

Children, Adults, Health and Wellbeing Policy Development and Scrutiny Panel

Date: Tuesday, 5th July, 2022

Time: 10.00 am

Venue: Council Chamber - Guildhall, Bath

Councillors: Vic Pritchard, Michelle O'Doherty, Ruth Malloy, Andy Wait, Paul May, Liz Hardman, Gerry Curran, Rob Appleyard and Joanna Wright

Co-opted Non-Voting Members: Chris Batten and Kevin Burnett

The Panel will have a pre-meeting at 9.30am



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NOTES:

1. **Inspection of Papers:** Papers are available for inspection as follows:

Council's website: <https://democracy.bathnes.gov.uk/ieDocHome.aspx?bcr=1>

2. **Details of decisions taken at this meeting** can be found in the minutes which will be circulated with the agenda for the next meeting. In the meantime, details can be obtained by contacting as above.

3. **Recording at Meetings:-**

The Openness of Local Government Bodies Regulations 2014 now allows filming and recording by anyone attending a meeting. This is not within the Council's control.

Some of our meetings are webcast. At the start of the meeting, the Chair will confirm if all or part of the meeting is to be filmed. If you would prefer not to be filmed for the webcast, please make yourself known to the camera operators.

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4. **Public Speaking at Meetings**

The Council has a scheme to encourage the public to make their views known at meetings. They may make a statement relevant to what the meeting has power to do. They may also present a petition or a deputation on behalf of a group.

Advance notice is required not less than two full working days before the meeting. This means that for meetings held on Thursdays notice must be received in Democratic Services by 5.00pm the previous Monday.

Further details of the scheme can be found at:

<https://democracy.bathnes.gov.uk/ecCatDisplay.aspx?sch=doc&cat=12942>

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**Children, Adults, Health and Wellbeing Policy Development and Scrutiny Panel -
Tuesday, 5th July, 2022**

at 10.00 am in the Council Chamber - Guildhall, Bath

A G E N D A

1. WELCOME AND INTRODUCTIONS
2. EMERGENCY EVACUATION PROCEDURE

The Chair will draw attention to the emergency evacuation procedure as set out under Note 6.

3. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS
4. DECLARATIONS OF INTEREST

At this point in the meeting declarations of interest are received from Members in any of the agenda items under consideration at the meeting. Members are asked to indicate:

- (a) The agenda item number in which they have an interest to declare.
- (b) The nature of their interest.
- (c) Whether their interest is a **disclosable pecuniary interest** *or* an **other interest**,
(as defined in Part 2, A and B of the Code of Conduct and Rules for Registration of Interests)

Any Member who needs to clarify any matters relating to the declaration of interests is recommended to seek advice from the Council's Monitoring Officer or a member of his staff before the meeting to expedite dealing with the item during the meeting.

5. TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIRMAN
6. ITEMS FROM THE PUBLIC OR COUNCILLORS - TO RECEIVE DEPUTATIONS, STATEMENTS, PETITIONS OR QUESTIONS RELATING TO THE BUSINESS OF THIS MEETING

At the time of publication no notifications had been received.

7. 10.05AM MINUTES: 7TH JUNE 2022 (Pages 7 - 20)
8. 10.15AM CABINET MEMBER UPDATE

The Cabinet Member for Children and Young People, Communities will update the Panel on any relevant issues. Panel members may ask questions on the update provided.

9. 10.30AM BSW CCG UPDATE

The Panel will receive an update from the B&NES, Swindon & Wiltshire Clinical Commissioning Group (BSW CCG) on current issues.

10. 10.45AM CHILDREN'S TRANSFORMATION PLAN & MENTAL HEALTH UPDATE (TO FOLLOW)

11. 11.10AM CHILDREN AND YOUNG PEOPLE'S PARTICIPATION UPDATE (Pages 21 - 32)

The attached report outlines the rationale behind the decision to no longer engage a B&NES young person to be a Member of Youth Parliament and the next steps that will be taken to ensure a wider engagement plan for children and young people.

12. 11.35AM YOUTH JUSTICE PLAN 2022-23 (Pages 33 - 74)

The Plan sets out how services are to be organised and funded and what functions they will carry out to prevent youth offending and re-offending across Bath and North East Somerset.

13. 12.00PM PANEL WORKPLAN (Pages 75 - 78)

This report presents the latest workplan for the Panel. Any suggestions for further items or amendments to the current programme will be logged and scheduled in consultation with the Panel's Chair and supporting officers.

The Committee Administrator for this meeting is Mark Durnford who can be contacted on mark_durnford@bathnes.gov.uk 01225 394458.

BATH AND NORTH EAST SOMERSET

CHILDREN, ADULTS, HEALTH AND WELLBEING POLICY DEVELOPMENT AND SCRUTINY PANEL

Tuesday, 7th June, 2022

Present:- Councillors Michelle O'Doherty (Vice-Chair, in the Chair), Ruth Malloy, Paul May and Liz Hardman

Co-opted Non-Voting Member: Chris Batten

Cabinet Member for Adult Social Care: Councillor Alison Born

Also in attendance: Suzanne Westhead (Director of Adult Social Care), Natalia Lachkou (Assistant Director - Integrated Commissioning), Nicola Hazle (Avon and Wiltshire Mental Health Partnership), Jane Rowland (BSW CCG) and Kate Morton (Bath Mind)

14 WELCOME AND INTRODUCTIONS

In the absence of the Chair, the Vice Chair, Councillor Michelle O'Doherty welcomed everyone to the meeting and acted as Chair for the duration of it.

15 EMERGENCY EVACUATION PROCEDURE

The Chair drew attention to the emergency evacuation procedure.

16 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Councillors Vic Pritchard, Andy Wait, Joanna Wright, Rob Appleyard and Gerry Curran had all sent their apologies to the Panel.

Dr Bryn Bird, B&NES Locality Clinical Chair, BSW CCG had also sent his apologies to the Panel.

17 DECLARATIONS OF INTEREST

There were none.

18 TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIRMAN

There was none.

19 ITEMS FROM THE PUBLIC OR COUNCILLORS - TO RECEIVE DEPUTATIONS, STATEMENTS, PETITIONS OR QUESTIONS RELATING TO THE BUSINESS OF THIS MEETING

There were none.

20 MINUTES: 17TH MAY 2022 (PUBLIC) / 17TH MAY 2022 (EXEMPT)

The Panel confirmed the minutes of the previous meeting as a true record and they were duly signed by the Chair.

21 MENTAL HEALTH UPDATE (AWP)

The Chair invited Nicola Hazle (Avon and Wiltshire Mental Health Partnership), Jane Rowland (BSW CCG) and Kate Morton (Bath Mind) to address the Panel.

Jane Rowland said that they would like to discuss with the Panel the way in which services across B&NES were transforming, gain their views on the approach that has been taken so far and hear any thoughts relating to future plans. She added that it was important to recognise the mental health needs of people post Covid.

Aligning priorities – MH and BSW Model of Care

- Working together to empower people to lead their best life
 - Starting well
 - Living well
 - Ageing well
- Personalised care – We want health and care to be right for every individual – not ‘one size fits all’
- Healthier communities – We want people to live in communities that help them to live healthier lives
- Joined-up local teams – People from the NHS, local authority, third sector and other partners will form teams together and we will have the right teams in your area
- Local specialist services – We will provide more access to routine appointments, tests and treatments closer to where you live
- Specialist centres – Our specialist centres like hospitals will focus less on routine care and more on specialist health and care.

Using digital by default

We will make full use of digital technology and data to improve health and care for people in BSW. We will also make sure that all our teams and services are inclusive for people with limited access to technology.

BSW System: Mental Health Priorities

- Eating disorders – numbers are on the increase
- 16 – 25 years old – What provision is available through the transition into adulthood?

- Personality disorders – Emotional trauma that has affected an individual. Sometimes referred to as Complex Emotional Needs
- Older person services
- Crisis services – Align with ambulance service and 111
- Perinatal Mental Health
- Neurodevelopment / ADHD

Where are we now.....

- Continued need to improve access and referral process – make getting support easier. Integrated approach with third sector and AWP
- Mental Health referrals above pre-Covid levels
- Increase in emotional wellbeing presentations. Increased anxiety in communities –including parental and family anxiety. Impact of wider determinants of Mental Health (e.g, housing, employment, family breakdown, bereavement, returning to school and current financial crisis)
- Priority focus on reduction on Out of Area Placements - a collaborative system response in progress
- Workforce risks – recruitment, retention and sickness. Impact on staff through Covid response and recovery
- Growing trust and confidence between statutory and third sector partners as we develop a different delivery model of care
- Understanding what people, families and staff have thought of the changes we have made and where we need to focus – regular engagement and co-production

B&NES: Key Themes

Nicola Hazle explained to the Panel some of the challenges and what will be seen as different in terms of provision.

High demand across the community services

- New access model where first contact is community not clinical
- Improved access to specialist input and/or advice and guidance via digital platform (indirect improved experience for people)
- Focus on quicker access to intervention rather than assessment via evidence based care pathways

Greater complexity and acuity in presentations to community services

- Improved care coordination/planning due to increased availability of specialist advice/input into cases – Eating disorders, 16-25 and transitions
- People with Severe Mental Illness will have better access to the Annual Health Checks and post check monitoring of their physical health – new model looking to achieve 60% by end 22/23

Increased readmission rates in B&NES with high acuity and complexity across inpatients

- Increased community crisis support available with investment into the Wellbeing House model across BSW
- Improved inpatient experience – e.g. works undertaken at Cedar Ward (B&NES Dementia Care Ward) and Elizabeth Casson House (female PICU)

Increased demand across crisis/urgent care services

- Crisis lines and wellbeing cafes offering a community alternative to clinical response to crisis
- Co-location of health and third sector teams in Acute Hospitals to enable non-clinical contact/follow up support
- Committed to improving services locally – enable availability through telephone, face to face and digital platforms

Staff wellbeing and development

- AWP provider of BSW Wellbeing Matters Hub to provide response to all staff affected by Covid
- B&NES locality Senior Management Team offer monthly Ask Us Anything session to all staff
- Community Mental Health Framework investment in new leadership and apprenticeship roles and training opportunities in B&NES

Demonstrating meaningful impact of services/investment

- Introduction of clinical outcome measures will demonstrate level of change for the person – measurable along care pathway
- Uptake of population health management data will enable targeting of investment/services to known health inequalities

Kate Morton, Bath Mind said that it was heart-warming to see us all now working together and being able to influence how services are provided.

She stated that co-location working has been great for all services involved and that huge in roads are being made in many areas. She added that they are enabling many people to access community services.

The Chair said that it was good to see that the partnership was strong and that she would welcome updates on this issue in the future.

Kate Morton replied that they were in year 2 of 3 for the project and that they were reshaping through their continuing engagement.

Councillor Liz Hardman asked if further comment could be given with regard to the increase in the number of people suffering from eating disorders and the timeliness in terms of when individuals can be seen by a specialist.

Jane Rowland replied that provision for this area of work was supplied by Oxford Health and AWP and that there had been a 13% increase in cases in the past year.

She added that conditions such as anorexia, bulimia and disordered eating would all form part of this work and all require a different type of response.

She said that further funding had recently been received and although they were currently below their target figure for routine referrals within 4 weeks they were hitting their target figure for urgent referrals within 1 week.

She explained that there is an Eating Disorder Steering Group in place and that they are considering how to implement guidelines for these conditions within our services.

She said that where possible they will work with individuals to help manage their condition.

Kate Morton added that early intervention in these matters was critical and said that there is a programme in place to help young people.

Councillor Paul May asked for an example of specialist centres that were situated within B&NES.

Nicola Hazle replied that In-patient mental health services were provided at Hillview Lodge, RUH comprising of the 15 bed Sycamore Ward and the 12 bed Cedar Ward for dementia care. She said that this would have been previously known as Ward 4 at St Martin's Hospital.

She added that B&NES residents could also access services at other sites across BSW, including those for psychiatric services, eating disorders and mother and baby services.

She said that they will work with individuals and families where possible to facilitate admissions and aim to keep them as local as possible. She added that they would use private providers if necessary.

Councillor May asked what controls were in place over private providers.

Nicola Hazle replied that they are regulated by the Care Quality Commission (CQC) and that AWP has a dedicated bed management team to build relationships with local providers.

Councillor May said that he valued the arrangements that were in place to work with 3rd sector groups such as Bath Mind, 3SG, Mentoring Plus and Off The Record.

Kate Morton replied that Bath Mind was one of four providers of mental health services across BSW that includes Swindon & Gloucestershire Mind, Alabare Christian Care & Support and Rethink Mental Illness. She said that a strong collaboration exists and that the aim is to have a network of networks in place.

Councillor May asked what provision was in place for schools locally.

Jane Rowland replied that there were six waves of support in place across BSW, with two within B&NES to support pupils / schools. She added that it was vital to have early access to services.

Councillor May commented on thoroughness of information in the presentation, but asked if some comparable data for B&NES and BSW case numbers could be shared with the Panel.

Jane Rowland replied that they do have data available and would circulate it to the Panel via the Democratic Services Officer.

The Director of Adult Social Care thanked them all for the presentation and said that one element she would like to see in a future report would be a case study / individuals experience and the views of a local expert.

Jane Rowland said that they had welcomed the opportunity to discuss this matter with the Panel. She added that an integration of services was important and that the Local Authority is part of that as well as the NHS.

Councillor May thanked them for all the services that they provide and asked for all staff to be thanked as well.

22 CABINET MEMBER UPDATE

Councillor Alison Born, Cabinet Member for Adult Social Care addressed the Panel, a summary is set out below and a copy of the update will be attached as an online appendix to these minutes.

HCRG Care Group

The main focus of activity since my last report has been on the future of the Community Services contract.

Following the sale of Virgin Care to Twenty 20 Capital and it's re-branding as HCRG, Cabinet and the CCG both had to decide whether to continue with the contract extension agreed in November '21, or to let the contract lapse at the end of the initial 7 year term.

A further detailed options appraisal was undertaken and the decision not to grant the extension was made unanimously at both the Special Cabinet and the CCG governing Body meetings on 26th May.

Work is starting to establish a Transition Team to determine the future shape of services and to manage the transition over the next 21 months. Suzanne Westhead and I will keep this group updated on progress.

Update on system pressures and recruitment to Care posts

The number of Covid patients requiring hospital treatment has at last reduced significantly and the RUH has closed its Covid 19 ward. As a consequence, the social care sector is opening up again and the number of patients delayed in hospital is also reducing. I hope to be able to report further improvements in my next report but we are aware of people still catching Covid so the situation remains uncertain. In addition in the last week all our care homes are back open to admission and for the first time in over two years have no new declared cases.

Good progress is being made on recruitment to the in-house home care service such that a soft start will be achieved on the 6th of June as new recruits begin their induction. The service is being named United Care B&NES (UCB) and we look forward to an official launch in a couple of week time.

A new tender has also successfully secured additional homecare hours in the private sector and we hope the combination of UCB and this tender will offer some significant support to the care and health system.

Staffing Update - Adult Social Care

I have provided information on a number of additions to the senior team in recent months and am pleased to report that Ann Smith has been appointed to the AD Operations post and will be joining us shortly.

In addition, Vicki Allan will be joining on 4th July as the permanent Senior Commissioning Manager for Specialist Commissioning.

Englishcombe Lane Site

We are continuing to progress proposals relating to a limited supported housing development for this site and a paper will be presented to Cabinet this month.

Councillor Liz Hardman commented that it was good to see that option three had been chosen regarding the future of the Community Health and Care Services contract. She added that it is particularly pleasing that the opportunity will be taken to explore bringing services in house. She asked as there would be no procurement costs to the Council for this, would this result in a significant saving for the Council?

Councillor Born replied that bringing services in house was under consideration and if progressed a saving in relation to procurement would be possible.

Councillor Paul May said that he welcomed the Panel being involved prior to the Cabinet decision being taken. He asked that when the Panel receives a report on the future plans that both in house options and third sector involvement are included.

The Director for Adult Social Care replied that project management plans were being devised and new model options were being assessed. She added that key principles for the service were also being developed.

She informed the Panel that officers were expected to bring a timeline for key events to Cabinet in September 2022 and that they would then seek to bring model options back to the Panel after that.

Councillor May said that he believed the Panel can add value to the process. He added that he would also like to understand further our involvement with the commissioning of 3rd sector services.

The Director for Adult Social Care replied that this was something that they could look to do later in the year when the model options are presented.

The Chair thanked Councillor Born for her update on behalf of the Panel.

23 BSW CCG UPDATE

The Chair introduced the report to the Panel and explained that Dr Bird was unable to attend would therefore respond in writing to any questions. A copy of the update will be attached as an online appendix to these minutes.

The Director of Adult Social Care referred to the question that had been submitted in advance by Councillor Liz Hardman and said that she had drafted a response that had been shared with Dr Bird.

Councillor Hardman's question was as follows.

It was good to see that the BSW CCG group also decided not to extend the health and social care services contract to HCRG. I notice that you are looking at the opportunity to explore integrating adult social care staff and third sector commissioning back into the council. As well as ensuring that the ownership of the contract will not change as happened with HCRG, can this be organised to start as the current contract ends?

The Director of Adult Social Care replied that commissioners will be undertaking a full options appraisal on which services will be recommended to either be in-housed or continue to be commissioned to an external provider. She said that the review will determine if there is a requirement for future commissioning of some Council funded services and the appropriate procurement process to be adopted, this will have a specific focus on sub-contracted services that are in the HCRG Care Group contract.

She added that the Council will review any future contractual arrangements to minimise any risks associated with the sale of the business within the contractual term. However, any company is unlikely to accept a contract clause that prohibits them from selling the business to fulfil their own business strategy.

24 QUARTERLY REPORT ON ADULT SOCIAL CARE

The Assistant Director for Integrated Commissioning introduced the report to the Panel and highlighted the following areas from within it.

The national picture

The Health and Care Act received royal ascent on 3rd May 2022 and laid down legislative foundations for an ambitious programme of national reform of Adult Social Care.

The Build Back Better programme aims to create a sustainable adult social care system that is fit for the future. It introduces new charging reforms for people who use social care and brings new statutory duties for local authorities. The programme has entered first phase of implementation, which means we will need more social workers, more financial assessors, and a new system to help ensure we support more people financially from April 2023.

Liberty Protection Safeguards (LPS) – a framework that will replace the Deprivation of Liberty (DoLs) – has now finished its parliamentary journey. Liberty Protection Safeguards will apply to everyone from the age of 16 years. While DoLs applies only to people in care homes and hospital, LPS will apply to people in supported accommodation, shared lives, and their own homes. New code of practice is currently out for public consultation until 4th July 2022. Government confirmed its intention to set a new fixed date for Liberty Protection Safeguards implementation post consultation to ensure that there is adequate time for implementation.

New Care Quality Commission (CQC) inspection regime for Adult Social Care (also referred to as Assurance framework) is expected to mirror the Ofsted inspection process and will begin in April 2023. The Adult Social Care Outcomes Framework that is being currently used to measure and compare performance of local authorities has been refreshed and is expected to be implemented alongside the new assurance framework. This means that we would need to have new performance management systems in place, with greater use of Business Intelligence tools, and develop more mature capability to evaluate customer experience, and evidence outcomes and impact at an individual, locality and system level.

The local picture

Health and Social Care Integration to join up care for people, place and population is continuing at pace nationally and locally. On 1st July 2022, the Banes, Swindon, and Wiltshire (BSW) CCG will be subsumed into the BSW Integrated Care System.

Recruitment to senior leadership posts in the new system is well advanced, with a new team of senior leaders joining over the next two months. New governance arrangements, such as the Integrated Care Board and the Integrated Care Alliance are beginning to take shape, with system partners frequently coming together to collaborate to develop new ways of working at place and population level. Our close working with the NHS and our wider community partners ensures we continue to promote, maintain, and enhance people's wellbeing and independence so that they are healthier, stronger, more resilient, and less reliant in the future on

formal social care services. Doing this is better for people in terms of their longer-term outcomes and better for B&NES Council to help make funding go further. It is also better for system health partners as it will help reduce hospital admissions and the length of stay, and shift system focus from urgent care to anticipatory and community care.

Financial position

At the end of quarter three of 2021/22 financial year the forecast position for Adult Social Care is an underspend variance of £2.65m. This reflects the reduced number of package placements seen during 2020/21 which continued into 2021/22. Health funding arrangements have been extended to cover the second half of 2021/22 therefore, the impact of the expected demand from the ending of these arrangements has been reduced. These arrangements ended at the end of 2021/22 financial year and discussions have commenced across the health and social care system regarding ongoing requirements in 2022-23. The final outturn position for 2021/22 is being finalised and will be fully reported in July.

Performance update

Adult Social Care performance is measured routinely and compared annually between local authorities against a national set of indicators included in the Adult Social Care Outcomes Framework and the annual statutory Short and Long Term (SALT) Support performance report. B&NES SALT report for 2021/22 has been submitted earlier this month. National benchmarking data would be made available later in the year and will be included in future updates.

The service also routinely monitors its performance across a range of operational indicators, four of which form part of the strategic indicators reported to Cabinet monthly. Quarter 4 performance against these indications shows positive performance against the safeguarding and admissions to care homes measures, with variable performance against the reablement and reviews measures.

Risks

Adult Social Care service is facing several significant risks:

The impact of the pandemic has increased pressure on funding. Some of the pressure was mitigated by additional government funding but this ended in March 2022. However, some of the consequences of the pandemic have increased current financial pressures. Some of this increase may be temporary but underlying pressures are expected to build because of demographic changes, the long-term impact of COVID-19, rising care costs and the impact of Social Care Reforms. The service is continuing to face persisting challenges in terms of our ability to attract, recruit, develop and sustain enough staff across a range of key roles, such as social workers, occupational therapists, Best Interest Assessors, financial assessors, and administrators. Local challenges are replicated across the health and social care system, and mirror national and, for some roles (i.e., therapists), international challenges. These skills shortages are one of the biggest challenges we

face in providing a high quality and timely response across the health and social care system.

There is a risk that the service won't have sufficient resources, time, and capability to prepare for and implement several strands of the Social Care Reforms simultaneously.

These risks are being mitigated through the work of the dedicated project team leading the preparation for the Building Back Better reforms and the process and system re-design projects that are delivering improvements to the adult social care case management and financial systems.

The Chair commented that the scale of work involved was clear for all to see. She asked how risks are being managed.

The Director for Adult Social Care replied that the service has a risk register which is reviewed on a regular basis. She added that this could be shared with the Panel when the next version of the update report is published.

Councillor Liz Hardman asked to what extent will the local authority be unable to deliver several strands of the social care reforms, given the limitations set out in the report and what are the main areas that are at risk.

The Assistant Director for Integrated Commissioning replied that priorities are being assessed weekly and that the Council has done some technical commissioning to attempt to plan ahead to enable resources are available.

She added that things such as the Care Quality Commission (CQC) inspection would have to take place no matter what and said that if the Liberty Protection Safeguards work was brought forward it would be a real challenge in terms of recruitment.

The Director for Adult Social Care said that a focus on business as usual remains in place alongside plans to develop the new model of Community Health & Care services. She added that some additional resources will be available nationally through the Government for work within Build Back Better.

Councillor Paul May said that alongside the dashboard he would have welcomed a form of knowledge statement that could give a commentary to the data that was shown. He also asked what the reaction from HCRG had been following the decision made by Cabinet.

The Director for Adult Social Care replied that reaction had been mixed, with some staff delighted at the decision and members of the management team being surprised. She said that she was also aware of some anxiety among staff.

She added that she was aware that HCRG had issued a statement regarding the decision and called on staff to continue their good work and to keep our services safe.

She said that Councillor Born meets with the Managing Director regularly and that extra resources have been put in place in respect of contract management.

Councillor May asked what impact Discharge to Assess will have on the contract.

The Director for Adult Social Care replied that funding for Discharge to Assess was set to continue for a year locally and that they were working on plans for the future.

Councillor Ruth Malloy asked which Universities were involved in the BSW Academy.

The Director for Adult Social Care replied that both Bath Universities were involved and that recently Dr. Sarah Green had been appointed BSW Academy Director. She added that there was to be an initial focus to recruit, retain and train the Domiciliary Care workforce and that an intern service was being provided at the RUH.

She said that further information on the Academy could be provided in a future report and that possibly Dr Green could be invited to attend.

The Chair stated that she liked this format of reporting and looked forward to the next version that would include the Risk Register and information relating to the BSW Academy.

The Panel **RESOLVED** to note the content of the report.

25 PANEL WORKPLAN

The Chair introduced this item to the Panel and asked if they had any proposals for future agenda items.

Councillor Paul May suggested that the Panel receives a report on School Performance / Closing the gap.

Councillor Ruth Malloy proposed that the Panel has a report on the interaction between the Ambulance Service and the RUH.

The Director of Adult Social Care commented that she believed that the Chief Executive / Chief Operating Officer of the RUH would like to attend a future meeting.

Councillor Liz Hardman said that she would like the Panel to receive further information in relation to Children Missing Education.

Councillor May said that he wanted the Panel to have a discussion on the overall education picture locally and possibly invite a Chief Executive from a large Academy to attend a future meeting.

Councillor Hardman suggested that a representative from the Schools Standards Board be invited to a future meeting.

Councillor Alison Born reminded the Panel that there would likely be an update on the Community Health and Care Services contract in September.

The Chair thanked everyone for their suggestions and said they would be discussed when setting future agendas.

The Panel **RESOLVED** to note the workplan as printed.

The meeting ended at 11.42 am

Chair(person)

Date Confirmed and Signed

Prepared by Democratic Services

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Bath & North East Somerset Council		
MEETING/ DECISION MAKER:	Children, Adults, Health & Wellbeing Policy Development & Scrutiny Panel	
MEETING/ DECISION DATE:	5th July 2022	<small>EXECUTIVE FORWARD PLAN REFERENCE:</small>
TITLE:	Update on model of Children and Young People's Participation	
WARD:	All	
AN OPEN PUBLIC ITEM		
<p>List of attachments to this report:</p> <p>Off the Record Report attached as Appendix 1</p> <p>Report on Youth Networking event attached as Appendix 2</p> <p>Participation on a Page attached as Appendix 3</p>		

1 THE ISSUE

- 1.1 To note the review undertaken by Off the Record (OTR) in relation to support of and delivery of the Member of Youth Parliament in B&NES.
- 1.2 To note the changes of the delivery model in the last 18 months.
- 1.3 To consider and approve the proposed new delivery model for Children and Young People's Participation in B&NES.

2 RECOMMENDATION

- 2.1 The Panel is asked to note and approve the changed approach proposed by Off The Record to the restructure of the B&NES Youth Forum.
- 2.2 The proposed changed approach has been endorsed by B&NES commissioner

3 THE REPORT

- 3.1 The attached report outlines the rationale behind the decision to no longer engage a B&NES young person to be a Member of Youth Parliament and the next steps that will be taken to ensure a wider engagement plan for children and young people.

4 STATUTORY CONSIDERATIONS

- 4.1 Off the Record's delivery of children and young people's participation/Youth Forum Service contributes towards meeting the statutory duties of the Council in respect of Children Social Care, Health, and SEND (Special needs and disabilities) needs.

5 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 5.1 The current contract with Off The Record (OTR) 2021-2024 will be delivered within the current financial envelope.

6 RISK MANAGEMENT

- 6.1 A risk assessment related to the issue and recommendations has been undertaken, in compliance with the Council's decision making risk management guidance. There are no associated risks with this report. OTR will continue to be monitored on a quarterly basis.

7 EQUALITIES

- 7.1 An Equalities Impact Assessment (EIA) has not been carried out but all the service users group at Off The Record (OFR) are supported to be fully inclusive of all the needs of those young people in attendance.

8 CLIMATE CHANGE

- 8.1 Climate change is one of the key campaigning issues for the Youth Forum. The model is expected to have a positive impact on climate change and by closer working partnership working on climate issues the Youth Forum can assist the council in delivering on net zero commitments.

9 OTHER OPTIONS CONSIDERED

- 9.1 None

10 CONSULTATION

- 10.1 The outline for this proposal has formed part of an initial discussion with Cllr Dine Romero and the Localities Officer for Communities. The Youth Forum had several meetings with the outgoing MYP and the Youth Forum and discussed fully the need and implications of any changes made to the way they operate as group. The S151 Officer and Monitoring Officer have also been consulted with as part of this proposal.

Contact person	Sarah McCluskey – Sarah McCluskey@bathnes.gov.uk 01225 394464
Background papers	
Please contact the report author if you need to access this report in an alternative format	



B&NES Youth Forum:

Rationale for transitioning away from the British Youth Council UK Youth Parliament model

Participation with young people update.

Introduction:

Since 2015 B&NES has had a contract with Off the Record (OTR) to deliver a service which supports Participation of Children and Young People.

There are two groups of Young People that OTR work with to deliver this work:

1. Children and Young People in Care, by giving a voice to Children Looked After (CLA) and Care Experienced young people by encouraging them, with the support of children's social care, to attend the In Care Council groups. This work is not the focus of this report and continues to be delivered very successfully, as was highlighted in the recent Ofsted report
2. The Youth Forum – The focus of this report
OTR had been a member of The British Youth Council (BYC) www.byc.org.uk. The BYC encourages Local Authorities to elect a local Member of Youth Parliament (MYP) and as the local provider of the Participation service OTR has successfully supported 5 young people in this role. However, the work involved in supporting that one individual is significant, time consuming and could be seen as not truly representative of the views of all young people in B&NES. OTR can still support the UKMP elections in B&NES and the national survey Make your Mark (MYM) <https://www.byc.org.uk/uk/uk-youth-parliament/make-your-mark> by promoting them through its networks.

During late 2021 OTR consulted with the Youth Forum and the B&NES Strategic Commissioning Officer and took the decision to review the role of the MYP. to withdraw from the British Youth Council (BYC) in early 2022. This decision was in part due to individual pressures experienced by the recent incumbents of the role of MYP and the impact of COVID. the decision was taken to review the role of MYP. It was felt that the BYC Youth Parliament model tends to centre around one elected MYP and not a wider group of young people.

NB *It is interesting to note that BYC acknowledge and respect that some do not have an MYP. BYC membership has declined from 214 member organisations in 2016, to 161 as of March 2021*

Key principles underpinning the Youth Forum's transition away from the BYC MYP model:

- The Youth Forum is committed to increasing and diversifying the number of young People engaging with the service.
- The Youth Forum will seek to ensure that the 'workload' is divided equally among participants where possible. – (Whilst empowering, the BYC model has tended to make the MYP and their deputy feel overwhelmed by the hours and labour involved at a time when they are usually in full-time education, employment, or training, this has then led to other Youth Forum members



not feeling there is enough for them to get involved with)

- OTR's additional staff capacity, created from no longer overseeing the MYP elections and MYM, will be used to increase and diversify the number of participants in the Youth Forum, and to maximise opportunities for their meaningful participation in local and national decisions that affect them.

Youth Forum participants' voices:

The transition has been youth-led from the start. The key theme that emerged as being important to participants was having a more inclusive, bigger Youth Forum that collaborates with other similar groups in B&NES. The group's feeling was consistently over time that this would be more possible by transitioning away from the BYC/UKYP. They fed back that they:

- Found MYM overly time-consuming, and the role of MYPs disappointingly un-inclusive and sometimes '*stressful*'
- Were very keen for more collaboration and want to meet other local participation groups in-person – '*Inclusivity is always welcome, & I would like to have more collaboration, as it can lead to us doing more useful & wanted projects.*'
- Would like to recruit more young people into the Youth Forum, especially '*unheard voices*' – '*I feel as if in the past youth forum has not been that accessible/inclusive [the MYP elections had attracted a somewhat narrow pool of participants - 'being inclusive is probably the most important thing.'*'
- Would like '*A faster development of campaigns*'
- The purpose of the Youth Forum is to '*To bring a community of young people together to get voices and opinions heard*' and '*To help effect small scale change within the local community*'

Participation of young people in B&NES

In Oct 2021 there was a Youth Engagement Webinar hosted by Cllr Dine Romero, which focused on some initial discussion as to how to start engaging young people with the work of the Council. Following this OTR co-facilitated a *networking event with Bath Mind in Feb 2022 where young people from several organisations and groups showcased their work, and forged links with each other. A similar event is planned for Oct half term

*see Appendix 2

There is a newly formed Bath Student Parliament <https://www.schoolstogether.org/case-studies/bath-student-parliament/> where students from 12 Bath Secondary Schools meet on a termly basis with the aim of giving students a voice and agreeing to work together on common priorities.

There are variety of positive models that B&NES Council can use to engage with young people. There are the service user groups who are engaged with our commissioned providers, online surveys, and by hosting webinars.

*Appendix 3 is a 'Participation on a Page' overview of how we engage with our young people.




It should be noted that since January 2022 the Youth Forum has already begun to progress some new work:

- Three new regular participants have joined as of 20/5/22, all from at least one community that often experience marginalisation
- A youth-led process to decide on the group's first project of 2022: organising a B&NES Youth Pride event to combat isolation faced by many young LGBT+ people
- Growing peer facilitating in (and outside of) sessions
- Partnership being made with various other youth participation groups in the South-West, including a recent visit to Keynsham Now Youth Council to look at their model.
- Proactive discussions about attracting new participants and the sharing the benefits of taking part in the Youth Forum.
- Undertaking tangible, local, youth projects/campaigns that they can make progress on.

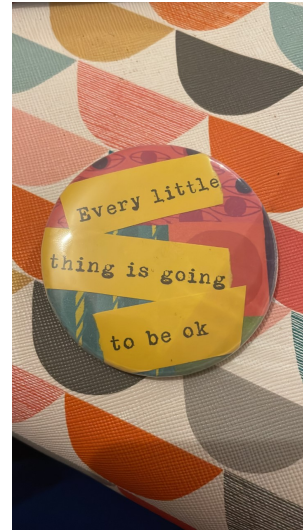
Next steps:

- Doing local campaigns/projects, starting with a B&NES Youth Pride Event (which will hopefully also help to engage new participants)
- Taking a youth-led approach to recruitment of more marginalised young people, informed by OTR's survey of young people on how best to do this.
- Seeking to build on and further collaborate with other B&NES and beyond youth participation groups, including Keynsham Now and Bath MIND.
- Supporting the development and expansion of Bath Student Parliament
- The Youth Forum are meeting (possibly along with representatives from other Bath youth groups) with Cllr's in July to discuss how they might be better involved with, and be able to influence, councils' processes and will have a tour of the Guildhall!!

For more information, please go to www.offtherecord-banes.co.uk/youth-forum, follow  on Instagram [youthforumbanes](https://www.instagram.com/youthforumbanes) or email oweneverett@offtherecord-banes.co.uk

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What's Next? Youth Sharing Event Development Suggestions & Evaluation



“Fantastic, inspiring, fun, Excellent event - do more and more.”

On 17th February youth organisations around Bath came together at Bath Royal Scientific & Literary Institute to share the work, organisations and projects they were involved with. Young people presented to an audience of peers. The event was attended by key youth stakeholders including Rachel Potter from Kooth, Sarah McCluskey, (Strategic Commissioner Officer, Complex Care and Targeted Support Team); Clare Laker, (Public Health Development and Commissioning Manager) Dine Romero (Cabinet Member for Children and Young People, Communities and Culture) and Gill Welsh (CAMHS).

Youth Attendees consisted representatives from:

- The Care Experience Council (Off the Record)
- Bath Student Parliament
- Off the Record Youth Forum
- Wellbeing Ambassadors Oldfield School - room627.com
- Boys in Mind; Girls Mind Too
- CAMHS Participation Team
- Black Families Education Support Group
- Youth Connect South West

Apologies were sent in from

- The Carers Centre (Young Carers)
- Mentoring Plus
- Project 28 (DHI). They sent in a short film which was played.

Thomas Garner, Youth Form Participant, volunteered to be the journalist for the event. He has written an excellent summary of the event. Well done Thomas!

<https://www.offtherecord-banes.co.uk/news-content/as-young-people-we-are-the-future>

What's Next Suggestions

1. Set up a What's App Group for the young people attending, and or adults, to share opportunities relevant to the group and event/activity information.
2. Liaise with the Council & Dine Romero to establish how we can set up a council tour/ engagement activity. Ideas could include:

-Youth Sharing Members somehow get a glimpse of the council in action!

- Attend the Council for a 1/2 day or an evening (or whatever is realistic) to find out what happens in as many departments as possible (walk in my shoes type style); see how money is spent, what the conflicting priorities are, how hard the decisions can be.... Link with Dine Romero. Attend a joined up cross cabinet type meeting? Or H&Wellbeing Meeting to see decisions needing to be taken in action?
- Or 2 young people shadow different people for 2 hours in their day - everyone comes back to feed back...?
- Or adults set up a meeting with an agenda of the typical things they may need to discuss in relation to 'young people' and invite young people?
- Or a virtual meeting (using google jam board) with a theme?
- Or councillor speed dating event - find out what people do in their role/ask questions
- Dine with Dine (and possibly some others) and ask questions

3. Summer Session: A creative, sharing session in nice surroundings - a bell tent (in a school - you can hire one from St Stephens Church?), or lovely school hall, with creative facilitators to explore lots of topical themes - suggested style: simple - discursive workshops e.g. What does it mean to be Transgender today in Bath? What does it mean to be?.....race & equality; climate action etc. *Could Bath Student Parliament host?*

4. Youth Action Week in November - do something. Youth designed themes and led by young people. (Usually last week in November) and or World Mental Health Day- 10th Oct.

Can we access £2000 - £3000 from somewhere to make these next two events happen? It would be great if young people can hold & manage the budget?

Exit Ticket Comments:

- "Unjudgemental, safe space. We should do more."
- "Fantastic, inspiring, fun, Excellent event - do more and more."
- "Connection, communication, listening. Really good opportunity to link with others and hear about what's going on. A sense of purpose for young people."



- "Inspiring, creative, brilliant. Would love to see more of these and opportunities to link in and keep in touch with other YP groups. Hope."

- "Great, impressive, insightful. Very wonderful collection of young people and organisations. Mental Health is a big need. Good to see youth orgs responsive to that need."

- "I was also able to gain a lot from it as well as everyone else, such as possible new opportunities if I reach out to the groups that were there, but it was also simply amazing to hear that my generation was so active in supporting mental health and other issues that I also feel strongly about! I loved the creativity you allowed every group, though most of them opted for presentation, I can imagine it being a huge relief as one of the groups to have the freedom you allowed. Overall it was such a nice atmosphere, great people, discussions, and food! Also quite random, but I liked the location/room we were in."

Partner comments via email:

- "We are very keen to ensure a longer lasting structure for young people to participate and influence local decision making – there seem to be lots of attempts to do this but this one seems to have hit the spot with participation!"

- "Thank you so much for a fantastic evening... It was a very informative evening and it was great to hear about so many innovative projects. Thank you also for your generous provision in terms of hospitality (everyone was so welcoming and the food was just delicious)!"

- "Thank you very much once again for hosting the event and inviting us - we look forward to hopefully finding opportunities to work together with many of these groups in the future!"

- "Will and Fedi both really enjoyed the event and have made some really useful connections."

- "The event was such a success, we all thought! Lots of the young people were buzzing afterwards – about the chance to share about their groups and meet others doing awesome things (and about the food!)"

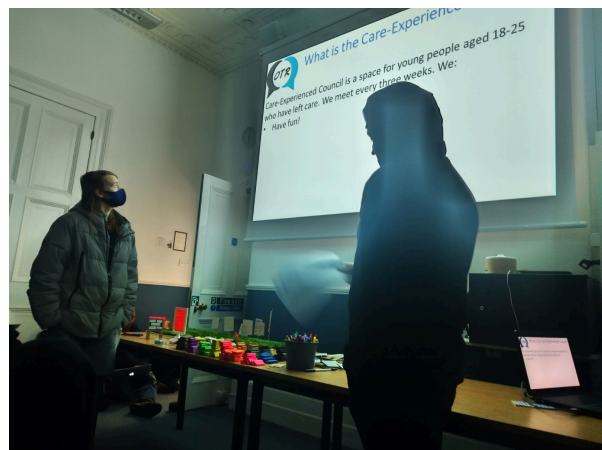
- "I know from talking to Owen and Charlotte from Off the Record that they and other organisations are keen to partner up on further projects that young people have identified as being important to them."

- "It was lovely to hear them talk so passionately about their projects. I enjoyed being there and chatting with everyone, these things hardly ever stick to a plan and are usually the better for it."

- "...A lot of the young people there connected, so hopefully there will be partnerships between them going forward. It's definitely worth running a similar session again, in my opinion. I'd love to be involved if you do."

Good Bits & Things to do Better/reflections:

- The food from Lunch Box seemed to go down really well - use again (depending on budget).
- The creative session could have been encouraged more (maybe this was to do with room layout) & we should have left time to bring it together more.
- Choose a larger venue next time (we were unsure of attendance on this first meeting). This space was restrictive for networking and movement.
- Ensure all presentations are sent in, in advance, to make the tech side run more smoothly.
- Enable more time at the end for a better, more quality 'wrap up' & conversations.
- Enable everyone to say who they are/who is present themselves at the start of the event (we meant to do this and forgot!).
- Use a different taxi company (book community transport).
- People have commented on the relaxed, welcoming atmosphere.
- Consider if some of the content for videos/presentations/conversations was age appropriate and whether we may need to think differently about this next time.



Children and Young People’s Participation in B&NES

Participation – Voice of the Child

Feedback and review from cyp at all stages in key decision making - Clear thread of the ‘Voice of the Child’ feeds into assessments and reports

Participation of Young People in:

- Single Agency Assessments/Early Help
- Statutory Social Care Assessments
- Pathway Plans
- DCT / CIN / CP Plans / IRO reviews
- PEP’s – Virtual School
- EHC Plans/ reviews 0-14, 14-25



**Participation –
Strategic Commissioning**

**Participation Contract 2021-2024
Off the Record (OTR)**

- In Care Councils, (Junior, Senior, Care Leavers)
- Young Ambassadors work across Social Care and OTR

Report to

- Corporate Parents
- BCSSP

Involved with

- Consultations/Recruitment/Training

Youth Forum:

- Inclusive group of yp aged 11 -18
- Involved with LA/Health Consultations and Commissions
- Local campaign work

Report to:

- Youth Forum inputs into the CYP Sub Committee of H&WBB and reports to BCSSP Annually

**Other B&NES commissioned cyp
service user groups**

- Mentoring Plus
- Young Carers
- Black Families
- Southside Advocates
- Youth Connect
- CAMHS Participation
- Short Breaks



Participation – B&NES wide

- Equality (E) –Teams in Primary and Secondary Schools –PSHE/Pastoral Leads
- School Councils –PSHE/Pastoral Leads
- Keynsham Now (Youth Town Council)
- Bath Student Parliament

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Bath & North East Somerset Council		
MEETING/ DECISION MAKER:	Children, Adults, Health and Wellbeing Policy, Development and Scrutiny Panel	
MEETING/ DECISION DATE:	5 July 2022	EXECUTIVE FORWARD PLAN REFERENCE:
TITLE:	Youth Justice Plan	
WARD:	All	
AN OPEN PUBLIC ITEM		
List of attachments to this report:		
Youth Justice Plan 2022-23		

1 THE ISSUE

1.1 The Local Authority has a statutory duty, in partnership with Health, Police and Probation, to produce an annual Youth Justice Plan. The Plan sets out how services are to be organised and funded and what functions they will carry out to prevent youth offending and re-offending across Bath and North East Somerset. The Plan is presented to Cabinet and then Council for approval and is submitted to the national Youth Justice Board (YJB).

2 RECOMMENDATION

2.1 The Panel is asked to note and comment on plans for delivery of youth justice services in the year ahead.

3 THE REPORT

3.1 The principal, statutory aim of the youth justice system is to prevent youth offending by 10-17 year olds. The Youth Justice Plan includes the latest performance indicators for work with children at risk of offending and re-offending and sets out how services will be resourced and delivered in 2022-23.

3.2 Actions in the work plan will help to make Bath and North East Somerset a safer place and support children to lead crime-free lives with better prospects for their futures.

3.3 The draft Youth Justice Plan 2022-23 is attached as an appendix to this report.

4 STATUTORY CONSIDERATIONS

- 4.1 Preparation of a Youth Justice Plan is required under Section 40 of the Crime and Disorder Act 1998. The national Youth Justice Board for England and Wales has published guidelines for its completion and submission.
- 4.2 All work with children at risk of offending or re-offending takes full account of their status as children before their status as potential offenders and prioritises safeguarding them within their communities as well as in their family settings.

5 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 5.1 The Council is the lead partner in the multi-agency arrangements to prevent youth offending, working closely with Police, Probation and Health services. All partners participate in responsibility for resourcing the Youth Offending Service. The Council makes the greatest contribution, together with significant in-kind support including access to buildings and finance, IT and human resources support. In 2022-23, the Council will contribute £425,192 for staffing and to the pooled budget, as part of a total budget of £775,263.¹ This represents a small reduction of £1,249 resulting from additional contributions to national insurance and salary increases and reductions for salary turnover, as allocated to all budgets. The contribution is within the existing Council approved budget.
- 5.2 The work of the Service also depends on a core national grant from the Ministry of Justice, via the Youth Justice Board. At the time of preparing this report, the grant allocation was still awaiting Ministerial sign off but commitment has been given that the YJB grant will not reduce from last year, and it has been suggested there may be an increase. Additionally, the Ministry of Justice delegates funding via the Youth Custody Service, to pay for secure remand places for children, when needed; this amount has not been announced yet, either. The Police and Crime Commissioner's direct contribution continues to be £10,217.
- 5.3 Submission of a Youth Justice Plan and quarterly data returns are conditions for receipt of the Youth Justice Board grant.

6 RISK MANAGEMENT

- 6.1 A risk assessment related to the issue and recommendations has been undertaken, in compliance with the Council's decision making risk management guidance.
- 6.2 A summary of challenges and risks is contained within the Youth Justice Plan.

7 EQUALITIES

- 7.1 An Equalities Impact Assessment has been undertaken and it has confirmed workstreams already identified within the Youth Justice Plan including:
- addressing disproportionality amongst children from Black, Asian and Minority Ethnic backgrounds and children with Special Educational Needs
 - enquiring into the reducing number of girls entering the youth justice system and whether the needs of girls who have offended are being met

¹ Contributions from Probation, Health and the YJB are yet to be confirmed but the total budget will be no lower than this, which is based on 2021-22.

- increasing the proportion of staff who have had relevant in-year training.

8 CLIMATE CHANGE

8.1 A number of children who work with the Youth Offending Service undertake community reparation projects to help develop their understanding of the harm they have caused others and to make indirect amends. These projects include working with local organisations which improve the environment and animal welfare, and working on the Service's own allotment. This work helps improve the environment and may make a small contribution to the achievement of carbon neutrality by 2030.

9 OTHER OPTIONS CONSIDERED

9.1 None

10 CONSULTATION

10.1 This report will be submitted for approval by the Section 151 Officer and Monitoring Officer.

10.2 The Youth Justice Plan draws on feedback from children who worked with the Youth Offending Service during 2021, and from their parents/carers.

10.3 The Plan has been consulted with the Youth Offending Service Management Board and members of the Youth Offending Service itself. Feedback from the Custody Review Panel has been incorporated.

Contact person	Sally Churchyard, Head of Young People's Prevention Services and the Violence Reduction Unit Sally_Churchyard@bathnes.gov.uk Mobile: 07980 998711
Background papers	None
Please contact the report author if you need to access this report in an alternative format	

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Bath and North East Somerset Youth Justice Plan 2022-23



Service	Bath and North East Somerset Youth Offending Service
Head of Service	Sally Churchyard, Head of Young People's Prevention Service
Chair of Board	Mary Kearney-Knowles, Director of Children and Education

Contents	Page
1. Introduction, vision and strategy	3
2. Local context	4
3. Child first	5
4. Voice of the child	6
5. Governance, leadership and partnership arrangements	6
6. Resources and services	9
7. Progress on previous plan	9
8. Performance and priorities	10
9. National standards	19
10.Challenges, risks and issues	20
11.Service improvement plan	21
12.Evidence-based practice and innovation	22
13.Work plan	23
14. Approval and sign off	26

Appendices:

- ❖ Management Board membership
- ❖ Service structure chart
- ❖ Staff individual characteristics
- ❖ Resources summary
- ❖ Review of Service Business and Improvement Plan 2021-22
- ❖ Feedback from Out of Court Disposal self-assessment
- ❖ Feedback
- ❖ Glossary

Cover picture: Koestler Arts Awards 2021 Bronze Award winning photograph taken by a B&NES child on the theme of "Lockdown Windows." It also pays tribute to a recently retired colleague.

1. Introduction, Vision and Strategy

Children caught up in the youth justice system, whether harmed by others and/or as a consequence of their own behaviour, are amongst the most vulnerable in Bath and North East Somerset. Some are already known to wider children's services including Children's Social Care, because of the difficulties they face; others may find it hard to access education and health services and do not benefit from the full universal support intended to give all children a good start in life. This has only been made harder by two years of a national pandemic.

A new Council Corporate Strategy 2020-2024 has been collaboratively developed that sets out our overarching purpose, to 'improve people's lives.' There are two core policies: tackling the climate emergency and giving people a bigger say. In addition, three principles translate our purpose into commitments; we want to prepare for the future, deliver for local residents and focus on prevention. The vision for all children and young people is that they live in safe, happy and healthy families and communities. Important components of this are:

- Improving children's lives through strong relationships and positive connections at the earliest opportunity
- Building strong foundations for children's futures
- The right help at the right time by the right service
- Leaders and managers to inspire and support staff to do their best for our children

This is consistent with the ambition in the local Children and Young People's Plan for all children to enjoy their childhood and be well prepared for adult life including by keeping safe, keeping healthy, having fair life chances and by being engaged citizens within their own community. This is underpinned by a commitment to support parents/carers to take responsibility for understanding and meeting their children's needs, enjoying their childhood with them and preparing them for adult life. The local Community Safety and Safeguarding Partnership also upholds the importance of 'think family, think community.'

The Youth Offending Service's work is set firmly within this context. Specifically, it works to a statutory responsibility to prevent youth offending and does this in a very particular way by regarding children as children first and only secondarily as people who have offended. This includes providing age-appropriate and often bespoke services and helping them to build on their strengths to make positive changes and plan positive futures. Work with them takes full account of their individual stories including any adverse childhood experiences, discrimination and/or exploitation by others. At the same time, the impact of children's offending on individuals and communities is recognised and the YOS seeks to give those harmed a voice and opportunity to become involved in restorative work.

Priorities for the year ahead are to strengthen participation, respond to recent learning about disproportionality in the youth justice system, embed trauma informed and systemic practice in the work of all staff and continue the journey of recovery from the Covid-19 pandemic. These will all support the statutory responsibility to prevent children's offending and contribute towards building safer communities for all.

This Plan has been written in accordance with the Crime and Disorder Act 1998 and national guidance from the Youth Justice Board and sets out how services to prevent youth offending will be provided and resourced locally in 2022-23. It will be submitted to the YJB and published in accordance with the directions of the Secretary of State. It draws on feedback from children, their parents/carers and those harmed by their offending and our learning in delivering youth justice services through a pandemic lockdown and its aftermath. It has been developed and agreed by partners in the Youth Offending Service and its Management Board.

2. Local Context

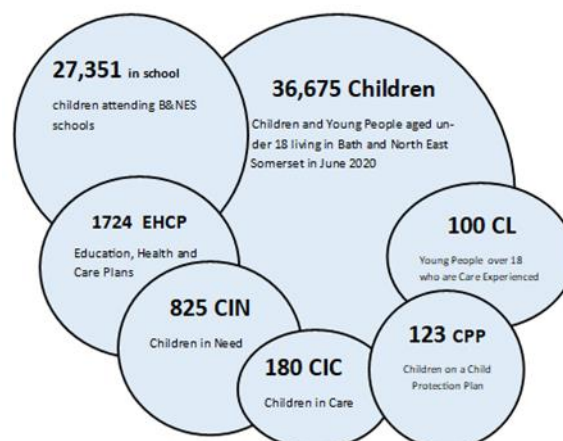
Bath and North East Somerset (B&NES) was formed in 1996 as a small Unitary Authority, covering approximately 135 square miles. In mid-2019 there were 193,282 residents and the Office for National Statistics projects that the population will increase to 202,821 by 2030, an increase of nearly 5% from 2020.

Bath forms the main urban centre, acting as the commercial and recreational centre of the district, where just over 50% of the population live. It is one of the few cities in the world to be named a UNESCO World Heritage Site. Keynsham lies to the west of Bath, a traditional market town with a population of just over 9% of the total population of B&NES. Midsomer Norton and Radstock are small historic market towns, located in the south of the district with approximately 6% of the total population split between them. They both have a strong heritage of mining and industry stemming from the North Somerset coalfield. The rest of the district consists of 69 diverse rural communities of varying sizes and characteristics, including a line of villages along the foothills of the Mendips, the Chew Valley and Cotswolds villages around Bath.

B&NES has a disproportionately high number of people aged between 20-24 highlighting the area's student population, with two Universities and a Further Education College on two main sites. Between 2001 and 2019, the growth in the 20-24 age range accounted for nearly 40% of the area's population growth. B&NES is less ethnically diverse than the UK as a whole, but more so than the wider South West. 91% of local residents define their ethnicity as White British. This is followed by 4.2% defining as White Other and 1.6% defining as Asian. From the school census data in January 2021, 83.2% children define themselves as White British. No data is held on religion. In 2020, 87% of the population were either very or fairly satisfied with their local area as a place to live, which is a 3% increase from 2019.

B&NES is one of the least deprived Authorities in the country, ranking 247 out of 326 English Authorities. Overall levels of resident qualifications are high in B&NES with 53% educated to NVQ4 and above compared to 41% regionally and 43% nationally. Workplace wages are higher in B&NES at £439 median weekly gross pay compared to £434 for the South West region, but lower than £482 for England. Economic activity in B&NES remains just higher than the national average, at 85% compared to 79% nationally. Despite this, there are pockets of high deprivation with an estimated 7,400 workless households in B&NES (12.9%) compared to 13.9% nationally. The claimant count (those claiming Jobseekers Allowance (JSA), NI credits and Universal Credit (UC) who are out of work) was 5,065 (4.1%) in B&NES in March 2021, lower than the South West and England figures (5.1% and 6.5% respectively).

Between September 2020 and December 2021, there were the following numbers of children. The YOS worked with 89 different children on 107 different interventions.

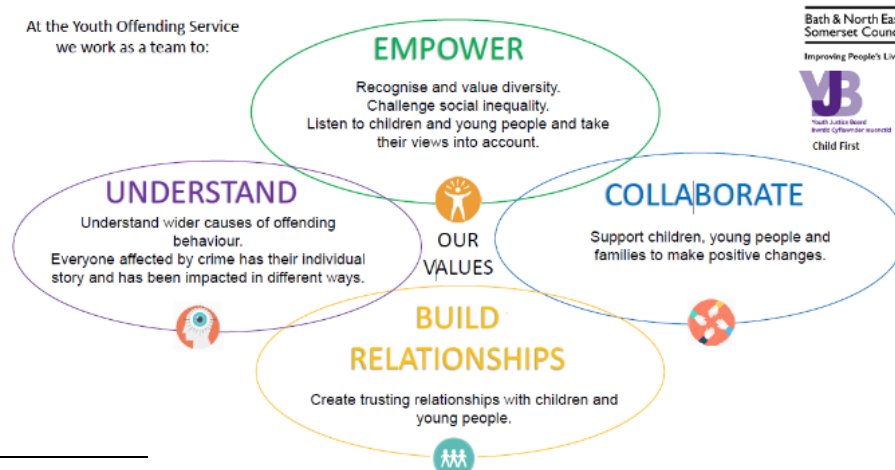


3. Child First

The 'child first' principle is becoming established in the youth justice system nationally and locally, guided by longstanding research and scholarship¹. The key components are:

- a. **See children as children**, prioritising their best interests, recognising their particular needs, capacities, rights, and potential. To achieve this, work needs to be child-focused and developmentally informed. In B&NES, trauma informed training and participation in the trauma informed Enhanced Case Management initiative has focused attention on the importance of assessment, planning and delivery taking full account of the developmental needs of each individual child. Reducing caseloads enables practitioners to create bespoke packages of support and provide a lot of hands-on support where needed, for example, in offering lifts to school when children are reintegrating.
- b. **Develop pro-social identity** for positive child outcomes, promoting children's individual strengths and capacities in order to develop their pro-social identity for sustainable desistance, helping to keep communities safer and see fewer people harmed. To achieve this, work with children needs to be constructive and future-focused, built on supportive relationships that empower them to fulfil their potential and make positive contributions to society. In B&NES, the relationship with each child is fundamental to the work undertaken and their involvement in innovative reparation projects enables them to contribute to the wider community.
- c. **Collaborate with children**, encouraging their active participation, engagement, and wider social inclusion. To achieve this, work needs to be a meaningful collaboration with children and their parents/carers. In B&NES there is longstanding practice of involving children in producing and reviewing plans for how we work with them, recruiting staff and producing materials for use with other children. This year, there is a commitment to take this further and give children a stronger voice, learning from other areas about how they are doing this.
- d. **Promote diversion**, promoting a childhood outside the justice system using pre-emptive prevention, diversion, and minimal intervention. To achieve this, work needs to minimise the stigma of contact with the youth justice system which can in itself be a risk factor for becoming further involved. In B&NES, the proportion of children diverted through outcome 22 and Community Resolution has increased in the last year.

The Management Board considered the implications of a child first system at its recent awayday and affirmed its commitment to these principles. Within the Board and the Service, there has been a shift in terminology, including greater use of the term 'children' and a current consultation with children and staff on re-naming the Youth Offending Service. In recent discussions with staff about how the Management Board can support youth justice work, they identified a number of child-first issues in work with the Police and Courts.



¹ Professor Stephen Case, Professor Kevin Haines, University of South Wales, and Professor Neal Hazel, University of Salford

4. Voice of the Child

Children and young people have a right to be heard and involved in decisions that affect them and B&NES YOS is committed to promoting their effective participation² as set out in the United Nations Convention on the Rights of the Child and in B&NES' own approaches to participation. This always begins with the individual work undertaken with children and ensuring they fully understand and have their views and ideas included. In B&NES, quality assurance and audit processes always check the voice of the child is clearly reflected in all assessments and plans. Individual pieces of work sometimes provide opportunity for children to produce materials that can be offered to others to work on; for example, someone has recently produced a leaflet on the risk of being drawn into county lines with some very practical ideas about how to respond.

The YOS is also keen to hear the voice of young adults who have transitioned to the Probation Service, in order that professionals can understand how best to support this. One young adult illustrated the importance of building positive relationships and carefully considering allocation of work - "If you want to make the change to Probation work for young people, I would say the most important thing is to match the young person to the Probation Officer. If they get on, then it will make a difference. You know sometimes you just can't get on with someone – if that had happened to me, to be honest I may not have come to appointments. Looking back, I have had the easiest experience because I got on with both my YOS Worker and my Probation Officer."

The YOS includes children in practitioner staff recruitment wherever possible, usually through establishing separate children's Panels. This gives confidence that staff are accepted by children and engage well with them. However, the YOS is keen to build on this and find other significant ways in which children's voices can be heard in the delivery of services and is actively reviewing practice in other areas. B&NES has participation standards which the YOS audits itself against in order to ensure this continues to be a priority.

5. Governance, Leadership and Partnership Arrangements

a. Overarching management arrangements

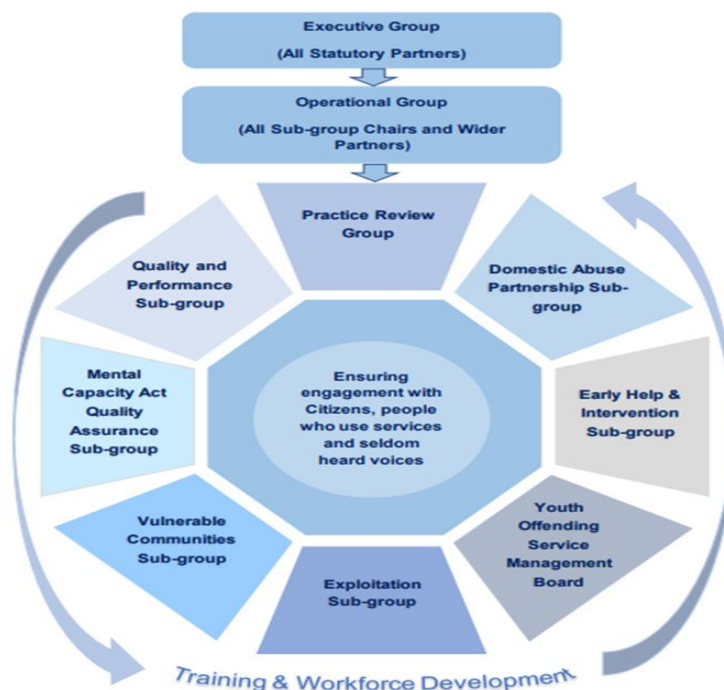
The YOS is situated within the Local Authority, with the Chief Executive holding lead responsibility for delivery of youth justice services and management resting within Children's Services as part of the wider People and Communities Department. The YOS Head of Service reports to the Director of Children and Education and is a member of the Children's Service Management Group. She also holds responsibility for the Violence Reduction Unit and for some aspects of the Local Authority's early help agenda, including use of Early Help Assessments. An annual report is made to the Children, Adults, Health and Wellbeing Policy Development and Scrutiny Panel and the Youth Justice Plan is presented to Cabinet and Council for authorisation. The YOS Management Board also reports annually to the Health and Wellbeing Board, contributing to the outcome 'children and young people are safe from crime.'

b. Governance arrangements

Multi-agency, strategic oversight of youth justice services is provided at several levels. Its dedicated Management Board (see 2.3) operates as a sub-group of the B&NES Community Safety and Safeguarding Partnership (BCSSP). This partnership embraces the functions of the

² Effective participation must be transparent and informative, voluntary, respectful, relevant to children and young people, child-friendly, inclusive, supported by training, safe and sensitive to risk and accountable

previous Local Children’s Safeguarding Board, Adult Safeguarding Board and Community Safety Partnership, recognising their shared responsibilities and interfaces. It operates across all ages, being well placed to address the challenges of transition, and encourages a focus on families and communities.



The chair of the YOS Management Board provides the BCSSP Operational Group with quarterly updates of key achievements, outcomes and challenges and links the work of the YOS with other initiatives and developments. During the last year, the Board escalated the need for oversight of all the workstreams and activity to address equalities issues across the partnership.

Specific links include:

- The YOS contributes to and benefits from the work of the Training and Development Sub Group.
- The YOS Head of Service sits on the Early Help and Intervention Sub Group, the Domestic Abuse Partnership and the Exploitation Sub Group and helps to integrate their work with the work of the YOS and its Management Board.
- She also chairs the Serious Violence Steering Group (the local Violence Reduction Unit) which formally reports to the Exploitation Sub Group and directly to the BCSSP Operational Group and makes regular briefings to the other groups she attends.
- The YOS Management board makes quarterly reports to the BCSSP.
- The YOS reports any high-risk incidents through the BCSSP in addition to following national reporting requirements.

c. The YOS Management Board and its Sub Groups

The YOS Management Board includes all required statutory members from the Local Authority (Social Care and Education), Health (through their new integrated care arrangements), Probation (through its newly unified Probation Service) and Police. The Cabinet Member for Children’s Services also attends, together with representatives from the Court, the local Further Education College, the local Health provider and the Child and Adolescent Mental Health Service. It is chaired by the Director of Children and Education. Attendance is monitored and is generally very good from all agencies, sometimes including named substitutes, with quarterly business meetings and annual development events continuing online throughout the pandemic. New members are

offered induction into the work of the YOS and their responsibilities as members of the Board, and feedback from this continues to be positive.

The Board receives annual activity and outcome reports on key areas of service delivery including Speech and Language Therapy, Nursing, Education, the Compass prevention service, Referral Order Panels, Out of Court Disposal Panels, Harmful Sexual Behaviour and the Enhanced Case Management initiative. It also receives annual reports from its three sub groups. These are the multi-agency Youth Crime Prevention Board and Custody Review Panel, both chaired by the Head of Service and each working to the relevant performance indicator. The Out of Court Disposal Panel, chaired by the YOS Operational Manager, is now formally linked to the Management Board in a similar fashion. The Board maintains Challenge and Risk Registers and receives an annual Assurance Report.

d. Strengthening the relationship between the YOS and the Management Board

We are committed to maintaining strong links between youth justice practitioners and Board members. Practitioners are regularly invited to attend Board meetings to present case studies to evidence effective practice – and sometimes to illustrate challenges in the work undertaken and seek support in raising issues at a strategic level. They also compile and present annual reports about aspects of the work they are involved in. This gives opportunity for raising awareness and for scrutiny of work undertaken. In turn, Board members are encouraged to participate in case audits and to meet with individual practitioners to observe or discuss their work, to deepen their understanding. YOS practitioners would like to further strengthen links with the Board and have identified four areas they would like to focus on in the year ahead. These are transitions for children in Care, possible changes in Police youth justice department, influencing the delay in prosecutions and working with colleagues in the Court setting to make the experience more fitting for children.

e. Partnership arrangements

In accordance with the Crime and Disorder Act 1998, professionals from Police, Health, Social Care, Education and the National Probation Service make up the multi-agency YOS and work in an integrated way alongside a dedicated Reparation Worker who facilitates opportunities for children to make amends for their offending and two Assessment and Information Officers. One of these supports the volunteer Referral Order Panel Members and the other co-ordinates return home interviews with children who have returned from a missing episode; they both support use of Early Help Assessments across the Authority, including within the Compass. An organisational chart in the appendices summarises the posts, a number of which are part-time. The smallest post is a Probation Service Officer who supports work in the Courts and seeks feedback from children and parents/carers who have completed their work with the YOS. Case manager staff, including qualified Probation Officers and Social Workers, have key statutory functions, including the assessment and supervision of young people aged 10-17 who are subject to voluntary and conditional Out-of-Court Disposals and community and custodial Court Orders, and supporting parents/carers to strengthen their parenting skills. The Police Constable undertakes a range of tasks including facilitating information sharing but also giving those harmed a voice and an opportunity to become involved in restorative work with children if they wish to do so. This work is supplemented locally by a prevention service, Compass, which works with children aged 8-17 years who are assessed as being at high risk of offending, and with their families.

The YOS works closely with a range of partners. Those most often providing services to children at risk of offending include:

- DHI Project 28 who receive a small annual grant from the Police and Crime Commissioner as part of their Council commission. They provide substance misuse services for children subject to Youth Alcohol and Drugs Diversion interventions and programmes for those subject to voluntary and statutory supervision.

- Youth Connect South West, commissioned by the Council, provides targeted support and access to universal youth services, together with programmes to support access to training and employment opportunities.
- Social Care's Adolescent and Criminal Exploitation Team works with children who have been exploited, some of whom are also known to the YOS. Managers in the two services endeavour to co-ordinate their work in the best interests of the children concerned, and usually identify a 'lead' worker who the child best engages with.
- The Violence Reduction Unit, including a Co-ordinator for the Council, a Sergeant, 2 Constables and two dedicated Police and Community Support Officers. They undertake early intervention work with children at risk of serious violence.
- The Violence Reduction Unit hosts a multi-agency information sharing meeting – the Partnership for Preventing Exploitation and Serious Violence. Individuals at risk of serious violence, networks and places of concern are all identified, the nature and level of risk is discussed and actions are agreed to strengthen risk management.

6. Resources and Services

The Youth Justice Grant is dedicated to the Youth Offending Service and expenditure is agreed annually, monitored at monthly finance meetings and overseen quarterly by the YOS Management Board. It is used in accordance with the Terms and Conditions of grant. Specifically, it is used for two administrative staff, a Deputy Team Manager, a qualified Youth Justice Officer and a Reparation Worker. The grant also covers professional subscriptions, travel costs, room hire, equipment and other employee expenses.

7. Progress on Previous Plan

The Plan has been overseen by the Management Board via regular written update reports. In March 2022, the Board confirmed all work streams had been taken forward and completed or were being actively continued. Of 25 development actions set, 14 have been completed and the rest are continuing into the new year due to complexity in working across partnerships. None have been discontinued. A summary of progress can be found in appendix 5.

8. Performance and Priorities

National Indicators

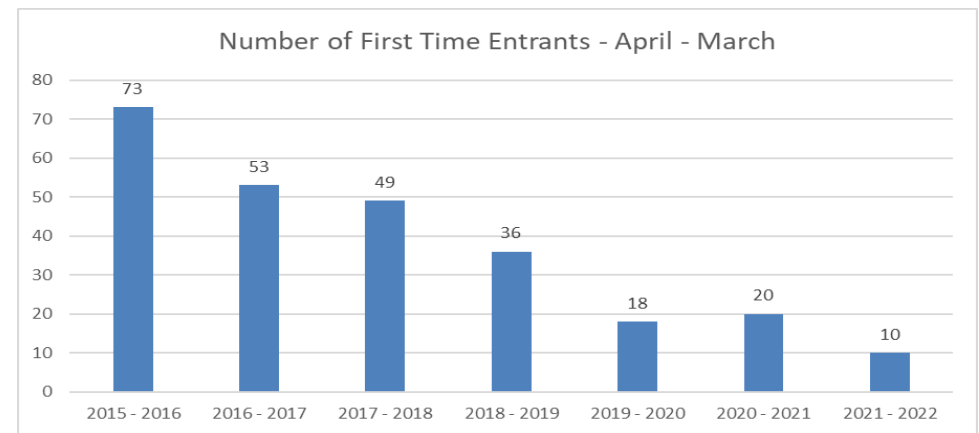
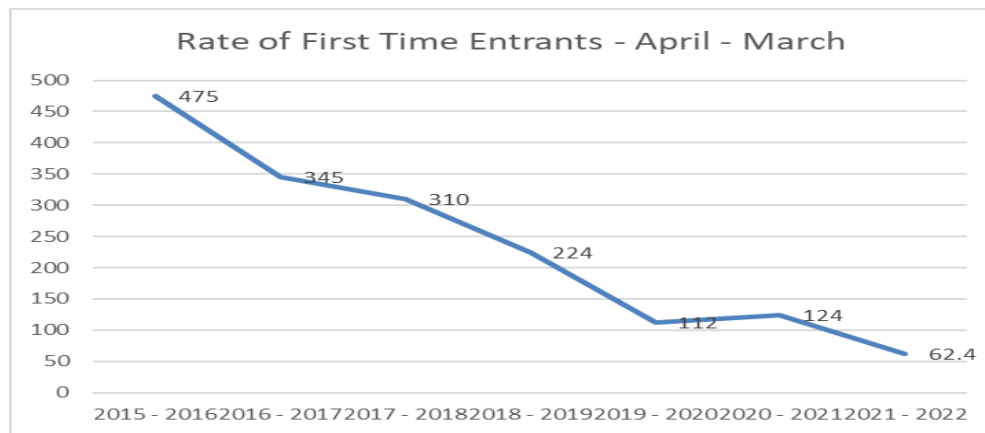
There are three national indicators for youth justice and the data period for these below is April 2021 to March 2022. The comparative data published by the Youth Justice Board for this period is not due out until October for re-offending and first-time entrants, the comparative data for the custody indicator is below. The data provided below is drawn from the YOS database, ChildView.

a. First Time Entrants

This prevention indicator is the number of children aged 10-17 who received their first substantive outcome following an offence (Caution, Conditional Caution or Conviction) shown as a rate per 100,000 children in the general population. In recent years, the number and rate have reduced significantly, reflecting the positive impact of youth crime diversion and prevention and wider early help services which can address children's needs and behaviour before they become problematic. The concern is that during the pandemic, opportunities to offer preventative support may have been missed and more children may enter the formal justice system in the future as a result. This is not proving to be the case at present, as the number in the youth justice system is at an all-time low. The local rate has reduced significantly from 124 to 62.4 per notional 100,000.

This data is shared with the Youth Crime Prevention Board, together with a commentary on the characteristics of the children who have entered the justice system, to inform planning and targeting. It has been identified that younger children are getting involved in violence, often in the context of groups of children, and it appears that more girls may be becoming involved. Ethnicity is proportionate within this sample, although there is wider disproportionality and participants are reflecting on how they ensure services are always accessible and meet children's individual needs. Going forward, prevention services including Compass, need to appropriately target these children.

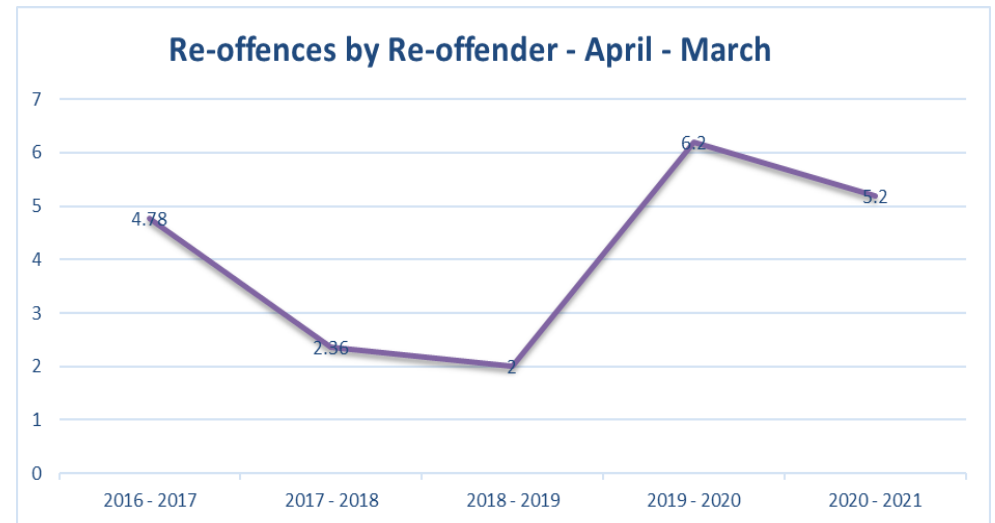
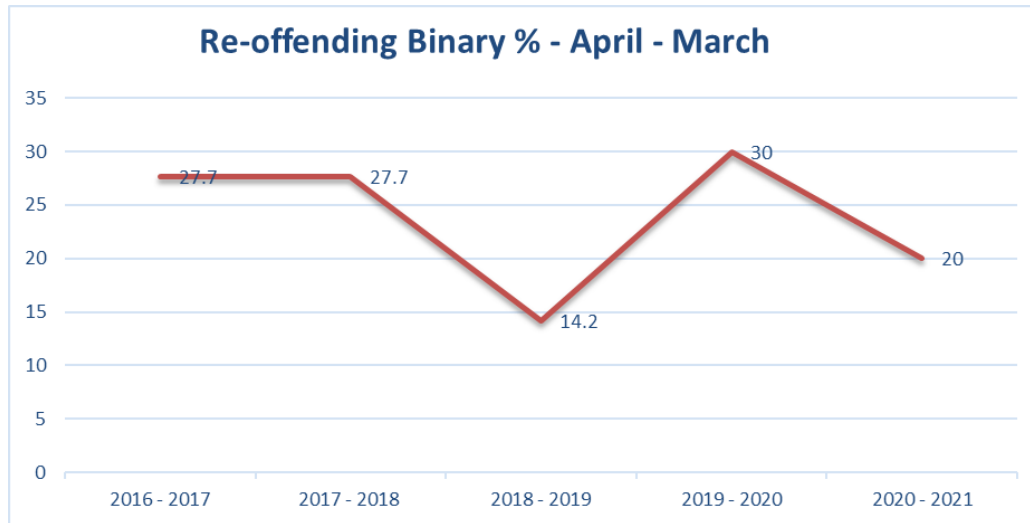
Page 44



b. Re-offending

This indicator is the rate of re-offending after 12 months of a cohort of children who received a substantive outcome (Caution, Conditional Caution or Conviction). This is shown as a binary rate (the overall percentage of children who re-offended) and as the average rate of new offences committed by each child who re-offended. The latest local data for April 2020 – March 2021 shows an overall reduction in re-offending and in the rate of re-offending amongst those who did re-offend. The comparison data from the Youth Justice Board will not be published on re-offending until late October.

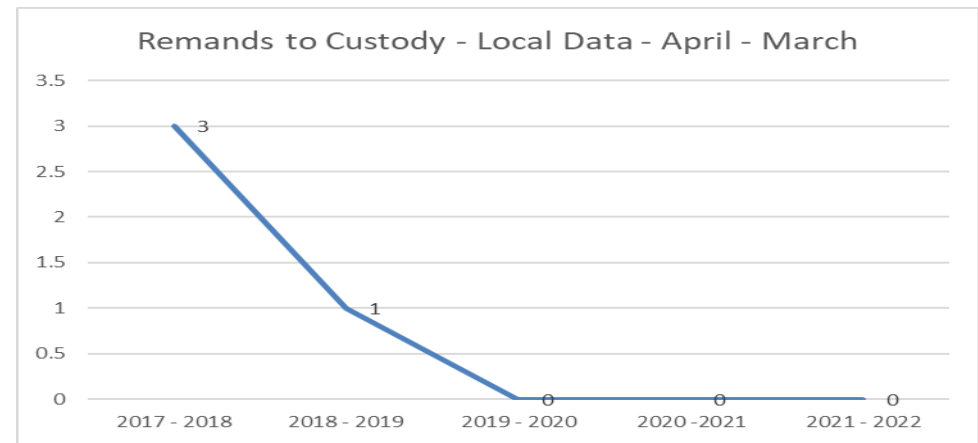
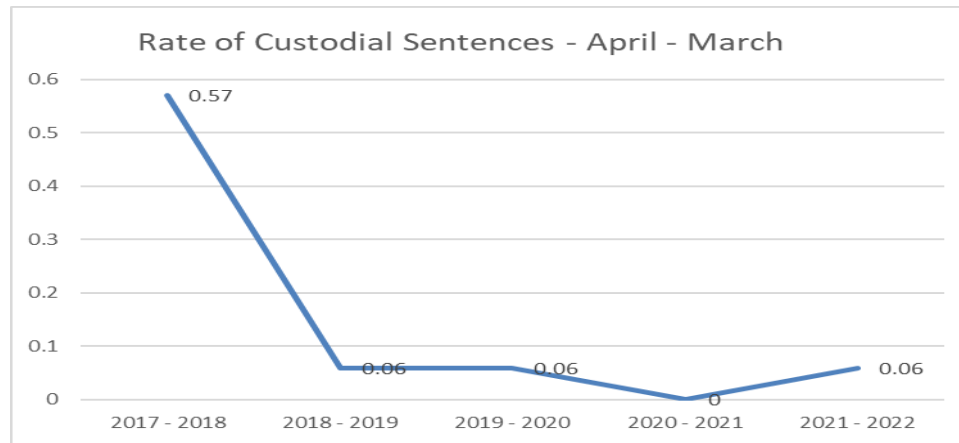
A high proportion of this cohort have experienced adverse childhood experiences and some suffer a level of trauma as a result. There is also increasing recognition of the experience of exploitation by adults or older children into drug dealing and other illegal activity, often related to being harmed by and harming others. It is a complex picture, and they benefit from continuity of worker and programmes tailored to their individual needs including intensive supervision and inclusion in the trauma recovery initiative (the Enhanced Case Management approach). Increasingly, children are being notified to the National Referral Mechanism when there is evidence of exploitation and if they are confirmed as having a strong likelihood of being exploited, this information is shared with the Crown Prosecution Service and Courts to consider when reviewing and hearing cases and when sentencing. This is an important aspect of recognising their status as a child who has been groomed into offending, at the same time as understanding the need to address the impact of their behaviour on others.



c. Custody

This indicator is the number of custodial sentences passed by the Courts, presented as a rate per 1000 children aged 10-17 in the general population. The local ambition remains to keep children out of custody wherever it is safe to the public to do so because outcomes for children in custody tend to be poorer than for those sentenced within the community. The multi-agency Custody Review Panel monitors outcomes, identifies learning and recommends actions in respect of children at risk of custody as part of its standard agenda; it also looks at children held overnight in Police custody and any remanded in custody – although there have been none in the latter group in 2021-22. The YOS works closely with other children’s services to develop community proposals wherever it is considered safe to do so. The custodial rate has increased to 0.06 due to a custodial sentence a year ago. The current rate is higher than all comparators apart from the national England and England and Wales averages. Other children at risk of custody have been sentenced in the community, evidencing that the youth justice system is working well to respond proportionally to their needs, taking victims’ needs into account as well.

Page 46



d. The use of custody, children leaving custody and constructive resettlement

There have been no secure remands of children in B&NES for more than two years and the use of custodial sentencing is low. There is evidence of close working with Children’s Social Care to ensure support when a child returns to the community from custody and of proactively managing presenting risk including by accessing funding through the Violence Reduction Unit to support resettlement. Numbers are too low to provide characteristics as these could be identified but local partnership audits have highlighted key areas of work to be undertaken. These are being incorporated into the work plans for the YOS, the Violence Reduction Unit and the BCSSP’s Exploitation Sub Group.

There has been no recent experience of children leaving custody and facing accommodation issues.

e. Over Represented Children

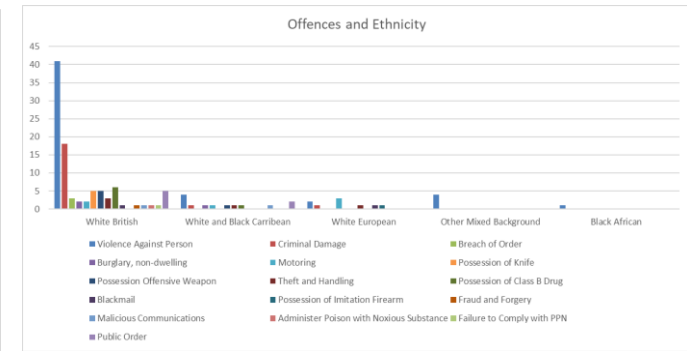
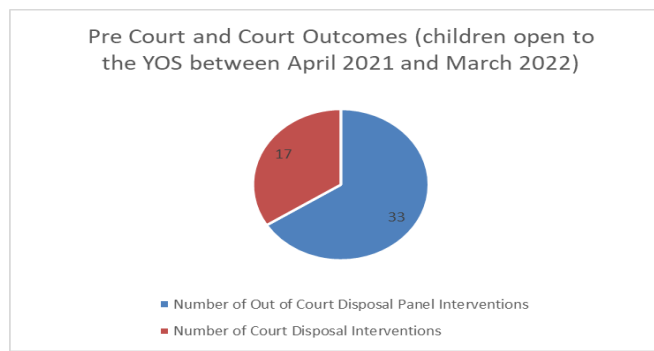
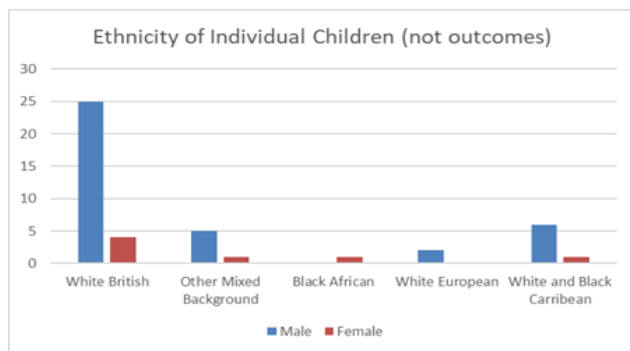
Ethnicity

The latest population data available is from the 2011 census, which showed there were 15,764 children in B&NES, 1,047 (7%) of whom were from Black and Asian Minority Ethnic (BAME) backgrounds.

For the Youth Offending Service cohort April 2021 – March 2022 there were 50 different outcomes (Court and Pre-Court) committed by 45 different children. 36% (16/45) were from Black and Asian Minority Ethnic (BAME) backgrounds and 64% (29/45) were from a White background. Most of these children received a pre-Court Disposal and 25% of received a Court Order. 59% of the White children received a Pre-Court Disposal and 41% received a Court Order. Analysis shows White children are more likely to commit serious offences (gravity score 5-8) and to be sentenced at Court. Of the 122 offences committed by this cohort, 27 (22%) were committed by children from Black and Asian Minority Ethnic backgrounds and 87% of these were male and largely low-level gravity. 95 (78%) were committed by children from a White background and 86% of these were male. The most common offence committed by all ethnic groups was Violence Against the Person, 21% by children from a Black and Asian Minority Ethnic background and 79% by children from a White background.

The children from Black and Asian Minority Ethnic Backgrounds who received a Youth Conditional Caution did so for offences that were of a serious nature such as Affray, Blackmail and ABH. The offences were of a level that could have been charged to Court, so were not suitable for lower-level Community Resolution outcomes. The children from a White background who received a Youth Conditional Caution did so for offences of Affray and Criminal Damage and were also at the threshold of being charged to Court.

Page 47



Whilst careful review of gravity and outcomes suggests a proportionate outcome once in in the youth justice system and overall numbers are low, the proportion of Black and Mixed Heritage children are very over-represented.

Although the numbers are too low for data about BAME children to be statistically significant, it is presented against a wider backdrop of BAME children being over-represented in the youth justice system in England and Wales (particularly in the custodial population) and therefore, we cannot be complacent about the experiences of children living in B&NES. The YOS has participated in the Avon and Somerset Lammy Review, considering the data and experiences of BAME people across the justice system, but with particular work streams about children's experiences. This has included a review of fixed term and permanent exclusions from school, in recognition of how this can render children vulnerable to anti-social behaviour and offending, including to being groomed into county lines drug dealing and other illegal activity. This is considered primarily as a safeguarding concern but directly contributes to offending as well. The Review is due to report in July and its recommendations will be considered by the YOS Management Board as well as by the wider BCSSP to identify learning and respond to recommendations. Timescales mean it has not been possible to include specific recommendations in this Business and Improvement Plan below and so the Management Board intends to review it in a development event in the autumn.

Over the past two years, the YOS participated in a review of racial disproportionality in the criminal justice system in Avon and Somerset. This was commissioned by the Local Criminal Justice Board and published as Identifying Disproportionality and launched in April 2022. The report contains a number of recommendations about the recording of ethnicity of children suspended or permanently excluded from school and developing a better understanding of the links between this and entering the justice system. A number of other recommendations about Out of Court Disposals and 'stop and search' and recruitment and retention of a representative workforce are also relevant to the YOS. The work on reducing exclusions of children from BAME backgrounds will be led by and the YOS Management Board will oversee the local response to all the recommendations that apply to work with children.

Girls

The number of girls known to the Youth Offending Service has been reducing in recent years including in this latest data period. Review of the gender breakdown of the cohort shows the number and proportion of girls remains lower than we would anticipate, given that they have made up approximately 20% of the cohort in the past. Numbers are too low to provide characteristics. Despite this, the strategic needs assessment and information sharing meetings within the Violence Reduction Unit gives rise to a lot of intelligence about girls' involvement in serious violence. A SurveyMonkey has been set up to explore what is known and help understand how these girls can be safeguarded and their needs be met. The Violence Reduction Unit is leading on this work and the YOS will be participating. There will also be a wider piece of work looking at related wellbeing and safeguarding issues, including the disproportionate rise in girls with mental health issues.

Looked After Children

The number of Looked After Children in B&NES offending has been low for a number of years and this remains the case in the latest period although the proportion is still higher than in the wider population. Numbers are too low to publish. The Custody Review Panel looks at all

children held overnight in Police custody and at risk of and receiving custodial sentences and Looked After Children are particularly over-represented in these cohorts.

Education

Attendance and engagement in education, training and employment is a significant protective factor in helping children not to offend and the YOS ensures there is a focus on supporting all children who come to its attention to make improvements in these areas. The YOS has a very proactive Education Officer who acts in a consultative capacity with colleagues and takes on direct work with children. She links closely with colleagues in the Education Inclusion Service and its Director, who is the Education representative on the Management Board. There is an annual Education report to the Management Board to keep members abreast of activity, outcomes and continuing needs and issues. In the last year, no children known to the YOS have been permanently excluded, although some who were at high risk were supported through Alternative Provision; a high proportion of them have had fixed-term suspensions from school. None were electively home educated.

School age children

In the last year, all school age children known to the YOS had education provision in place. However, more than 60% of them had low attendance/engagement with their provision. The following are examples of how the YOS has worked with schools to help improve this:

- Where a young person is a Child in Need or on a Child Protection Plan, the YOS attends CIN/Core meetings and, and if appropriate, brings a greater focus on education and support to improve attendance and engagement. Sometimes unforeseen delays between these meetings can lead to drift with education issues.
- Where there is no such group, the YOS convenes a Team around the Child meeting and focuses on engagement, attendance and addressing behaviour issues
- The YOS has advocated for and supported schools in developing and delivering Alternative Provision packages, and supporting students to engage with these programmes
- Supporting EHCP special educational needs assessment processes
- Where needed the YOS provides support for Year 11 students in making post 16 choices and supports them with making applications and plans for the future
- The YOS refers Year 10/11 students who are at risk of being Not in Education, Training or Employment to agencies who can provide ongoing support with progression at the end of their YOS programme e.g., Youth Connect South West, Circles and 16-25 Independent People.

Post 16 children

Over the past year, during the time they worked with the YOS, 32% of post-16 children had a period of being NEET, compared with area, regional and national NEET percentages for this age group being between 2- 3%. Of those that were on Further Education programmes, 43% had low attendance. However, the proportion in education, training and employment is improving (although cohort numbers are low). The YOS has worked with further Education providers to help improve attendance and engagement in the following ways:

- Supporting young people to apply, enrol at college and apply for financial assistance
- Providing lifts to college and bus vouchers when bus passes were delayed in the first term

- Ensuring young people were included in the vulnerable groups who could attend college during lock down
- Supporting education review meetings and Annual reviews
- Advocating for second, third, fourth chances for students with low attendance
- Funding additional Maths tuition for one student
- Liaising with tutors and supporting students to complete assignments at end of course
- Working with college staff to support students to move on to a different programme
- Referrals to other agencies for ongoing support

Children with Special Education Needs

36% of the children currently working with the statutory YOS had an EHCP (the national figure is 3.7%) and 16% were on a SEND Support Plan, meaning that more than half of those known to the YOS had some Special Educational Need or Disability. The proportion with an EHCP appears to be increasing. The main presenting needs are ADHD, ASD, SEMH and Speech Language and Communication needs. These needs are usually a significant factor underlying offending behaviour e.g., risk taking, impulsivity and dysregulation. Within the preventative part of the YOS, more than a quarter of those working with Compass have EHCPs or are having needs assessments undertaken. The main presenting needs are ADHD, ASD and SEMH needs. These needs are usually a significant factor underlying offending behaviour e.g., risk taking, impulsivity, dysregulation (same as YOS). Other young people are supporting on an SEN Plan due a combination of needs but often related to Speech Language and communication needs (SLCN) e.g., in 2020/2021 51% of young people had identified SLCN. There are similar trends for children supported by the new VRU (Violence Reduction Unit) Education Inclusion Project. It is 3.7% and increasing in general population (for our current YOS cohort it is 48%). The SEN percentage is higher as it also includes those on SEN support plan.

Example of YOS support

S (Year 12 student with EHCP) did not attend school in Year 11 for complex reasons involving a move out of area. There were serious concerns around criminal exploitation and drugs use. S had been NEET for over 6 months from the end of Year 11. YOS worked closely with colleagues in SEND, Social Care and the residential placement to arrange a bespoke Further Education programme with a specialist provider in Bristol which is based in an active outdoor environment, and S started this programme in March. S has really thrived in this placement and is now in a work experience placement likely to lead to apprenticeship. S has started Maths and English studies again after a very long time!

Compass (prevention service)

The YOS delivers its prevention work through the Compass team who support children aged 8 – 17 years old who may be at risk of becoming involved in offending behaviour, and their parents/carers. Based on the level of needs, risks and strengths identified through an Early Help Assessment with the family, the service will provide tailored support for a period of between 3 and 12 months. In addition, the service sometimes offers stand-alone parenting support. The service receives referrals from parents/carers, schools and Police, either directly or via requests for service to Children’s Social Care/Early Help.

The service is commissioned by the Local Authority with part funding from the Police Crime Commissioner and as such we report quarterly on our outcomes and output including demographics, safeguarding activity and outcomes. The service monitors for improvements in emotional well-being, social-well-being, education/training/employment participation and child and parent/carer relationship.

We are guided by the concept that early help means that by “working together with children, young people and families, problems can often be prevented from occurring, or when they do families may be offered better support in order to stop them getting worse” (Bath & North East Somerset 2020). Where there are additional needs that universal services (education and health) cannot support then Compass provides targeted support for these needs. We are guided by principles within the Youth Justice National Standards (2019) and the continuing emerging discourse around crime prevention (McAra and McVie 2007).

The quality of the relationship between the Compass worker and the child and their family is central to supporting change. We think of children’s needs and risk of potential adverse outcomes as shaped by and within their family and community contexts. We adopt a ‘Think Family’ and ‘Think Community’ approach. We build on children’s individual strengths and capabilities as a means of developing a pro-social identity for sustainable desistance from crime. This leads to safer communities and fewer victims. All work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society. Lastly, the work and people within Compass are shaped from the social contexts in which they live including family, work, cultural and other social systems. We believe processes should be in place to provide opportunity to gain multiple perspectives and mitigate against the dangers of a ‘single story’ about individuals and families. We are influenced by the Local Authority’s adoption of a systemic practice model combined with being trauma informed.

For the period April 2021 – March 2022, the Compass Service worked with 34 different children on programmes. The service received a total of 32 new Referrals. The majority of the children receiving a service were male, 82% and 16% were female. 94% of these children were from a White background and 6% were from a Black and Asian Minority Ethnic background. None of these children were Looked After. 32% were subject to an Education and Healthcare Plan and 6% were receiving SEN Support in School. 21% were post 16 age and 79% were statutory school age. 6% of these children went on to become First Time Entrants. Governance is within the YOS, reporting to the YOS Management Board and the Youth Crime Prevention Board (partners in delivering of preventative services).

Diversions

The Police make single agency decisions for Community Resolutions about some children who have committed low level offences for the first time, and these are the columns labelled ‘Community Resolutions Police Facilitated’. The Police also make single agency decisions for some Outcome 22’s where there has been an offence of possessions of drugs or drunk and disorderly. The Outcome 22 is a deferred prosecution until the accused has been given the opportunity to engage with an intervention activity. The police guidance states “Outcome 22 – diversion educational or intervention activity, resulting from the crime report, has been undertaken and it is not in the public interest to take any further action”.

The Police refer children to the Out of Court Disposal Panel for a joint agency decision for those who have had a previous Police outcome or have committed a more serious offence, or where there are identifiable risk factors. In most cases, the joint agency decision is based on either

a full YOS assessment and in a small number of cases it is based on a screening process.

Serious violence and exploitation

The number of children committing serious youth violence offences and knife related offences in Bath and North East Somerset is low and has reduced in recent years. We have reviewed the data and looked at the proportion of children committing serious youth violent offences in the cohort, the numbers are too low for us to provide the data. The Youth Offending Service has evidence of making NRM's but other children we are also working with have had referrals made by Social Care. The YOS has also contributed to the VRU Strategic Needs Assessment.

Restorative justice and victims

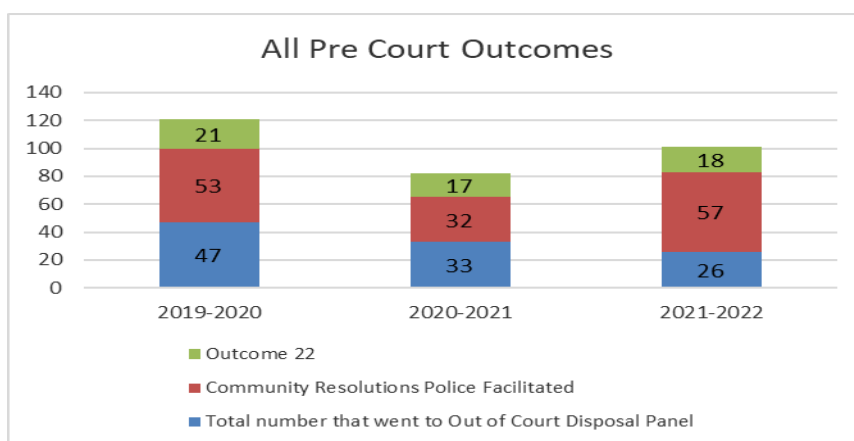
The YOS contacts all named individuals who have been harmed by the children it works with and offers information about youth justice outcomes and an opportunity to be involved in restorative justice work. Most of the offences coming to the attention of the YOS are now peer on peer assaults and so the majority of victims are also children. During the pandemic, it was difficult to get past the parents/carers of victims to hear the voice of the victim themselves, as contacts were mainly by 'phone; home visits are key to engaging with children who are victims. A significant reason for low engagement, however, is the length of time that investigations are taking. Some people are sentenced as adults for offences they committed as children and their victims have had to wait a very long time to see justice and have their voice heard in the process.

All assessments and reports to Panels and Court include the views and experience of victims, and these influence the nature of work undertaken with each child. Where they would like to, victims are also able to influence the sort of reparation work children take on to make indirect amends to the wider community. Their direct involvement could be a virtual dialogue between the child and the person harmed to answer any questions, agreement to receive a letter of explanation from the child or chance to meet face-to-face. Even before the pandemic, the number of face-to-face meetings held was very low, but there is now a renewed focus on the importance of this work. One possible restorative justice conference recently had to be halted because although the victim was keen to meet with the person who had assaulted them, it became clear during the preparation that their motivation was not restorative, and the meeting could not go ahead. Planning is now underway for a different child to meet with a number of people they have harmed. In support of developing this area of work, the Training Plan for 2022-23 includes a commitment to restorative justice training or refresher sessions for all staff and the YOS is considering the case for appointing a (part-time) dedicated Victim Worker.

The YOS records victim participation in its case management system and reports are currently being written to enable examination of victims identified, offered direct/indirect reparation and their satisfaction with services. All victim recording is 'non identifiable.'

9. National Standards

Although no self-assessment of National Standards has been required this year, the local annual review in relation to Out of Court Disposals has been completed and it confirmed adherence to the relevant Standards. Police refer children to the Out of Court Disposal Panel for a joint agency decision for those who have had a previous Police outcome or have committed a more serious offence, or where there are identifiable risk factors. In most cases, the joint agency decision is based on a full Youth Offending Service assessment and in a small number of cases, it is based on a screening process. The table below shows fluctuating numbers of children being dealt with outside Court. The proportion coming to Panels has reduced to 26% (from 39% and 40% in the previous two years) and the proportion dealt with by Police diversions has now increased to 74%.



Actions and decisions arising from last year's audit have all been followed through:

Action/Decision	Response	Impact
Police will re-consider who administers Youth Cautions and Youth Conditional Cautions to speed up delivery. (Administration had changed to the arresting officer)	Since July 2021, the Panel Sergeant or other nominated Police Sergeant resumed administering all formal Panel outcomes.	Timeliness has improved again.
The Management Board confirmed continued membership of the OOCB Panel based on scrutiny of case audits and analysis data.	Panel membership continues with a Police Sergeant, YOS Operational Manager and the YOS Victim Worker, with the child's case manager also attending.	The Panel continues to meet and carry out its duties efficiently and has sufficient flexibility.
The Management Board endorsed revised roles to strengthen the governance of the OOCB process, which had placed too much responsibility on the Operational Manager	The following roles are now embedded: <ul style="list-style-type: none"> - Quality Assurance of assessments is now undertaken by the YOS deputy Team Manager. - The YOS Panel decision maker remains the Operational Manager. - OOCB audits are undertaken by Board Members and the YOS Head of Service. - The Operational Manager participates in the Avon and Somerset Out of Court Disposal Scrutiny Panel. 	The change brings greater diversity in management oversight

The Management Board agreed that the content and structure of the OOC annual report provided all the information and assurance they needed.	The same structure has been used for this year's report	(To be completed after 29 th June)
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This year's self-assessment was based on five randomly selected cases which were audited by the Head of Service and members of the Management Board. The findings indicate strong adherence to National Standards:

Audit Question	Responses
1. Was a timely and accurate, suitable and sufficient assessment of risk and need undertaken?	5 x Yes
2. Was the intervention plan based on the assessment with a focus on promoting a pro-social identity and aiding desistance from crime	5 x Yes
3. Was the child and their parents/carers involved in assessment, planning and reviewing of individual programme?	4 x Yes 1 x Partial
4. Did the YOS work closely with the Police for the Out-of-Court Disposal system to be effective?	4 x Yes 1 x Partial
5. Did YOS staff build supportive relationships and deliver prompt, proportionate, effective interventions?	4 x Yes 1 x Partial

The Board members made additional comments and wrote a narrative about the cases that they audited, including strengths and areas for development. Summarised in appendix 6, they will be addressed in the new Work Plan and Training and Development Plan.

10. Challenges, Risks and Issues

The Management Board actively encourages professional challenge between members, so that each agency is held to account for the part it plays in supporting the Youth Offending Service and preventing children's offending. It records these challenges in a well-established register that is reviewed and updated at each meeting, noting when challenges have been answered or resolved and whether this has had a positive impact. It also keeps a risk register that is similarly updated at each meeting. Risks that remain very high despite action to mitigate their potential impact are also recorded on the wider Children's Services risk register and may be escalated within the Council. The Service continues to work on long term risks; one that has been addressed this year is compliance with the General Data Protection Regulation in respect of all the information the YOS holds on children, parents/carers and victims it has worked with. The YOS is now fully compliant, with all records that meet the criteria having been archived within the case management system and all record destruct dates on electronic files having also been updated.

As a Sub Group of the BCSSP, the Board also makes a quarterly report which includes challenges faced and barriers to achievement. The latest report highlighted the following issues, some of which are reflected in the new Work Plan:

- Continuing issue with a largely White and female workforce needing to be more representative of the children it works with
- Significant delays in children being brought to justice – they can be released under investigation for long periods, and some are sentenced as adults for offences committed as children
- Possible changes in Police administration of youth cases

- Continuing close working with the Violence Reduction Unit to identify a way forward for the Education Inclusion Project
- Need to agree a medium-term way forward with the trauma informed Enhanced Case Management initiative.

One of the biggest challenges faced by the YOS in 2022 is also a significant opportunity: its return to working in a newly refurbished office in Keynsham. Whilst it continues to retain a central Bath office for work with children (and also utilises space in schools and community settings as well as visiting children and their families in their own homes) its shared office base will include new collaborative spaces for working with colleagues. As they explore new ways of working post pandemic, staff will be supported to work flexibly and use this space to strengthen the YOS's identity as a multi-agency team, incorporating colleagues who have joined during the pandemic and fostering renewed links with other teams.

11. Service Improvement Plan

B&NES YOS was last inspected by HMI Probation in 2016 and is anticipating an inspection under the current framework in the near future. It has an internal Inspection Readiness Group and reports in to the YOS Management Board. The Board also reviews its readiness during awaydays, including undertaking self-assessments of its role and function. B&NES has not been involved in any serious incident reviews in the last 18 months but did contribute to a Police thematic inspection of work to address serious violence, which has not yet been published. A recent Ofsted Inspection did not include the core work of the YOS but looked at return home interviews which are carried out by Compass as part of its contribution to wider preventative work and made a recommendation which is being addressed by the YOS Head of Service in her wider role, through a task and finish group. She also sits on the national Youth Justice Service Improvement Board and Workforce Development Board and is coaching someone through the YJB Elevate programme to support the progression of middle managers from Black, Asian and minority ethnic backgrounds and has access to information and ideas through these commitments.

In its strategic plan for 2021-24, the YJB reaffirmed its commitment to the long-term goal of supporting a child first youth justice system that supports children to become "the best version of themselves." This central guiding principle is picked up locally through the YOS challenging its own delivery and the language it uses but also working with partner agencies, including Police and Courts, to make sure processes and provision can fully meet children's needs as children. The YOS's commitment to trauma informed practice is entirely consistent with this, looking at what has happened to children to affect how they see the world and behave. As a partner with the Violence Reduction Unit, it is also committed to playing its part in supporting a 'trauma informed Avon and Somerset.' The YOS Training Plan includes building on the Trauma Informed Practice Awards gained by staff during 2021-22.

A key theme is returning to more face-to-face and office-based work, including returning to work in the main Council building. The learning from working through a pandemic is informing decisions about how the YOS works going forward. Children have continued to be seen face-to-face and staff Supervision has been in person, but many meetings have moved on line and may remain online. Awareness of the importance of a good work-life balance to support staff emotional and mental health and wellbeing will continue to inform individual decisions about working patterns.

12. Evidence-based practice and innovation

The YOS works to assess and address children's needs through ways of working that draw from research evidence and are delivered using the professional expertise of staff members.

The following are examples of work the YOS is engaged in:

a. Enhanced Case Management (ECM)

The ECM approach is based on the Trauma Recovery Model (TRM), a seven-stage model that matches intervention/support to the child's underlying development needs and presenting behaviours. The approach was designed provide YOS practitioners and managers with increased knowledge and understanding in relation to how early attachment, trauma and adverse childhood experiences can impact on a child's ability to engage effectively in youth justice interventions. It provides a psychology-led approach to multi-agency case formulation and intervention planning. This enables youth justice staff to tailor and sequence interventions more effectively according to the developmental and mental health needs of individual children. The initiative started in South Wales and began as a local YJB-funded pilot across Bristol, South Gloucestershire, North Somerset and Bath and North East Somerset in September 2019. It continued to be funded by the YJB until March 2022 and going forward, is supported by the Bristol, North Somerset and South Gloucestershire Clinical Commissioning Group and local contributions. B&NES has committed to support a partnership approach for at least one further year, pending a review of the number of places it requires. During 2021, it provided refresher training for all its practitioners and managers, who took a 4-day Trauma Informed Practice Award.

The work is being formally evaluated by an independent research company – Opinion Research Services (ORS) who are assessing the procedures and have interviewed staff and children. Interim findings from March 2021 suggested there are significant benefits for children and practitioners in taking an ECM approach. For example, children engage well where there is a relational approach and there is evidence of reductions in offending rates and seriousness of offending. It has brought understanding of the impact of trauma experienced by children into the open and this has helped detailed planning to address needs. The final evaluation report is expected to be published later in 2022.

b. Systemic Practice

Systemic practice builds on well-established communication and systems theories, using positive relationships and a strengths-based approach to support positive change for children and their families. It recognises that families are impacted by a large number of complex, interacting systems and uses questioning techniques to gain different perspectives to plan and introduce sustained change, based on underlying beliefs and attitudes. Staff adopt a position of curiosity towards the different perspectives described and observed in their contact with families. The approach specifically includes a focus on social and personal identity, such as race, gender, religion and age which affect an individual's position and power in society.

B&NES Children's Service is adopting systemic practice as its framework of choice in all work with children and families. The YOS has embraced this, and a number of staff have undertaken preliminary training; in addition, the Operational Manager holds an intermediate qualification, and the Deputy Team Manager is currently training for this. The YOS is particularly interested in learning from other youth justice services that have adopted this way of working and is seeking to gradually introduce change into its systems and practices.

c. Reparation

The YOS has been developing its opportunities for children to make amends to the wider community through reparation work with local charities and organisations.

13. Work Plan

Strategic Priority 1: Strengthen participation					
Themes		Actions	Key links	Owner	Target date
1.1	Children's participation	1.1.1 Set up a SurveyMonkey to consult with local children on new name for the YOS	Child-first principles	Operational Manager	September 2022
		1.1.2 Establish an internal task and finish group to refresh the YOS's participation policy and practice	United Nations Convention on the Rights of the Child B&NES Participation Standards B&NES Young Ambassadors	Operational Manager	December 2022
1.2	Parents/carers' participation	Develop a Practice Guide / Framework for work with parents/carers, setting out what our local offer is	B&NES Early Help Offer Family Links parenting programmes	Operational Manager	December 2022
Page 3 57	Victims' participation	Refresh the YOS policy and practice with victims	Avon and Somerset Young Victims' Service Draft Victims Bill	Deputy Team Manager	September 2022
Strategic Priority 2: Address disproportionality					
Themes		Actions	Key Links	Owner	Target date
2.1	Black and dual heritage children	2.1.1 Address recommendations in Avon and Somerset Criminal Justice Board 'Identifying Disproportionality'	Violence Reduction Unit and Education Inclusion Service's work to address PEX Human Resources Plan	Chair of YOS Management Board	March 2023
		2.1.2 Develop staff practice when exploring identity and potential discrimination	HMIP Thematic Inspection of Black and Mixed Heritage Boys in the Youth Justice System, plus Practice Guide	Operational Manager	December 2022
		2.1.3 Develop Out of Court Disposal assessment template and consider monitoring congruence rates between recommendations and outcomes		Operational Manager	December 2022

2.2	Girls and young women	Work with the Violence Reduction Unit to increase our understanding and response to girls' involvement in serious violence	HMIP Thematic Inspection on Girls in the Youth Justice System	Head of Service	December 2022
2.3	Children with Special Educational Needs	Convene a working group with key local authority managers to consider and investigate disproportionality issues for children with SEND in the youth justice system and formulate a response and action plan in light of the Thematic HMIP report on ETE.	HMIP Thematic Inspection of Education, Training and Employment- Services in Youth Offending Teams in England and Wales SEND Strategy Group	Education Inclusion Manager, with YOS Operational Manager	March 2023

Strategic Priority 3: Extend Effective Practice Models

Themes		Actions	Key Links	Owner	Target date
Page 58	Trauma informed practice	3.1.1 Work with OPCC, VRU and other partners to participate in a 'trauma-informed Avon and Somerset'	VRU needs assessment and work plan	Head of Service	
		3.1.2 Work with partner Local Authorities to review and sustain a model for our Enhanced Case Management initiative	ECM Operational and Strategic Groups	Head of Service	
3.2	Systemic practice	3.2.1 Apply learning from other areas and take next steps towards implementing in YOS		Deputy Team Manager	
		3.2.2 Support development of model within B&NES Children's Service		Deputy Team Manager	
3.3	Crime prevention	3.2.3 AD to provide wording	B&NES Early Help Offer Youth Crime Prevention Board	Deputy Team Manager	

Strategic Priority 4: Tackle Exploitation					
Themes		Actions	Key Links	Owner	Target date
4.1	Contextual safeguarding	Conduct an audit of YOS contextual safeguarding knowledge and practice and identify development actions	Bedford University Contextual Safeguarding Network Exploitation Sub Group Children's Social Care audit	Operational Manager	March 2023
4.2	Serious violence statutory duty	Consult on and develop YOS role in collaborating to address children's serious violence	Police, Crime, Sentencing & Courts Act 2022 Violence Reduction Unit B&NES Drugs and Alcohol Strategy	Head of Service	March 2023 and beyond
5. Continuing Priority: Equip the Youth Offending Service to meet its statutory purpose of preventing offending					
	Themes	Actions	Key Links	Owner	Target date
5.1	Staff health and wellbeing	Support staff to return to Keynsham Civic Centre, addressing individual needs, promoting flexible working and strengthening team identity		YOS Management Group	September 2022
5.2	Evidencing impact	Revise reporting dashboard to incorporate agreed new Key Performance Indicators and use this to develop YOS and Management Board understanding of local data	YJB consultation on national KPIs Development of B&NES early help dashboard YJB Re-Offending toolkit YJB Disproportionality toolkit	Business and Performance Manager	September 2022
5.3	Training and development	Compile and deliver training plan to support effective practice models and maintain safeguarding and other skills	Development of practice models B&NES Training and Development Plan	Operational Manager	March 2023
5.4	Linking with the Management Board – YOS practitioners have requested to collaborate with	5.4.1 Advocating re support for children leaving Care and understanding the difference in support available for them, in particular with regard to accessing suitable accommodation		Chair of the Management Board	March 2023

the Board in these areas:	5.4.2 Representing the YOS's views over possible changes to the Police youth justice department and the furtherance of child-first policing			
	5.4.3 Understanding the impact of delays in prosecutions on both children and victims and seeking to influence this.			
	5.4.4 Discussions with Court staff and Magistrates about child-first arrangements within the Court setting			

14. Approval and sign off

Page 60	Chair of Board	Mary Kearney-Knowles, Director of Children's Services and Education
	Signature	
	Date	30 June 2022

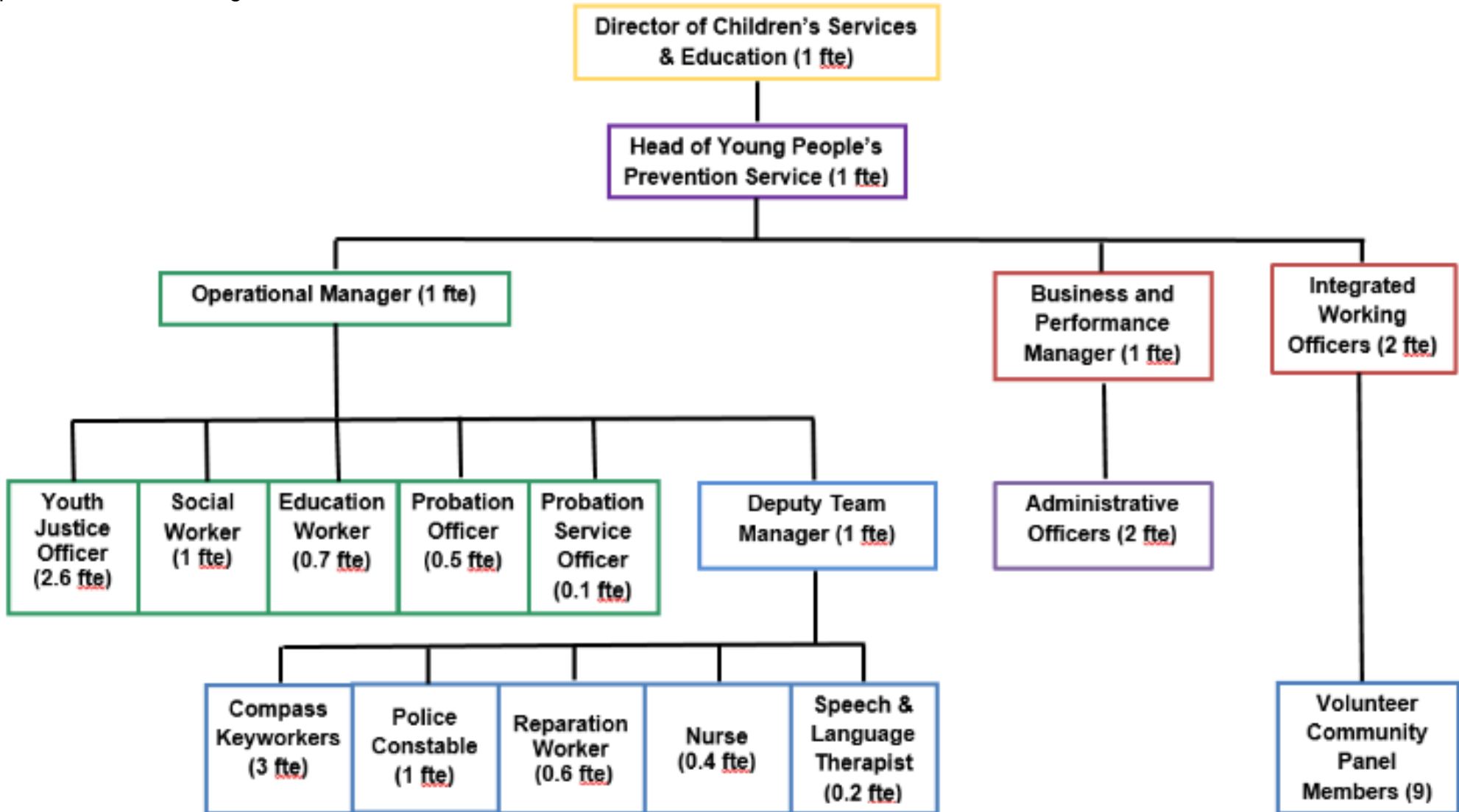
Appendix 1: Youth Offending Service Management Board Membership

All statutory partners are represented at the Management Board and attendance rates are good.

Board Members	Title	Agency	29.06.2021	15.09.2021	08.12.2021	31.03.2022	Total attendance by main representative	Total attendance by sub	Total attendance	Eligible attendance	% attendance by member	Statutory agency attendance
Mary Kearney-Knowles (Chair)	Divisional Director, People and Communities	SM - B&NES Social Care	√	√	X	√	3	n/a	3	4	75%	75%
Sally Churchyard	Head of Young People's Prevention Service	B&NES Youth Offending Service	√	√	√	√	4	n/a	4	4	100%	
Carla Cooper	YOS Operations Manager	B&NES Youth Offending Service	X	√	X	√	2	n/a	2	4	50%	
Lisa Miller - until 29.6.21 Saffia Ahmad -	Head of Service, CAMHS	Oxford Health NHS Foundation Trust	√	√	√	√	4	n/a	4	4	100%	100%
Christopher Wilford	Head of Vulnerable Learners, People and Communities	SM - B&NES Education	√	Sub sent, Rosemary Collard	√	√	3	1	4	4	75%	100%
Steve Kendall	Chief Inspector, Avon and Somerset Police	SM - Avon and Somerset Police	√	√	√	√	4	n/a	4	4	100%	100%
Peter Brandt	Assistant Chief Officer, National Probation Service	SM - National Probation Service	√	√	√	√	4	n/a	4	4	100%	100%
Cliff Dine Romero	Lead Member for Children	B&NES Children, Young People and Families	√	√	√	√	4	n/a	4	4	100%	
Val Scrase	Head of Operations, Wiltshire &	Virgin Care Services Ltd	√	Sub sent, Judith Sellers	√	√	3	1	4	4	75%	
Jayne Davis	Deputy Principal, Bath College	Bath College	X	√	√	X	2	0	2	4	50%	
Stephen Hillyard	Chair of the Youth Bench	Bath Magistrates Court	√	X	√	√	3	0	3	4	75%	
Ali Woodiwiss	Senior Commissioning Manager, Complex	SM - B&NES Complex Care and Targeted Support	√	√	√	√	4	n/a	4	4	100%	100%
SM - Statutory Member												

Appendix 2: Youth Offending Service Structure Chart

The Service is fully staffed. Its Business and Performance Manager leads on data reporting and the Head of Service has access to Jon Poole's corporate Business Intelligence Team.



Appendix 3: Staff individual characteristics

The staff group is not representative of the children it serves, and the Service has been working with Human Resources to attract applicants from more diverse backgrounds; representation by ethnicity is better amongst volunteers (and on the Management Board). Disability is not shown so as not to be identifiable. Male staff are under-represented although the YOS works with a majority of boys.

	Strategic Manager		Team Manager		Practitioner		Administrator		Sessional		Student		Volunteers		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Asian or Asian British - Bangladeshi																
Asian or Asian British – Indian														1		1
Asian or Asian British - Other Asian																
Asian or Asian British - Pakistani																
Black or Black British - African																
Black or Black British – Caribbean													1		1	
Black or Black British - Other Black																
Chinese																
Mixed - Other Mixed																
Mixed - White and Asian																
Mixed - White and Black African																
Mixed - White and Black Caribbean																
Not stated																
Other Ethnic Group - Any Other																
Other Ethnic Group - Arab																
White – British		1	1	1	2	13		4					2	5	5	24
White - Gypsy or Irish Traveller																
White - Irish																
White - Other White																
Total		1	1	1	2	13		4					3	6	6	25

Appendix 4: Resources Summary (£s)

Source	Pooled budget	Staff costs	Other costs	Comments	Total
Avon and Somerset Police	5,000	58,703	0	1 fte Police Constable. Uncosted Police National Computer	63,703
National Probation Service	5,000	24,007	0	0.5 fte Probation Officer and 0.16 fte Probation Service Officer, working in Youth Court. Costs shown are from 2021-22	29,007
Bath and North East Somerset Council	18,685	386,276	20,231	Reduction of £1,249 resulting from additional contributions to NI and salary increases and reductions for salary turnover, as allocated to all budgets. Plus office accommodation, Financial, IT and Human Resources support	425,192
Bath and North East Somerset Clinical Commissioning Group	14,885	31,109	0	0.4 fte Nurse and 0.2 fte Speech and Language Therapist Costs shown are from 2021-22	45,994
Avon and Somerset Police and Crime Commissioner	N/A	10,217	0	Contributes to Compass preventative service. Another £7,902 goes towards commissioning substance misuse services (DHI Project 28)	10,217
Youth Justice Board for England and Wales	N/A			The amount shown is from 2021-22. This year's allocation is awaiting ministerial sign off, but assurance has been received that there will be no reduction.	201,150
Total					775,263

In addition, the YOS will receive a delegated allocation dedicated for the costs of any secure remands. This amount is to be confirmed.

Appendix 5: Review of Service Business and Improvement Plan 2021-22

Prevention and diversion – Remember the ‘children first’ principle and provide support outside the formal justice system wherever possible. BCSSP Commitment 3 – Recognise the importance of prevention and early intervention		
Actions		Progress
1.	Complete work on membership, process, and governance of the Out of Court Disposal Panel	Completed: revised documentation signed off and annual Management Board audit of cases and progress report provides continuing assurance.
2.	Introduce Outcome 22 diversion with intervention for first time, low level knife and other weapon offences	Completed: Now an option being used by the Out of Court Disposal Panel
3.	Complete pathway to show integration of youth crime preventative activity with a focus on serious violence	Continuing: Work now merged with the development of a wider Exploitation pathway for children known to Social Care and development of a preventative pathway sits alongside this.
4.	Review how we measure effectiveness of all local youth crime prevention activity	Continuing: Work now incorporated into wider work on effectiveness of early help as part of publication a local offer and performance dashboard
Tackle exploitation and support the Violence Reduction’s ambition that children lead lives free of serious violence at home and in the community. BCSSP Commitment 2: Learning from experience to improve how we work and 3: Recognise the importance of prevention and early intervention		
Actions		Progress
1.	Clarify practice re use of National Referral Mechanism registration	Completed and continuing: Explanatory video sent out to YOS so staff are clear how to refer and evidence of this being discussed with CPS and addressed in Court reports. Raised this at multi-agency Exploitation Sub Group. Also awaiting learning from 10 pilot areas where Local Authorities are making decisions. Issue of how interim findings are confirmed by conclusive grounds
2.	Support the development of multi-agency information sharing arrangements in order to identify and address individual children’s vulnerability	Completed: Information sharing agreement refreshed, more partners involved and merged with Exploitation Operational Group. This provides stronger multi-agency oversight of those at risk of serious violence.
3.	Support readiness for YOS compliance with the anticipated new ‘serious violence duty’	Continuing: YOS is already integrated with VRU work but awaiting final guidance to understand what more may be needed. It will have a duty to prevent serious violence as a YOS from summer 2022
4.	Participate in developing responses to children’s contextual safeguarding needs	Continuing: The Exploitation Sub Group has completed an initial audit of Social Care which is to be broadened to include the YOS in 2022

Support children not to re-offend BCSSP Commitment 2: Learning from experience to improve how we work		
Actions		Progress
1.	Clarify the interface between the YOS and the Violence Reduction Unit in the work undertaken with individual children	Completed: With a single Head of Service, the two work closely to share information and the VRU has procured support for individual children.
2.	Continue to develop use of the re-offending toolkit including the live tracker to inform work with children	Continuing: Being used quarterly to calculate local re-offending rates
3.	Support developments in service delivery arising from learning under the pandemic e.g. addressing digital poverty	Completed and continuing: Digital access now being discussed as part of all assessments and if there are issues, then funding has been made available in the YOS budget to supply a laptop. There are continuing examples of engaging children in different ways since the pandemic such as going for walks, reparation activities with writing letters to elders in care homes and unaccompanied asylum seekers, some continuing online engagement.
4.	Continue to participate in the Enhanced Case Management pilot	Completed and continuing: B&NES has agreed to fund continuing participation until March 2023 and has requested a review going forward
5.	Strengthen the offer of parenting support	Continuing: Staff identified for Family Links training. Working with partners to consider possible appointment of Parenting Worker. A workshop was held with YOS case managers and Compass Keyworkers to establish the breadth of parenting work being undertaken and share ideas. Work will continue in this area.
Work towards the elimination of disproportionate outcomes and meet individual need BCSSP Commitment 4: Providing executive leadership for an effective partnership		
Actions		Progress
1.	Improve understanding of disproportionality in the youth justice system and identify opportunities to address it	Continuing: Findings from ethnic disparity tool now available to us on an annual basis. This links with recommendations in Identifying Disproportionality
2..	Share learning from and respond to the recommendations of the Avon and Somerset Lammy Review due to be published in July 2021.	Continuing: Identifying Disproportionality report published and widely disseminated. The YOS Management Board will oversee implementation of relevant recommendations for B&NES.
3.	Review available data and the experience of girls in the youth justice system and ensure their individual needs can be met	Continuing: Data report produced, and practitioner questionnaire circulated. The proportion of girls in the youth justice system has reduced despite pan agency concern about their involvement in serious violence.

Support children to successfully negotiate individual and organisational changes and transitions BCSSP Commitment 1: Develop a 'think Family, Think Community' approach		
Actions		Progress
1.	Review wellbeing and re-offending of children who have transferred to the National Probation Service, incorporating their feedback on the experience of transition, and identify how practice can be improved to reduce the number of young adults who are sentenced to custody shortly after their transition.	Completed: National Protocol published June 2021. Consultation with a young adult known to NPS agreed. Good progress being made through an ongoing group which meets on a 6-weekly basis with YOS and Probation where transitions are being planned and reviewed.
2.	Scope other key transitions for Children working with the Youth Offending Service and identify with partner agencies how to strengthen support	Continuing: Work ongoing and will link with 0-25 years review workshop. The YOS Probation Officer is undertaking interviews with a small number of young adults who have experienced the transition to Probation to learn how this impacted them and how they were supported with other transitions in their life.
3.	Work with regional Health and other partners to address support for 16-25-year-olds	Continuing: Engaged with Steering Group and work ongoing
Equip the Youth Offending Service to meet its statutory purpose of preventing offending BCSSP Commitment 4: Providing executive leadership for an effective partnership		
Actions		Progress
1.	Review operation of the Management Board to ensure it reflects the revised Youth Justice Board guidance and expectations of the local BCSSP.	Completed: Board confirmed compliance at recent an awayday
2.	Support staff to adjust to changes as the pandemic lockdown comes to an end and ensure their access to suitable and safe working conditions and a return to as much co-located working as possible.	Completed and ongoing: Review Recovery Plan reviewed. Health, safety and wellbeing is a standing item for supervision and team meetings. All staff have individual risk assessments, and some have Wellness Action Plans
3.	Continue to access training and development opportunities for staff to strengthen their use of AMBIT, incorporate systemic and trauma recovery practice into their work, increase the pool of staff trained to address harmful sexual behaviour (AIM3) and address parenting needs. Ensure training is available for volunteer Panel Members, including through the TRM	Completed: YOS Training Plan signed off, Harmful Sexual Behaviour supervisors' training undertaken, systemic training completed by 4 staff and more planned, Trauma Informed Practice Award completed by all practitioners and managers. AMBIT outstanding and needs to be reviewed in light of other practice models being introduced (although it is complementary)
4.	Incorporate systemic practices into staff Supervision	Completed and ongoing: All 3 managers have completed some systemic training and are working at applying it within Supervision
5.	Refresh working practices and meetings arrangements in light of learning from the pandemic lockdown	Completed: Work with children and parents, staff supervision, reflective practice and panels have continued to be held in person
6.	Revisit recruitment practices to promote appointment of staff from a more diverse range of backgrounds	Completed: Revision of recruitment practices completed

Appendix 6: Feedback from Out of Court Disposal Audit

Strengths identified by Management Board
Full detailed assessment gave clear picture of parents and whole family
Good consideration of victims
Good exploration of dual heritage identity in the assessment
Holistic assessment – strengths-based approach including wider needs that may have impacted on current incident including family background, domestic abuse, and maturity
Good multi agency involvement with school and police
Comprehensive assessment form - child centred and child first, identified a range of supports and interventions to defer from re-offending.
Good engagement with young person and his mother
Plan took into account the seriousness of the offence and offending history and the need for child to build a relationship with the worker before formal work could take place
Wider support and multi-agency input sought and challenged where felt not fully recognised needs
Pushed for SEN assessment and plan clearly linked to assessment
Reparation to include skill development, very positive.
The plan followed a structured analysis of positive and negative desistance factors, and the plan took into account the child, parents and school.
Good evidence of linking with parents and sharing what will be covered in the sessions with their child in advance. The work with parents comes across as a partnership
Child's voice heard throughout the report and assessment.
Good evidence of raising concerns with Police about delays in the system and incomplete information being made available
Good multi-agency working, to include 'team around the school' meetings to address school attendance and engagement.
Young person has not re-offended, and his wellbeing appears to have improved significantly with the benefit of the intervention.
Sessions are well structured, and the child is clearly engaged in the work
Evaluation and feedback of sessions well documented, interventions developed as new areas of concern raised and plan and interventions delivered flexibly
Case closure/case outcome summary comprehensive and evidences positive impact of the 16-week intervention
Worker adept at finding ways of addressing the objectives of the plan, even though the child and parent were reluctant to engage in formal work
Good evidence of management oversight
Areas for development identified by Management Board
Assessment would have been strengthened by exploring impact of domestic abuse
Assessment did not draw on the Speech and Language report
5 months between offence being committed and being referred to OOC panel
Assessment and Intervention would have been strengthened by including more on exploring child's experiences as a dual heritage child
The plan included family support. It was not clear if this was with the agreement of the parent and as such the parents declined to take part.
Delays in the case being referred to the OOC Panel did not help the child to recall the incident.
Unclear if communications / speech and language need was addressed in the plan and or ruled out as not necessary

Appendix 7: Feedback

Surveys and end of contact feedback from children continues to be positive about work undertaken with the Youth Offending Service. Children have appreciated the positive relationships which lie at the heart of all effective work. For example, “the YOS worker was a nice person” and “I felt really listened to.” They have particularly valued positive activities, support in Court and help to write a Curriculum Vitae. In a recent survey of four young people, 1 agreed and 3 strongly agreed with each of the following statements:

- They were happy with the support the YOS provided to me
- The support from the YOS has helped me to stop offending
- I felt listened to and respected by my YOS worker

It has been particularly good to learn from young people about the impact of work undertaken with them, including being supported to “get out of county lines”, being “supported to keep out of trouble,” “help to get on to a course I was interested in,” “made my life better” and “I’m in better accommodation now.” Other examples show how the impact has been positive for families as well:

Feedback from a 13-year-old working with the Compass prevention service until December 2021. They were at risk of peer conflict and knife carrying and were supported to adapt to residential schooling and an improved relationship with their parents:

My behaviour at school has got better. I have grown up a lot. I used to be a pain in the at home and got everyone arguing but they don't have anything to argue about any more. Compass is good fun.”

A letter from a mother about work undertaken with her and her son for 18 months up until September 2021 during the pandemic:

“X has worked with myself and my son A for a couple of years but unfortunately has now finished working with us..... I would just like to say that working with X has helped us both so much. A knew he could talk to X about anything and she would listen and support him. I always found, whatever the situation or however low I felt with issues I was facing, a chat through things with X always helped. She would listen and show such empathy and understanding, would never judge and always found the positives. I think A and I will always have our ‘bumps in the road’ but the help and support that we have received from X will definitely stay with us. I told X that she was like a refreshing tonic and I wished we could bottle her and keep her.”

Feedback after Referral Order Panel meetings has included children saying they felt supported by the Panel, they had a sense of being listened to, it was good to know what was expected of them during their Order and it was good to reflect on their progress during the final meeting and hear positive feedback about themselves. It may be harder for children to give critical feedback, but they have said “sometimes Panel meetings can feel a bit long and there is sometimes a lot of talking.” There continues to be work to be done to help Panels to be completely child centred.

Appendix 8: Glossary of terms used in this Plan

ACE	Adverse Childhood Experience. Events in the child's life that can have negative, long-lasting impact on the child's health, and life choices
AssetPlus	Assessment tool to be used for children who have been involved in offending behaviour
BAME	Black, Asian and Minority Ethnic is the term currently used in the criminal justice system to describe those who have diverse racial and ethnic backgrounds.
BCSSP	B&NES Community Safety and Safeguarding Partnership, a merger of the previous Local Safeguarding Children Board, Local Safeguarding Adults Board and the Community Safety Partnership. The YOS Management Board is one of its Sub Groups.
CCE	Child Criminal Exploitation, where a child is forced, through threats of violence, or manipulated to take part in criminal activity
Children	We define a child as anyone who has not yet reached their 18th birthday. This is in line with the United Nations Convention on the Rights of the Child and civil legislation in England and Wales. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.
Child First age	A system wide approach to working with children in the youth justice system. There are four tenants to this approach, it should be: developmentally informed, strength based, promote participation, and encourage diversion
Looked After Child	Child Looked After, where a child is looked after by the local authority
Compass	The YOS's local preventative service for 8-17-year-olds assessed as at high risk of offending, and for their parents/carers
Contextual safeguarding	An approach to safeguarding children which considers the wider community and peer influences on a child's safety
Community resolution	Community resolution, an informal disposal, administered by the police, for low level offending following an admission of guilt
EHCP	Education and Health Care Plan, a plan outlining the education, health and social care needs of a child with additional needs
ETE	Education, training or employment
Evidence based practice	The YJB definition of evidence-based practice is 'integration of the best available and accessible evidence with professional expertise, in the context of working with children in contact with the youth justice system'
fte	Full-time equivalent, used when setting out the number of hours in each post
FTE	First Time Entrant. A child who receives a statutory criminal justice outcome for the first time (youth caution, youth conditional caution, or Court disposal

HMIP	Her Majesty Inspectorate of Probation. An independent arms-length body who inspect Youth Justice services and probation services
HSB	Harmful sexual behaviour, developmentally inappropriate sexual behaviour by children, which is harmful to another child or adult, or themselves
NEET	Not in Education, Training or Employment
NRM	National Referral Mechanism. The national framework for identifying and referring potential victims of modern slavery in order to gain help to support and protect them
OOCD	Out-of-court disposal. All recorded disposals where a crime is recorded, an outcome delivered but the matter is not sent to court
OPCC	Office of the Police and Crime Commissioner who is responsible for cutting crime and delivering an effective Police Force
Outcome 22/21	An informal disposal, available where the child does not admit the offence, but they undertake intervention to build strengths to minimise the possibility of further offending
Over-represented children	Appearing in higher numbers than the local or national average
PEX	Permanently excluded from school
RHI	Return home Interviews. These are interviews completed after a child has been reported missing. In B&NES, these are undertaken by the YOS, usually through its preventative Compass team.
Referral Order Panel	A decision-making meeting led by trained volunteers who consider the YOS's assessment of an individual child referred by the Court, and agree a written contract for work to address identified needs and make amends to the person harmed and/or the community.
SLCN	Speech, Language and communication needs
Youth Conditional Caution	These are issued at a pre-Court stage and include requirements to work with the YOS and other partners to meet identified needs
Young adult	Someone who is aged 18 or over, a term used, for example, when a young adult is transferring to the adult probation service.
YJB	Youth Justice Board for England and Wales, now part of the Ministry of Justice, created under the Crime and Disorder Act 1998
YJS	Youth Justice Service. This is now the preferred title for services working with children in the youth justice system. This reflects the move to a child first approach. There is a current consultation underway to change the name of the B&NES Youth Offending Service.
YOS	Youth Offending Service, a multi-agency team established under the Crime and Disorder Act and charged with preventing youth offending by under 18-year-olds.

CHILDREN, ADULTS, HEALTH AND WELLBEING POLICY DEVELOPMENT AND SCRUTINY PANEL

This Forward Plan lists all the items coming to the Panel over the next few months.

Inevitably, some of the published information may change; Government guidance recognises that the plan is a best assessment, at the time of publication, of anticipated decision making. The online Forward Plan is updated regularly and can be seen on the Council's website at:

<http://democracy.bathnes.gov.uk/mgPlansHome.aspx?bcr=1>

The Forward Plan demonstrates the Council's commitment to openness and participation in decision making. It assists the Panel in planning their input to policy formulation and development, and in reviewing the work of the Cabinet.

Should you wish to make representations, please contact the report author or, Democratic Services (). A formal agenda will be issued 5 clear working days before the meeting.

Agenda papers can be inspected on the Council's website.

Ref Date	Decision Maker/s	Title	Report Author Contact	Director Lead
5TH JULY 2022				
5 Jul 2022	Children, Adults, Health and Wellbeing Policy Development and Scrutiny Panel	Children's Mental Health Transformation Plan	Lucy Baker, BSW CCG	Director of Children and Education
5 Jul 2022	Children, Adults, Health and Wellbeing Policy Development and Scrutiny Panel	Youth Participation	Sarah McCluskey Tel: 01225 394464	Director of Children and Education
5 Jul 2022 14 Jul 2022 21 Jul 2022 E3375	Children, Adults, Health and Wellbeing Policy Development and Scrutiny Panel Cabinet Council	Youth Justice Plan 2022-23	Mary_Kearney- Knowles@bathnes.gov.uk Sally Churchyard Tel: 01225 395442	Director of Children and Education
13TH SEPTEMBER 2022				

Page 74

Ref Date	Decision Maker/s	Title	Report Author Contact	Director Lead
13 Sep 2022	Children, Adults, Health and Wellbeing Policy Development and Scrutiny Panel	Suicide Prevention	Paul Scott Tel: 01225 394060	Director of Public Health and Prevention
8TH NOVEMBER 2022				
8 Nov 2022	Children, Adults, Health and Wellbeing Policy Development and Scrutiny Panel	Prevent Duty	Samantha Jones Tel: 01225 396364	Director of People and Policy
8 Nov 2022	Children, Adults, Health and Wellbeing Policy Development and Scrutiny Panel	Serious Violence Duty (TBC)	Sally Churchyard Tel: 01225 395442	Director of Children and Education
The Forward Plan is administered by DEMOCRATIC SERVICES: Democratic_Services@bathnes.gov.uk				

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