence Met Police programme has been rolled out in over 26 targeted primary schools and they have delivered on multiple occasions in secondary schools around gangs, internet safety, girls and gangs. Evaluation is extremely positive. They have delivered to the Designated teachers event and partners.</p> |
|-----------------------------------|----------------|--|--|---|

|   |   |   |   |  |
|---|---|---|---|--|
|   |   |   |   | The Youth crime conference was planned with schools and Safer Merton commissioned Tender. Feedback very positive - these are healthy relationships.  |
| <b>2.0) Embed Quality Assurance within YJS / Case Practice Improvements (including Careworks) and HMIP Readiness</b>  |   |   |   |  |
| <b>2.1) Consolidate 'good practice'</b> within the team from the recent Benchmarking Exercise<br><br><b>Key areas</b> – National Standards / Integrated Action Plan and reviews / Monthly summaries / timeliness and recording practice / Risk of Harm / management oversight | YJS Managers / Case Practitioners / wider practitioner group / partners | Monthly within QP sessions / case discussions / peer audits / business meetings | Link with QA Policy within CSF to see how YJS practice around auditing can be integrated.                                       | 2 External Audits – Melissa Campbell (April'13) / Cordis Bright (August '13) / HMIP SQS (Sept'13) & SQS Action Plan (Oct'13)<br>SQS highlighted improvements & areas to address (within SQS Action Plan) |
| <b>2.2) Monitor developments re ASSET Plus</b> within the YJB and participate in any pilots / make changes as required.   | YJS Managers / Case Practitioners / wider practitioner group / partners | 31/3/13   | Liaison with ASSETPlus Project group at YJB re developments / progress.<br>ASSETPlus not anticipated to 'go live' until Sept'14 | Change Lead (JS) / Case Technical Lead (AKD) appointed<br>Completion of Training Needs Q in Sept'13<br>YJS applied to be 'early adopter' – not available for Careworks YOTs                              |

|  |   |                   |   |   |
|--|---|-------------------|---|---|
|  |   |                   |   | ASSET Plus requires server capacity increase & Careworks upgrade<br>Yet to learn whether Merton YJS will be in the 2 <sup>nd</sup> Tranche for early 2015   |
| <p><b>2.3) Improving data Quality</b></p> <p>Regular Management reports from Careworks system to Case Practitioners &amp; YJS managers to support progress / completion &amp; recording of documentation.</p>  | Information Officer   | May '13 (ongoing) | <p>YOT Manager part of Information &amp; Systems sub group</p> <p>Operations Manager (Partnerships) – link with IT re training / development / reports &amp; functionality issues</p> | <p>Meetings of YJS Management Development Group &amp; issues raised within SC &amp; YI Case Systems &amp; Information Group</p> <p>More work required re management reports.</p> <p>Case practitioners to be trained in Totalview and provided with read access to CareFirst.</p> <p>Careworks Training provision with Chris Roper now in place</p> |
| <p><b>2.4) Readiness for any unannounced HMIP Full Inspection / Short Quality Inspection (SQS) – re Risk of harm to others / likelihood of reoffending / vulnerability issues.</b></p> <p>Key focus within Short Quality Inspection on initial engagement of YP / family involving Assessment and Integrated Action Plan (1<sup>st</sup> 4-6 weeks of order)</p> | YJS Ops Managers / case practitioners / wider practitioner group / partners | Ongoing           | <p>Use of HMIP readiness document / areas of practice within number 1 above</p> <p>Importance here of peer reviews within the team at 'good</p>                                       | <p>Preparatory work with Case practitioners via 'good practice sessions'/ file audits, line manager QA work / supervision &amp; business / practice meetings</p> <p>Melissa Campbell Consultants (April /May</p>  |

|   |   |  |  |   |
|---|---|--|--|---|
|   |   |  | practice' sessions                           | '13) / Cordis Bright Consultants (August / Sept '13)<br>SQS Inspection took place on 16-18 Sept '13<br>SQS Report Published on the 9/10/13<br>SQS Action Plan approved by Executive Board (Nov '14) |
| <b>3.0) Response to HMIP Thematic Inspections</b>   |   |  | <b>Key Business for Steering Committee</b>   |   |
| <b>3.1) Integrate Key Actions from recent HMIP Thematic Inspections</b> relating to the Youth Justice Service in regard to the following <b>Thematic Inspections</b> :<br><br><b>3.2) Restorative Justice</b><br><b>3.3) Youth to Adult Transitions</b><br><b>3.4) LAC YP placed away from home</b><br><b>3.5) YP who sexually harm</b> | YJS Service Manager/ YJS Manager / Ops Managers / case Practitioners / Information Officer / wider practitioner group |  |  |   |
| <b>3.2) Use of Restorative Justice in the Criminal Justice System</b>   |   |  | <b>Key Business for Steering Committee –</b> |   |



|  |   |                 |  |   |
|--|---|-----------------|--|---|
| <p><b>Actions :</b></p> <ol style="list-style-type: none"> <li>1) Maximise the engagement of victims – timeliness of initial contacts &amp; focus upon benefits to enable informed decisions.</li> <li>2) Active consideration of restorative opportunities is maximised in relevant sentences across the whole of YJS interventions</li> <li>3) Comparing offending rates of YP where victims attend RO Panel against those YP where victims do not attend the RO Panel.</li> </ol> | <p>Restorative Justice Coordinator / Ops manager (partnerships) / Seconded Police Officer / Projects Team Administrator</p> | <p>31/03/14</p> | <p><b>Multi-agency response</b></p> <p>Need to have timely police information relating to victims post sentence and ensure pre court work helps enhance the subsequent engagement of victims within the RO Panel &amp; process.</p> <p>Need to have Victim Impact Statements</p> | <p>Recruitment of MOPAC reduction or reoffending / victim worker - All victims of offences routinely contacted. Scope to widen to sentences including pre court disposals.</p> <p>Take up of direct RJ minimal despite concerted efforts.</p> <p>Previous study in 2011 showed that reoffending was reduced where victims were directly involved at the Panel with the perpetrator.</p> <p>SQS showed risk of harm issues to victims being managed effectively</p> <p><b>Within Education / schools</b></p> <p>Restorative Justice model developing at St MARKS</p> |
|--|---|-----------------|--|---|

|   |  |                 |   |   |
|---|--|-----------------|---|---|
|   |  |                 |   | <p>Academy.</p> <p>Restorative Justice training for VBS staff to offer training package to school and conferencing to avoid exclusions</p> <p>Briefings at Melbury with staff group re use of RJ in resolving conflict between YP and with staff members.</p>   |
| <p><b>3.3) Transitions from Youth to Adults</b></p> <p><b>Actions :</b></p> <ol style="list-style-type: none"> <li>1) The effectiveness of local arrangements for the transfer of young people from youth-based to adult-based services, and retention of young adults in youth-based services, is monitored and kept under review</li> <li>2) Sentence plans in Youth Offending Teams and the young person's secure estate take account of future transfer to adult services where appropriate and plans in Probation Trusts and the adult custodial estate take account of information from youth-based services, to ensure that outstanding interventions are implemented</li> </ol> | <p>Seconded Probation Officer / Ops Manager (Risk / Court) / Practitioners</p> | <p>31/10/13</p> | <p><b>Key Business for Steering Committee - Multi-agency response</b></p> <p>'Task / Finish' Meetings will be required with the Local Probation Office.</p> | <p>Discussions about improving transitions began – due to significant re-organisation of Probation &amp; lack of clarity about how cases will transfer to the private sector this work cannot yet be concluded.</p> <p>Liaison via Probation officer takes place for all transfers &amp; meetings with YP to complete</p> |

|   |  |  |  |   |
|---|--|--|--|---|
| <ul style="list-style-type: none"> <li>3) Decisions to transfer young people to adult services or to retain young adults in youth-based services are recorded in the case record and take into account the views of young people and what work needs to be undertaken to meet the aims of the sentence, to address likelihood of reoffending and <i>Risk of Harm to others</i>, and to manage vulnerability</li> <li>4) Young people are thoroughly prepared for transfer to adult services</li> <li>5) Notifications of transfer, and all essential advance information, are sent to Probation Trusts and adult establishments in sufficient time to ensure continuity of delivery of interventions</li> <li>6) All intervention providers (including health and education, training and employment providers) are informed of transfers to Probation Trusts and adult establishments in advance and involved appropriately in case transfer meetings to ensure continuity of delivery</li> <li>7) Parents/carers are involved, where appropriate, in discussions about transfer and in case transfer meetings where it is likely to aid the young person's progress and engagement</li> <li>8) Staff in youth-based and adult-based services receive sufficient information and training about</li> </ul> |  |  |  | <p>documentation (OaSyS) / explain how Probation operates differently – 3 way meetings occur involving YP / YJS Probation Officer &amp; new Probation Officer)</p> <p>Case Practitioners are routinely evidencing when a decision has been made to retain a case within the YJS and being clear about the rationale for this.</p> |
|---|--|--|--|---|

|   |   |                |  |  |
|---|---|----------------|--|--|
| <p>the work of each other's services to enable them to prepare young people for transfer to adult services and to work effectively with transferred cases.</p>  |   |                |  |  |
| <p><b>3.4) LAC YP placed away from home / supervised by YOTs</b></p> <p><b>Actions :</b></p> <ol style="list-style-type: none"> <li>1) Accurate information about children and young people who are looked after and placed outside their home area is sent promptly to the YOT in the new area;</li> <li>2) Assessments, intervention plans and reviews on children and young people take full account of the impact of being looked after</li> <li>3) The enforcement processes for court orders and post-custodial licences are sensitive to, and take account of, the circumstances of children and young people who are looked after</li> <li>4) Action is taken, where appropriate, to increase the number of children and young people who are dealt with through restorative justice measures when they offend within the residential setting.</li> <li>5) Independent Reviewing Officers ensure that all agencies work together to improve safeguarding outcomes for children and young people and share appropriate information, take account of</li> </ol> | <p>Service Manager- Family and Adolescent Services<br/>/ YJS Manager / Ops Manager (Partnerships &amp; Safeguarding)<br/>IRO Lead in Borough / Case Practitioners / Service managers within Social Care</p> | <p>31/3/14</p> | <p><b>Key Business for Steering Committee - Multi-agency response</b></p> <p>LAPSO working Group within CSF Department – to monitor / shape responses</p> <p>Continuation of Group (operationally) to focus upon wider resource and practice issues.</p> | <p>LAC / LASPO operational group now in place – Dec '14 – chaired by Service Manager – Permanency &amp; Placements .This has representation across key teams and has a wide remit around remands / LAC and offending.</p> <p>Plans and assessments demonstrate an awareness of the diverse needs of LAC young people. This needs to translate into active planning to meet those needs during the order</p> <p>Briefings to teams to take place to assist joint work /</p> |

|  |  |                |  |   |
|--|--|----------------|--|---|
| <p>each other's assessments, align plans for their long-term future and develop contingency arrangements where necessary.</p> <p>6) LBM satisfies itself that specialist therapeutic interventions provided by residential placements are of good quality and suitable for the needs of children and young people.</p>   |  |                |  | <p>planning around LAC processes &amp; YJS remand planning.</p> <p>Direct RJ on offer to all Residential placements.</p> <p>Victim worker actively contacting YOTs &amp; ensuring information is sent for OOB cases.</p>  |
| <p><b>3.5)YP who sexually harm</b></p> <p><b>Actions :</b><br/><b>Local Safeguarding Children Boards should:</b></p> <p>Promote effective joint work with children and young people who display, or are likely to develop, sexually harmful behaviour by:</p> <p>1) Ensuring that in the Early Help Strategy the needs of children and young people who display, or are likely to develop, sexually harmful behaviour are identified and recognised, and that they are provided with help and intervention at the earliest possible opportunity.</p> <p>2)Monitoring the effectiveness of the multi-agency response to such children and young people in their area, particularly including the identification of such</p> | <p>Safeguarding manager / Social Care managers / Service Manager- Family and Adolescent Services</p> | <p>31/7/13</p> | <p><b>Key Business for Steering Committee - Multi-agency response</b></p> <p>Requires a clear and robust multi-agency safeguarding Board policy around assessment / intervention that starts at the point of charge and engages teams throughout the court / sentencing process.</p> | <p>LSCB – Policy &amp; Practice Subgroup - approved Guidance &amp; procedure for Assessment Planning Panels (APPs) for YP with allegations of sexually harmful behaviour / sexual offending in June '13. The paper was agreed at LSCB in July '13. Procedure not operational requiring Senior Management in</p> |

|  |   |                |  |   |
|--|---|----------------|--|---|
| <p>cases joint assessments and the interventions to them and their families and, where appropriate, their victims.</p> <p>3) Developing and implementing strategies to address apparent deficits.</p> <p>4) Establishing open channels of communication with the local Multi-Agency Public Protection Arrangements Chair and coordinator in cases where there is a shared interest.</p>  |   |                | <p>Policy / Process to be agreed at LSGB Policy &amp; Procedure Group.</p> | <p>each agency to provide key professional with decision making power to attend the meetings. MASH will take the lead in the process.</p> <p>Multi-agency training to be organised. YJS Ops manager has provided service managers with costings for AIM training to be provided across agencies in Merton. This will enable work across the agencies to undertake 'in house' assessments and treatment unless risk is too high.</p> |
| <p><b>Youth Offending Team Management Boards should:</b></p> <p>1) Seek assurance that timely specialist multi-disciplinary assessments of sexually harmful behaviour are undertaken and shared with relevant agencies.</p> <p>2) Ensure that appropriately targeted, evidence based interventions informed by a full assessment of needs of the child or young person are available.</p> <p>3) Ensure that Youth Offending Team case managers are familiar with the Multi-Agency Public Protection Arrangements guidance so that they understand the role of Multi-Agency Public Protection Arrangements, the requirements for Multi-Agency Public Protection Arrangements registration and the thresholds for referral into Level 2/3 for children and young people convicted of sexual offences.</p> <p>4) Ensure that YOT case managers take a lead role in working with police offender managers to improve</p> | <p>Service Manager- Family and Adolescent Services / YJS Manager / Ops Manager (risk / court) / Restorative Justice Coordinator /</p> | <p>31/9/13</p> | <p>Multi-agency process (as above) to be agreed</p>                        | <p>Merton engaged in MST – Problem Sexual Behaviour Programme.</p> <p>All staff clear re MAPPA criteria &amp; use of screening Questionnaire for managers to decide on level 2 meeting.</p> <p>For the few cases that have met level 2 &amp; 3 criteria YJS Managers /</p>  |

|   |   |                 |   |  |
|---|---|-----------------|---|--|
| communication links and to develop, with others, joint public protection management plans for children and young people who have offended.<br>5) Confirm that appropriate services to victims are offered at the earliest possible stage. |   |                 |   | Case practitioners & YJS PC have attended MAPPA & subsequent actions completed as required by MAPPA.   |
| <b>4.0) Reduction of reoffending / numbers of YP going into custody / remand and addressing safeguarding / vulnerability issues</b>   | <b>Who will do it?</b>                                  | <b>By when?</b> | <b>Links (internal and external) / other comments</b>   |  |
| <b>4.1)</b> Reduce serious youth violence through the Implementation of work around <b>Gangs</b> focusing upon positive futures / building resilience / exit strategies & safeguarding issues   | YJS Ops Managers / Prevention Manager / Project workers | March '14       | Work with teams / agencies within the CSF Department and Police   | Gang project / MOPAC gang's worker within TF includes gang work / mentoring provision / cross Borough liaison.<br>'Call in' March '13 and follow up programme & mentoring – Evaluation of Impact required. |
| <b>4.2)</b> Establish and implement process within OMP for supporting <b>victims of serious violence / gang activity</b>  | OMP   | March '14       | Work with teams / agencies within the CSF Department and Police – new area of work – likely to require discussion about scope of work / capacity issues | Process within OMP to be defined - Appointment of MOPAC workers has assisted scope of activity.  |
| <b>4.3)</b> Development & Implementation of <b>parenting support network</b> relating to serious youth violence and gang activity   | YJS Prevention / OMP                                    | March '14       | Work with teams / agencies within the CSF Department  | Parenting support provided via TF key workers within individual families but   |

|  |   |           |  |  |
|--|---|-----------|--|--|
|  |   |           | and Police – new area of work – likely to require discussion about scope of work / capacity issues | improved coordination may be necessary re a supportive network.  |
| <b>4.4) Programmes working with young women / young men</b> - issues around resilience / lifestyles / young fathers / Teenage pregnancy / sexual exploitation / School Absence / Truancy issues    | YJS Ops Manager (risk / court) / Prevention Manager | March '14 | Links with other YJS programmes / Training for staff / residential provision.                      | MOPAC Girls & Young women's worker is now working closely with Barnadoes / Jigsaw4U / School Behavioural Support / Specialist Police officers delivering programmes in schools for girls and boys. .<br>Wider activity with YP involving specific boys / girls work - yet to be clarified between Kate Jennings (commissioning Manager) & FAS Service Manager. |
| <b>4.5) YP who sexually harm</b> – All case practitioners trained to assess YP and some with additional training to provide Interventions. Managers to be provided with supervision for this work. | YJS Ops Manager (risk / court)                      | July '13  |  | Costings re AIM training have been sent to Service managers for FAS & safeguarding for multi-agency training – awaiting decision. YJS will be part of multi-agency cross borough training.   |



|  |  |                             |   |  |
|--|--|-----------------------------|---|--|
| <p><b>4.6)</b> Improve case practitioner response to <b>engaging and building effective relationships with YP</b> through a range and variety of approaches to improve outcomes with YP especially around building confidence &amp; resilience and reducing offending.</p> | <p>YJS Ops Managers</p>  | <p>December '13</p>         | <p>Clear focus &amp; priority in YJS training programme / share practice &amp; learning within 'good practice' sessions / monitor progress with case practitioners via supervision sessions</p> | <p>Desistance Theory – (focus on strengths / relationships) briefing in Team meetings / Team Away Day (Dec '13) and emphasis within 'good practice' sessions involving training delivered by CAMHS &amp; S&amp;LT worker. Practitioners also helped by the 'signs of safety seminars'.</p> <p>Monthly Case Formulation sessions with Forensic Psychologist.</p> <p>Case practitioners now attending reparation projects at weekends. Evening projects being developed to help strengthen relationships with YP</p> |
| <p><b>4.7)</b> Embed <b>Referral Order Offending Behaviour Group</b> for more low risk YP (as part of RO programme) and reshape programme / staffing as necessary.</p>   | <p>YJS Ops Manager (Partnerships) &amp; Projects Team Admin.</p> | <p>Review September '13</p> | <p>Programme in place – consider skill mix of staff / integration with other programmes.</p>  | <p>Low numbers of low risk YP in system – Group has run once during year. Plan to use expertise within 'Breaking Free' within future groups.</p>   |
| <p><b>4.8)</b> Greater utilisation of <b>partnership resources</b> within</p>  | <p>Partner workers</p>   | <p>Reports –</p>            | <p>Templates being</p>  | <p>Screening Clinic has</p>  |

|   |   |   |  |   |
|---|---|---|--|---|
| <p>the Borough including CAMHS / ETE Provision / Catch 22 (Substance misuse) &amp; (nurse)</p> <p>Quarterly reports on activity / outcomes / gaps in provision / trends from partners within the YJS. To include Catch 22 worker / CAMHS worker / Education PA and (nurse).</p> | <p>/ via YJS Ops Manager (Partnerships)</p>                                     | <p>July'13 / Oct '13 / Jan'14 &amp; April '14</p> | <p>utilised by partners</p> <p>YJS Ops Manager (Partnerships) to collate information for YJS Managers meetings</p> | <p>become the catalyst for referrals.</p> <p>Partner reports being provided – though consistency of approach / output not helped by changes in partnership workers (Catch 22) – not to overshadow the positive work evidenced by CAMHS worker / Education Practitioner.</p> |
| <p><b>4.9)</b> Participation in the Multi-Agency Safeguarding Hub (<b>MASH</b>) and involvement within any review of practice</p>   | <p>YJS Ops Manager (Partnerships) / other YJS Managers / Case Practitioners</p> | <p>Ongoing from April '13</p>                     | <p>Participation on Strategy Board / Ops Steering Group.</p> <p>Review capacity issues</p>                         | <p>Involvement of FAS Service manager &amp; YJS Manager within the MASH Steering Group.</p> <p>YJS provides a presence in MASH each morning &amp; attended recent planning Away day</p>   |
| <p><b>4.10)</b> Introduction of <b>Reoffending Panels</b> to consider lessons learnt and actions required</p>   | <p>YJS Ops managers / case practitioners</p>                                    | <p>Ongoing from April '13</p>                     | <p>Consider as part of 'good practice' sessions</p>  | <p>Managers &amp; Case Practitioners reviewing trends / patterns within Jan – March cohort for those YP who reoffend - findings</p>   |

|  |  |                        |   |   |
|--|--|------------------------|---|---|
|  |  |                        |   | <p>/ learning shared within team.</p> <p>Use of YJB toolkit planned for 14-15</p>   |
| <p><b>5.0) Increase levels of participation and achievement of 16+ young people in education, employment, training and volunteering and addressing varied needs of YP</b></p>  | <p><b>Who will do it?</b></p>                              | <p><b>By when?</b></p> | <p><b>Links (internal and external) / other comments</b></p>  |   |
| <p><b>5.1)</b> Embed good practice of <b>sharing information</b> with schools re those YP sentenced to community orders</p> <p><b>5.2)</b> Ensure <b>Statemented YP</b> are identified and have reports on case management files.</p> <p><b>5.3)</b> Provide <b>ETE Screening</b> for all YP at the YJS.</p> | <p>Education Practitioner / Ops Manager (Partnerships)</p> | <p>Ongoing</p>         | <p>School contacts established / regular information sharing / attendance at Children Missing Education Panel</p> | <p>5.1 New Education Practitioner in post - who is sharing information and making links with schools.</p> <p>5.2 Education Practitioner is accessing statements routinely via contact in SEN. These are being attached to the Careworks CM System.</p> <p>5.3 Education Practitioner is screening 100% of cases and recording in careworks</p> <p>ETE provision in place for all custody YP – Education Practitioner visits all YP in custody at beginning / middle and towards the</p> |

|   |   |                |   |   |
|---|---|----------------|---|---|
|   |   |                |   | <p>end of sentence.</p> <p>Welfare call purchased to check on attendance of YP Education Group being established to monitor education needs of YP &amp; services provided.</p>  |
| <p><b>5.4)Speech &amp; Language / Communication Issues</b></p> <p><b>5.5)</b> Ensure S&amp;L screening is available for YP subject to court orders.</p> <p><b>5.6)</b> To ensure that interventions with YP are modified in the light of any communication issues and clearly recorded.</p>   | <p>YJS Ops Manager (Partnerships) / SALT worker</p> | <p>Ongoing</p> | <p>Continue contractual arrangements with SALT at Chaucer</p>                 | <p>Screening is available in 100% of cases.</p> <p>Take up of the screening has improved</p> <p>The Integrated Action Plan (IAP) includes information on communication needs &amp; its impact on interventions</p> <p>Case practitioners had an awareness raising session on 13/11/13</p> |
| <p><b>6.0 CAMHS</b></p> <p><b>6.1)</b> To provide an accessible and user friendly service.</p> <p><b>6.2)</b> To ensure that the emotional and mental health needs of YP are screened and evidenced in the assessment process.</p> <p><b>6.3)</b> YP to receive interventions based on their emotional/ mental health needs or are referred on to CAMHS mainstream service.</p> | <p>YJS Ops Manager (Partnerships)/ CAMHS worker</p> | <p>Ongoing</p> | <p>Likely CAMHS movement into central resource team – yet to be clarified</p> | <p>6.1/ 6.2 Screening occurring in all cases via the 'screening clinic'. The case is updated on careworks and the screening / initial assessment incorporated into the Asset.</p> <p>6.3 Where the CAMHS worker identifies the need for ongoing intervention these are taking place.</p>  |

|  |  |                |   |  |
|--|--|----------------|---|--|
|  |  |                |   | <p>Currently 15 -20 young people are 'in treatment' with the CAMHS worker. CAMHS worker attends the YJS Vulnerability &amp; Risk Management panel and hopes in 14-15 to be using SAVRY tool - assessment for high risk (harm) YP.</p> <p>MST referrals from YJS now discussed at OMP</p> |
| <p><b>7.0 Substance Misuse</b></p> <p><b>7.1)</b>100% screening of all YP.</p> <p><b>7.2)</b> Care planning to be incorporated into IAP where appropriate.</p> <p><b>7.3)</b> Groupwork provision for those YP assessed as requiring basic awareness and education</p> | <p>YJS Ops Manager (Partnerships)/ Catch 22 worker</p> | <p>Ongoing</p> | <p>Catch 22 worker</p>  | <p>Problems over year around changing workers within Catch 22 (C22) – now appears to be resolved. Group work is not taking place but will be reviewed in 14-15.</p>  |
| <p><b>8.0) Equalities</b></p> <p>Embed checklist relating to diversity / culture and identity into assessment / intervention processes at the outset of all court orders and ensure recording within casework (ASSET)</p>  | <p>YJS Managers / Case Practitioners</p>               | <p>July'13</p> | <p>Checklist agreed within practitioner group (March '13)</p> | <p>Embedded within practice of Case Practitioners who use the checklist during assessment &amp; planning panels to ensure that YP's needs are fully understood &amp; addressed.</p> <p>Diversity viewed as a strength in recent HMIP SQS</p> <p>Difficult to obtain</p>                  |

|  |  |   |  |  |
|--|--|---|--|--|
|  |  |   |  | management reports around this demographic data.   |
| <b>9.0) Young people on court orders satisfaction rate of service provision</b>  | <b>Who will do it?</b>                         | <b>By when?</b>                                   | <b>Links (internal and external) / other comments</b>  |  |
| <b>9.1) Completion of End Of Supervision Qs and analysis to be provided to YJS Quarterly Management Meetings</b><br><br>'Over to you' Q (Prevention) | Projects Team Administrator / Business Manager | Reports – July '13/ Oct '13 / Jan '14 & April '14 | To be reviewed at Managers meetings to help shape any changes in practice / provision of services.<br><br>Use of YP's views integrated within revised Questionnaire from April '13 | Reports routinely provided and findings shared within the team. Consistently positive results noted.<br><br>Since 1/1/14 use of HMIP on line Questionnaire (viewpoint) for YP at ¾ quarters point in order – administered & overseen by Projects Team administrator<br><br>Voices of YP strengthened via introduction of Youth Boards from July '13 and involvement of YP within Recruitment panels. |
| <b>9.2) Continuation of Award / Accreditation Scheme within the YJS – to be utilised within reparation project and programme work</b>                | Reparation Coordinator / Reparation Sessional  | November '13                                      | Liaison with relevant Award Bodies   | Continued use of Awards within reparation cooking project - Level 2 City and Guilds Food Safety and Hygiene (Catering) Course  |

|   |   |   |  |  |
|---|---|---|--|--|
|   | workers   |   |  | with Certificate.  |
| <b>Other Issues</b>   | <b>Who will do it?</b>  | <b>By when?</b>   | <b>Links (internal and external) / other comments</b>  |  |
| <p><b>10.0) Staffing / Training issues</b></p> <p><b>10.1)</b> Staffing Recruitment – Prevention manager / SW case practitioners / sessionals and mentors as necessary</p> <p><b>10.2)</b> Required YJB Inset training &amp; LCSB courses.</p> <p><b>10.3)</b> Embed Case Discussions / Peer led practice reviews / Quality practice sessions within case practitioner and wider practitioner base.</p> | <p>1) All YJS Managers</p> <p>2 &amp; 3) Ops Managers / Case Practitioners &amp; wider practitioner group</p> | <p>1) Staff in place (March '14)</p> <p>2) Dates in place (June '13)</p> <p>3) Ongoing</p>                                    | <p>HR procedures / CRB checks / safer recruitment</p>  | <p>1) Agency Prevention Manager not now being recruited or Prevention Case Practitioner (permanent)</p> <p>2) Case practitioner attendance agreed with line managers – 2 INSET courses per practitioner.</p> <p>3) Regular programme – enhanced via case formulation sessions with Forensic psychologist</p> |
| <p>11.0) <b>Protocol / Policy updates</b> – National Standards revision / Risk Policy / Quality Practice Framework / Remands process (LAPSO) / &amp; QA Policy &amp; Training Plan 13/14.</p>   | <p>YOT Manager / Ops Managers as necessary</p>  | <p>NS (May'13)</p> <p>Risk &amp; QPF (June '13)</p> <p>Remands Process (June '13)</p> <p>QA &amp; Training Plan (June'13)</p> | <p>NS revisions agreed at YCPEB (March '13)</p> <p>Links with partners (Catch 22 &amp; CAMHS)</p> <p>Training plan update will depend upon publication of LCSB Training Plan</p> | <p><b>Protocols / Policies provided in time for Sept HMIP SQS</b></p> <p>NS Revision - June '13</p> <p>Training Plan - March '13</p> <p>QA Policy August '13</p> <p>Assessment &amp; Management of Risk June '13</p> <p>Quality Practice</p>   |

|  |  |  |   |   |
|--|--|--|---|---|
|  |  |  | <p>13-14</p> <p>QA Policy update will need to incorporate benchmark exercise / views of external consultant / NS changes / Executive Board decisions.</p> | <p>Framework Revised July '13</p> <p>Remands Process (Via LAPSO Paper)</p> <p>- April '13</p> |
|--|--|--|---|---|

**Chris Giles**  
**YJS Manager**  
**April'14**