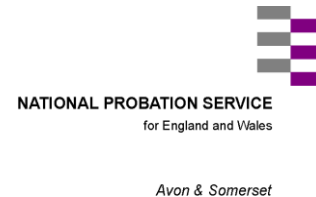


Bath and North East Somerset

Youth Justice Plan 2012 – 2013

Working in partnership to prevent youth offending

**Bath & North East
Somerset Council**



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1. Introduction

Multi-agency Youth Offending Teams were established in April 2000 under the Crime and Disorder Act 1998, to work with young people aged 10-17 years who had committed offences. They include staff from a wide range of backgrounds including Police, Health, Social Care, Education and Probation services. Youth Offending Teams work in an integrated way alongside other specialists and have key statutory functions, including supervision of young people on Court Orders, giving victims a voice, enabling young people who have offended to repay the harm they have caused and strengthening parenting skills. In this area, the work of the two statutory teams is supplemented by a prevention team which works on a voluntary basis with children aged 8-17 years who are at high risk of offending and with their families. Together, the three teams form a Youth Offending Service, which is also responsible for safeguarding young people and supporting them to make more positive lifestyle choices. A summary of these functions and an organisational chart can be found in the appendices.

The Youth Offending Service has a statutory responsibility to prevent youth offending and, in addition to reviewing outcomes with individuals, it measures success in this using three key national outcomes; reduction in first time entrants, reduction in re-offending and a reduction in the use of custody. Performance against these indicators in 2011-12 has been excellent, and better in most respects than all comparator groups (see section 2). Reported crime and the number of young people coming into the youth justice system continue to fall in Bath and North East Somerset, as nationally. Much of this is attributable to the good performance of the Youth Offending Service, but the wider partnership of services for young people and criminal justice services have also played a significant role in this success.

In addition to its principal work of preventing youth offending, as part of the wider children's workforce, the Youth Offending Service has adopted the five priority areas identified in the Children and Young People's Plan 2011-14:

- Providing children and young people with a safe environment, including empowering them to recognise and manage risks
- Promoting children and young people' emotional health and resilience for learning and life
- Reducing health, education and social inequalities in specific groups of children and young people and specific geographical areas
- Supporting all young people to engage in employment, education and training from 16-19
- Promoting and supporting healthy lifestyles for children and young people

This annual Youth Justice Plan is written in accordance with the Crime and Disorder Act 1998. It summarises the excellent work undertaken by the Youth Offending Service and its partners in 2011-2012 and, based on self-assessment undertaken within the Service and by its Management Board, sets out a work plan for 2012-2013. The work plan includes preparations for further national changes in how youth justice services are to be delivered and outlines actions the service will take to continue to improve its high quality service to young people and their families and to victims of crime. Continued success in preventing youth offending will give local people reason to feel safer in their communities and directly contribute to the Council's three key objectives for 2012: promoting independence and positive lives for everyone, creating neighbourhoods where people are proud to live and building a stronger economy.

2. Review of Youth Justice Plan 2011-12

2.1 Review of Work Plan 2011-12

Most planned actions have been completed, although some will spill over into the timescale for this Plan and some require follow-up reviews. As this work is already scheduled, these actions are not reflected in the new Work Plan for 2012-13.

Priority area	Actions	End of year progress and impact where known	Follow-up
1) Youth Offending Team Development	a) Form two new service teams with new line management structures - the Assessment and Planning team and the Interventions Team.	Completed Changes made in June 2011 have led to improved quality of assessments, a better range of intervention programmes to match identified needs and greater continuity of worker for young people. Assessments are timelier and a more comprehensive narrative is emerging about young people's lives and offending. Discussions have started within the Assessment and Planning Team about how better use can be made of professional assessment skills, for example, looking at child and adolescent development, use of information about family functioning and assessment of risk	A process for conducting a full review of this change has been scheduled for autumn 2012, including a review of the two Team Manager roles
	b) Complete and deliver against a protocol outlining roles and responsibilities and expectations for communication between the two teams	Completed Team around the child meetings have been given formal recognition in the protocol and have become mainstream practice, enabling fuller use of the multi-agency make-up of the team and involving young people in planning. At least 25 have taken place in the year since June 2011.	
	c) Hold a local launch event to mark the re-organisation and promote the work of the service.	Completed An event promoting the work of the Service was held on 23 February, jointly with the launch of the Preventing Re-Offending Strategy. The Service gave one of the key-note speeches and provided two workshops, all of which received very positive feedback.	The Service has since decided to hold regular open events to promote awareness of its work

Priority area	Actions	End of year progress and impact where known	Follow-up
	d) Revise and implement the team's information management policy	Completed The policy has been approved by the Management Board and used as a basis for the Council-wide policy too. Staff awareness of their responsibilities for sharing information safely has been raised and improvements have been made to their use of email and 'fax.	Continuing refinements are proving necessary as the policy is implemented
	e) Ensure the impact on carbon emissions is taken in to account in any new service developments	Partially completed This was taken into account as part of the Transport Policy and used to inform selection of reparation projects	Follow-up action in new Work Plan
2) Establishing a restorative Youth Offending Team	a) The management group will receive training in implementing a restorative service.	Completed The Service, Team and Information Managers were all trained and have been using awareness and skills in their supervision of staff.	Follow-up action in new Work Plan
	b) A working group will be established to agree the vision and deliver training in restorative interventions to the broader service.	Partially completed Five open seminars were held to review Transforming Conflict's booklet "Becoming a fully restorative youth offending service." Staff have been trained as trainers, an audit of training needs has been undertaken and a plan is in place for delivery of training across the Service.	Delivery of training to the rest of the Service is scheduled for October 2012
	c) Restorative justice principles will underpin all interventions with young people.	Partially completed Team Managers are actively promoting this and reviewing it in regular audits. Restorative interventions are included in plans for young people on Referral Orders where the focus is on restoration to the victim of the offence.	Follow-up action in new Work Plan
3) Inter-agency working	a) Ensure actions in partnership plans are addressed	Completed The actions all relate to the Youth Justice Plan and have been separately reported to the Responsible Authorities Group and the Local Safeguarding Children Board.	
	b) Agree protocol between the Youth Service and the Youth Offending Team	Completed There is greater clarity about how the Services work together to address young people's needs	

Priority area	Actions	End of year progress and impact where known	Follow-up
4) Workforce Development	a) Prepare and deliver a workforce development plan, including training requirements, arising from anticipated new legislation	Completed Plan agreed and delivered	Annual audit of training will address the impact
	b) Introduce core training for case managers and interventions team staff to develop skills in assessment, planning, intervention and supervision.	Completed Training and coaching have been provided and skills are enhanced in regular team meeting case discussions	
	c) Increase the skills of staff participating in Referral Order panels by identifying training in restorative justice conference facilitation.	Completed Youth Offending Service staff have been trained, together with a colleague from the Children's Society. A place was offered to a volunteer but sickness prevented attendance	On-going sessions planned
	d) Ensure refresher training is provided for case managers on assessment of vulnerability and production of vulnerability management plans.	Action amended and carried forward	Training to reflect new developments in assessment practice is now scheduled for September 2012
	e) Ensure training events are delivered across the Preventions Team to help the understanding of role and processes.	Completed A series of consultation and development meetings were held to support introduction of an integrated prevention key worker Job Description. This enables greater consistency and continuity for service users	
5) First time entrants (a national impact indicator)	a) Ensure skills training is delivered to support production of ONSET, Whole Family Assessment and Asset assessments	Partially completed Internal training and coaching provided to support completion of ONSET and ASSET assessments. Team Manager quality assurance of ONSET has demonstrated improved quality.	Whole Family Assessment (HOME) training carried forward, with the intention to jointly commission with Social Care

Priority area	Actions	End of year progress and impact where known	Follow-up
	b) Target areas where referrals need to be increased with the Police.	Completed The Service Manager met with the Police Operational Lead to promote importance of preventative work and promotional events held with staff. There are good examples of Police Community Support Officers making referrals to the Family Intervention Project and Compass.	This is on-going work to increase referrals from Police
	c) Improve early identification of young people demonstrating early indications of offending behaviour by liaising with primary school head teachers to promote Compass and the Family Intervention Project	Completed Items have gone into Schools Bulletins, leaflets have been sent to all schools, and letters have been sent to primary head teachers in four target areas. All primary schools will be offered twilight sessions & individual meetings to discuss support needs 2012-2013	
	d) Continue to promote preventative projects across the authority.	Completed Promotional work has taken place with families, voluntary sector projects, Social Care, Court and Police. Specific work has been undertaken linking with Police in identified crime 'hotspot' areas. Leaflets and posters are regularly mailed to all schools, police stations, key partners and GP surgeries	Further events are planned, the next to promote the Family Intervention Project
	e) Introduce twilight sessions on preventative work for pastoral staff in schools	Completed Sessions have been delivered in The Link, Norton Hill, Hayesfield and St Marks schools. All schools have been offered a session.	This will continue into the new academic year.
	f) Integrate Compass and the Family Intervention Project to ensure a whole family approach is provided to young people at risk of entering the youth justice system	Completed Common job descriptions have been completed. The team identity as a prevention service has been taken forward. Families known to the Family Intervention Project all have 'seconders' and there is greater flexibility to meet service users' needs. Integration of the two services has been excellent. Feedback from staff is very good.	

Priority area	Actions	End of year progress and impact where known	Follow-up
	g) Ensure the quality of assessment in ONSET and FIP assessments is of a high standard and leads to a robust intervention plan and references parenting strengths and areas that could be addressed by the Parenting worker	Completed ONSETs are all read by the Team Manager. Parents are involved in the assessment process. The Family Intervention Project Steering Group has started to take on oversight of whole family assessments and all assessment meetings are also joined by CAMHS. The quality of FIP assessments is now consistently high	
	h) Work with Police and other partners to review pre-Court decision-making, in light of anticipated new legislation	Completed Local District Police have been briefed and matter has been discussed with Avon and Somerset Tactical Youth Lead. Detailed planning will follow publication of national guidance.	Action in new Work Plan now that an implementation date has been published
	i) Ensure that crime prevention work remains a priority within new commissioning arrangements for 11-17 year olds	Completed The Children's Leadership Team has agreed that the new commission will continue to address the needs of vulnerable young people at risk of offending, through mentoring	Action in new Work Plan
	j) Ensure that the Family Intervention Project plays a key role in the development of local work with families with multiple problems	Completed to date Further funding was agreed by the Council and Somer (now Curo) Housing Association to extend the work until March 2013. A local, interim evaluation has made a number of important recommendations to inform the local agenda.	Action in new Work Plan
6) Reduce re-offending (a national impact indicator)	a) Ensure the quality of assessment is of a high standard and leads to a robust intervention plan and that all assessments reflect young people's health needs and have an assessment of parenting.	Completed With the formation of the Assessment and Planning team, the Report Writing Policy was amended in September 2011 to ensure that reports would be quality assured by peers within the team. The Team Manager is alert to reports that may benefit from a manager's oversight and reports for new staff are quality-assured by the Team Manager.	The Team Managers will audit the quality of the quality assurance practice.

Priority area	Actions	End of year progress and impact where known	Follow-up
	b) Ensure the quality of all risk of harm assessments, risk management plans and vulnerability assessments is of an acceptable standard and are shared with all partners supporting the plans	Completed New structure for plans has been developed and is used within monthly risk management meetings.	
	c) Establish monthly risk management meetings for all young people with a high risk of harm which are inclusive of young people and their parents/carers	Completed New process implemented, involving partners from outside the Service, leading to more robust planning and better information sharing	
	d) Establish team around the child meetings following sentence which use the Asset as the basis of planning interventions	Completed Roll out has been gradual, with learning about the best way to integrate these with other planning arrangements for young people	
	e) Introduce an Asset peer review process	Discontinued This is to become part of the new cycle of audits	Action in new Work Plan
	f) Ensure that restorative approaches are fully integrated across the team's caseload and inform all assessments	Completed for Referral Order contracts and developing within other interventions. Also to become part of the new cycle of audits	Action in new Work Plan
	g) Review and catalogue intervention materials	Completed A range of worksheets, workbooks, DVDs and games are available to support work with young people	
	h) Review assessments to ensure that interventions are available to address identified need and equalities	Completed Three audits have been undertaken during the year, all highlighting the same four greatest needs. These have informed production of local work books and purchase of a new programme, Positive Choices.	To become part of new cycle of audits

Priority area	Actions	End of year progress and impact where known	Follow-up
	i) Introduce a set of workbooks with materials to address offending behaviour issues with young people	Completed New workbooks introduced for Anger Management, Peer Pressure and Victim Awareness work and a new cognitive behavioural Thinking Skills programme. Positive Choices, has been purchased to supplement these.	
	j) Develop interventions for young women and girls who are offending	Progressing Team Manager is working on this as part of the local Action for Women Group. A local academic has been invited to present to the Service on effective practice with young women	Action in new Work Plan
	k) Collate and act on young people's feedback and evaluation from interventions provided by the Youth Offending Service	Completed A Young People's Forum has been established. Feedback from young people informed the Service re-organisation in June 2011 – there is now greater continuity in staff for young people who re-offend.	Action within the new Work Plan
	l) Work with partner agencies to support young people's work readiness	Completed A weekly partnership Job Club group has been established, including Norton Radstock College and the Job Centre. The Service is part of the Into EET (Education, Employment and Training) partnership meeting attended by Connexions and local training providers. Links have been made with the Worklessness Co-ordinator within Development and Regeneration, which has begun to provide work opportunities for young people	
	m) The Youth Offending Service will work with 16+ year olds to identify learning and training opportunities	Completed A bespoke Education, Training and Employment project for the hardest to engage young people is being introduced. There have been good outcomes for individual young people e.g. a successful apprenticeship within the Council	

Priority area	Actions	End of year progress and impact where known	Follow-up
	n) Ensure that all young people with ethnic minority backgrounds have continuing support when they finish their statutory contact	Action amended Feedback from the team led to a revision to ensure that <i>all</i> young people have continuing support when their statutory contact ends.	To become part of audit cycle
	o) the Youth Offending Service will work to improve the attendance of young people in education and will increase mental and physical health support through the integration of the school nurse role	Completed There have been monthly education monitoring meetings with The Link school. The Education Worker provides interventions for young people identified with issues regarding attendance and engagement with their education provision. Health screening is being promoted again, as part of holistic assessment of young people	
	p) the Youth Offending Service will help young people to set up bank accounts	Completed A system has been established for Connexions Worker to undertake this with 16-17 year olds	
	q) the Youth Offending Service will target strategic accommodation issues through the B&NES Young People's Housing Group	Completed The Intervention Team Manager attends the B&NES Young People's Housing Group and inputs on issues pertinent to young people with Service.	
	r) Analyse performance data to improve understanding of trends of offending and outcomes for young people	Partially completed Analysis regularly undertaken by Youth Crime Prevention Board with first time entrants data and auditing of assessments is yielding new information	Action within new Work Plan to improve outcomes framework
7) Reduce the use of custody (a national transparency indicator)	a) Ensure the quality of assessment is of a high standard and leads to a robust community intervention plan presented in a pre-sentence report.	Completed All Court reports are quality assured and this process is audited. The congruence between proposals and disposals is very high and there is a marked reduction in custodial sentencing.	On-going Auditing of Pre-Sentence Reports will be included in new audit cycle
	b) Ensure that all Pre-Sentence Reports are delivered to Court on the day before sittings in order that they are available for the bench.	Discontinued The Court did not want this change.	

Priority area	Actions	End of year progress and impact where known	Follow-up
	c) Plan updated training events with the local Youth Court Magistrates	Discontinued Training offered but not yet taken up. Regular briefings are provided at the four-monthly Youth Bench meetings.	
	d) Facilitate procedures for assessing young people in custody who have learning difficulties	Completed Discussions with Child and Adolescent Mental Health Service link worker has clarified the process for undertaking assessments with staff within custodial establishments.	
	e) Ensure the Custody Panel is embedded in local practice and is supported by actions in the Children and Young People's Plan and the Local Safeguarding Children Action Plan.	Completed The pattern of meetings and dissemination of learning has become well established. The use of custodial remanding and sentencing is at its lowest level since the establishment of the Youth Offending Service in 2000.	Action in new Work Plan
	f) Improve the systems for monitoring health input into release plans for young people leaving the secure estate	Completed The seconded nurse has established links with health staff at Vinney Green Secure Children's Home. Similar links with HMP&YOI Ashfield are proving harder to establish	Work is continuing re HMP&YOI Ashfield
	g) Continue to ensure that the enhanced offer is reflected in Detention and Training Order Plans	Completed The Intervention Team Manager attends the Resettlement Consortium Board meetings, and ensures that an enhanced offer of support is in place for young people in secure estate as part of their resettlement planning. An external evaluation of the Consortium's work has included young people from Bath and North East Somerset.	
	h) Wherever possible, establish a restorative intervention for young people whilst they are in custody.	Completed This is now part of the enhanced offer under the work of the South West Resettlement Consortium	

2.2 Performance against the three National Outcome Indicators 2011-12

1. Reduce the rate of first time entrants to the youth justice system

This national indicator helps understanding of how effective the local area has been in supporting young people not to offend and enter the youth justice system for the first time. It is shown as a rate of young people per 100,000 in the general population of 10-17 year olds who received their first substantive outcome (a Police Reprimand or Final Warning following admission of an offence, or a conviction in Court), to enable comparisons to be made. The actual number of these young people, referred to as 'first time entrants,' is shown below, highlighting a clear downward trend:

Date range for the last five calendar years	Number of young people entering the youth justice system for the first time
December – January 2007	268
December – January 2008	198
December – January 2009	152
December – January 2010	162
December – January 2011	130

The rate of first time entrants within the last two calendar years is shown in the table below (Source: Youth Justice Board)

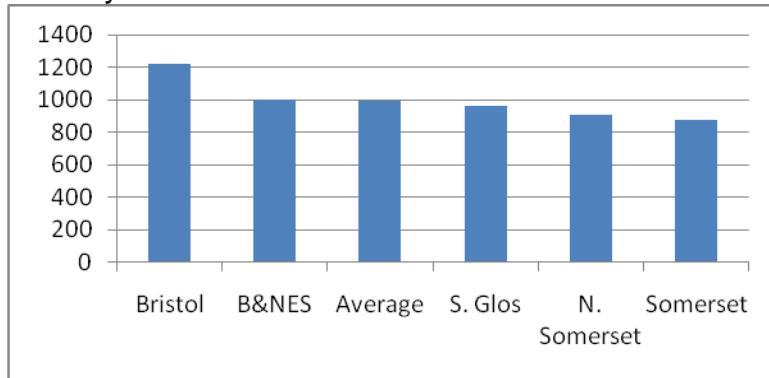
	Bath and North East Somerset	South West	'Family' comparator group	England
First time entrant rate per 100,000 of local population aged 10-17				
January - December 2011	800	722	640	749
January – December 2010	999	842	780	928
Percentage change from selected baseline	-19.9%	-14.2%	-17.9%	-19.3%

Data is taken from the Police National Computer and is published in rolling full years for twelve month periods ending March, July, September and December each year. The latest data available is for the twelve month period ending December 2011. The local target set was for a reduction of 5% and this was exceeded in the latest period for which confirmed data is available, with a reduction of 19.90%. Local improvement is better than all comparators, but the comparative rate remains stubbornly higher.

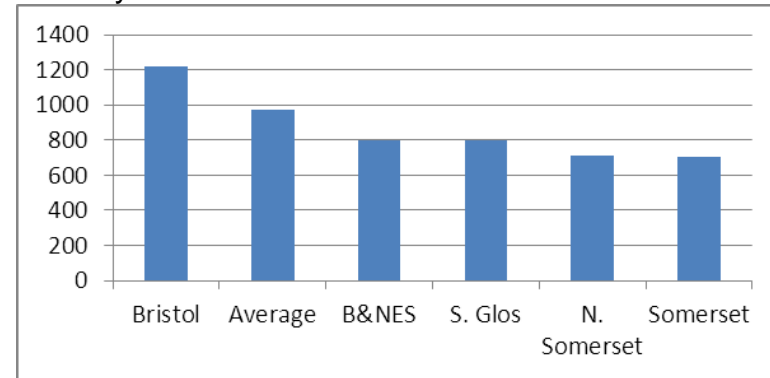
The chart below show comparisons with the rest of Avon and Somerset, of relevance as these Youth Offending Services all work within the same Police Force area. They show that the rate of first time entrants in Bath and North East Somerset has fallen below the average for Avon and Somerset in the last year.

a) Avon and Somerset comparisons of rate of first time entrants (Source: Youth Justice Board)

January – December 2010



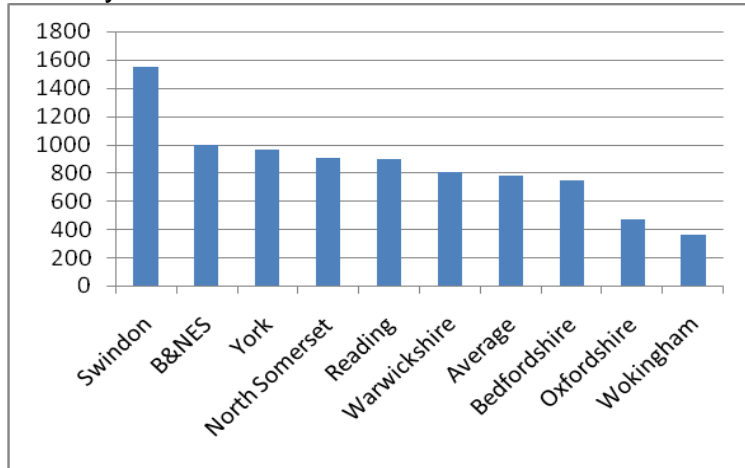
January – December 2011



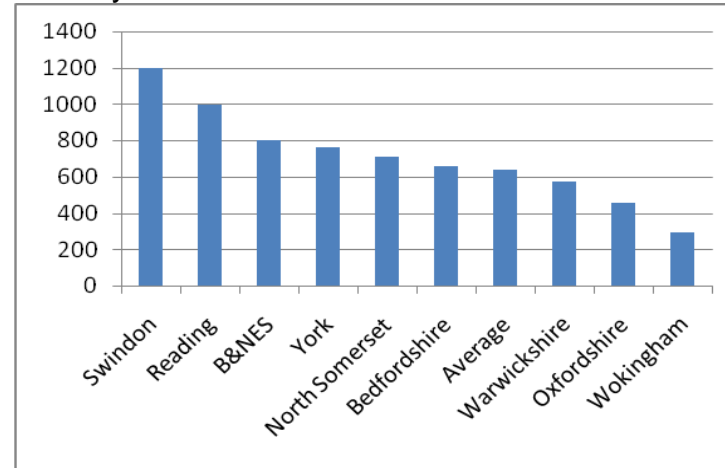
The chart below, of family comparisons, shows that Bath and North East Somerset's rate is still above the average

b) Most similar Local Authority 'family' comparisons of rate of first time entrants (Source: Youth Justice Board)

January – December 2010



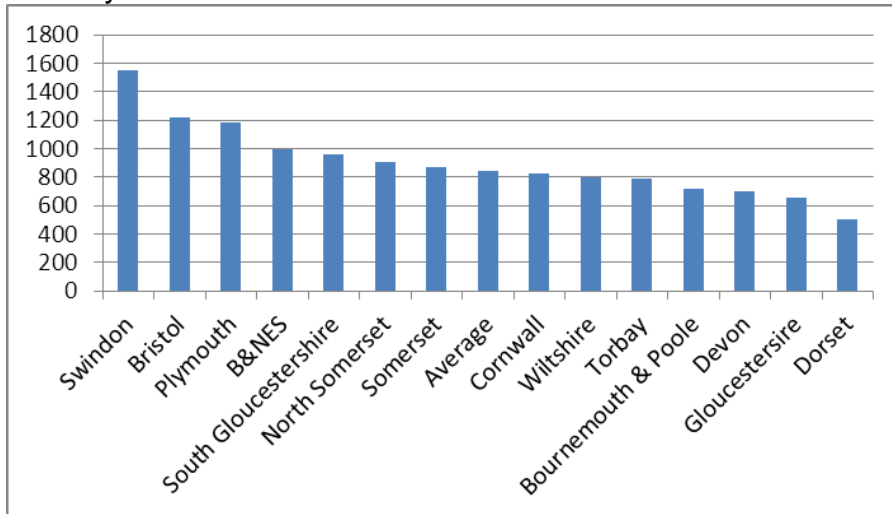
January – December 2011



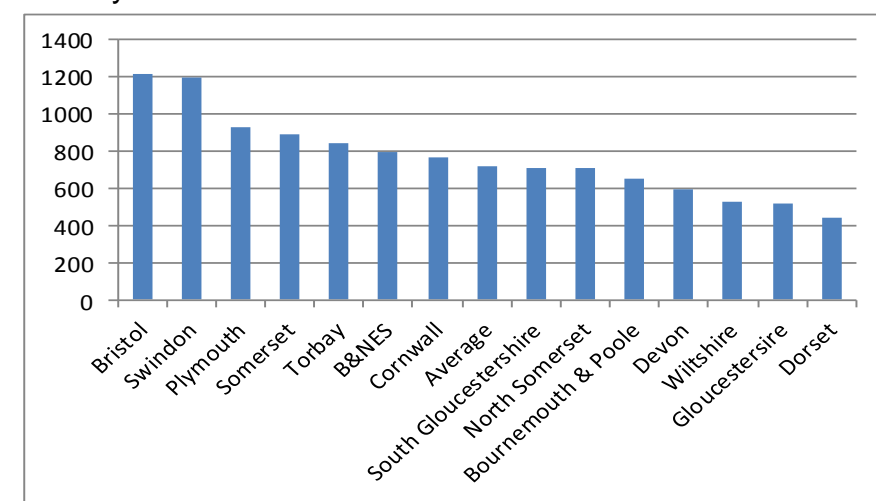
The third set of charts, below, show that the local rate remains above the regional average

c) Regional comparisons of the rate of first time entrants (Source: Youth Justice Board)

January – December 2010



January – December 2011



Success is attributable to the work of a range of partner agencies. The use of the Police's diversionary Restorative Disposal scheme addresses minor matters, some of which may otherwise have resulted in a young person being formally Reprimanded or Finally Warned. The practice of targeted early prevention is well established locally and is recognised as a worthwhile investment in young people's lives. Targeted work by the Youth Service and other partners, including the Children's Society's restorative community work, is likely to have positively impacted on offending rates. Specific youth crime prevention projects are able to demonstrate the specific impact they have had on young people's risk of offending. In this area, Mentoring Plus holds a commission valued at £64,000 per annum to work with approximately 32 young people (and brings in significant extra resources through fund-raising to meet the full costs of the service), and the Compass Project is funded through the Early Intervention Grant at £106,000 to work with approximately 40; the Family Intervention Project works to support up to 18 whole families per year where there is a young person at high risk of offending (or re-offending or anti-social behaviour).

This data is regularly scrutinised by the multi-agency Youth Crime Prevention Board and discussed with the Police District Commander and used to improve the effectiveness of targeting of services and inform the Youth Crime Prevention Work Plan. Effective prevention of youth crime benefits the community and contributes to a wide range of improved outcomes for children, young people and their families. A target of a further 5% reduction in the rate of first time entrants will be set for 2012-13.

2. Reduce the rate of re-offending

This national indicator helps understanding of the effectiveness of the youth justice system in supporting young people who have offended to avoid re-offending. It is a quarterly rolling measure of the rate of re-offending after twelve months of a cohort of young people who received a Police Reprimand or Final Warning or a sentence in Court or were released from custody. The data is taken from the Police National Computer and published as a frequency rate (the average number of re-offences per 100 young people) and as binary information (a count of the number of young people who re-offend, expressed as a percentage of the cohort).

A core function of the Youth Offending Service is the supervision of young people on statutory Court Orders including the Referral Order, the Youth Rehabilitation Order, and the Detention and Training Order. Each young person is assessed using the standard ASSET assessment tool, which identifies areas of concern and strength in a young person's life and informs the intervention plan which is subsequently delivered to reduce the risk of re-offending. The Service uses a "scaled approach" to determine frequency of contact with each young person to ensure that resources are targeted at those who present the highest risk. For those young people who do commit further offences, the focus of work is to help them reduce the frequency and seriousness of offending, their risk of harm and provide a service which is tailored to meet their individual needs. For young people who present a serious risk of harm, the Youth Offending Service holds risk with key partners from the wider children's workforce. These meetings present an opportunity to make realistic plans to safeguard the public and to manage this risk as effectively across the agencies as possible. The Intensive Supervision and Surveillance requirement of a Youth Rehabilitation Order can be one such measure. For those who present the most serious risk of harm, Multi Agency Public Protection Arrangement procedures are employed. For young people who meet the criteria and/or are at the point of transition to the Probation Service, the Youth Offending Service works closely with the Integrated Offender Management scheme, Impact

The table below shows that the rate of re-offending by young people in Bath and North East Somerset fell in the latest period for which data is available and that the percentage of young people re-offending fell. This is better than all comparators, where the average rates and percentages increased slightly within the same period. A target of a 5% reduction in the binary rate of re-offending will be set for 2012-13.

	Bath and North East Somerset	South West	'Family' comparator group	England
Re-Offending rates after 12 months				
Average frequency of re-offending per 100 young people in the cohort of young people dealt with in the youth justice system between July 2008– June 2009	0.96	0.89	0.85	0.89
Average frequency of re-offending per 100 young people in the cohort of young people dealt with in the youth justice system between July 2009– June 2010	0.80	0.95	0.94	0.96
Change	-0.16	+0.06	+0.09	+0.07
Binary rate: percentage of young people dealt with in the youth justice system between July 2008– June 2009 who re-offended	36.3%	31.8%	31.1%	32.6%
Binary rate: percentage of young people dealt with in the youth justice system between July 2009– June 2010 who re-offended	29.6%	34.2%	33.1%	34.1%
Percentage change	-6.7%	+2.4%	+2.0%	+1.6%

3. Reduce the rate of custodial sentences

The third national indicator relates to the use made of custody. Any Court's decision to sentence a child or young person to custody for a serious offence is not taken lightly and is avoided wherever they can be safely supported to remain within the community. The table below shows the marked reduction in the number of custodial sentences passed on young people living in Bath and North East Somerset across the last five years. At the time of preparing this Plan, Bath and North East Somerset was notable in having no young people in custody.

Date range for the last five financial years	Number of occasions on which a young person was sentenced to custody
April 2007 – March 2008	19
April 2008 – March 2009	15
April 2009 – March 2010	20
April 2010 – March 2011	8
April 2011 – March 2012	2

The indicator is of the rate of custodial sentences per 1,000 young people aged 10-17 in the general population. The table below shows that the local rate of custodial sentencing remains lower than all comparators and shows greater improvement between 2010-11 and 2011-12 than all comparators.

	Bath and North East Somerset	South West	YOT comparison group selected*	England
Use of custody rate per 1,000 young people in the population aged 10-17				
April 2010– March 2011	0.49	0.44	n/a	0.90
April 2011– March 2012	0.12	0.27	n/a	0.80
Change	-0.37	-0.17	n/a	-0.10

Work to reduce of the use of custody is closely aligned to reducing re-offending. In order to have confidence in a reduction in custody, the Youth Offending Service, partners and the public need to feel confident that robust, evidence based and closely monitored community sentences are being delivered. This relies on strong partnerships and a commitment to ensuring public safety. The Youth Offending Service actively works with partner agencies to look at effective ways of reducing re-offending and the use of custody, including through a quarterly Custody Review Panel. The current low level of custodial sentencing is not matched with an increase in re-offending, suggesting that young people are being supervised effectively in the community. The Service will be aiming to see a reduction in custodial sentences to just one in 2012-13.

3. The Changing Context for Youth Justice

The Youth Offending Service is affected by wider changes in government policy, such as the focus on localism, and by the current economic climate. Its work with vulnerable young people means it is also directly affected by changes in safeguarding practice and is currently involved in the consultation on the new national framework for keeping young people safe. In this section, only the key criminal justice changes are highlighted:

3.1 The Legal Aid, Sentencing and Punishment of Offenders Act 2012

This Act, which received Royal Assent in May 2012, affects young people in the following ways:

- (a) Youth sentences – implementation due November/December 2012
 - Additional flexibilities for Courts in their use of Referral Orders, linked to a commitment to more use of restorative justice
 - Greater flexibilities in the timing and sentencing options for breach of a Detention and Training Order
 - Amendments to options for requirements and breach penalties within Youth Rehabilitation Orders
 - Removal of the provision for young people to receive a custodial sentence of detention for public protection

- (b) Youth remands – implementation due November/December 2012 – April 2013
 - Creation of a single remand framework
 - Transfer of financial responsibility for remands to youth detention accommodation from the Youth Justice Board to local Authorities to encourage effective oversight (with the Youth Justice Board retaining the commissioning role)
 - Extension of Child in Care status to all young people remanded in custody

- (c) Out of Court disposals – implementation due April 2013
 - Replacement of Reprimands and Final Warnings with a new Youth Caution
 - Repealing the power to issue Penalty Notices for Disorder for under 18 year olds
 - Introducing Youth Conditional Cautions nationally

- (d) Knife crime – implementation due November/December 2012
 - Creation of a new offence related to the aggravated use of an offensive weapon or blade
- (e) Rehabilitation of offenders – implementation due November/December 2012
 - Changes to the Rehabilitation of Offenders Act 1974 so that custodial sentences of up to 4 years can become ‘spent’ and only need to be declared in specific circumstances

3.2 The Troubled Families initiative (locally known as Connecting Families)

The Prime Minister has announced his commitment to turn around the lives of 120,000 ‘troubled’ families by 2015. These families may typically have a history of worklessness and include members involved in crime or anti-social behaviour and young people not engaging in education. Many of these families are likely to be known to the Youth Offending Service. Locally, the connecting families initiative will integrate the work of a wide range of agencies to provide the support these families need to improve outcomes for all members, but particularly for the children. The Family Intervention Project has a key role to play, providing a framework of team around the family planning and intensive support for a small number of families who find it hardest to engage with services.

3.3 Election of a Police and Crime Commissioner for Avon and Somerset

The Police Reform and Social Responsibility Act 2011 replaces Police Authorities with directly elected Police and Crime Commissioners. The first elections will be held on 15 November 2012, in readiness for the first Commissioners assuming full responsibility from April 2013. They will be charged with providing strong leadership to tackle crime and community safety priorities through publication and delivery of a five-year Police and Crime Plan. They will be responsible for appointing Chief Constables and holding them to account. In turn, their work will be scrutinised by a Police and Crime Panel formed of all the Local Authorities in the Police Force area. The Act provides a framework for partnership working between the Commissioner and community safety and criminal justice partners, including Youth Offending Services. The Home Office element of the national Youth Justice Grant will become part of the Commissioner’s budget and Youth Offending Services will need to promote youth justice priorities if they are to secure continuation of this funding locally. For 2012-13, part of this funding has been transferred to Police Authorities and has been allocated to the Youth Offending Service. It contributes towards the commissioning of a young people’s substance misuse service.

3.4 Changes to national funding for Youth Offending Services

The Crime and Disorder Act 1998 gave the national Youth Justice Board authority to award funding to local Youth Offending Teams to ‘develop good practice.’ In line with the government’s localism agenda, the various national funding streams have now been merged into a single Youth Justice Grant, allowing more flexibility to meet local needs and priorities. The settlement has reduced in each of the two years since this happened, and a further reduction is anticipated in 2013-14. This reduction will include the full Home Office element of the grant going to the Police and Crime Commissioner, as outlined above. Introduction of a new formula for distribution of this grant has been postponed. Youth Offending Services have been advised that in the future, their funding will be subject to a payment by results approach, although no timescale for this has been confirmed.

4. Plan for 2012-13

4.1 Governance, Leadership and Partnership Arrangements

Bath and North East Somerset Council as the relevant Local Authority is the lead partner for youth justice and has the primary responsibility to the relevant Secretary of State for ensuring that the Youth Offending Service fulfils requirements and deliver services required under the Crime and Disorder Act 1998, and any subsequent criminal justice legislation and also that it meets the requirements of all relevant legislation applicable to young people. The statutory partners (Social Care, Police, Probation, Education and Health) have a duty to ensure that, through the provision of resources and other support, that statutory requirements are met.

Governance of the Youth Offending Service rests with the Community Safety Partnership's Responsible Authorities Group, but immediate oversight and accountability is provided by the Youth Offending Service Management Board, with representation from the key statutory partners. The Board, currently chaired by the Police District Commander, has a Partnership Agreement in place, setting out its responsibilities for the strategic direction, resourcing and operational delivery of youth justice services. A member of the Youth Offending Service Management Board represents the Youth Offending Service's interests at the Children's Trust Board and at the Health and Wellbeing Board.

This Youth Justice Plan will be monitored by the Youth Offending Service Management Board, which meets quarterly, and there will be continue to be a level of support and oversight from the Youth Justice Board. There is also quarterly exception reporting to the Responsible Authorities Group. An annual report is made to the Council's relevant Development and Scrutiny Panel. The Youth Offending Service is managed within the People and Communities Department and currently sits within the Learning and Inclusion Division.

The Youth Offending Service is very well established within the Authority and makes a substantial contribution to the work of a range of other partnerships and work streams. It regards these as opportunities to learn and share good practice and to influence other strategies to ensure they take account of the interests of young people at risk of offending and re-offending, their parents/carers and victims. Relationships with other key partner agencies within the Authority and across Avon and Somerset are set out in written protocols, including arrangements for transfer of young people to the supervision of the Probation Service when they are eighteen

All plans delivered within the local authority sit beneath the Local Strategic Partnership. The key plans relating to the work of the Youth Offending Service are listed below:

(a) Children and Young People's Plan 2011-14

The Children's Trust Board's Children and Young People's Plan sets out the vision that has been developed in consultation with children, young people, parents and carers and professionals. The plan sets out its action plan under the five Every Child Matters outcomes and

the actions relating to the Youth Offending Team are found under “Delivering a positive contribution”.

(b) Reducing Re-Offending Strategy

The Community Safety Strategy incorporates the Reducing Offending Strategy which outlines the wider plan to reduce offending and cut crime in Bath and North East Somerset. The Youth Offending Service leads on the Children and Young People’s pathway within this Strategy. It is also a partner with the multi-agency integrated offender management team known locally as Impact which manages a locally defined cohort of offenders involved in prolific, acquisitive crime and causing the most concern.

(c) Community Safety Strategy

The local Community Safety Partnership’s priorities have been re-affirmed, as follows:

- Enhance the quality of life in our communities and increase public confidence by reducing anti-social behaviour
- Create a safe, strong and vibrant city economy
- Increase protection of the most vulnerable victims of crime
- Reduce crimes of local concern by working together with our communities
- Minimize the harm that substance misuse causes to society, communities, families and individuals
- Safeguard young people and prevent them becoming victims or perpetrators of crime. This latter priority includes all the actions within this Youth Justice Plan

(d) Local Safeguarding Children Board Annual Report 2010 - 2011 and Work Programme 2012 – 2013

The Youth Offending Service has a statutory duty under Section 11 of the Children’s Act to safeguard and promote the welfare of children. The Youth Offending Service contributes to the Local Safeguarding Children Board and related sub-groups (Training Management Committee and Children in Care Quality sub-group). There is an in-year task for the Youth Offending Service to participate in a review of the Keepsafe Service for young people with sexually harmful behaviours. The Youth Offending Service is also involved in promoting the safeguarding needs of older young people, including through ensuring improved early identification of vulnerable 11-18 year olds and well-targeted services to reduce the need for statutory services.

(e) Youth Crime Prevention Strategy

The Youth Crime Prevention Board oversees the partnership working to reduce first time entrants to the youth justice system and reports to the Youth Offending Service Management Board. The local Youth Crime Prevention Strategy contains a comprehensive action plan for the partnership and highlights it’s priorities for youth crime prevention work as well as outlining challenges for the future.

4.2 Work Plan 2012-2013

What will be done	Lead	Timescale
1. Priority Area: Service Development		
1. Renew the statutory partnership's vision for the delivery of youth justice services	Management Board	September 2012
2. Refresh the Management Board Partnership Agreement	Management Board	September 2012
3. Ensure Service readiness for the new Inspection regime, in accordance with advice issued	Service Manager	September 2012
4. Introduce an annual cycle for auditing assessments, plans and interventions	Service Manager	September 2012
5. Participate in Youth Justice Board pilot of new standard operating systems for safeguarding and public protection issues in the community	Service Manager	December 2012
6. Introduce a system for staff participation in the continuing development of the statutory service	Service Manager	December 2012
7. Review the administrative function within the Youth Offending Service	Service Manager	December 2012
8. Ensure the Service has a robust framework for measuring and reporting outcomes	Service Manager	December 2013
9. Agree the model for future delivery of youth justice services in the light of emerging new organisational structures within the Council and anticipated pressure on budgets	Management Board	March 2013
10. Identify and engage with emerging new players (including the Police and Crime Commissioner, the Health and Well-Being Board, the Clinical Governance Group and schools as Academies) and respective strategic planning	Management Board	March 2013
11. Introduce annual assurance reporting to Management Board	Service Manager	March 2013
12. Progress plans to procure an updated or new case management and reporting database, in readiness for implementation from April 2014	Service Manager	March 2013

What will be done	Lead	Timescale
13. Review the Service's participation in the Council commitment to reduction of carbon emissions	Service Manager	March 2013
14. Hold a Service-wide event to promote the continuing development of a restorative service	Service Manager	March 2013
15. Ensure the Service is ready to work in accordance with the new Working Together guidance for safeguarding young people	Service Manager	March 2013
16. Achieve the Bronze level Charter Mark for young people's participation in the statutory work of the Youth Offending Service	Team Manager (Intervention)	March 2013
17. Achieve the Gold level Charter Mark for young people's participation in the preventative work of the Youth Offending Service	Team Manager (Prevention)	March 2013
18. Deliver the Service's Workforce Training and Professional Development Plan	Service Manager	March 2013
2. Priority Area: Reduction in the rate of first time entrants (national impact indicator)		
1. Engage with the consultation on the People and Communities Department structure to ensure the best arrangements for continued delivery of youth crime prevention services	Service Manager	December 2012
2. Evaluate the recent impact of the Compass Project (young people receiving a service in 2011-12) to support the case for continued funding	Team Manager (Prevention)	December 2012
3. Ensure delivery of the Youth Crime Prevention Board's Work Plan	Service Manager	March 2013
4. Work with Police and other partners to establish processes and interventions for the new pre-Court disposals system (Legal Aid, Sentencing and Punishment of Offenders Act 2012)	Team Manager (Prevention)	March 2013
5. Support implementation of the proposals made in the local, interim evaluation of the Family intervention Project	Service Manager / Team Manager (Prevention)	March 2013
6. Work with key partners, including Curo Housing, to develop the Family Intervention Project as part of the Connecting Families initiative	Team Manager (Prevention)	March 2013

What will be done	Lead	Timescale
7. Re-commission a youth crime prevention project for 2013-16	Service Manager	March 2013
8. Participate in the development of Behaviour and Attendance Partnership Panels and other initiatives to promote early intervention with vulnerable young people	Service Manager	March 2013
3. Priority Area: Reduction in the rate of re-offending (national impact indicator)		
1. Ensure there is a clear mechanism for collecting and collating feedback from victims and demonstrate how this is used to inform service improvements	Team Manager (Interventions)	September 2012
2. Ensure the Service has access to programme materials to address the identified needs of girls and young women who have offended and that they are delivered in an accessible way	Team Manager (Interventions)	March 2013
3. Host a Speech and Language Therapy placement and agree sustainable output and outcomes for the Service	Team Manager (Interventions)	March 2013
4. Evaluate the outcomes achieved through use of the new Positive Choices programme	Team Manager (Interventions)	March 2013
5. Ensure that every young person on a Court Order has restorative justice included in their individual intervention plan	Team Manager (Interventions)	March 2013
6. Develop practice to ensure that all young people are fully prepared and supported for their participation in decision-making meetings and reviews	Team Manager (Assessment and Planning)	March 2013
7. Ensure the Assessment and Planning Team's readiness to work to new sentencing provisions ((Legal Aid, Sentencing and Punishment of Offenders Act, 2012)	Team Manager (Assessment and Planning)	March 2013
4. Priority Area: Reduction in the rate of custody (national transparency indicator)		
1. Introduce a process to promote consistent enforcement of Court Orders	Team Manager (Assessment and Planning)	December 2012
2. Review the remit of Custody Review Panel in light of new single remand framework (Legal Aid, Sentencing and Punishment of Offenders Act, 2012)	Service Manager	December 2013

What will be done	Lead	Timescale
3. Ensure the Assessment and Planning Team's readiness to support implementation of the new single remand framework (Legal Aid, Sentencing and Punishment of Offenders Act, 2012)	Team Manager (Assessment and Planning)	March 2013
4. Ensure Local Authority readiness to work within the new funding arrangements for the single remand framework (Legal Aid, Sentencing and Punishment of Offenders Act, 2012)	Service Manager (Care and Young People's Service)	March 2013
5. Ensure Local Authority readiness to extend Children in Care status to all young people securely remanded and Leaving Care status to all those who are securely remanded for more than 13 weeks (Legal Aid, Sentencing and Punishment of Offenders Act, 2012)	Service Manager (Care and Young People's Service)	March 2013
6. Ensure that all young people released from custody benefit from an 'enhanced offer' of support, including in accommodation, employment, health and parenting issues (link with South West Resettlement Consortium)	Team Manager (Interventions)	March 2013

4.3 Workforce Development

The Work Plan is underpinned by a commitment to address the training and professional development needs of all three operational teams, of volunteers, and of administrative, sessional and management staff. Decisions about resources, including use of time, will be informed by:

1. The recent audit of restorative justice training
2. The annual audit of child protection, equalities and integrated working training needs
3. Individual training needs identified through staff Supervision and Performance Review and Development
4. The three youth justice performance indicators (reducing the rates of custody, re-offending and first time entrants)
5. The wider Workforce Development Plan prepared for the children's workforce
6. Development needs arising from consolidation of recent local changes e.g. the organisational structure introduced in June 2011, and

forthcoming initiatives within the criminal justice system, as outlined in section 3 above.

Workforce development will be undertaken in accordance with the principles set out in the team's Training Policy and individual needs for employees will be identified and reviewed through Performance Development Review and monthly Supervision. The commitment to five days' training per member of staff remains. This is to include the following:

1. Staff will be registered on the Youth Justice Interactive Learning Site and will be supported to undertake individual modules, in agreement with their manager
2. Managers are increasingly identifying professional development time within the regular pattern of meetings for their teams and this is encouraged
3. All new staff appointed will undertake the children's workforce Core Induction training and follow an individually designed induction programme, also including the Council's one day induction course
4. Commitment to the continuing professional development requirements of social worker registration
5. Essential training required by the parent agency for any seconded staff

The in-year training priorities will be:

1. Update child protection training for all staff whose last training was three or more years ago (identified through annual audit)
2. Update equalities training for all staff whose last training was three or more years ago (identified through annual audit). This will include Lesbian, Gay, Bi-sexual and Transgender awareness training for all staff
3. Restorative justice training for everyone identified through the annual audit
4. Assessment training for case managers
5. Outcomes measurement training for intervention staff and prevention staff
6. Whole family assessment training (HOME) for staff involved in the Family Intervention Project and others actively involved in connecting families work
7. Post-qualifying awards (level 1 or 2) for staff appointed into social worker role
8. Training a new cohort of Referral Order Panel Members

4.4 Budget Summary 2012-13

The Service Manager has delegated responsibility for management of the budget and reports quarterly to the Management Board. In 2012-13, she will also be reporting to the Avon and Somerset Police Authority on outcomes achieved through use of the funding they have received from the Home Office and allocated to the Youth Offending Service, as it was previously part of the Youth Justice Grant. This funding contributes towards commissioning a substance misuse service and the management costs of prevention work. The intended payment by results approach to awarding the Youth Justice Grant has been postponed.

The overall budget has reduced by 1% compared with 2011-12. Seconded Police hours and therefore the Police contribution has reduced by £17,541, and the budgeted Health contribution by £8,713 (although the planned Speech and Language Therapy pilot has not been costed). The Local Authority contribution to preventative work (Early Intervention Grant) has increased by £11,466

Source	Staffing costs	Non-staffing costs	Payment in kind	Pooled budget	Total
Police	65,734	0	On-site access to Police National Computer	26,000	91,734
Probation	43,378	0	Unpaid work requirements	0	43,378
Health	20,505	0	CAMHS consultation and Speech and Language Therapy pilot	14,885	35,390
Local Authority (Children's Services)	259,917	29,126	IT, financial, human resources and other corporate services, plus accommodation	17,785	306,828
Avon and Somerset Police Authority	3,107	12,519	-	0	15,626
Youth Justice Board Grant	214,800	70,405	-	0	285,205
Department for Education (locally awarded element of Early Intervention Grant)	163,602	50,306	-	0	213,908
Total	771,043	162,356	Not costed	58,670	992,069

4.5 Partner Agency Commitment

Partner Organisation	Name of Chief Officer	Signature	Date
Local Authority	Jo Farrar Chief Executive		
People and Communities Department	Ashley Ayre Strategic Director, People and Communities Department		
Health Service	Ed McAllister-Smith Interim Chief Executive Officer NHS BANES and NHS Wiltshire		
Police Service	Geoffrey Spicer Bath and North East Somerset District Commander		
Probation Service	Peter Brandt Assistant Chief Officer		

5. Appendices

Appendix (a): Summary of the main areas of work undertaken by the local Youth Offending Service

1. Compass - voluntary support to young people aged 8-17 who are assessed as being at high risk of offending
2. The Family Intervention Project - intensive voluntary support to whole families where at least one young person is involved in anti-social behaviour and/or at high risk of offending or re-offending – this work is in partnership with and part-funded by Curo Housing
3. Strengthening Families, Strengthening Communities parenting programme – co-ordinated for parents/carers across the Authority, not just those with young people at risk of offending, and including a significant time commitment from a range of partner agencies
4. Appropriate Adult services to safeguard a young person's interests when they are being questioned by the Police
5. Support to young people who are bailed by the Courts, which can attach conditions to maintain contact with the Youth Offending Service and help with arrangements for young people remanded to the care of the local authority.
6. Work with young people who are subject to Final Warnings issued by the Police.
7. Preparation of reports to help with key decision-making about young people who have offended (supporting contract requirements for referral order panels, proposing sentencing options to the Courts and providing assessment information to the Parole Board).
8. Supervision of young people on community Court Orders – meeting regularly to help them to face up to the consequences of offending and address the factors that make it likely that they will re-offend. These include Referral Orders, Reparation Orders and Youth Rehabilitation Orders. Those most likely to re-offend may have Intensive Supervision and Surveillance requirements
9. Restorative justice services designed to provide victims with the information they want and to engage them and young people in meetings or activities to repair the harm caused by offending. Young people can also make reparation through community projects.
10. Support for young people sentenced to custody and supervision of them when they return to the community. The most common youth custodial sentence is the Detention and Training Order, lasting up to two years. Longer sentences apply for more serious offences
11. Individual work with parents/carers, access to parenting programmes and supervision of Parenting Orders

Appendix (b): Values and Behaviours Framework

The Children and Young People's Plan 2011-2014 set out the following vision for children and young people: We want all children and young people to enjoy childhood and to be well prepared for adult life.

To deliver this vision, a set of values was identified for the entire children and young people's workforce. Everyone who works with and on behalf of children and young people, and their parents and carers, are to collectively and individually:

- Expect the best of our children and young people across Bath and North East Somerset
- Shows respect for all
- Uses help/services that are evidenced based
- Ensures transparency in decision making
- Has energy and purpose
- Does not "assume" without thinking
- Is positively disposed to deliver the best outcomes for each individual child
- Recognises that young people's participation in cultural, sports, play and leisure opportunities is valuable and is to be encouraged.

To support these values, there is an agreed set of behaviours that everyone is expected to embrace:

- Young people are central to any discussions of their needs
- Young people are involved in any meetings/discussions about their individual needs and plans
- All staff front –line staff /Head Teachers /managers/volunteers across the workforce will take responsibility for looking at the young people's needs and assessments holistically- look at the big picture : will join up their work with that of other colleagues and or the family and develop one plan of support/intervention
- The young person will know who is the lead person for their plan and how to contact them
- Staff will be accountable to the young person in delivering the plan
- Line managers will make it happen

Young people across Bath and North East Somerset have identified the following as important behaviours and therefore we will provide workers who are:

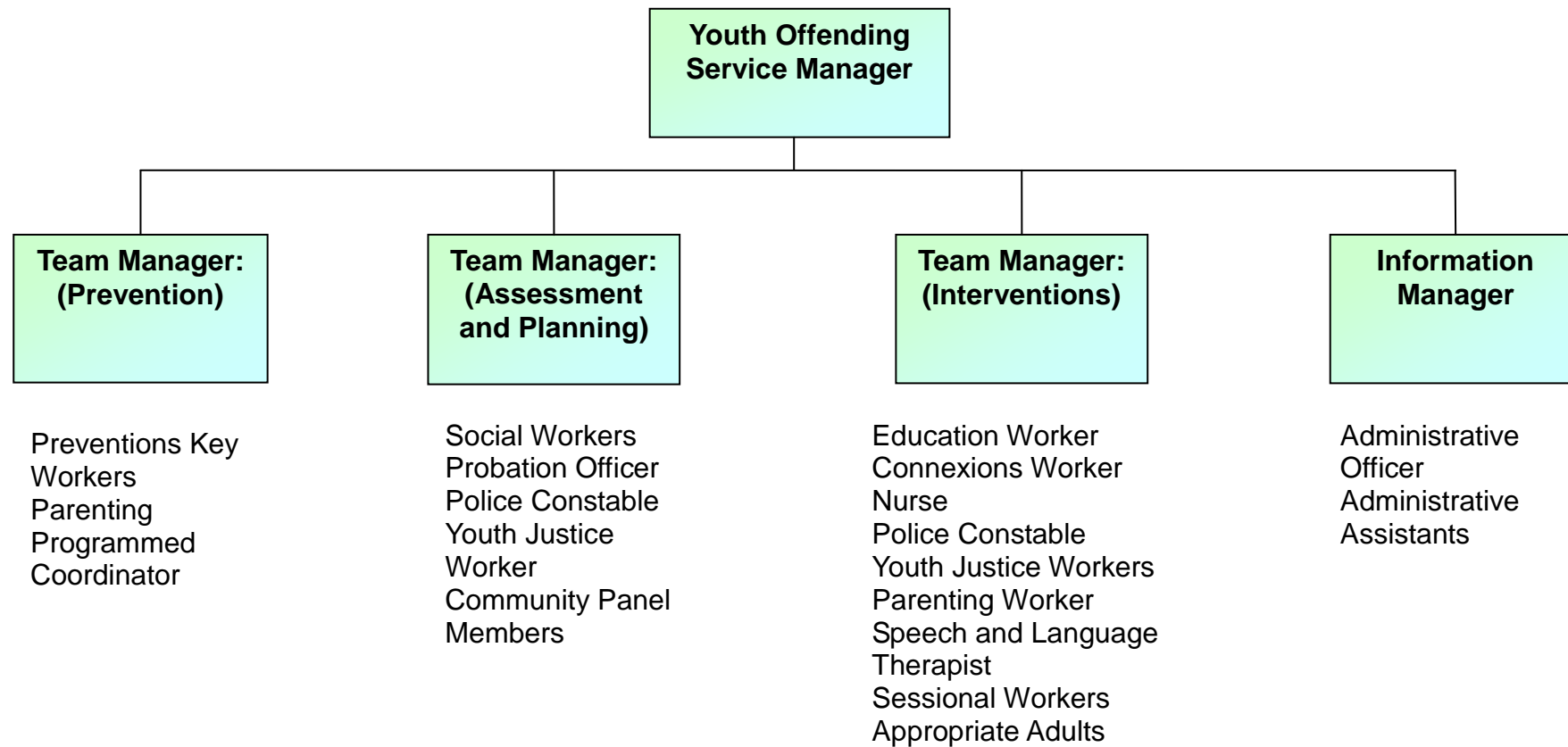
- Honest
- Responsible

- Arrive on time
- Non-judgemental
- Show a caring attitude towards the young people
- Start at the point the young person wants them to
- Empower young people to take control of their lives
- Involve young people in all decisions/ panels/ meetings
- Do what they say they will do
- Communicate clearly and keeps young people up to date
- Committed to the principles of equity and diversity
- Safeguard the welfare of young people

Parents and carers want the same from the workforce, together with an active consideration with the young person of the right level of support from the parent/carer in planning for the young person.

Taken together, these values and behaviours support the development of a person centred approach to supporting young people's critical involvement in decisions about the design, delivery and effectiveness of services, and they are all adopted by the Youth Offending Service.

Appendix (c): Organisational Chart



Appendix (d): Youth Offending Service staff as on 1 April 2012

This table shows post-holders, not all of whom work full-time.

The work of the Youth Offending Service would not be possible without its volunteers, who make up nearly a third of the staffing complement. We thank them again for their time, commitment and hard work as Appropriate Adults and Community Panel Members.

Staff in the Youth Offending Team by gender and ethnicity based on census 2001 categories																
	Strategic Manager		Operational Manager		Practitioner		Administrator		Sessional		Student		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British		1	1	2	3	20		6	3	3			11	4	18	36
White Irish															0	0
White Other															0	0
Black Caribbean															0	0
White and Black African															0	0
British Black Caribbean													1		1	0
White and Asian															0	0
Pakistani					1										1	0
Anglo Indian					1										1	0
Total	0	1	1	2	5	20	0	6	3	3	0	0	12	4	21	36

Appendix (e): Glossary of Terms

Appropriate Adults	Volunteers (and in more serious or complex matters, paid staff) who safeguard a young person's interests under the Police and Criminal Evidence Act 1984 when they are being questioned by the Police and a parent/carer is unable to attend.
ASSET	A structured assessment tool used to consider how a range of factors, such as engagement with education or mental health issues, may have contributed - and continue to contribute - to a young person's risk of offending
Common Assessment Framework	A shared assessment tool for use across all children's services and local areas in England. It is used to support early identification of need and assist the co-ordination of services to address that need
Children and Young People's Plan	The Children and Young People's Plan is the single plan that outlines what all agencies, schools, Local Authority and voluntary groups are going to do to help improve outcomes for Children and Young People across Bath & North East Somerset.
Children's Trust Board	Children's Trust Boards are the co-operation arrangements and partnerships between local organisations with a role in improving outcomes for children and young people. It is a partnership that has overall responsibility for planning and delivery of services for children and young people. The Trust in Bath and North East Somerset is responsible for publishing this Children and Young People's Plan and for making sure that services deliver the commitments outlined in that Plan.
Community Panel Members	Volunteer representatives of the local community, selected and trained to chair panels which meet with young people and their victims to agree how young people can make amends and address their offending behaviour
Compass	The Compass Project, managed within the Youth Offending Service, provides intensive support to children and young people aged 8-17, who have been assessed as being at high risk of offending.
Connecting Families	A local initiative in response to the national Troubled Families agenda, to engage with and help improve outcomes for a small number of families who are involved in crime and/or anti-social behaviour, have children not engaged in education and have a history of adult worklessness. Typically, a large number of agencies may be working with these families and this initiative seeks to integrate the planning and support available in order that families can make better use of it

Connexions	A universal service to provide a wide range of support for 13-19 year olds, particularly regarding education, training and employment. It gives priority to those considered most vulnerable
Criminal Justice Board	A partnership of all the statutory criminal justice services, locally serving the Avon and Somerset area
Family Intervention Project	The aim of this Project is to reduce offending behaviour of children and young people in the family through the provision of co-ordinated multi-agency work with every member of the family, based on whole family assessment and long term intervention of a dedicated key worker (12-18 months). The project accepts referrals where it is clear a significant change within family behaviour is needed to prevent youth offending or re-offending and/or anti-social behaviour
Final Warnings	Final Warnings were introduced by the Crime and Disorder Act 1998, to eligible 10-17 year olds who admit an offence to the Police. All young people who receive these Warnings are referred to the Youth Offending Service for help to tackle offending behaviour at an early stage. They will be replaced with Youth Cautions in April 2013.
Integrated Offender Management	Known locally as Impact, this is a partnership between Police, Probation and other agencies, to tackle prolific, acquisitive crime and due to be extended to tackle violent and sexual offending
Intensive Supervision and Surveillance	Intensive Supervision and Surveillance is a rigorous community sentence for eligible young people who have been convicted of an offence or a pattern of offences so serious that they would otherwise receive a custodial sentence. The Programme is also available as a condition of a Bail Supervision and Support programme or as a condition of the community element of a Detention and Training Order
Local Safeguarding Children's Board	The Local Safeguarding Children Board (LSCB) brings together local agencies working with children and families. LSCB is responsible for policy, procedures and services to support children and families in need to prevent significant harm.
Ministry of Justice	The Ministry of Justice is a ministerial department of the UK Government headed by the Secretary of State who is responsible for improvements to the justice system so that it better serves the public.
Multi-Agency Public Protection Arrangements	The Youth Offending Service has a legally duty to co-operate with arrangements, led by Police, Probation and Prisons, to safeguard the public from the threat posed by sexual and violent offenders, whilst also attending to the needs of the victim.

ONSET	A structured assessment tool to measure a young person's risk of offending, used with young people who have never been arrested and had a statutory response to their behaviour (Reprimand, Final Warning or conviction)
Participation	A term used to describe the process of actively involving children and young people in the planning, delivery and evaluation of services that benefit them individually and also, that benefit the wider community. The use of this term is extended to actively involving staff in planning and evaluation of the services they deliver.
Parenting Orders	Parents whose children offend or persistently truant from school can be made the subject of Court Orders, requiring them to attend parenting support, and sometimes, to exercise specific control over their child's behaviour.
Pre-Sentence Report	A formal, written report, prepared to assist the Court at sentencing stage, by providing an offence analysis, in the light of risk of continued offending and risk to the public, and outlining suitable sentencing options.
Protective Factors	Aspects of young people's lives that mitigate against offending, such as consistent parenting, engagement in education or involvement in constructive leisure
Referral Order	Available since April 2002, these are mandatory sentences for all young people appearing in Court for a first offence and pleading guilty. They refer a young person to a Community Panel, led by trained members of the public and attended by their parents and the victim(s) of their offence(s). The Panel agrees a contract for how the young person is to make amends for their behaviour.
Reparation	Making amends to someone harmed. This can be doing something of direct benefit to the victim of an offence or could be undertaking work that benefits the wider community, ideally suggested by the victim.
Reprimand	Introduced under the Crime and Disorder Act 1998, these are issued by Police when a young person aged 10-17 admits an offence that isn't serious enough to merit a Final Warning. They will be replaced with Youth Cautions in April 2013.
Resettlement Consortium	A south west partnership between Youth Offending Services, the secure estate, voluntary sector partners and Probation to provide an enhanced offer of support to young people being released from custody, to assist their resettlement.
Restorative Justice	Restorative Justice describes a range of approaches to resolving a situation where harm, often an offence, has been caused. It focuses on victim satisfaction, offering a range of services by which the victim can gain an understanding of the offence, have a chance to be fully heard, and agree to and even participate in any suitable reparation. Where the victim does not wish to be involved in any way, then the Youth Offending Service will work with a young person to raise awareness of the likely impact of their offending on others and will plan for them to take on some indirect reparation.

Responsible Authorities Group	This Group oversees the delivery of the creating and maintaining safer communities. It is comprised of senior managers from the statutory agencies, an elected Council Member and other partners who together pool their combined knowledge to identify the key issues within the community and understand clearly how best to tackle them. This Partnership accepts that fighting crime is not just the job of the Police, but the responsibility of all organisations whether public, private or voluntary, and works towards the creation of safer and stronger communities.
Scaled Approach	A system whereby the level of intervention for a young person during the course of their Court order is determined by their assessed likelihood of re-offending
Sustainable Community Strategy	The Sustainable Community Strategy sets out what type of place Bath & North East Somerset should become. It deals with a range of challenges and changes that impact on our daily lives. The strategy sets out how the challenges are going to be addressed. It is aspirational and high level, but these aspirations will be worked towards to make them a reality. The strategy is the outcome of listening to what is important for the community and responding with a vision for the area.
Team around the Child	A multi-agency planning meeting with the child and parent/carer present. The young person can help decide the agenda and should be enabled to fully participate in the meetings and the planning.
Victim Liaison Officer	Member of the Youth Offending Service who makes contact with the victims of crimes we are notified about. They discuss the impact of the crime with the victim and enable them to consider a restorative approach.
Youth Rehabilitation Order	The Youth Rehabilitation Order is a generic community sentence for young offenders and can combines a number of requirements into one generic sentence. It is the standard community sentence used for the majority of children and young people who offend. It simplifies sentencing for young people, while improving the flexibility of interventions.
Young Offender Information System	This is a standard database used by the Youth Offending Service for case management, monitoring and reporting.
Youth Offending Team or Service	These multi-agency teams were established under the Crime and Disorder Act 1998, with a principal aim of preventing youth offending. They include representatives from Police, Probation, Health and the Local Authority, and their work is overseen by local Management Boards made up of key stakeholders. Locally, the term Youth Offending Service is used, because the remit includes preventative work as well as statutory supervision of young people
Youth Justice Board	The Youth Justice Board for England and Wales is now linked to the Ministry of Justice and is responsible for overseeing the youth justice system, including performance monitoring, providing advice and disseminating good practice.