

Bath and North East Somerset Youth Justice Plan 2007 – 2008

“Working in partnership to prevent youth offending”

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SECTION A: INTRODUCTION AND SUMMARY

The Youth Offending Team has been operational for seven years and this is Bath and North East Somerset's eighth Youth Justice Plan. It is drawn up in accordance with the Crime and Disorder Act 1998 and the requirements of the Youth Justice Board for England and Wales, to whom it is submitted for endorsement. The Plan reports on recent successes in preventing young people's offending and looks ahead to how this work will continue to be supported, developed and monitored by the Local Authority, in partnership with the Police, Probation and Health Services and other significant partners, including Connexions West of England. The Plan is informed by the views of young people, practitioners and partner agencies and includes ideas for strengthening the effectiveness of youth justice services.

These services are a key component of services for all children and young people and parents and carers living in this area, as set out in the local Children and Young People's Plan 2006-2009. Work with young people at risk of offending and re-offending is also a major strand of the local Community Safety and Drugs Partnership's work of further reducing crime and anti-social behaviour, as described in the Community Safety and Drugs Strategy. Children, young people, parents and carers helped to put together the ambitious vision that all children and young people living here do better in life than they ever thought they could. The Youth Offending Team and its partners' work with those at risk of offending, their parents and carers and their victims will support better outcomes for children and contribute towards the establishment of a safer environment for everyone.

The Youth Offending Team works across the whole Bath and North East Somerset area. Its main administrative base is in central Bath and its preventative work is delivered from premises in Midsomer Norton. It provides a range of statutory services for children and young people aged 10-17 who have admitted a criminal offence to Police or been charged to appear in Court. The team also works closely with parents of young people who have offended to support them in developing their parenting style and offers services to victims of youth crime. Through the Compass Project, the team provides voluntary services to children aged 8-17 and their parents. Further information about the Youth Offending Team, including opportunities to participate in its work, can be obtained from its website.

In the last year, the team has consolidated its new structure, giving a clear focus on early interventions and on Court work and statutory supervision. It has also strengthened its participation in a range of operational and strategic partnerships across the Authority and beyond. The new focus thus provided has contributed towards an improvement in performance compared with last year, based on a snap-shot of April – December in each year. This improvement is both absolute and relative against its unique family, the south-west region and the national averages. It reflects the hard work of members of the team and the wider partnership. In particular, we are able to report a continuing trend of reduction in re-offending rates, highlighting that the youth justice service in this area is working effectively to reduce offending. Last year's local priorities were preventing offending, parenting, Black and Ethnic Minority young people and recording and performance management. Valuable progress has been made in all four areas, as reported within the relevant sections of the Plan below. In 2007-8, particular attention will be paid to Effective Practice and Quality Assurance development, and to four new local priorities, as set out below.

Local Priorities for 2007-2008

The overarching priority for all children and young people in Bath and North East Somerset, including those who have offended or are at risk of offending, is set out in the Children and Young People's Plan 2006-9: "we want all children and young people to do better in life than they ever thought they could. We will give children and young people the help they need to do this." In the year ahead, four themes, which have been discussed and agreed with the Housing and Community Safety Overview and Scrutiny Panel, will be priorities for the Youth Offending Team, its Steering Group and other partners in youth justice work.

1. Engagement in education, training and employment – supporting the outcome that children should “enjoy and achieve”

This is the only area of performance that has declined year on year, reflecting a wider, national position. It is also widely considered to be the single greatest risk factor for offending and is fundamental to achieving the five Every Child Matters outcomes (Children Act 2005). There is a need for more carefully matched provision and for greater inter-agency work to identify difficulties at an early stage and plan how to address them. A number of initiatives will be developed in 2007-8 and the Steering Group will continue to monitor performance regularly.

2. Accommodation needs of young people – supporting the outcome that children should “achieve economic well-being”

We have always reported 'good' performance, with more than 90% of young people known to the Youth Offending Team living in suitable accommodation. However, up to 10% each year are not suitably placed, and we are taking the opportunity of national attention to this issue to continue to work with partner agencies to address it locally. The issues include both provision and support. There is a reward target within the Local Area Agreement to extend the Supported Lodgings Scheme and include young people who have offended as a target group.

3. Services for victims – supporting the outcome that children should “stay safe”

This is another area of good performance, but we are keen to increase the level of face to face victim involvement in restorative processes. The Youth Justice Board is similarly re-launching its restorative justice strategy and we will be ensuring that these principles are applied across the Youth Offending Team's work and also developed in other settings, including as a component of the Behaviour Support Strategy.

4. Support the development of Bath and North East Somerset's Children's Service – supporting all five outcomes in the Children Act

A decision has been taken that the Youth Offending Team will become part of the new Children's Service locally. In particular, it will work with partners including Connexions, the Youth Service, Training Services and the Teenage Pregnancy Strategy, to support the establishment of a local integrated youth support service. This will enable delivery of improved and more flexible services for young people to meet the Youth Matters agenda. The Youth Offending Team will contribute its now long-standing experience of multi-agency and inter-agency working.

Key Objective for 2007-2008:

During this year, we also have a key objective for all partners to prepare for the Youth Offending Team inspection in Spring 2008.

B. LOCAL PLANNING ENVIRONMENT

In planning delivery of youth justice services, the Youth Offending Team takes account of the objectives and priorities of partner agencies. This is achieved primarily through meetings of the Steering Group and follow-up work that continues in between meetings. In a relatively small Authority, there are many positive opportunities for managers to meet and the quality of partnership work is high. The YOT Service Manager is a member of a number of key strategic partnerships that meet to plan or oversee children's services, including the Children and Young People's Strategic Partnership and the Local Safeguarding Children Board. These enable youth justice issues to be addressed strategically. She chairs the Parenting Strategy Group, enabling parenting issues in the youth justice system to be addressed within a wider context and is contributing to the revision of the Children's and Young People's Plan. This has led to the inclusion of youth justice developments in several priority areas and commitment to establish an integrated "youth offending pathway," identifying 'signposting' and referral on to other specialist services, as needed. The Youth Offending Team Steering Group has assumed lead responsibility for the Staying Safe Aim 'safe from crime and anti-social behaviour in and out of school, and reports directly to the Local Safeguarding Children Board on this. The Youth Offending Team is involved in a number of other strategic groups, including the Children and Adolescent Mental Health Service Strategy Group and the Connexions Development Group. Membership of inter-agency groups is reviewed annually and this year, the team will be joining two accommodation meetings.

The YOT Service Manager has also been involved in the emerging management group for the new Children's Service, and the identification of early priorities for future service delivery, including work to progress the establishment of four Local Area Partnerships. The Children's Service is being restructured and the Youth Offending Team will be an integral part of the Integrated Youth Support Service, along with Training Services, Teenage Pregnancy Service, the Youth Service, the Young People's Substance Misuse Service, and Connexions. Whilst the Youth Offending Team is managed within the Children's Service, but governance remains with the Community Safety and Drugs Partnership and there is commitment to ensure that it continues to contribute fully to the Community Safety agenda. The Community Safety and Drugs Manager has joined the Youth Offending Team Steering Group, and the Youth Offending Team is regularly represented at the Responsible Authorities Group and through this has contributed to the Safer and Stronger Communities Block of the Local Area Agreement. This year, it has participated in the first inter-agency identification of strategic priorities for crime reduction and has been able to highlight issues concerning first time entrants. The most challenging area is to link the preventative work within the Children and Young People's Plan to the responsibilities of the Community Safety and Drugs Partnership regarding the Prevent and Deter Strategy. A Youth Crime Prevention Board has been set up, chaired by the Youth Offending Team Service Manager, to oversee the planning and delivery of all services for children and young people at risk of offending.

The five YOT Managers in Avon and Somerset are actively involved in the work of the Avon and Somerset Criminal Justice Board. The Service Manager for Bath and North East Somerset represents the five areas on the Board for 2007-2008, ensuring that they contribute to and benefit from the Criminal Justice Board priorities, to achieve high standards of service for victims and witnesses, bring more offences to justice, ensure vigorous enforcement of Court Orders and increase public confidence in the criminal justice system. The local Service Manager also represents the five areas at the Multi Agency Public Protection Board, ensuring that arrangements made take account of the particular needs of young people aged under 18 who represent a high risk to the public. There are regular meetings with the Probation Service to strengthen partnership working. This has led to a revision of the joint protocol governing the interface between work with young people who have offended and adult offenders.

SECTION C: DRIVERS OF PERFORMANCE

C.1: GOVERNANCE AND LEADERSHIP

Whilst governance of the Youth Offending Team rests with the Community Safety and Drugs Partnership and the Lead Member's portfolio includes Community Safety and Housing issues, the team is currently managed within the Children and Families Services. There is a proposal that the Youth Offending Team transfers into the management arrangements of the new Children's Directorate and falls under the remit of the Lead Member for children's services. This is being consulted with key partners at the time that the Youth Justice Plan is being written and indications are that it will be supported by the council and other key partner agencies.

The Responsible Authorities Group that oversees youth justice work as part of its wider remit, is made up of chief officers from key statutory and other partners. It meets approximately eight times each year and is chaired on an annually rotating basis, with Police taking on this role in 2006. The YOT Steering Group now meets four times each year to support preparation of the Youth Justice Plan, and monitor its delivery and performance issues and use of the Youth Offending Team budget. In order to strengthen links, the young people's lead officer within the Community Safety and Drugs Team has joined the YOT Steering Group and arrangements have been made for the YOT Service Manager and Chair of the YOT Steering Group to take an active officer role in the Responsible Authorities Group meetings.

Table A.1: Core Membership of the Responsible Authorities Group

Name	Agency representing	Post in agency	Ethnicity	Gender
Chair: Olivia Pinkney	Avon and Somerset Constabulary	District Commander, Bath and North East Somerset	White	Female
Jean Hinks	Bath and North East Somerset Council	Resources Director	White	Female
John Wiseman	National Probation Service, Avon and Somerset Area	Assistant Chief Probation Officer	White	Male
David Tretheway	Bath and North East Somerset Council	Head of Policy and Partnerships	White	Male
Kieran Morgan	Bath and North East Somerset Primary Care Trust	Director of Public Health	White	Male
Steve Watson	Somer Housing Trust	Divisional Director - Housing Services	White0	Male
Geoff Cater	Avon Fire and Rescue	Divisional Officer	White	Male
Maurice Lindsay	Bath and North East Somerset council	Assistant Director Children's Service (Children and Families)	White	Male

Table A.2 Youth Offending Team Steering Group

Name	Agency representing	Post in agency	Ethnicity	Gender
Chair: Maurice Lindsay	Bath and North East Somerset Council Children's Service	Assistant Director (Children and Families)	White	Male
Gail Quinton	Bath and North East Somerset Council Children's Service	Assistant Director (Inclusion Support Services)	White	Female
Gareth Jones	Bath and North East Somerset Council	Principal Youth and Community Officer	White	Male
Sue Hull	National Probation Service, Avon and Somerset Area	Area Manager	White	Female
Mike Bowden	Bath and North East Somerset Primary Care Trust	Assistant Director	White	Male
Kevin Adams	Avon and Somerset Constabulary	Inspector, Bath and North East Somerset District	White	Male
Chris Hounsell	Connexions West of England	Development Manager for Bath and North East Somerset	White	Female
Peter Anderson	Bath and North East Somerset Council	Community Safety and Drugs Team Manager	White	Male

C.2 Performance and Quality Systems

Bath and North East Somerset is reporting significantly improving performance between April – December 2005 and the same period in 2006. Areas are graded on level 1-5, where 5 is the highest score, based on a number of key performance indicators and targets and compliance with National Standards and Effective Practice Quality Assurance. The table below shows that local performance has shifted from below average by comparison with its unique family and regional and national averages, to above average in all three categories.

April – December 2005	Bath and North East Somerset	Family	South West	National
Performance Level	Level 2	Level 2	Level 3	Level 3
Overall Performance	52.1%	59.7%	63.8%	61.0%
KPI Performance	69.3%	76.4%	80.4%	78.0%
National Standards Compliance	60.3%	64.0%	72.8%	70.3%
Effective Practice Quality Assurance Performance	57.2%	69.6%	72.4%.6%	66.4%
Recidivism Performance	50.0%	30.1%	42.2%	36.0%
April – December 2006				
April – December 2006	Bath and North East Somerset	Family	South West	National
Performance Level	Level 4	Not available	Not available	Not available
Overall Performance	70.3%	70.0%	51.1%	49.2%
KPI Performance	76.2%	82.4%	83.3%	81.6%
National Standards Compliance	90.0%	72.5%	81.6%	73.1%
Effective Practice Quality Assurance Performance	55.1%	70.6%	75.2%	67.0%

Recording and performance management was one of four local priorities last year. Whilst accountability rests ultimately with the Council Chief Executive, systems are in place to ensure that performance is monitored carefully at every level. Within the Youth Offending Team, overall performance is reviewed monthly and emerging patterns are passed to the management meeting or operational groups to take action on. The Service Manager prepares a quarterly performance report for the YOT Steering Group and each agenda additionally carries items of particular interest or concern. For example, education, training and employment was a standing item in 2006. The YOT Steering Group presents a six-monthly report to the Responsible Authorities Group. At a political level, the Housing and Community Safety Overview and Scrutiny Panel reviews performance every six months. Continuing areas of concern are recorded on the Council Risk Register. Five areas of youth justice performance now contribute to the Council's Annual Performance Assessment and one to the Corporate Performance Assessment. The Youth Offending Team also provides data regularly to the Avon and Somerset Criminal Justice Board and a number of partner agencies, including Police, Social and Housing Services, Connexions West of England, the Children's Fund Board and the Community Safety and Drugs Partnership.

C.3 Resources

C3a: Financial resources

Once again, the Youth Offending Team delivered the services set out in last year's Youth Justice Plan within budget, and it is making arrangements to do the same in 2007-2008, despite a marginally reduced overall budget and further budgetary pressures. These arise from increasing staffing costs, as the funding sources do not reflect incremental and pension increases within the staffing budgets for approximately half the work force, who are employed directly via the Youth Offending Team. There are also additional direct costs for the team in its office base in central Bath. The team has seen a slight increase in the number of young people admitting an offence or being charged to Court in 2006-7 and is anticipating another slight increase in its workload in the year ahead.

Despite an enhanced level of Youth Justice Board Prevention Fund funding, the overall budget will slightly decrease in absolute terms this year. This is due to tapered reductions in the Children's Fund grant and Youth Justice Board Intensive Supervision and Surveillance grant funding and a decrease in the Probation contribution into the pooled budget. Work is underway to address this; The Children's Fund Board has agreed to apply for a carry forward in its budget to allow for the Compass Project to be funded until March 2008, rather than December 2007, and we hope to know the outcome of this soon; the Intensive Supervision and Surveillance Programme partnership is working on how the reductions will be apportioned and Bath and North East Somerset is making a case for not having to take a reduction.

Other partner agency contributions into the pooled budget continue, with an inflationary increase only and the grant from the Community Safety and Drugs Partnership to support preventative work in line with the Prevent and Deter Strategy is continuing until March 2008. The Youth Offending Team's external funding streams all continue until March 2008 and therefore we will be undertaking a major review of the budget for 2008-2009 onwards, as part of a wider piece of work being led by the Responsible Authorities Group.

Table A1: Services planned for the financial year 2007 – 2008

Core activity	Budget expenditure (£)
Preventative services	143,800
PACE Services	8,500
Pre-Court services	80,300
Court-based services	71,900
Remand services	50,691
Community-based services	336,800
Through care/after care	126,900
Other Orders	25,400
Total:	844,291

Table A2: Youth Offending Team budget sources for 2007 – 2008

Agency	Salary and on-costs (£)	Costs and payments in kind	Pooled budget contribution (£)	Total (£)
Police 2 fte Police Constables	80,665	Police attachment to support ISSP Police laptop computer	25,092	105,757
Probation 1 full-time Probation Officer	37,036	Staff travel and subsistence (up to £943) Unpaid work placements	6,686	43,722
Council Bath and North East Somerset Children's Service: <ul style="list-style-type: none"> • Learning and Inclusion Fund 70% Education Worker • Children, Young People and Family Support Fund 1.7 fte Social Worker posts, YOT Service Manager, 1 Team Manager, 70% Administrative Officer costs, 81% Accommodation Worker costs • Strategic Planning 	22,667 193,969 -	Computer, travel and parking permit for 1 post 0.3 fte Education Psychologist time 6 computers (SLA costs), staff travel and 3 parking permits Financial, Personnel and Legal services	8,292 8,768 -	233,696
Health Fund 70% Community Psychiatric Nurse post	28,786	Computer (SLA costs), travel and parking permit for 1 post Clinical supervision	14,308	43,095
Connexions Keeping Young People Engaged grant for 0.2 fte Personal Adviser	7,819	Management and support services	N/A	7,819
Additional Funding (see Table A2a below)	334,144		76,059	410,203
Total	705,086	Not costed	139,205	844,291

Table A2a: Additional sources of income

Additional source	Amount (£)
Children's Fund	50,792
Community Safety and Drugs Partnership	26,125
Youth Justice Board (General, ISSP and Prevention grants)	319,996
Young People's Substance Misuse Partnership	13,290
Total (as in Table A2 above)	410,203

Table A2b: Health Service contributions to the Youth Offending Team

Health contribution: Funding source	Amount (£)
Single Source	43,095
Total	43,095

Table A2c: Avon and Somerset Probation Area contribution to the Youth Offending Team

Cash Contribution £	Payments in Kind *1 excluding staffing		Payment in Kind (Staffing *2)		Total
6,686 (reduction of £1,403 from 2006-7)	Unpaid work placements	Not costed	One full-time Probation Officer	37,036	43,722

C3B: PROGRAMME RESOURCES

A variety of specialist programme resources are available to support the youth justice work undertaken locally. Use of these resources is encouraged to ensure that young people's assessed needs are best met and, in some instances, to introduce them to services they can continue to benefit from after their involvement with the Youth Offending Team has ceased. The following are examples of what is available:

- **Prevention** – Mentoring Plus is a well established local mentoring service for young people aged 12-17 who are considered to be at high risk of offending. The main programme is supplemented by the Key Project which provides activities in the school holiday period.
- **Substance misuse** – Project 28 is a drugs and alcohol project for young people up to the age of 19. The project delivers a key component of the Intensive Supervision and Surveillance Programme.
- **Mental health** – the Child and Adolescent Mental Health Service works with young people with acute needs.
- **Family support** – the 117 Family Service works with young people at risk of family breakdown; the Adolescent and Leaving Care Team works with young people at risk of family breakdown and with the young homeless.
- **Supported Lodgings scheme** – provides registered placements for young people.
- **LOCATE and Family Placement Team** – support to young people in Care in foster placement and their carers.
- **Parenting** – Southside, Barnardos, the Education Welfare Service, Health Visitors and the 117 Family Service are amongst those who provide services to support the development of parenting style and skills
- **Community projects** - Bath City Farms – a community farm project that provides short placements
- **Education** - Bristol City College provides local “pre e2e” training and opportunities for young people in need of basic skills development. A New Start programme is offered by Bath College.
- **The Link Centre** – special school
- **The Youth Service** provides a local Youth Inclusion Project for excluded pupils.
- **Training and employment** - A 0.2 fte Connexions Worker is seconded into the YOT
- **Sex offending** – the Keepsafe Project works with young people who have admitted or been convicted of sexual offending or who are otherwise involved in sexually inappropriate behaviour
- **Specialist interventions** – Avon Fire and Rescue Service offer a range of individual and group programmes for young people involved in fire-setting and other risky behaviours.
- **Court Orders** – the Probation Service provides Community Punishment Order placements. There is an Attendance Centre in Bristol.
- **Information and advice** – Off the Record provides free information and advice to young people about a very wide range of issues and interests and also provides specialist counselling
- **Princes Trust** – now has an office in Bath
- **Group4Securicor** – provide electronic monitoring of curfew arrangements

C3c INFORMATION AND COMMUNICATION TECHNOLOGY

Improvement in data monitoring and performance was one of the local priorities for last year. Every full-time equivalent post has access to a computer and Police additionally have a dedicated laptop, and electronic records are referred to more routinely within staff Supervision to support accuracy of recording and identification of training needs. Statistical information is also provided to the Community Drugs Safety Partnership, Social Services, Criminal Justice Board and Prevent and Deter to the Youth Justice Board.

- **Secure Email** – the roll out of this facility has been slow and the team has needed additional refresher training because of this. Towards the end of this year, we have established that the system is in place and is being used by most partner agencies within the criminal justice system. Secure email enables Youth Offending Teams to exchange case management records quickly when young people move across Authority boundaries, and to pass risk management and vulnerability assessments to the Youth Justice Board Placements Team and colleagues within the secure estate.
- **Case management systems** – most case recording is now undertaken electronically on YOIS records. These are now used within staff Supervision to evidence and develop work undertaken with individual young people. The Information Manager has now been trained to derive local information from these records to assist in the development of new intervention programmes, according to levels of need.
- **Use of information technology to support the engagement of young people** – the team has a non-networked computer for use by young people but finds this limiting in the work it can carry out.
- **Use of other ICT enablers** – managers within the team now have use of hand-held systems. No cost effective benefit has been identified in widening their use. However, members of the Youth Offending Team are encouraged to access IT services from other Council offices and now have the facility to review their Outlook records from home.
- **Barriers to the use of IT and plans to overcome these** – staff confidence and skills have developed significantly in the last year due to the developing role of the Information Manager in providing induction, initial and refresher training for all staff, and ready consultation. The team will review its level of access to IT in 2007- 2008.

This level of review needs to be supported by high quality management information and a detailed system of updating and reviewing of the team's database, the Young Offender Information System (YOIS) has been introduced. The Information Manager also provides a significant electronic recording training programme within the team, from induction onwards. This is supported by regular review of use of the system within individual staff supervision, to review accuracy and address emerging training needs

C4: PEOPLE AND ORGANISATION

C4a: WORKFORCE PLANNING

Table A3

	Managers Strategic	Managers Operational	Senior practitioners (FT)	Senior practitioners (PT)	Practitioners (FT)	Practitioners (PT)	Administrative	Sessional	Students/trainees	Volunteer	Total
Permanent	1	1			2		2				6
Fixed Term				1	7		3				12
Social Services					2						2
Seconded Probation					1						1
Seconded Police					1	2					3
Seconded Health			1								1
Education						1					1
Seconded Connexions											0
Seconded Other											0
Outsourced											0
Temporary								4		30	34
Vacant											
TOTAL	1	2	2	1	13	3	5	4	0	30	60
Gender/Ethnicity											
White Male		1		1	3					7	12
Black Male					1					1	2
Asian Male											0
Mixed Race Male					1						1
Chinese/Other Male								1			1
White Female	1	1	2		8	3	5	2		21	42
Black Female								1			1
Asian Female											0
Mixed Race Female											0
Chinese/Other Female										1	1
TOTALS	1	2	2	1	13	3	5	4	0	30	60

C4B: WORKFORCE DEVELOPMENT

The Youth Offending Team is currently updating its training policy, which commits to the continuing professional development of all staff, including a minimum of five days' of training and other development opportunities for all staff each year.

The training plan for 2007-2008 will include the following elements:

- Diversity training, arising out of needs audit, for most staff
- Updated child protection training, as identified with individual staff
- Strengthening families parenting programme training for 3 staff
- Professional Certificate in Effective Practice – 2 staff to start
- Certificate in Management Studies training for 1 manager
- Report writing for Youth Inclusion and support Panels and Referral Order Panels
- Pre Sentence Report training, including dangerousness assessments
- Assessment training, including Common Assessment Framework
- Understanding and enforcing Curfew Orders
- Training for trainers to support restorative approaches in schools
- Victim participation training
- 117 Brief Solution Focused Therapy for some early interventions staff
- Pro-social modelling for all practitioners

C5: PARTNERSHIP WORKING

The Youth Offending Team is itself a partnership, by composition and by its financial and strategic support, as above. In turn, it works in partnership with its parent organisations and many others to achieve its targets and work towards the overall objective of preventing youth offending. The team is involved in positive partnership working in the local area and with neighbouring Youth Offending Teams, including with services described above in Section C3a. The YOT Steering Group has drawn on the Youth Justice Board's 'Sustaining the Success' publication, which sets out seven key factors in establishing effective partnerships and these inform the work the team undertakes.

- **Supporting People** – following a recent presentation to the YOT Steering Group, the relationship between the steering arrangements is being developed, including consideration of whether Supporting People should join the YOT Steering Group. The needs of young people who have offended are being contributed into the review of commissioning. This is discussed further in the Delivery Plan below.
- **Child and Adolescent Mental Health Service (CAMHS)** – there have been some scheduling difficulties which have limited the Youth Offending Team's involvement in the CAMHS Strategy Group in recent months. A need to review the joint protocol has also been identified following a recent case.
- **Addressing youth anti-social behaviour** – the Youth Offending Team is working with a wide range of partner agencies to ensure that reports of youth anti-social behaviour receive a fast and proportionate response, including consideration of referral to a preventative project for support for the young person and/or their parents.
- **Establishment of the Local Safeguarding Children Board** – the Youth Offending Team has been fully involved in the preparations for the new Board, ensuring that the needs of young people who are at risk of offending and re-offending are incorporated into the work programme. The YOT Steering Group is lead group for staying safe aim and reports directly to the LSCB.
- **Keepsafe** – an interagency project for young people who sexually offend, and their parents and carers.

DELIVERY PLAN

1: PREVENT OFFENDING

Overall reported offending in Bath and North East Somerset is relatively low. However, some young people's circumstances place them at high risk of offending and in some areas, there are continuing concerns about young people's anti-social behaviour, including in Royal Victoria Park. Commitment to address young people's risk of offending and involvement in anti-social behaviour is well established locally. The Anti-Social Behaviour Steering Group includes representatives from a range of children's services, with commitment to divert young people from more formal processes wherever possible. The well-regarded Mentoring Plus project became an independent registered charity in 2006 and has been re-commissioned by the Council to continue to work with 12-17 year olds until 2009. The Children's Fund supports a number of projects that address young people's concerns about crime and bullying, including the Youth Inclusion and Support Panel and Compass Project. Using Prevention Funding, this Project now has an additional member of staff and works with an older age group. Of 47 young people referred, 37 were offered Intensive Support Programmes and 32 have taken these up – this is against a Youth Justice Board expectation of at least 31 young people in the 12-month period. The individual programmes have in most cases led to positive changes for young people and received positive feedback from parents, carers and professionals. There has been greater parental involvement in Panels and an increasing take-up of voluntary individual parenting work during the year. This work contribute directly to achievement of Every Child Matters outcomes, including staying safe from crime and making a positive contribution, by engaging in law-abiding behaviour.

One of the ways in which the effectiveness of preventative work is now measured is by reviewing the number of young people entering the youth justice system for the first time. The national target to reduce first time entrants contributes towards the Local Authorities' Annual Performance Assessment and is part of the Local Area Agreement (Safer Communities). Crime prevention work is now more integrated within the overall business of the Youth Offending Team and work has started to develop a more strategic approach via the new Youth Crime Prevention Board. This Board is using a national framework to ensure that all partner agencies are mindful of how they can participate in reducing first time entrants. The number has risen annually for the last five years, from 138 in 2001-2002, to 345 in 2005-2006. Last year, there was a marked upward trend in first time entrants locally and nationally, related to Police targets to narrow the gap between reported and detected crime. In 2006-2007, the number has fallen and we are confident about meeting the national target of 5% reduction early.

Performance:

Youth Justice Board corporate target	Reduce the number of first time entrants to the youth justice system by 5% by March 2008 compared with the March 2006 baseline
April – December 2006 performance against annual target	238 first time entrants to the youth justice system in 9 months, against target of reducing to 327 in 12 months by March 2008
KPI: 2007-2008 target	New local target to reduce by a further 5% to reduce to 311 in 12 months by March 2008

Prevent Offending Action Plan

Action	Enabler	Lead	Deadline	Links
1. Establish a School holiday Plan to address anti-social behaviour in Royal Victoria Park and other identified areas	Partnership Working	Chair of YOT Steering Group	June 2007	RAG Strategic Assessment
2. Hold a stakeholders' event to promote work with young people at risk of offending	Partnership Working	Early Interventions Team Manager	July 2007	Youth Crime Prevention Board
3. Promote preventative services for children of prisoners	Partnership Working	Senior Practitioner	September 2007	Children and Families (ROMS)
4. Introduce an anti-weapons awareness programme and work with schools and other partners to offer this more widely	Partnership Working	Early Interventions Team Manager	December 2007	Youth Crime Prevention Board
5. Identify suitable preventative provision for Black and other Minority Ethnic young people and their parents	People and Organisation	Early Interventions Team Manager	December 2007	Youth Crime Prevention Board
6. Enrol 40 children and young people onto the Compass Project	People and Organisation	Senior Practitioner	March 2008	Youth Crime Prevention Board
7. Provide parenting interventions for 10 parents of young people enrolled onto the Compass Project	People and Organisation	Senior Practitioner	March 2008	Youth Crime Prevention Board
8. Assess all children in Care who receive Reprimands and continue to promote the Compass Project with Children & Families teams	Partnership Working	Senior Practitioner	March 2008	Children & Young People's Plan
9. Promote use of restorative sanctions in early interventions	People and Organisation	Early Interventions Team Manager	March 2008	Police Force Youth Strategy
10. Develop an integrated care pathway for preventing young people from offending	Partnership Working	Service Manager	March 2008	Children & Young People's Plan
11. Evaluate the Compass Project and explore options for mainstreaming its work	Resources	Service Manager	March 2008	Youth Crime Prevention Board
12. Make the case for the continued use of Youth Inclusion and Support Panels within the new Integrated Youth Support Service	Partnership Working	Service Manager	March 2008	Youth Crime Prevention Board

2: INTERVENE EARLY

Early intervention work with young people who have admitted an offence to the Police and received a Reprimand or a Final Warning continues to be an area of strong performance. Between April – December 2006, 201 young people received Reprimands and were screened against agreed criteria to identify those whose apparently high risk of offending suggested they would benefit from referral to a prevention project. 8 of these young people were referred to the Compass Project and 4 of them accepted Intensive Support Programmes, which are ongoing. 86 young people received Final Warnings and were assessed using ASSET. The new annual target, which focuses resources on those young people assessed as being at greatest risk of re-offending, is fully met for April – December 2006 (19 young people) and is likely to be fully met for the 12-month period too. Programmes are also offered to a number of young people who fall below the threshold for the KPI but where concerns are identified within the assessment. Recidivism data from the previous year confirms that most young people subject to Final Warnings do not re-offend.

The Final Warning clinic, provided in partnership with the Police, has become well established during 2006, providing better opportunities to engage with young people and their parents. Work needs to be undertaken to ensure that the arrangements continue to be supported whilst areas of Police responsibility are reviewed.

Performance:

KPI: April – December 2006 actual and % against target	100%	EPQA: 2003 rating	2
KPI: 2007/2008 target	100%	EPQA: 2005 result	2

Intervene Early Action Plan

Action	Enabler	Lead	Deadline	Links
1. Consolidate the partnership work within the Final Warning clinic	Partnership Working	Early Interventions Team Manager	September 2007	Police Force Youth Strategy
2. Include a restorative component in all interventions within target group	People and Organisation	Early Interventions Team Manager	March 2008	Police Force Youth Strategy
3. Develop exit planning for all within target group	People and Organisation	Early Interventions Team Manager	March 2008	Prevent and Deter Strategy

3: PROVIDE INTENSIVE COMMUNITY SUPERVISION

A minority of young people within the youth justice system commit very serious offences and/or continue to offend persistently. There is evidence to suggest that 3% of offenders are responsible for up to 25% of all youth crime. Young people at high risk of becoming prolific adult offenders are regularly identified under Prevent and Deter Strategy work, in order to plan the best way to reduce this risk. The Intensive Supervision and Surveillance Programme (ISSP) is the main service for these young people, providing the Courts with a rigorous community option for those who might otherwise receive a custodial remand or sentence. It is also available for young people returning to the community as part of their Detention and Training Order, although it has not been used in this way over the past twelve months. The programme follows established principles for effective practice that work carried out in the community is more likely to be effective in reducing the risk of re-offending. Within an overall programme of at least 25 hours per week of approved activity in the first stage, it ensures core elements of education, training and employment, work to address offending behaviour, restorative justice, family support and interpersonal skills. At the same time, it restricts liberty by including an electronically monitored night-time curfew and a structured programme of activities, providing reassurance to the public and giving young people a structure that they can find supportive if they are serious about making significant changes in their lifestyle.

The changes to staffing outlined in the last Youth Justice Plan have been made, providing two dedicated full-time Workers, 15 hours per week of administration time and 18 hours of management time. The programme also benefits from a Police attachment, supporting the surveillance aspects of the programme and making a direct contribution into the programme content, and the involvement of other staff employed on a sessional basis. Elements of the programme have been improved during the year, and the need for additional space for working intensively with young people has been addressed but not yet met.

We are able to report very positive progress with the Intensive Supervision and Surveillance Programme, confirmed by a recent 'health check' by the Youth Justice Board. Between April – December 2006, there were 16 programme 'starts,' meeting the local annual target. We now have an established programme and have delivered the required number of annual programme 'starts' for four consecutive years. Over this period, we have also seen an associated reduction in the proportion of young people sentenced to custodial sentences, whilst maintaining an overall reduction in re-offending rates. However, all the young people subject to these programmes who were in the recidivism cohorts re-offended, as did all those who received custodial sentences.

The local programme is part of a wider, Youth Justice Board funded scheme with Somerset and North Somerset, operating under a partnership agreement, but effectively delivering locally managed services. From 2007- 2008 onwards, the Youth Justice Board is applying a new funding formula to the grant for the whole scheme, which will result in a reduction of nearly £60,000 over 2 years. The partnership is currently addressing how the reduction in the grant will be accommodated, but it is clear that the delivery of the scheme locally will need to be reviewed to accommodate a possible reduction in funding. This will be linked with the self assessment of practice and performance required for submission and validation by the Youth Justice Board in June 2007. It is anticipated that the model of programme delivery will change in 2008-2009.

Intensive Community Supervision Action Plan

Action	Enabler	Lead	Deadline	Links
1. Review delivery of the ISSP locally, accommodating possible reductions in budget	Resources	Court and Supervision Team Manager	June 2007	ISSP Partnership Agreement
2. Create a new template for ISSP assessment reports for Court	People and Organisation	Court and Supervision Team Manager	June 2007	Youth Justice Service Agreement
3. Monitor plans to ensure that all activity timetables include sufficient focus on the five core areas	People and Organisation	Court and Supervision Team Manager	June 2007	Youth Justice Service Agreement
3. Prepare for the Intensive Supervision and Surveillance Programme Quality Assurance self assessment audit in June 2007	Performance Systems	Court and Supervision Team Manager	July 2007	YOT Performance Management Group
4. Review and monitor exit planning for young people identified under the Prevent and Deter Strategy as likely adult prolific offenders	People and Organisation	Court and Supervision Team Manager	September 2007	Prevent and Deter Strategy
5. Develop young people's participation in programme planning	People and Organisation	Court and Supervision Team Manager	December 2007	B&NES' Participation Strategy
6. Implement improvement action plan from the Quality Assurance exercise	People and Organisation	Court and Supervision Team Manager	March 2008	YOT Performance Management Group

4: REDUCE RE-OFFENDING

The principal statutory aim of the youth justice system is to prevent young people from offending. Many young people who experience a combination of risk factors in their lives and have offended, remain at high risk of re-offending. As they are multi-agency, Youth Offending Teams are able to provide or access a range of direct services at an earlier stage than might otherwise be the case. The specialist work undertaken within Youth Offending Teams is to encourage young people to reflect on their behaviour, consider its impact on other people including the victim(s) and their families and develop and practise skills and strategies for making changes. They are also encouraged to find ways of making some amends to their victims, where the victim is willing for this to happen. At the same time, work is undertaken to address issues that have been assessed with the young person to contribute to their risk of re-offending, for example, lack of engagement in education, training or employment, or abuse of alcohol or drugs. The team also works with parents of young people aged up to 16 years, to help them to make changes in their parenting style or link them with other parents or professionals to provide support and strategies for managing difficult times.

The Youth Justice Board has a corporate target to protect victims and communities by reducing re-offending by young people. One way to measure the effectiveness of the youth justice system is to report how many young people dealt with by the system between October and December each year go on to re-offend within 12 months. The Police Service is a key partner in provision of data for this exercise. For the second year, Bath and North East Somerset is able to report reductions in re-offending, this time between the 2002 and 2005 cohorts.

This key measure contributes towards the Council's Corporate Performance Assessment.

Performance:

Target for 2006-2007: Achieve a reduction in re-offending rates by 5% in 2006-2007 when compared with the 2002-2003 re-offending cohort, with respect to each of the following four populations

	October – December 2002 Cohort - % re-offending after 12 months	October – December 2005 Cohort - % re-offending after 12 months
Pre Court	29.1%	19.5% (17/87 young people)
First Tier Penalties	48.5%	62.5% (15/24 young people)
Community Penalties	91.7%	50% (8/16 young people)
Custody	100%	100% (1/1 young person)

Target for 2007-2008: Achieve a reduction in re-offending rates by 5% in 2007 – 2008 when compared with the 2003 – 2004 re-offending cohort, with respect to each of the four populations.

Reduce Re-offending Action Plan

Action	Enabler	Lead	Deadline	Links
1. Introduce a process to ensure that planning for Detention and Training Order transition addresses risk of re-offending	People and Organisation	Court and Supervision Team Manager	September 2007	South West Secure Estates Protocol
2. Ensure suitable provision for girls and young women	People and Organisation	Early Intervention Team Manager	December 2007	Ensure Equal Treatment
3. Develop an integrated care pathway for young people who have offended	Governance and Leadership	Service Manager	March 2009	Children and Young People's Plan

5: REDUCE THE USE OF CUSTODY

The youth justice partnership takes the view that use of custody for young people is a last resort, when all other options have been exhausted. Attention paid to the level of custodial sentencing in this area is leading to continuing improvements; from a performance of 13% in 2004-2005, to 5.6% in 2005-2006 and confidence that we are on course to achieve the national target for the first time this year, with just 11 young people sentenced to custody (14 separate custodial sentences). This has been supported by an effective use of Intensive Supervision and Surveillance Programme conditions and the quality of provided by staff to enable young people to complete the programmes. The Custody Panel, set up to provide a regular review and planning process for all cases where a custodial sentence or remand has been passed or is likely, is in its early stages. The relatively small group of young people from this area who now receive custodial sentences have a very high re-offending rate upon release. A protocol has been agreed between HMP and YOI Ashfield and the Youth Offending Teams in the south west area, to improve arrangements for shared planning to reduce this risk.

The secure remands target continues to be a challenge, despite now being able to offer assessment for Intensive Supervision and Surveillance Programme conditions at Court and the strengthening of Bail packages. Close examination of the ten young people remanded to custody in the last year suggests that little alternative provision could be made in most cases. There is a pattern of serious violence, several had previously breached Bail ISSP and most of them were eventually convicted and sentenced to custody.

Performance:

KPI: April – December 2006 - 2007 actual and % against target (remand) – old performance indicator	57.9%	KPI: April – December 2006-2007 actual and % against target (custody)	6.1%	EPQA: 05/6 rating	2
KPI: 2007-2008 target - new performance indicator with different counting rules	9%	KPI: 2007-08 target	5%	EPQA: 07/08 Target	3

Reduce the Use of Custody Action Plan

Action	Enabler	Lead	Deadline	Links
1. Revise Youth Justice Services Agreement to ensure inter-agency approach to reducing use of custody	Partnership Working	Court and Supervision Team Manager	June 2007	Youth Justice Services Agreement
2. Expand the Custody Panel to include key partner agencies	Partnership Working	Court and Supervision Team Manager	September 2007	YOT Performance Management Group
3. Integrate the work of the Custody Panel into local planning	Performance Systems	Court and Supervision Team Manager	September 2007	YOT Performance Management Group
4. Work with partner agencies to ensure access to emergency accommodation for young people at risk of a remand in custody	Partnership Arrangements	Court and Supervision Team Manager	September 2007	Young People's Accommodation Strategy
5. Strengthen community disposals available for young people at high risk of offending who do not meet criteria for ISSP	People and Organisation	Court and Supervision Team Manager	December 2007	Youth Justice Services Agreement

6: ENFORCEMENT AND ENABLING COMPLIANCE

Many of the young people working with the Youth Offending Team are subject to legally enforceable Court Orders, within which the work of addressing offending is carried out. National Standards establish a clear pattern of responses to any failure on the part of the young person to keep to the terms of their Court Order. This includes a prompt return to Court for a review of the sentence following any third unauthorised absence from the programme of contacts agreed. Enforcement of Court Orders is one of the areas where Youth Offending Team practice is most vulnerable to discrimination in the way in which absence is evaluated. The new Behaviour Contract introduced in 2006 promotes clarity about what is expected and the consequences if young people do not comply. The Youth Offending Team is working with vulnerable young people, some of whom have been living with uncertainty and lack of clear boundaries, particularly if they have not been engaged in a regular pattern of education, training and employment or have unstable accommodation. Therefore the team has been creative in how it encourages young people to take responsibility for reporting at given times, including by working closely with parents and Social Workers to support attendance, sending letters and texts as reminders, and endeavouring to arrange appointments in convenient geographical areas or make home visits, particularly if young people live in the rural part of the Authority. A Breach Panel system has been introduced into Referral Order work to support clarity about obligations and consequences. It has been effective in reducing the number of occasions on which Orders need to be returned to Court.

There are still no youth justice key performance indicators or Effective Practice Quality Assurance cycles in respect of this aspect of Youth Offending Teams' work. It is regarded as important work in holding young people to account and there is commitment to ensuring that this is done in a fair way across the team. Fair and consistent processes also contribute to the Courts' and public's confidence in the system.

Action Plan

Action	Enabler	Lead	Deadline	Links
1. Adapt the "breach panel" model for use across all Court Orders	Performance systems	Court and Supervision Team Manager	September 2007	Ensure Equal Treatment
2. Provide a Youth Offending Team training event in pro-social modelling	People and Organisation	Court and Supervision Team Manager	September 2007	Training Plan
3. Develop mechanisms for recognising young people's good progress	People and Organisation	Senior Practitioner	December 2007	Young People's Participation Strategy
4. Participate in production of a South West protocol with Group4 Securicor	Partnership working	Service Manager	December 2007	Youth Justice Board South West

7: SUPPORTING YOUNG PEOPLE ENGAGING IN EDUCATION TRAINING AND EMPLOYMENT

Positive engagement in education, training and employment is generally regarded as the single most important protective factor in helping young people to stay out of trouble. The national target is that 90% of the young people that the Youth Offending Team is working with are engaged in 25 hours of suitable education, training or employment each week. Performance in this area is of concern, but recent data published by the Youth Justice Board highlights that this remains a much wider issue - the national average is 68.5%, the regional average is 72.6% and the average for Bath and North East Somerset's 'family' of comparable Authorities is only 62.2%.

Work is continuing on improving access to services. The Education Worker in the Youth Offending Team has secured improved links with the Learning and Skills Council and made successful referrals to Fairbridge and Dyslexia Awareness. The Connexions Worker has continued to work creatively to support young people through interviews and into work, leading to positive outcomes for individual young people. The Service Level Agreement with the Education Psychology Service has been renewed. However, since 2003, when we last met this target, we have seen a year on year reduction in engagement and the Youth Offending Team Steering Group has taken up this issue as its priority in 2006. There are some issues with availability of suitable provision for young people who need to develop basic skills. Towards the end of the year, a multi-agency panel was established to facilitate regular review, information sharing and prompt action in respect of individuals currently known and to identify trends in cases where there was still no satisfactory engagement when Youth Offending Team supervision ended. Recently there has been as much concern about non-attendance as about exclusion. This will also link with targets set under the Local Area Agreement Safer Communities block

The recent appointment of a strategic Head Teacher to manage specialist provision for behaviour support and develop partnership work to secure effective provision, presents opportunities to address the issues for school-age young people.

Council-wide initiative in place to improve the education and employment opportunities of vulnerable groups, including young people involved in offending by providing supported placements.

Performance:

KPI: April – December 2006/7 % against target of 90%:	67.9%	EPQA: 03 Rating	1
KPI: 2007/8 target	90%	EPQA: 05 Result	2

Education, Training and Employment Action Plan

Action	Enabler	Lead	Deadline	Links
1. Develop the NEET Panel to incorporate identification of children who would benefit from a restorative approach to integration in education provision	Partnership Working	Early Interventions Team Manager	June 2007	Behaviour Support Strategy
2. Agree referral processes for “Wise Up” programme	Partnership working	Early Interventions Team Manager	September 2007	Offender Learning and Skills
3. Establish protocols with Learning and Inclusion Service and Training Services to promote access to full-time education and training provision for young people on the intensive Supervision and Surveillance Programme and those on release from custody	Partnership Working	Court and Supervision Team Manager	September 2007	Local Area Agreement Outcome 19 ‘stretch’ target
4. Offer training to Behaviour Support Service to promote restorative approaches in schools	Partnership Working	Early Interventions Team Manager	December 2007	Behaviour Support Strategy
5. Link the NEET Panel effectively with other information sharing initiatives within the Authority	Partnership Working	Early Interventions Team Manager	March 2008	Behaviour Support Strategy
6. Target interventions with parents to support attendance at school	People and Organisation	Senior Practitioner	March 2008	Parenting Strategy
7. Develop practice within the YOT to raise aspirations for girls aged 14-19	Partnership Working	Early Interventions Team Manager	March 2008	Teenage Pregnancy Strategy

8: SUPPORT ACCESS TO APPROPRIATE ACCOMMODATION

Stable accommodation can reduce re-offending rates by more than 20%, according to the government's Social Exclusion Unit. Practitioner's experience is that if young people do not have suitable accommodation, then it is very difficult to involve them in work to address their offending behaviour or support their engagement in education, training and employment. Despite gradually improving and now steady performance since 2002, we still report that nearly 8% of young people known to the Youth Offending Team are living in unsupported bed and breakfast rooms, sleeping on friend's floors or in other unsuitable accommodation. Therefore, addressing this issue is to be a local priority for the YOT in 2007-2008 and it has been included in the Local Area Agreement.

The Youth Offending Team recently participated in a Supporting People consultation on the accommodation needs of young people who have offended. This highlighted a range of accommodation issues. Within the Local Authority, the Supported Lodgings Scheme provided places to 10 young people last year, none of whom were known to the YOT. The Local Area Agreement target is to increase this to 20 next year, with children who have offended now becoming one of the target groups. The Children's Service Fostering Team has been targeting recruitment of local foster carers who can meet the needs of young people with challenging needs, including those involved in offending. There is also a homelessness worker within Children's Services who provides direct support to young people who are homeless or at risk of becoming homeless.

Within this priority, particular attention will be paid to the needs of young people whose offending is more serious or persistent, including those serving Detention and Training Order sentences. This work will be underpinned by continuing the positive engagement of parents in supporting young people to remain in the family home wherever possible and safe. The YOT will join the Young People's Accommodation Steering and Project Groups and review its links with the Supporting People Commissioning body.

Performance:

KPI: April – December 2006 (named officer)	Lucy Yeaman	KPI: April – December 2006-07 % in suitable accommodation	92.4%
KPI: 2007-2008 target	Lucy Yeaman	KPI: 2007 - 2008 target	100%

Accommodation Action Plan

Action	Enabler	Lead	Deadline	Links
1. YOT to join Young People's Accommodation Strategy Group, which leads work to recruit additional registered support lodgings providers.	Partnership working	Court and Supervision Team Manager	April 2007	Supporting People
2. Work in partnership with the secure estate and housing partners to ensure that housing advice is available to all young people in custody to assist their resettlement.	Partnership Working	Court and Supervision Team Manager	March 2008	Regional Secure Protocol
3. Work with Supporting People and other partners to target young people who have offended for places in the extended Supported Lodgings Scheme provision	Partnership working	Court and Supervision Team Manager	March 2008	Local Area Agreement

9: SUPPORT ACCESS TO MENTAL HEALTH SERVICES

There are high levels of mental health issues amongst young people who offend and the team works closely with its Community Psychiatric Nurse to promote good health and prevent poor health from developing. A standard screening tool is used to identify any emotional or behavioural issues or more serious or persistent mental health disorders that may be emerging. The Psychiatric Nurse is a member of the local Child and Adolescent Mental Health team (CAMHS) and receives clinical supervision of her direct work with young people. She also acts as a consultant to all staff within the Youth Offending Team and takes on direct work in more complex cases. Liaison with CAMHS continues, with the Community Psychiatric Nurse now offering training on relevant issues to the CAMHS team and supervising trainee nurses and providing observation placements. Information sharing has improved, with a greater understanding of the need to share information about vulnerable young people. Referral pathways are clearer and referrals and consultation continue to work well, with joint assessments undertaken.

The Youth Offending Team is a key partner in the Keepsafe Project, established to work with young people whose behaviour is sexually harmful, and with their families. The project has received national recognition for its work on a number of occasions and aspects of its work have been evaluated by the Mental Health Research and Development Unit at Bath University. The project has benefited from Safeguarding Children funding and has now achieved continuing funding from the Children and Young People's Strategic Partnership.

Performance:

KPI: April – December 2006/7 actual and % against 100% target (Acute)	100%	KPI: April – December 2006/07 against 100% target (non-acute)	100%	EPQA: 05 or 06 rating	1
KPI: 2007/08 target	100%	KPI: 2007/8 target	100%	EPQA: 07 or 08 target	2

Mental Health Services Action Plan

	Enabler	Lead	Deadline	Links
1. Promote the role of the YOT Community Psychiatric Nurse in CAMHS integrated care pathways	Partnership Working	Early Intervention Team Manager	June 2007	CAMHS Strategy Group
2. Introduce process for ensuring that health assessments are made of young people at risk of offending, when parenting assessments are highlighting issues	Partnership Working	Early Intervention Team manager	June 2007	Youth Crime Prevention Board

10: SUPPORT ACCESS TO SUBSTANCE MISUSE SERVICES

There are strong link between substance misuse and youth offending. Recent Home Office research has highlighted that for 10-16 year olds, the key factors associated with increased risk of drug taking include: serious anti-social behaviour, weak parental attitude towards bad behaviour, being in trouble at school, friends in trouble and early smoking. Protective factors include disapproval of significant people, fear of legal consequences, career aspirations, free time used constructively, fear of damaging health and having alternative sources of support.

In this area, concern is greatest about misuse of alcohol and its links with violent offending and anti-social behaviour. We continue to see young women as well as young men drinking heavily and becoming involved in violent offending. The protocol with Project 28, the local specialist provider of drugs and alcohol services for young people, is working well. The project is popular with young people and provides a service that they can continue to access independently of their involvement with the Youth Offending Team, although they do also take on some work which is a required component of Court Orders. The Authority is now working on an Alcohol Strategy which will inform the development of work to address young people's alcohol misuse.

Performance:

KPI: April – December 2006/07 % against target	94%	KPI: April – December 2006/07 % against target	100%	KPI: April – December 2006/07 % against target	100%	EPQA rating	1
KPI: 2007/08 target	100%	KPI: 07/08 target	100%	KPI: 2007/8 target	100%	EPQA target	2

Substance Misuse Action Plan

Action	Enabler	Lead	Deadline	Links
1. Address early onset of smoking in under 13s	People and Organisation	Early Intervention Team Manager	July 2007	Young People's Substance Misuse
2. Develop programme to address "binge drinking"	People and Organisation	Early Intervention Team Manager	December 2007	Alcohol Strategy
3. Monitor implementation of referral criteria and protocol with Project 28, to ensure access to suitable services	Partnership Working	Early Intervention Team Manager	December 2008	Young People's Substance Misuse
4. Address parental attitudes towards substance misuse and health	People and Organisation	Early Intervention Team Manager	March 2008	Parenting Strategy

11: SUPPORT RESETTLEMENT INTO THE COMMUNITY

Young people sentenced to custody are supervised by the Youth Offending Team upon their move back into the community. In this area, all the young people followed up in recidivism studies – and most others – re-offend, and are often charged with new offences very soon after their release from custody. Despite improving initial training plan arrangements, including 100% performance against National Standards, there are still improvements to be made in the quality of release plans. This needs to include the wider partnership recognition of this as a vulnerable group and the involvement of partner agencies in some aspects of provision. The Probation Officer in the Youth Offending Team leads on resettlement and is working to establish stronger links between custodial facilities and providers in the community.

Local improvements to services for young people in Care, including access to health assessments will benefit some of these young people. A sub-committee of the Local Safeguarding Children Board has been established with a focus on improving placement stability for young people.

Performance:

KPI: April – December 2006 performance	100%	EPQA rating for 2005	2
KPI: 2007/08 target	100%	EPQA target for 2007	3

Resettlement Action Plan

Action	Enabler	Lead	Deadline	Links
1. Introduce a system for reviewing use of ISSP and post custody curfews with young people released from custody	Performance Systems	Court and Supervision Team Manager	June 2007	Prevent and Deter Strategy
2. Agree approaches to using restorative approaches with young people in custody, beginning with HMP and YOI Ashfield	People and Organisation	Court and Supervision Team Manager	September 2007	Regional Secure Protocol
3. Establish process to ensure that, upon transfer into the community, every young person has an agreed plan for education, training or employment, including suitable placements	Performance Systems	Early Intervention Team Manager	September 2007	Connexions Development Group

12: PROVIDE EFFECTIVE RESTORATIVE JUSTICE SERVICES

Performance has remained very good. The recent down-turn in victim attendance at Referral Order Panels has been addressed by a re-allocation of responsibilities within the team. A new member of staff is now working half weeks with victims. Training acquired for victim contact and participation and general RJ training for RJ team and identified others. Panel Members have had victim training and victim feedback has been made available in PSRs. Contact with RJ worker in Ashfield to identify joint work in appropriate cases. System for contacting victims has been reviewed to ensure compliance with the code of Practice for Victims of Crime.

The new target is more exacting, requiring direct victim involvement in restorative processes in 25% cases. One of the challenges is some victim's reluctance due to fear of reprisal, in a small area where many people know each other. We are also exploring the best way to allocate additional time to victim work, in order to provide a good quality service.

Performance:

KPI: April – December 2006/07 performance against 75% target (intervention) (old performance indicator)	93%	KPI: April – December 2006/07 actual and % against target (satisfaction) (old performance indicator)	100%
KPI: 2007/08 target (new performance indicator)		KPI: 200708 target (new performance indicator)	75%

Restorative Justice Action Plan

Action	Enabler	Lead	Deadline	Links
1. Improve inter-agency and inter-YOT systems for prompt communication of victim contact details	Performance systems	Early Intervention Team Manager	June 2007	Force Youth Strategy
2. Agree a process for ensuring a restorative element to all work undertaken with young people subject to Detention and Training Orders and ISSP	People and Organisation	Court and Supervision Team manager	June 2007	YJB Restorative Justice Strategy
3. Review resources available to increase victim participation work	Resources	Service Manager	June 2007	Force Youth Strategy
4. Maximise time spent by YOT restorative justice staff in work with victims.	People and Organisation	Early Intervention Team Manager	June 2007	YJB Restorative Justice Strategy
5. Recruit and train 4 volunteer reparation workers	People and Organisation	Early Intervention Team Manager	September 2007	Workforce Development
6. Arrange team training in the law relating to Referral Orders	People and Organisation	Early Intervention Team Manager	December 2007	Youth Justice Services Agreement
7. Increase number of victims attending or directly contributing to Referral Order Panels	People and Organisation	Early Intervention Team Manager	March 2008	YJB Restorative Justice Strategy
8. Introduce 4 new offence-related reparation projects	Resources	Early Intervention Team Manager	March 2008	YJB Restorative Justice Strategy
9. Plan training for the next cohort of Referral Order Panel Members, using the revised national training model	People and Organisation	Early Intervention Team Manager	March 2008	YJB Restorative Justice Strategy

13: SUPPORT PARENTING INTERVENTIONS

Parenting work, a priority in 2006, has been an area of strong growth and is now properly recognised as a core service within the Youth Offending Team. It has also received a higher profile within the Authority, with the endorsement in December 2007 of the Authority's first Parenting Strategy, which the Youth Offending Team was very instrumental in producing. This Strategy setting out a commitment to support parents and carers skills in parenting, in order to achieve positive outcomes for their young people. The Authority has appointed its first Parenting Co-ordinator who is leading on delivery of the Strategy.

In April 2006, the Youth Offending Team was able to appoint its first Parenting Worker, providing a dedicated service to support the parenting interventions provided elsewhere in the team and in the Authority. She has formalised referral, screening and assessment procedures and delivered voluntary and statutory programmes of intervention for mothers and fathers individually and also for co-parents. She has also extended her work to involve some young people in parenting interventions with their parents. Parents and carers who have benefited from these services have given very positive feedback. The Parenting Worker has been proactive in encouraging referrals - she attends all Compass Project team meetings and Youth Inclusion and Support Panels, which has led to an increase in referrals for prevention services. She has also introduced screening assessments for parents at Final Warning clinics. Training has been provided in-house for all YOT staff.

Performance:

KPI: April – December 2006/07 against 10% target (interventions) (old performance indicator)	4.8%	KPI: April – December 2006/07 actual and % against target (satisfaction) (old performance indicator)	100%	EPQA: 2004 rating	1
KPI: 2007/08 target (community interventions) (new performance indicator)	20%	KPI: 2007/08 target (Prevention programmes) (new performance indicator)	20%	EPQA: 2005 result	2

Parenting Action Plan

Action	Enabler	Lead	Deadline	Links
1. Review procedures and introduce tiers of assessment and intervention in line with Parenting Strategy	People and Organisation	Senior Practitioner	June 2007	Parenting Strategy
2. Review with wider YOT the recording of all parenting interventions	Performance Systems	Information Manager	June 2007	YOT Performance Management Group
3. Introduce contracts with parents of young people on prevention programmes	People and Organisation	Senior Practitioner	September 2007	Parenting Strategy
4. Promote support for young parents known to the Youth Offending Team	People and Organisation	Senior Practitioner	September 2007	Teenage Pregnancy Strategy
5. Deliver 3 Strengthening Families parenting programmes	People and Organisation	Senior Practitioner	March 2008	Parenting Strategy
6. Increase parental participation in work with young people	People and Organisation	Senior Practitioner	March 2008	Parenting Strategy

14: ENSURE EQUAL TREATMENT REGARDLESS OF RACE

This has been a priority area for development in 2006-2007, featuring as a main item at two of the monthly team meetings, and involving a large number of staff in taking forward pieces of work. We have broadened the focus to ensure we attend to a range of equalities issues and are able to meet the needs of young people and staff alike. We have developed our partnership work with the Black Families Education Group to mutual benefit. We have also been keen to learn from young people's own experiences and have heard from them at a team meeting and also by involving young people in a survey under the auspices of the Avon and Somerset Criminal Justice Board.

Nevertheless, staff recognise that there is a lot of work to be done in this area to ensure not only equal treatment but also equal outcomes regardless of race. Whilst the proportion of black and other minority ethnic young people in the local population is low (2.8%), the south west area is becoming more diverse and issues identified may become greater over time. The overall proportion of black and other minority ethnic young people as first timers within the youth justice system was 8.8% - and ethnicity was not recorded in a further 8.8% of cases, so the proportion could be even higher.

The team is developing a detailed programme of development for staff understanding and skills and in resources and activities for young people.

All secondary schools have completed race policies which are currently being evaluated by the Black Families Education support Group. Scholl improvement service is raising issues of achievement and BOME as part of the programme of support to schools. This is to ensure that pupils who may be underachieving are vulnerable to disaffection are known within the school and appropriately supported.

Equalities Action Plan

Action	Enabler	Lead	Deadline	Links
1. Introduce a quality assurance system for monitoring key decision-making about young people	Performance Systems	Service Manager	June 2007	YOT Performance Management Group
2. Develop team programme of activities to increase young people's awareness and enjoyment of diversity eg Black History month, World AIDS day	People and Organisation	Service Manager	June 2007	Education, training and employment
3. Share data from the Custody Panel with the local Court in order to address trends	Partnership Working	Court and Supervision Team Manager	September 2007	Youth Justices Service Agreement

A. REVIEW AND APPROVAL

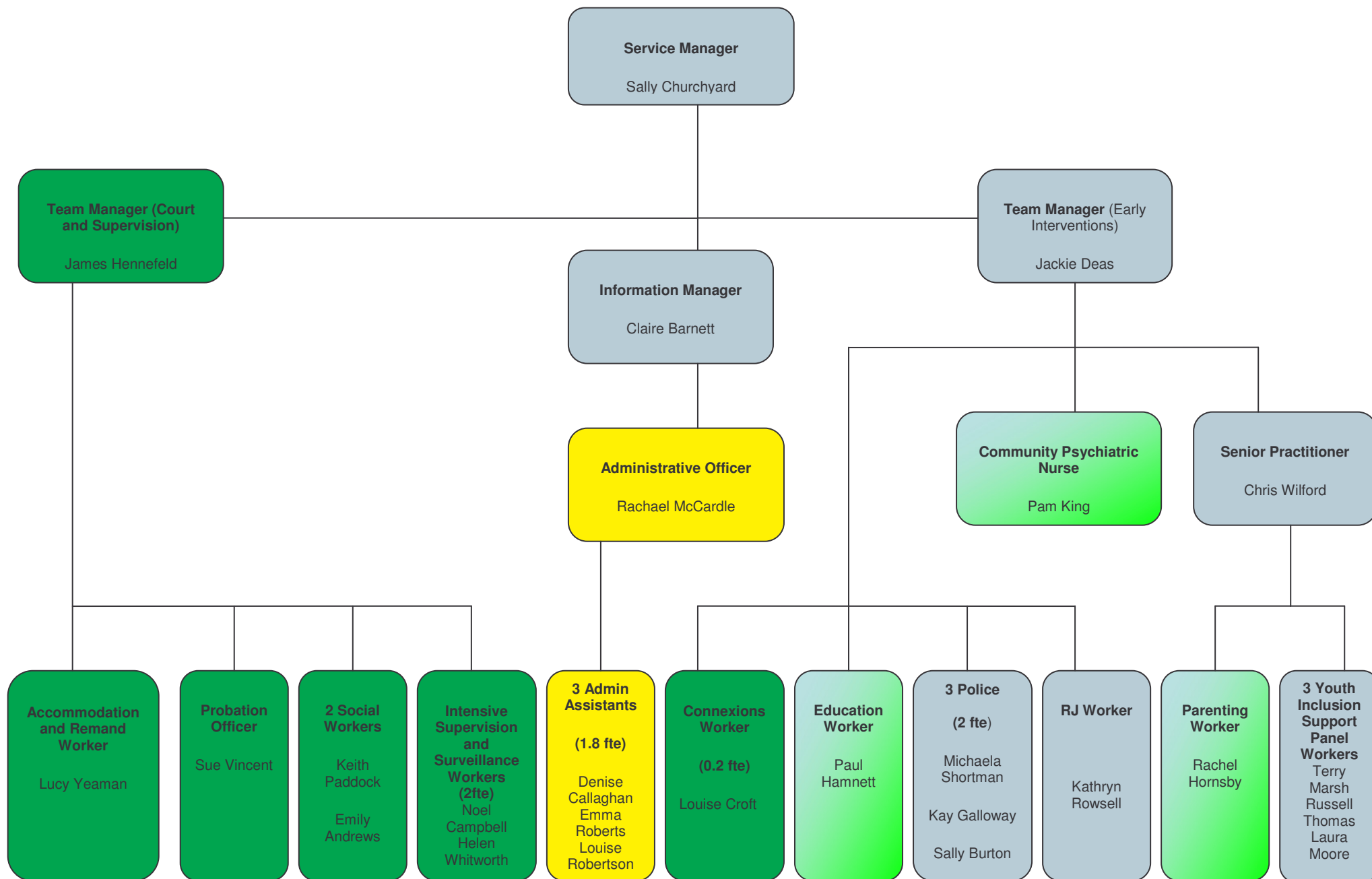
Table B: Schedule for review of Plan:

Review dates	Reviewers
Monthly	YOT Performance Management Group
Quarterly	YOT Steering Group
July 2007 and January 2008	Responsible Authorities Group
November 2007 and March 2008	Relevant Overview and Scrutiny Panel

Table C: Signature of approval

Partner Organisation	Name Of Chief Officer	Signature	Date
Chief Executive of the Local Authority	John Everitt		
Health Service	Rhona Macdonald		
Police Service	Olivia Pinkney		
Probation Service	Sue Hull (On behalf of Jeannette Whitford)		
Local Authority	Ashley Ayre		

Bath and North East Somerset Youth Offending Service



APPENDIX 3: KEY PERFORMANCE MEASURES

Apart from the reduce re-offending data, the data given below is drawn from the Youth Justice Board Performance Summaries, published on their website. This enables direct comparisons to be made with performance against similar families, the south west region and the national averages.

Theme and measure	NINE MONTHS April – December 2005-6 Outturn	FULL YEAR 1 April 2005 – 31 March 2006 Outturn	NINE MONTHS April – December 2006-7 Outturn
<p>1. Prevent offending (target since 2005/06):</p> <p>Reduce year on year the number of first time entrants to the youth justice system by identifying children and young people at risk of offending or involvement in anti-social behaviour through a YISP or other evidence-based targeted means of intervention designed to reduce those risks and strengthen protective factors as demonstrated by using ONSET or other effective means of assessment and monitoring</p>	198	292	238
<p>2. Intervene early (new target):</p> <p>Ensure that 100% of young people on a final warning are supported by an intervention if:</p> <ul style="list-style-type: none"> - their Asset score is greater or equal to 12, or - there are any concerns of risk of serious harm to others, or - their score is less than 12 but any sections score 4 	77.3% against previous target of 80%	TARGET MET 80.9% against the previous target of 80%	100%

Theme and measure	NINE MONTHS April – December 2005-6 Outturn	FULL YEAR 1 April 2005 – 31 March 2006 Outturn	NINE MONTHS April – December 2006-7 Outturn
<p>3. Reduce re-offending:</p> <p>Achieve a reduction in re-offending rates by 5% in 2006-2007 (after 12 months), when compared with the 2002-2003 re-offending cohort, with respect to each of the following four populations:</p> <p>Target for 2007-2008 – achieve a reduction in re-offending rates by 5% in 2007-2008 (after 12 months), when compared with the 2003-2004 re-offending cohort, with respect to each of the following four populations.</p>	N/A	Oct – Dec 2002 cohort - % re- offending after 12 months	Oct – Dec 2005 cohort - % re- offending after 12 months
Pre-court	N/A	29.1%	19.5%
First tier penalties	N/A	48.5%	62.5%
Community penalties	N/A	91.7%	46.6%
Custody	N/A	100%	100%
<p>4. Reduce the use of custody: secure remands (new target)</p> <p>Reduce the use of secure estate for remands to 9% of the total number of remand episodes, excluding unconditional bail.</p>			
<p>Reduce the use of custody: secure remands (old target)</p> <p>Reduce the number of remands to the secure estate (as a proportion of all remand episodes excluding conditional/unconditional bail) to 30%</p>	35.7% against target of less than 30%	35.5% against target of less than 30%	57.9% against target of less than 30%
<p>Reduce the use of custody: custodial sentences</p> <p>Reduce the number of custodial sentences as proportion of all court disposals to 5%</p>	7.4%	5.6%	6.1%
<p>Ensure that all initial training plans for DTOs are drawn up within 10 working days of sentences being passed</p>	100%	TARGET MET 100%	100%

Theme and measure	NINE MONTHS April – December 2005-6 Outturn	FULL YEAR 1 April 2005 – 31 March 2006 Outturn	NINE MONTHS April – December 2006-7 Outturn
5. Support young people engaging in education, training and employment: Ensure that 90% of young offenders who are supervised by the Yot are either in full-time education, training or employment	72.5%	71.8%	67.9%
6. Support access to appropriate accommodation: Ensure that all Yots have a named accommodation officer and that 100% of young people subject to final warnings with intervention, relevant community based penalties or on release from the secure estate have suitable accommodation to go to	88.5%	91.2%	92.4%
7. Support access to mental health services: Ensure that all young people who are assessed by ASSET as manifesting acute mental health difficulties are referred by YOTs to the CAMHS for a formal assessment commencing within five working days of the receipt of the referral with a view to their accessing a tier 3 service based on this assessment	N/A	N/A	100%
Ensure that all young people who are assessed by ASSET as manifesting non-acute mental health concerns are referred by the YOT for an assessment and engagement by the appropriate CAMHS tier (1-3) commenced within 15 working days	100%	TARGET MET 100%	100%
8. Support access to substance misuse services: Ensure that all young people are screened for substance misuse	82%	85.6%	94%
Ensure that all young people with identified needs receive appropriate specialist assessment within 5 working days of assessment	66.7%	87.5%	100%
Ensure that all young people access the early intervention and treatment services they require within 10 working days of assessment	26.7%	38.9%	100%

Theme and measure	NINE MONTHS April – December 2005-6 Outturn	FULL YEAR 1 April 2005 – 31 March 2006 Outturn	NINE MONTHS April – December 2006-7 Outturn
9. Provide effective restorative justice services: (new target) Ensure that victims participate in restorative processes in 25% of relevant disposals referred to the YOT			
Ensure that 75% of victims participating are satisfied			
Provide effective restorative justice services (old target): Ensure that 75% of victims of youth crime referred to Yots are offered the opportunity to participate in a restorative process	94.3%	TARGET MET 95.5%	93.0%
Ensure that 75% of victims are satisfied	100%	TARGET MET 100%	100%
10. Support Parenting interventions (new target) Ensure that 20% of young people with a final warning supported by intervention, a relevant community based penalty or DTO, their parent/carer(s) receive a parenting intervention			
Ensure that 20% of the young people on prevention programmes, their parent/carer(s) receive a parenting intervention.			
Support parenting interventions: (old target) Ensure that 10% of young people with a final warning supported by intervention or a community disposal receive a parenting intervention	5.2%	3.6%	4.8%
Ensure that 75 % of parents participating in a parenting intervention are satisfied	100%	TARGET MET 100%	100%
11. Ensure equal treatment regardless of race YOTs must deliver targeted activity that substantially reduces local differences by ethnicity in recorded conviction rates, by March 2008			

Theme and measure	NINE MONTHS April – December 2005-6 Outturn	FULL YEAR 1 April 2005 – 31 March 2006 Outturn	NINE MONTHS April – December 2006-7 Outturn
12. Ensure effective and rigorous assessment, planning and supervision			
(a) Ensure that 100% of assessments for community disposals are completed at assessment stage	90.6%	92.0%	93.7%
(b) Ensure that 100% of assessments for community disposals are completed at closure stage	96.7%	97.6%	98.4%
(c) Ensure that 100% of assessments for custodial sentences are completed at assessment stage	100%	TARGET MET 100%	100%
(d) Ensure that 100% of assessments for custodial sentences are completed at transfer stage	100%	TARGET MET 100%	100%
(e) Ensure that 100% of assessments for custodial sentences are completed at closure stage	100%	TARGET MET 100%	83.3%
13. Ensure Swift Administration of justice Ensure that 90% of Pre Sentence Reports are completed within National Standards timescales	87.9%	TARGET MET 91.1%	87.9%

APPENDIX 4: EFFECTIVE PRACTICE QUALITY ASSURANCE IMPROVEMENT CYCLES

Theme and measure	Initial score	Targeted score	Actual score
Prevention			
Early intervention: Final Warning interventions	2	3	2
Intensive Supervision and Surveillance Programme			
Managing demand for custody (remand management) 2006-08	2	3	Due April 2008
Swift administration of justice			
Restorative justice and victims			
Race			
Recidivism			
Assessment, planning interventions and supervision	1	2	2
Education, training and employment	1	2	2
Substance misuse 2005-07	1	2	Due April 2007
Mental health 2006-08			Due April 2008
Accommodation			
Resettlement 2005-7	2	3	Due April 2007
Parenting	1	2	2

APPENDIX 5: GLOSSARY OF TERMS

Acceptable Behaviour Contracts /ABC	Voluntary, written agreements between an individual and the Police or Registered Social Landlord, setting out specific expectations for behaviour
Anti-Social Behaviour	The Crime and Disorder Act 1998 defines this as a pattern of behaviour that “caused, or was likely to cause harassment, alarm or distress to one or more persons not of the same household”
Anti-Social Behaviour Orders ASBO	Civil Court Orders, made to protect the public from behaviour which has led to harassment, alarm or distress. An Order may prohibit a named individual from engaging in particular behaviour or visiting designated geographical areas. The Orders last for a minimum of two years and can carry a custodial penalty if breached
ASSET	A structured assessment tool used by Youth Offending Teams 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 offending
Common Assessment Framework/CAF	A shared assessment tool for use across all children’s services and local areas in England. It is used to support early identification on need and assist the co-ordination of services to address that need
Children’s Fund	This is a core part of the government’s agenda to make a difference to the lives of children and young people at risk of social exclusion. Locally, the managing agent for the Fund is Barnardos, and it provides a range of preventative services for 8-13 year olds
The Children and Young People’s Strategic Partnership/CYPSP	This is a very wide partnership of statutory and third sector agencies with responsibility for drafting and reviewing the Children and Young People’s Plan
Code of Practice for Victims of Crime	Issued by the Home Secretary in 2006, this governs the services provided by criminal justice agencies to victims of crime
Compass	The Compass project, funded by the Children’s Fund and managed within the Youth Offending Team, provides intensive support to children aged 8-13, who have been assessed as being at high risk of offending. The project is attached to a Youth Inclusion and Support Panel [YISP]

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/ CJB	Locally serving the Avon and Somerset area
Effective Practice Quality Assurance/EPQA	<p>Effective Practice Quality Assurance – Youth Justice Board-validated self assessment of practice in a number of key areas, drawing on evidence of what is known to be effective with young people within the youth justice system. The ratings are as follows:</p> <p>0 Little or no evidence of effective practice exists</p> <p>1 Some evidence that effective practice is being followed, but not by all practitioners, managers and strategic partners</p> <p>2 Evidence that effective practice is mostly being followed, but is not system-wide</p> <p>3 Evidence that effective practice is being followed consistently and systematically by practitioners, managers and strategic partners</p>
Final Warnings	Final Warnings were introduced by the Crime and Disorder Act 1998, to be issued in place of cautions, 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 Team for help to tackle offending behaviour at an early stage
Intensive Supervision and Surveillance Programme/ ISSP	Intensive Supervision and Surveillance Programmes provide 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
Initial Training Plan/ITP	Prepared jointly by the secure establishment and the Youth Offending Team, when a young person is sentenced to a Detention and Training Order
Key Performance Indicators/KPI	These are set and monitored annually by the Youth Justice Board, in consultation with a representative group of YOT Managers from each region

Multi-Agency Public Protection Arrangements/ MAPPA	Under the direction of Police, Probation and Prison services, these are a series of processes to safeguard the public from the threat posed by sexual and violent offenders, whilst also attending to the needs of the victim.
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/PSR	Pre-Sentence 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.
Prevent and Deter	This is one of three key themes in the national Prolific and Other Priority Offenders Strategy. Locally, the Community Safety and Drugs Partnership has the lead for this work, including ensuring sufficient preventative services. There is also a requirement for the Youth Offending Team to identify those young people at risk of becoming prolific offenders.
Protective Factors	Aspects of young people's lives that mitigate against offending, such as consistent parenting, engagement in education or involvement in constructive leisure
Persistent Young Offender/PYO	Persistent Young Offenders are those aged 10-17 years, who have three or more separate sentencing occasions for one or more recordable offences and commit another offence within three years of their last appearance in Court.
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. If they complete the contract successfully, the offence is not recorded; if they do not, they are referred back to Court for re-sentencing.

Recidivism categories:	Used in relation to Reduce Offending KPI
Pre-Court disposals	A Reprimand or a Final Warning, following admission of an offence to Police.
First tier penalties	A Court Bind Over, Compensation Order, Discharge, Fine, Referral Order, Reparation Order or Deferred Sentence.
Community penalties	Any of these Court Orders: Action Plan, Attendance Centre, Community Punishment, Community Punishment and Rehabilitation, Community Rehabilitation, Curfew, Drug Treatment and Testing and Supervision.
Custodial penalties	A Detention and Training Order [up to 2 years] or a Section 91 Order [over 2 years] for grave offences.
Restorative Justice/RJ	Restorative Justice describes a range of approaches to resolving a situation where serious harm, usually 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 agrees to any suitable reparation.
Reprimand	These were introduced by the Crime and Disorder Act 1998 and are issued by the Police when a young person aged 10-17 who has not previously had a Final Warning, admits an offence that isn't serious enough to merit a Final Warning.
Tier 1- 4 Mental Health Services	<p>Tier 1 level services are provided by non-specialists to identify mental health problems at an early stage and provide general information, support and referral on, as needed.</p> <p>Tier 2 level services are provided by health specialists, including training and consultation to staff working at Tier 1, outreach with families, and more detailed assessment.</p> <p>Tier 3 level specialist services are for more complex or persistent difficulties, including assessment and treatment of child mental health disorders.</p> <p>Tier 4 level, most specialist services, including in-patient treatment.</p>
Youth Inclusion and support Panels/YISP	These Panels are made up of senior representatives of a range of agencies, including Police, Social Services, Education and Health, who meet to agree a programme of support for young people at high risk of offending, with a focus on helping them to access mainstream services.

Young Offender Information System/YOIS	This is a standard database used by the Youth Offending Team for case management and monitoring.
Youth Offending Team/ YOT	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 steering group made up of key stakeholders.
Youth Justice Board/ YJB	The Youth Justice Board for England and Wales is a non-departmental public body responsible to the Home Secretary for overseeing the youth justice system, including by monitoring performance, providing advice and guidance and disseminating good practice.