

Appendix 1: YOUTH JUSTICE PLAN 2014-15 WORKPLAN PROGRESS REPORT

Priority Area 1: Strategic Development	Lead	Progress
<p>1. Review the delivery model for youth justice work within the changing context for young people and the Service's statutory partners and set.</p>	<p>Management Board and Service Manager</p>	<p>Completed Visits have been made to North Somerset and Dorset Youth Offending Services to learn from their experience. The Management Board reviewed this on 24 June and again at its development day in November. There are currently no proposals to make any significant changes to the model.</p>
<p>2. In the light of new national guidance and findings from HMI Probation, consolidate the role of the Management Board in overseeing the effectiveness of youth justice services.</p>	<p>Management Board and Service Manager</p>	<p>Completed The Board has expanded its membership to include commissioners and the Cabinet member and has an independent chair. Stronger links are being made with the Housing Department and Sirona. All new members are offered an induction and champions have been identified for the main priorities in the Youth Justice Plan. The Youth Offending Service is presenting more detailed assurance information and case studies to meetings to improve understanding of youth justice work. The Board has assessed itself against qualities identified by the Youth Justice Board as indicators of effective oversight.</p>
<p>3. Participate in the development of a local Early Help Strategy, ensuring that it addresses principles and ambitions for working with young people at risk of offending.</p>	<p>Service Manager</p>	<p>Ongoing The Service Manager was involved in the initial drafting of the Strategy and helped lead a workshop for all staff in the autumn. She is now leading on a refresh of the parenting strategy, due to be completed in June 2015.</p>
<p>4. In line with the Police Operating Model, agree a new role and job description for the seconded YOS Police Officers.</p>	<p>Operational Manager</p>	<p>Completed The new job description has been completed and agreed. The Youth Offending Service retained its</p>

		complement of seconded Police Constables following the Police review (1.6 fte)
5. Ensure the Youth Offending Service continues to involve the community in its work by recruiting a Community Involvement Worker to work with volunteers and reparation in the community.	Partnership and Intervention Manager	Completed This Youth Justice Board-funded post has now been filled and the focus of work is currently the reparation projects that many young people known to the Youth Offending Service are required to undertake,
6. Seek the establishment of a forum to bring together training providers and those services working with post 16 young people who are not in employment, education or training.	Management Board and Service Manager	Progressing This issue was presented to the Management Board on 24 June and two members of the Board agreed to raise the issue strategically. The Service Manager is part of a '14-19 group' that is looking at how to take this agenda forward and also of a pan-Directorate group seeking to address accommodation and employment issues.
Priority Area 2: Assessment, Planning, Intervention and Supervision		
1. In preparation for Asset Plus and National Standards Audits, strengthen assessment skills of practitioners by reviewing the service's audit framework, and introducing joint assessments and live observations.	Operational Manager	Progressing The audit framework has been reviewed and regular audits are being undertaken. Joint working and joint assessments are being undertaken in a number of cases to enhance skills. Observations in the form of attending meetings together and providing feedback have taken place. More formal observations of practice are being planned.
2. Support young people to participate in their supervision and own their assessment, by ensuring that, in every case, the young person's views are included in their assessment and that One Page Profiles are used as a tool with young people.	Operational Manager	Progressing Staff have been trained in aspects of Person Centred Planning and a number of young people now have One Page Profiles.
3. Ensure that young people participate in the development of the	Operational	Completed

<p>service by reviewing the processes used to seek feedback from young people and parents/ carers, including introduction of the HMI Probation tool, Viewpoint.</p>	<p>Manager</p>	<p>The feedback options have been reviewed and refined. We are participating in the HMP Inspectorate of Probation's ViewPoint scheme for gathering feedback. We have also trialled telephone feedback with young people who are still in contact with the Youth Offending Service, with some positive feedback and early opportunities to address any issues arising.</p>
<p>4. Promote young people participate in the development of the service by inviting young people to be part of staff interviews, inductions and reviews of the service. This will include creating young person friendly formats of feedback, collating the feedback and using it to improve the work of the YOS.</p>	<p>Operational Manager</p>	<p>Completed It is now established practice for young people to be directly involved in the recruitment of practitioner and managerial staff. Recent examples have been a Social Worker, the Community Involvement Worker and Sessional Workers. Young people have been on interview panels and created their own interview questions.</p>
<p>5. Ensure the interventions delivered by the YOS meet the learning and communication needs of young people, by reviewing and updating all interventions materials in consultation with the Speech and Language Therapist and monitor this through completion of communication screens and learning style assessments.</p>	<p>Partnership and Intervention Manager</p>	<p>Completed Communication screening is undertaken by practitioners, following training from the Speech and Language Therapist, and this directly informs the way we work with young people. New materials produced are routinely reviewed by the Speech and Language Therapist, who has also joined the SLT creative resources group which works to adapt resources so that they are suitable for an experiential/kinetic learning style. This area of work is featured in the Youth Justice Board's Effective Practice section of its website.</p>
<p>6. Increase the level of compliance with Court Orders by introducing Compliance Panels when a young person is at risk of going into breach to reduce the number of breaches from 21 in 2013/14.</p>	<p>Operational Manager</p>	<p>Completed 7 Compliance Panels have been undertaken since April 2014 of which 5 have prevented breach action. 1 Compliance Panel led to increased compliance for a period of 2 months before the young person</p>

		missed further sessions and went into breach. 1 young person went into breach a week after the Compliance meeting. In the first three quarters of 2014/15, there have been 10 breaches in court which is a marked decrease on 2013/14. Compliance Panels are now part of regular practice in B&NES YOS.
Priority Area 3: Work with Victims		
1. Improve the Victim Liaison Service at the YOS, review the way feedback is sought from victims and create a user friendly / postcard feedback form. This feedback will then be collated and reviewed on a quarterly basis to inform how we offer support to victims.	Partnership and Intervention Manager	Progressing Progressing well and will be completed by end of March 2015. Evaluation of victim feedback continues on a quarterly basis as standard practice
2. Ensure victims and young people are able to reflect upon and feed back about a restorative justice meeting, by creating a template to be used to offer a de-brief to all young people and victims. This feedback will be reviewed on a quarterly basis to inform practice relating to restorative meetings.	Partnership and Intervention Manager	Progressing Work has been undertaken and following feedback from wider team and amendments recommended, this feedback form will be completed by end of March 2015. Completed forms will be reviewed as part of the quarterly victim evaluation meetings booked for this year.
3. Build upon the restorative justice skills within the team with team training in Family Mediation and use these skills where there is conflict in the young person's home environment.	Operational Manager	Completed 10 team members have been trained in Family Mediation. The training is based on restorative justice principles and practitioners have gain skills to hold mediation sessions with families. These skills are particularly useful when working with young people who have offended at home and where there is a risk of family breakdown.
Priority Area 4: Work with Families		
1. Develop and implement the use of Assessment and Screening Tools for Case Managers to use with Parents and Families.	Operational Manager	Completed During a Team Development Morning we added to the YJB Self Assessment tool for Parents and

		Carers. This is now used with new cases. The new tool has been passed to the YJB for their Effective Practice Website.
2. Select suitable families throughout 2014/15 where the Youth Offending Service, including Compass, will work with the family as a whole as part of the Connecting Families Matrix Team.	Operational Manager and Senior Practitioner	Completed 3 YOS families have been identified and offered whole family work. The YOS case manager in each case is co-ordinating work with the young person and their parent, taking into account the needs of siblings and other family members. A written protocol has been agreed between the two services to support this work.
3. Develop the role of the Youth Offending Service Parenting Worker to ensure that work with parents/carers is integrated into a Family Plan and that joint work with families is delivered where appropriate.	Partnership and Intervention Manager	Completed Development work with team on whole family work has been undertaken. Joint work has been taking place with parenting worker and YOS caseworker/Compass keyworker, and also as part of wider TAF process.
4. Review the referral process to the Youth Offending Service Parenting Worker to ensure that referrals are appropriate, timely, focussed and integrated into the wider plan with the family.	Partnership and Intervention Manager	Completed Referral form amended to link with the new YJB parenting self-assessment tool. This form was amended to include a parenting confidence scale to enable evaluation of distance travelled between start and completion of intervention.
5. Ensure practitioners are able to undertake the family work as part of the matrix team, create resources that can be used to support the work such as Consent Forms, Written Agreements, and templates for a Whole Family Plan.	Operational Manager	Completed These resources have now been completed and are available to support family work.
6. Ensure continued delivery of the Strengthening Families, Strengthening Communities parenting programme, by writing job description for SFSC sessional facilitators, consolidating the group of Local Authority employed facilitators and gaining approval for them to deliver the course, creating a rolling timetable for group work	Partnership and Intervention Manager	On hold The Job Description for sessional facilitators has been reviewed and the last group delivered received very positive feedback from the parents/carers involved. However, the co-ordinator did not wish to

programmes and strengthening referral processes, participation and evaluation.		continue in the role beyond the end of the contract period and recruitment has been delayed pending the completion of work on the Parenting Strategy.
7. Ensure continued use of Team around the Child and Team Around the Family approaches and audit this in supervision.	Operational Manager	Completed This process has now become integrated into youth justice work. Team around the Child meetings are held within 28 days of a Court Order being made if there are a number of agencies involved with the young person. The use of this approach is monitored through the Case Audit framework.
Priority Area 5: Preventative Work		
1. Increase referrals to Compass from the Police by using the Guardian database to identify young people at risk of re-offending and supporting Police Community Support Officers to make referrals	Seconded Police Constable	Completed A more proactive approach is now taken, drawing on Police intelligence, and referrals from the Police have increased this year.
2. Target earlier support for children at risk of offending by screening all YRDs on those aged 10-14 years and sending a Keyworker appointment when considered a high concern and information about the Compass Project when a lower concern.	Senior Practitioner	Completed Youth Restorative Disposals notified to the Youth Offending Service are screened by the Senior Practitioner. This has resulted in those young people and families considered likely to benefit from Compass work being sent information, and where a professional is linked to the young person, they are also contacted.
3. Compass Keyworkers will include a measurable intervention to strengthen relationships between children and parent in plans when the family and relationships section in the ONSET assessment indicates an issue (2+)	Senior Practitioner	Completed Onsets and support plans are quality assured by the senior practitioner to ensure this intervention is included where assessed as needed. Compass monitoring also measures increasing in parenting confidence which is measured using a parenting self-assessment tool at the start and completion of intervention.

<p>4. Improve parenting skills of all parents and carers of children working with Compass, by setting an expectation that parents complete the Strengthening Families, Strengthening Communities programme as part of their support plan, engage in work with the Parenting Worker or receive informal support and advice from their key worker.</p>	<p>Senior Practitioner</p>	<p>Completed Joint work between the Compass key worker and the Parenting Worker is taking place in those cases that require this approach. The parenting programme has also been promoted to parents.</p>
<p>5. Work with Local Safeguarding Children Board partners to identify children of adult offenders who could be referred to Compass.</p>	<p>Senior Practitioner</p>	<p>Progressing Despite difficulties arranging a meeting with Probation, this action is still being pursued as a means of encouraging referrals from this service.</p>
<p>Priority Area 6: National Initiatives</p>		
<p>1. Use the YJB Learning Matrix as a pilot in PDRs for practitioners.</p>	<p>Operational Manager</p>	<p>Completed This has been trialled with the Seconded Probation Officer and the Operational Manager and has proved very helpful in evaluating specific youth justice competencies. On the basis of this, it will now be used with all practitioner and managerial staff</p>
<p>2. Introduce and manage the delivery of the Unpaid Work Requirement in court orders for 16 and 17 years olds.</p>	<p>Operational Manager</p>	<p>Progressing The Community Involvement Worker, who took up post in January 2015, now leads on finding placements for the Unpaid Work Requirement, but it is anticipated that the Court will continue to make more requests for Reparation than for Unpaid Work. It has not been necessary for an Unpaid Work Requirement to be made in 2014/15 to date.</p>
<p>3. As per the Offender Rehabilitation Act 2014, extend the supervision requirement for young people who will turn 18 during the custodial phase of their Detention and Training Order so that they all serve 12 months' supervision in the community.</p>	<p>Operational Manager</p>	<p>Completed Staff have been briefed about the changes introduced and supervision will be extended where appropriate.</p>