

Bath and North East Somerset

Youth Justice Plan 2016 – 2017

Working in partnership to prevent youth offending

**Bath & North East
Somerset Council**



National
Probation
Service



NHS

*Bath and North East Somerset
Clinical Commissioning Group*

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1. Introduction

Youth Offending Services were established under the Crime and Disorder Act 1998 to prevent youth offending. This Plan is written in accordance with the Crime and Disorder Act 1998 and guidance from the Youth Justice Board and sets out how this work will be taken forward in the year ahead. It summarises the achievements of the Youth Offending Service and its partners in 2015-2016 and, drawing on feedback from service users, a review of local performance data and learning from a very recent Inspection, sets out a work plan for 2016-2017. The Plan has been consulted with members of the Youth Offending Service, its Management Board and the two sub-groups, the Youth Crime Prevention Board and the Custody Review Panel. The Youth Offending Service is very well established within the Authority and makes a substantial contribution to the work of a range of other partnerships and work streams. It regards these as opportunities to learn and share good practice and to influence other strategies to ensure they take account of the interests of young people at risk of offending and re-offending, their parents/carers and victims.

At the time of compiling this Plan, the youth justice system is subject to a national review which will report in July 2016. The year ahead is likely to prove a significant time in shaping future delivery of services for young people who offend. Time has been set aside for the Management Board to consider the implications of the review and direction of travel for the Service.

2. Local Priorities

The Children and Young People's Plan 2014-2017 sets out an agreed vision for supporting children and young people to achieve the best possible outcomes:-

We want all children and young people to enjoy childhood and to be well prepared for adult life

This applies equally to young people at risk of offending or re-offending and as part of the wider children's workforce, the Youth Offending Service is committed to the three priority outcomes:-

1. Children and young people are safe
2. Children and young people are healthy
3. Children and young people have equal life chances

The Service has also adopted the local ambition for parenting:-

Parents take responsibility for understanding and meeting their children's needs, enjoying their childhood with them and preparing them for adult life

The lead partner for the Youth Offending Service is Bath and North East Somerset Council whose corporate priorities up until 2020 are shown in the table below, together with the in-year priorities for the Service within which the Youth Offending Service is directly managed:-

| Corporate Priorities | Linked Children, Young People and Family Service Priorities |
|---|--|
| A strong economy and growth | Narrow the gaps in education and employment outcomes for vulnerable groups of children and young people. |
| A focus on prevention | Prevent and reduce significant harm and the need for children to grow up in care – achieve sustainable improved outcomes at the lowest level of intervention. |
| A new relationship with customers and communities | Keep children and young people at the heart of everything we do - listening to children and young people, parents, carers, victims of crime at team, service & divisional level. |
| An efficient business | Support staff to work effectively with children, young people and families through workforce development, streamlining systems and processes and focusing our resources. |

The Youth Offending Service reviews its performance in relation to the following nationally reported outcomes;

1. Reduction in the rate of first time entrants
2. Reduction in the rate of re-offending
3. Reduction in the rate of custody
4. Suitable accommodation
5. Suitable education, training and employment

These local priorities and national outcomes are incorporated into the Work Plan on page 20.

3. Core areas of work for the Youth Offending Service

3.1 Staff from a wide range of backgrounds including Police, Health, Social Care, Education and the National Probation Service, participate in the multi-agency Youth Offending Service. They work in an integrated way alongside other specialists and have key statutory functions, including the supervision of young people on Out-of-Court Disposals and Court Orders, giving victims a voice, enabling young people who have offended to make amends for the harm they have caused and strengthening parenting skills. The statutory work is supplemented by a prevention service, Compass, which works on a voluntary basis with children aged 8-17 years who are at high risk of offending, and with their families. The Youth Offending Service is responsible for safeguarding young people and supporting them to make positive lifestyle choices and achieve better outcomes. The main areas of work are set out below:-

3.2 Prevention

The Youth Offending service has been actively involved in the introduction of an Early Help strategy and a refreshed Parenting Strategy and has aligned its own prevention work with these developments. Compass is a long-standing service has been designed to work with young people aged 8-17 who are assessed as being at high risk of offending, and with their parents/carers. The service aims to reduce the risk of individual young people offending and entering the youth justice system and supports them to improve their social and emotional well-being, to fully participate in education, training and employment and to strengthen parenting skills. Compass is now part of the local 'early help' offer, a wider range of support and services for children and young people to help them before the issues they face become more serious. The Local Authority also commissions an independent sector service, Mentoring Plus, to work with 12-21 years olds at risk of offending and a young person's substance misuse service. The Youth Offending Service is fully involved in the commissioning processes for both services. Additionally, compass also undertakes Return Home Interviews with young people who have returned home after going missing. This supports identification of those who would benefit from early help, including in prevention of child sexual exploitation or offending.

3.3 Diversion

A Cannabis diversion initiative has been piloted this year, in partnership with Police and DHI's Project 28, the local young people's substance misuse service. Young people who may have previously been issued with an immediate Youth Caution by the Police are now offered an opportunity to attend an awareness raising workshop with Project 28. If they take this offer up, they can be dealt with by an informal community resolution and will not be recorded as formally entering the youth justice system. Those who want it then have an opportunity to continue to work with Project 28. Between January 2015 and March 2016, thirty one young people attended the Cannabis diversion scheme. Twenty five of these young people had no previous criminal record. Youth Offending Service and Avon and Somerset Constabulary records indicate that only three of those twenty five young people have gone on to receive a Youth Caution or higher criminal sanction. The scheme has successfully diverted twenty three young people away from becoming first time entrants to the criminal justice system and provided substance awareness interventions they would not otherwise have had..

3.3 Pre-Court Disposals

Under the Legal Aid, Sentencing and Punishment of Offenders Act 2012, young people who have admitted a minor offence can be dealt with outside of the Courts through a Youth Caution or a Youth Conditional Caution. The Youth Offending Service support this process by assessing young people, shared decision making at fortnightly 'Out of Court Disposals Panels' and delivery of short-term interventions to young people and parents/carers to reduce the risk of re-offending.

3.4 Arrest and Court work

- ❖ **Appropriate Adult services** for young people to safeguard their interests when they are being formally interviewed by the Police. This service is commissioned from Bristol Youth Offending Service.
- ❖ **Bail Support and Supervision** – The Youth Offending Service supports and supervises young people who are conditionally bailed by the Courts to maintain contact with the Youth Offending Service.
- ❖ **Remand to the Care of the Local Authority** - The Youth Offending Service supports young people who are remanded to the Care of the Local Authority and become Looked After children. They also have an allocated Social Worker and are entitled to the same level of support as other Looked After young people.
- ❖ **Report Writing** - preparation of written reports to inform key decision making about young people who have offended, such as supporting contract requirements for Referral Order Panels, and analysis of the offence and proposal of sentencing options to the Courts via Pre-Sentence Reports.
- ❖ **Court Duty** – providing information and advice to the fortnightly sitting of the local Youth Court and occasionally attending Bristol Crown Court and other Courts when young people from Bath and North East Somerset are being sentenced. The Service also supports young people to understand the sentences passed, makes assessments of those who have been remanded or sentenced to custody and makes follow-up arrangements for working with young people subject to Court Orders.

3.5 Supervision of young people in the community

Young people who are sentenced in the Courts are usually supervised by the Youth Offending Service in the community – that is, they remain living with their parents or foster carers; occasionally, they may be living in a residential setting. The Youth Offending Service works with young people to assess their needs and vulnerability and their likelihood of re-offending and where relevant, of causing serious harm to others. They then work with young people, their parents/carers and other agencies to agree plans to address these concerns. The level of contact with the Youth Offending Service is determined by the assessed level of risk and the interventions delivered include specific offence-focussed work, raising victim awareness, encouraging positive activities and supporting engagement in education training or employment. The Youth Offending Service is responsible for managing young people subject to Intensive Supervision and Surveillance requirements made by the Court as an alternative to custody. Such an Order requires the young person to engage with a 25 hour per week programme of education, training and employment, supervision and activities and an electronically monitored curfew. The Service also supervises young people subject to Unpaid Work Orders.

3.6 Work with young people in custody

A minority of young people are remanded or sentenced to custody, usually because of the seriousness of their offending, but sometimes because of repeated failure to co-operate with the requirements of Court Orders. The Youth Offending Service provides risk assessments to the Youth Justice Board to ensure the young person is safely placed in the most appropriate establishment and plans supervision of young people when they return to the community. The most common youth custodial sentence is the Detention and Training Order, lasting for up to two years. Longer sentences apply for more serious offences. Bath and North East Somerset is part of a sub-regional Resettlement Consortium which collaborates to share best practice in supporting young people whilst they are in custody and upon their return to the community.

3.7 Restorative Justice and Work with Victims

Restorative justice approaches are an important part of the Youth Offending Service's work. The Service aspires to be a restorative service and encourages staff to raise and address internal issues restoratively wherever possible; there have been some positive experiences of this taking place in the last year. The Service has also been working towards achievement of the Restorative Justice Quality Mark.

All known victims are visited and work is tailored to their individual needs. During 2015, the network of trained restorative justice facilitators was increased and the Service began to work in partnership with other agencies including Lighthouse (who offer victim support), the Young Victims' Service and the North East Restorative Approaches Partnership. The Youth Offending Service now has a 'virtual team' of trained facilitators who can jointly deliver restorative justice work for all offences, including vulnerable and sensitive victims.

Examples include multi-agency restorative meetings with Curo housing, where family conflicts were addressed in order to avoid evictions and completion of restorative conferences for assaults and criminal damage. Shuttle mediation has been undertaken to answer victims' questions when it has not been possible for victims and young people to meet face to face. Payment for damages and direct reparation has been undertaken and victims have usually provided excellent feedback.

"It's nice to know that victims are taken into consideration, you helped get my money back"

"I'm glad I met the offender (and) I'm glad I got the opportunity to hear his side. I wanted him to know, he can change his life"

"I feel really bad about this, I've been beating myself up. It actually helps talking to another person. I appreciate everything you have done"

One person questioned the use of a Youth Hub for a meeting, saying that it did not feel a sufficiently neutral environment as it was more comfortable for the young person to be there than for the victim. The Service has learned from this and is now reviewing 'neutrality' of location in every instance.

It is clear that young people are also appreciative of what they learn from engaging in this work:-

"I said all I wanted to and felt listened to and heard things that I hadn't heard before"

"(It was) fine (and the) victim was easy to talk to. I learnt one punch could do a lot of damage and that I can turn my life around"

"(It was) fine and I'm happy I did it and said sorry. (I learned) never to try and ride away from Police when stopped."

Where direct involvement with victims is not possible, then young people are asked to make amends or pay back the wider community by undertaking reparation work. This continues to be planned on a more bespoke basis in order to better meet the needs of victims, the local community and young people. Discussions are had with both victims and young people, with direct reparation completed where appropriate. If victims do not wish for direct reparation they are encouraged to suggest projects they feel are important where reparation could be carried out.

A large Bath store asked for any reparation to support the work of the Woodland Trust, a charity it supports, or activity in the environment which would benefit the local community. After discussion with the store and young person it was agreed that they would spend time making open spaces in the city centre better for the community to enjoy. Part of his reparation was with the Council's Parks Department, potting up 1000 daffodil bulbs as well as gardening in Bath's Parade Gardens. He also did a litter pick near the entrance of community green space, the Linear Park.

Young people are often keen to do litter picking for their reparation and so the challenge is to encourage them to broaden their horizons and do a reparation activity that has some relevance to the offence and also their aspirations. The Service continues to work with young people to boost their confidence and esteem. Examples include packing food parcels at the Foodbank, growing fruit and vegetables on the allotment, helping in a charity shop in Midsomer Norton and helping walk dogs and care for cats at the Bath Cats and Dogs Home.

3.8 Work with parents/carers and families

The Youth Offending Service led in the refresh of the Parenting Strategy this year, promoting whole family approaches and re-stating the commitment to evidence-based work in supporting parents undertakes assessment of a young person's family situation and parenting and offers a range of interventions designed to support family relations, improve parenting skills and confidence. Work with parents is usually on a voluntary basis but can sometimes be within a Parenting Order. The interventions include individual parenting skills sessions, family mediation and joint work with the parents/carers and the young person, for example, concerning a young person's aggression within the home. The Youth Offending Service is also part of the Connecting Families' wider matrix team and sometimes takes on the role of 'lead professional' with families who meet the national Troubled Families criteria. This includes undertaking a Whole Family Assessment profile, organising regular Team Around the Family Meetings and co-ordinating a Whole Family Plan to provide support for all family members.

4. Multi-Disciplinary work

A key strength of Youth Offending Services is that they are multi-disciplinary. The co-location of staff from a wide range of disciplines supports information sharing and planning and enables readily tailored approaches to young people's needs.

4.1 Education (Bath and North East Somerset Council)

A new Education Worker has enabled a fresh look at how the Youth Offending Service supports young people's engagement in education, training and employment, a key protective factor in reducing the risk of offending. She monitors young people's participation in learning and will be comparing this with data for the whole academic age 16/17 cohort in the Local Authority. She is working closely with the Council's new Youth Connect Service to integrate approaches to identifying and addressing young people's need and with the Special Educational Need and Disability Team to strengthen information sharing and support for young people. It is clear that a small number of young people known to the Youth Offending Service have particular needs that are hard to meet from the provision currently available and key areas of work for 2016-17 will be with commissioners to ensure that young people's needs for compulsory education up to the school leaving age are met, and to support the development of a 14-25 Strategy.

4.2 Health (Bath and North East Somerset Clinical Commissioning Group)

The Youth Offending Service benefits from secondment of a part-time Speech and Language Therapist and a part-time Nurse. Speech and Language therapist achievements this year have included:

- ❖ Increased rate of screening and identification of speech, language and communication needs
- ❖ Systematic tracking of cases and development of information sharing between professionals
- ❖ Input into interventions leading to improved engagement and participation by service users
- ❖ Introduction of 'communication profiles' for magistrates/panel members that have impacted upon the understanding of the way the service-user may present, due to their speech and language therapy needs.

Over the next year, the priorities are to maintain the current effectiveness of screening during transition to the new assessment tool, strengthening joint-working practice with case managers and continue involvement in the training of staff, volunteer Panel Members and Magistrates.

The inclusion of a Nurse in the multi-agency team has been valuable, has enhanced education of the Service in health matters and information sharing. Links with professionals and young people at Project 28 are now well established and a weekly enhanced sexual health clinic has been set up, supporting vulnerable girls and access to appointments in dental care and with GP surgeries. With one young person, this led to a diagnosis which enabled staff to support him holistically whilst he completed his Court Order. With young people working voluntarily with the Compass team, she has been able to attend Team around the Child meetings with families and support with links with paediatricians and the Child and Adolescent Mental Health Service. Joint work with Social Care includes supporting a family where there has been an allegation of harmful sexual behaviour. Opportunities this year also included delivering a session to colleagues on the workings of the teenage brain, enabling the team to look at the biological differences and how interventions with young people can be tailored to their individual needs.

4.3 Probation Officer (National Probation Service)

A seconded Probation Officer works as a case manager, directly supervising young people subject to Court Orders and bringing skills in assessing and managing risk, including working closely with Impact and Multi-Agency Public Protection Arrangements to ensure integrated planning for work with young people who present a higher risk of serious harm to others. They also support the transition to adult criminal justice services for young people who continue to offend. Following national consultation, the National Probation Service is reducing the post in Bath and North East Somerset from full-time to half-time. Whilst this is a loss to the case management capacity which will need to be identified from elsewhere, it provides an opportunity to strengthen the transition arrangements for young people from youth to adult justice services, with the same member of staff providing a level of direct continuity in some cases.

4.4 Social Worker and Youth Justice Worker (Bath and North East Somerset Council)

Two full-time qualified staff work as case managers and bring particular skills in child development and safeguarding and working with young people in the context of their family experience. They undertake assessments and interventions with young people involved in sexually harmful behaviour and support victims of child sexual exploitation.

4.5 Police (Avon and Somerset Constabulary)

Two four-day per week seconded Police Constables provide a link with the Integrated Offender Management Service concerning the young people at highest risk of re-offending, support the Out of Court Disposals Panel and lead on work with victims.

4.6 Panel Members

Volunteer Panel Members take on a key statutory function in chairing Referral Order meetings with young people and, where they are willing, the victim of their offence, to agree how they will make amends and what work they need to undertake to reduce their risk of re-offending. As part of our commitment to supporting Panel Members, annual appraisals are held in order to identify opportunities for development. In addition, they are regularly offered training that will help them in their roles. In 2015-2016 this included diversity training, emotion coaching (understanding attachment disorders) and child sexual exploitation training. In addition The Youth Offending Service has begun holding regular bi-monthly meetings for Panel Members in-house; this gives them the opportunity to meet up and discuss any problems or concerns – as well as being a good way for the Service to promote and praise good practice. In order to meet their' varying schedules, these meetings are alternated between daytime and evening sessions in order to give as many people as possible the chance to attend. The Service recognises the commitments of its volunteers in its bi-monthly newsletters to Panel Members and by nominating them for relevant awards. In 2016, they were nominated for the Volunteer Team of the Year, at an event run by the Council.

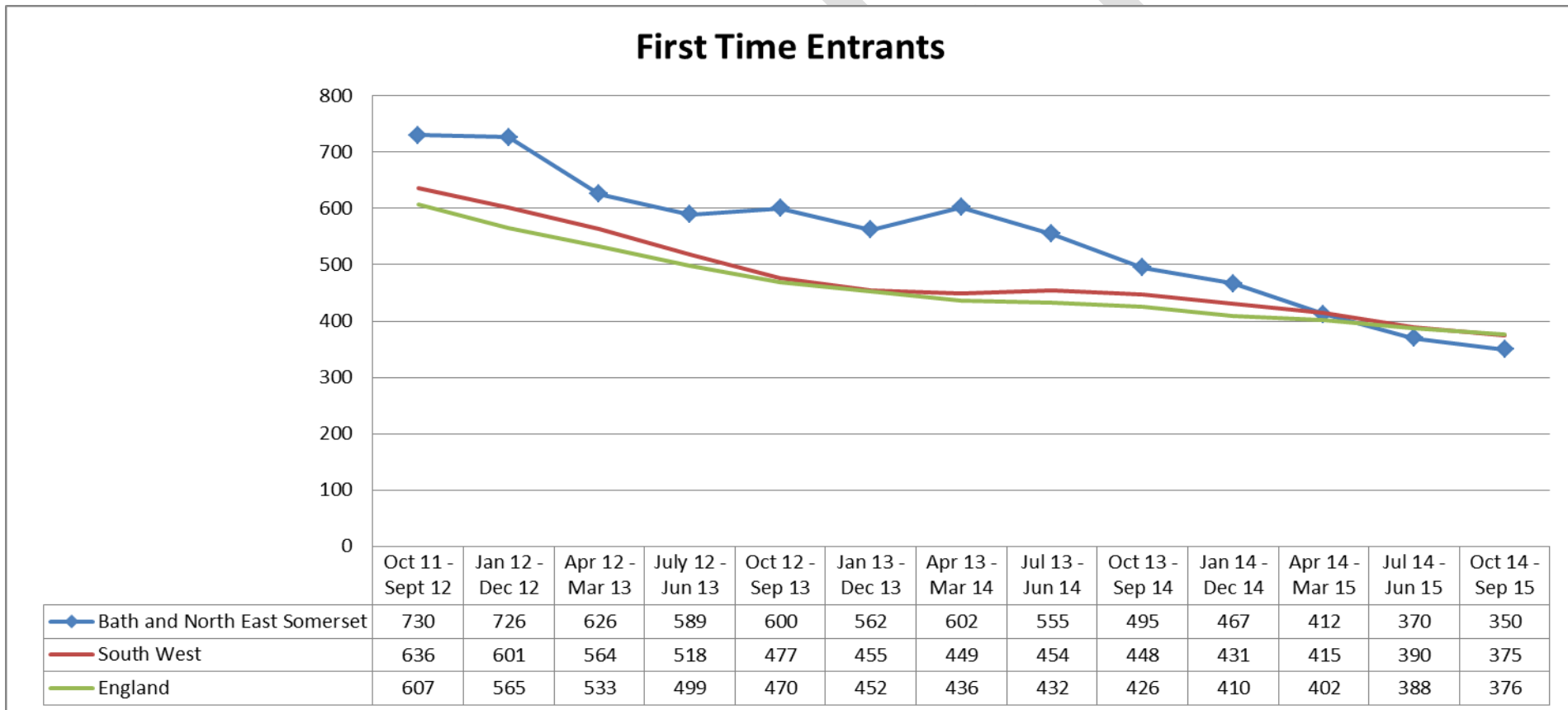
A new cohort of Panel Members will be recruited in May 2016.

5. Performance

5.1 The principal aim of the youth justice system is to prevent offending by young people. The effectiveness of the work is measured through five national performance measures. During the year ahead, the Service will be working on more 'distance travelled' approaches to measuring outcomes for young people.

5.2 Reduce the rate of first time entrants to the youth justice system

This performance measure helps understanding of how effective the local area has been in supporting young people not to offend and enter the youth justice system for the first time. It is shown as a rate of young people per 100,000 in the general population of 10-17 year olds who received their first substantive outcome (a Youth Caution or Youth Conditional Caution following admission of an offence, or a conviction in Court), to enable comparisons to be made. Data is taken from the Police National Computer and is published in rolling full years.

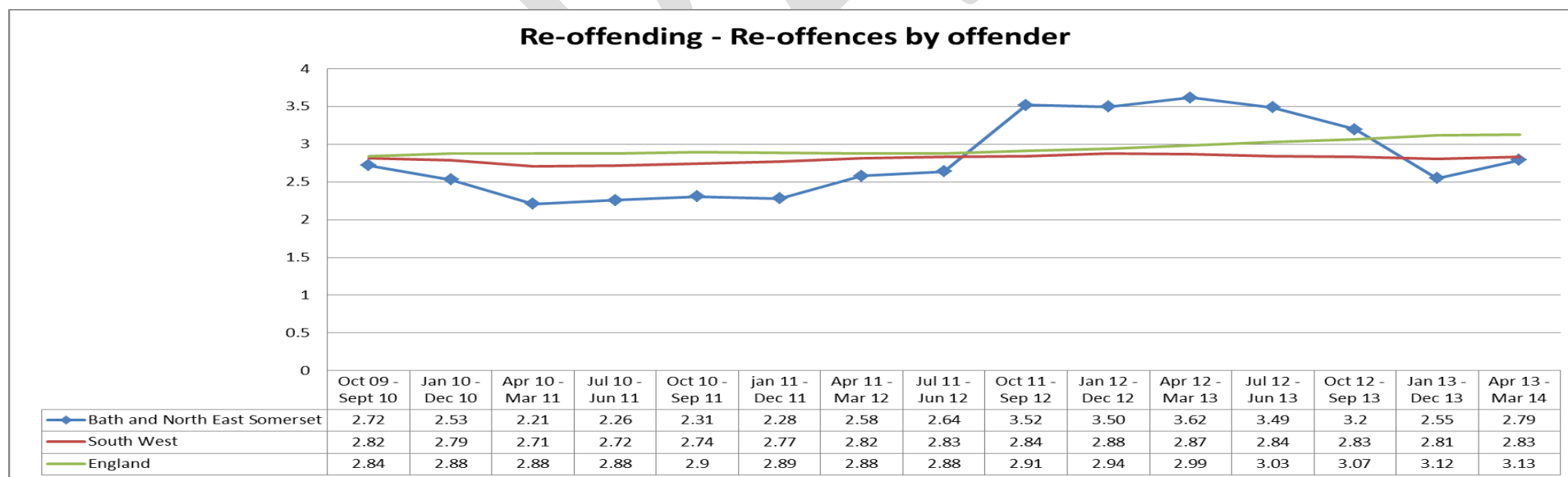


Local performance has shown significant improvement after a number of years with a higher rate than comparators and a slower rate of improvement than other areas. These trends re now reversed and a continued local focus on early help and the introduction of the Cannabis Diversion initiative have had an impact and performance is now lower (better) than comparators and is improving at a faster rate.

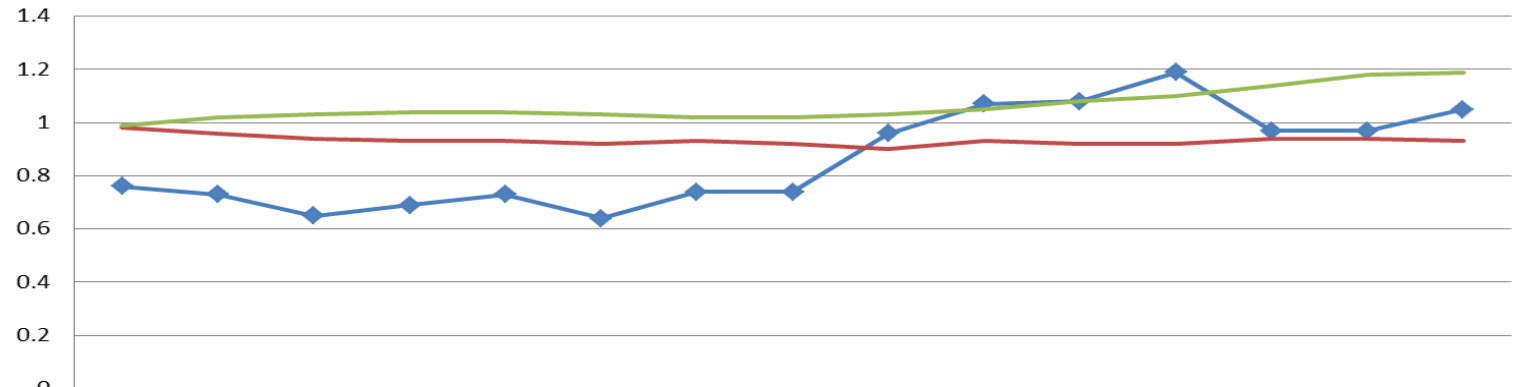
5.3 Reduce the rate of re-offending

This performance measure helps understanding of the effectiveness of the youth justice system in supporting young people who have previously offended to avoid re-offending. It is a quarterly rolling measure of the rate of re-offending after twelve months of a cohort of young people who received a Caution or Conditional Caution or a sentence in Court or were released from custody. The data is taken from the Police National Computer and published as a frequency rate (the number of re-offences per 100 young people) and as binary information (a count of the number of young people who re-offended, expressed as a percentage of the cohort). For re-offending, the indicator is the rate of re-offending after 12 months by a cohort of young people who received a substantive outcome.

This is now shown in three ways – re-offending by individual young people, the percentage of young people who re-offended (binary rate) and the number of young people in the cohort divided by the total number of offences they committed (frequency rate). The latest data available shows that after a considerable period of having lower rates of re-offending than all comparator groups, the local rate is increasing, although it is below the national average. With a reducing rate of first time entrants, the Youth Offending Service is working with a smaller cohort of more concerning young people whose offending is more prolific.

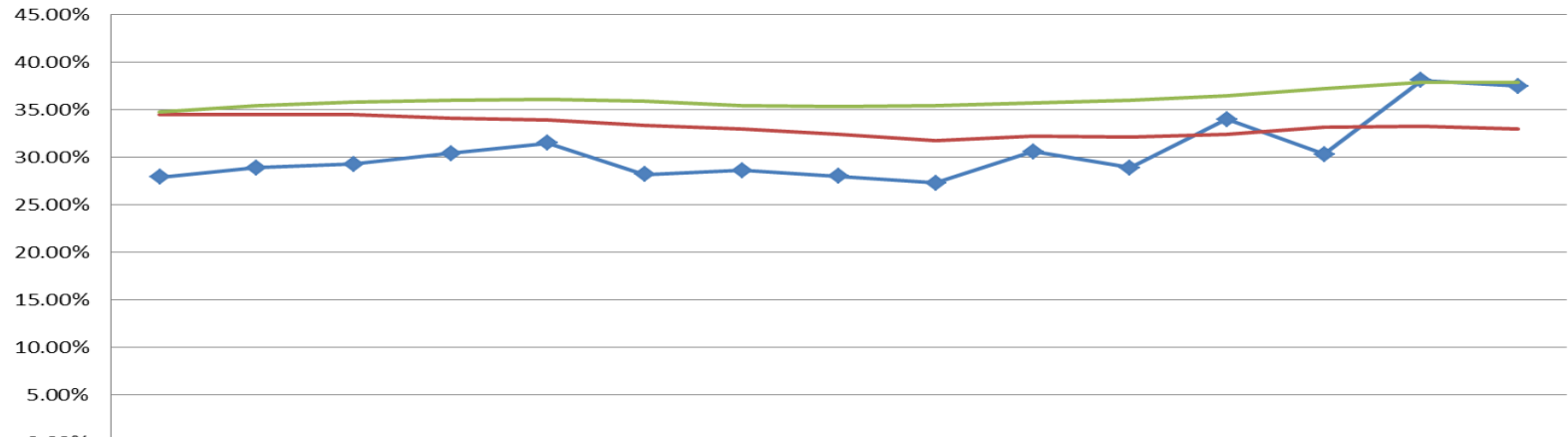


Reoffending - Frequency Rate



| | Oct 09 - Sept 10 | Jan 10 - Dec 10 | Apr 10 - Mar 11 | Jul 10 - Jun 11 | Oct 10 - Sep 11 | Jan 11 - Dec 11 | Apr 11 - Mar 12 | Jul 11 - Jun 12 | Oct 11 - Sep 12 | Jan 12 - Dec 12 | Apr 12 - Mar 13 | Jul 12 - Jun 13 | Oct 12 - Sep 13 | Jan 13 - Dec 13 | Apr 13 - Mar 14 |
|--------------------------------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ◆ Bath and North East Somerset | 0.76 | 0.73 | 0.65 | 0.69 | 0.73 | 0.64 | 0.74 | 0.74 | 0.96 | 1.07 | 1.08 | 1.19 | 0.97 | 0.97 | 1.05 |
| — South West | 0.98 | 0.96 | 0.94 | 0.93 | 0.93 | 0.92 | 0.93 | 0.92 | 0.90 | 0.93 | 0.92 | 0.92 | 0.94 | 0.94 | 0.93 |
| — England | 0.99 | 1.02 | 1.03 | 1.04 | 1.04 | 1.03 | 1.02 | 1.02 | 1.03 | 1.05 | 1.08 | 1.10 | 1.14 | 1.18 | 1.19 |

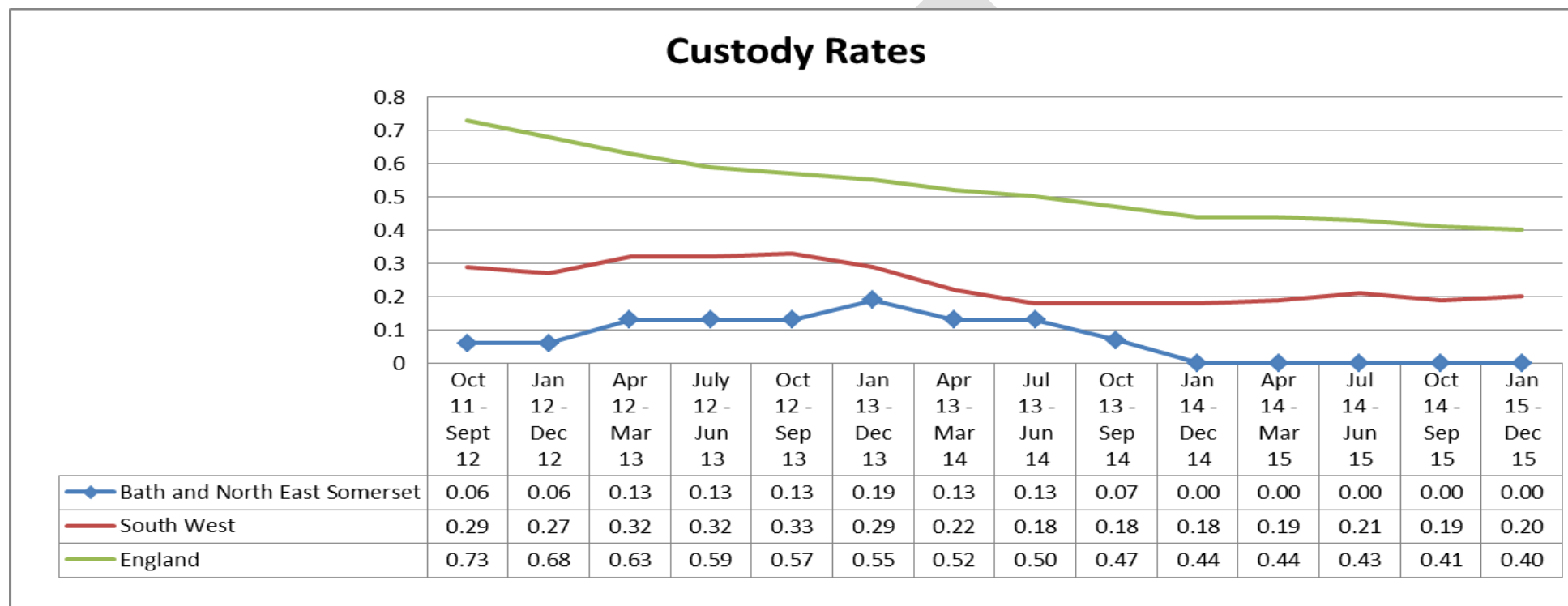
Reoffending - Binary Rate



| | Oct 09 - Sept 10 | Jan 10 - Dec 10 | Apr 10 - Mar 11 | Jul 10 - Jun 11 | Oct 10 - Sep 11 | Jan 11 - Dec 11 | Apr 11 - Mar 12 | Jul 11 - Jun 12 | Oct 11 - Sep 12 | Jan 12 - Dec 12 | Apr 12 - Mar 13 | Jul 12 - Jun 13 | Oct 12 - Sep 13 | Jan 13 - Dec 13 | Apr 13 - Mar 14 |
|--------------------------------|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| ◆ Bath and North East Somerset | 27.90% | 28.90% | 29.30% | 30.40% | 31.50% | 28.20% | 28.60% | 28.00% | 27.30% | 30.60% | 28.90% | 34.00% | 30.30% | 38.10% | 37.50% |
| — South West | 34.50% | 34.50% | 34.50% | 34.10% | 33.90% | 33.40% | 33.00% | 32.40% | 31.80% | 32.20% | 32.10% | 32.40% | 33.20% | 33.30% | 33.00% |
| — England | 34.80% | 35.40% | 35.80% | 36.00% | 36.10% | 35.90% | 35.40% | 35.30% | 35.40% | 35.70% | 36.00% | 36.50% | 37.20% | 37.90% | 37.90% |

5.4 Reduce the rate of custodial sentences

The third national performance measure relates to the use made of custody as a sentencing option. The Youth Offending Service makes proposals to Courts to assist sentencing decisions; any sentence of custody for a serious offence is not taken lightly and is avoided wherever young people can be safely supported to remain within the community. The Custody Review Panel supports this work by examining the role of Police, Social Care and the Youth Offending Service, in making suitable provision for young people at key stages in the youth justice process from arrest to sentence.

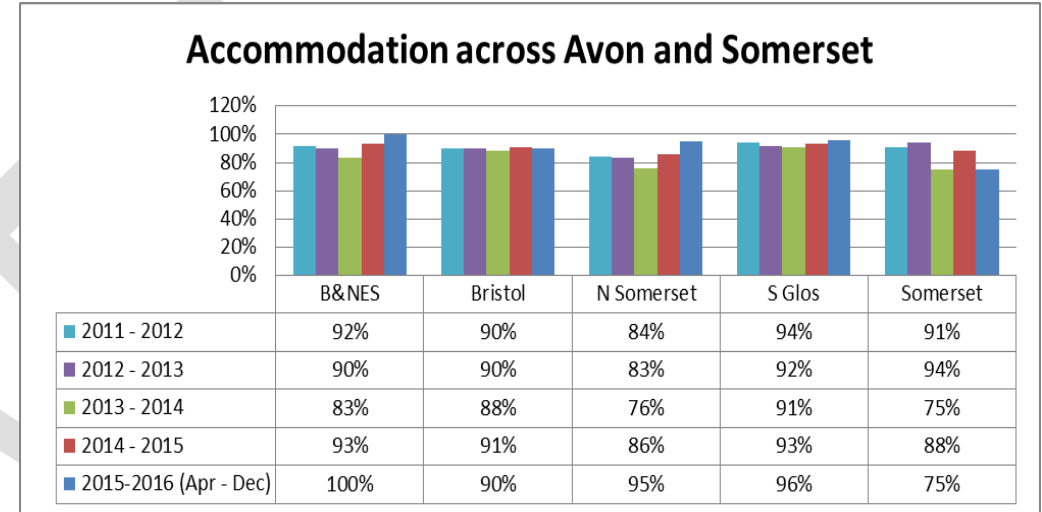
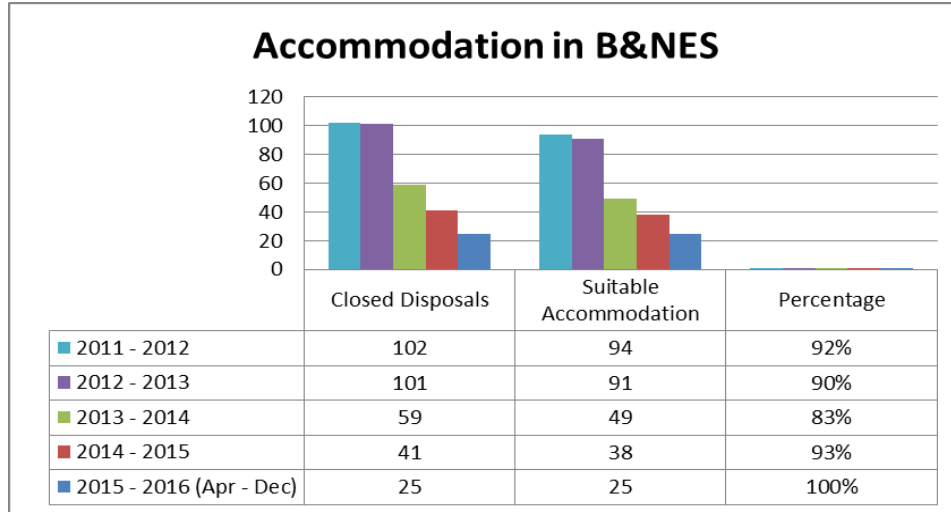


For four consecutive reporting periods, the local custody rate has been zero. Whilst Bath and North East Somerset has never been the only Authority to report at this level, there always being one or two others, it is the only area to have shown this rate of continuity, with no young person sentenced to custody for more than two years. However, the Service is continuing to work with challenging young people and is not complacent about this.

Outside the date range of the data being reported in this Plan, two young people have been sentenced to custody, one in 2013 and another in 2016. On both occasions, the sentence arose from their repeated return to Court for failure to co-operate with the requirements of their Court Orders, rather than as an immediate sentence for the presenting offence.

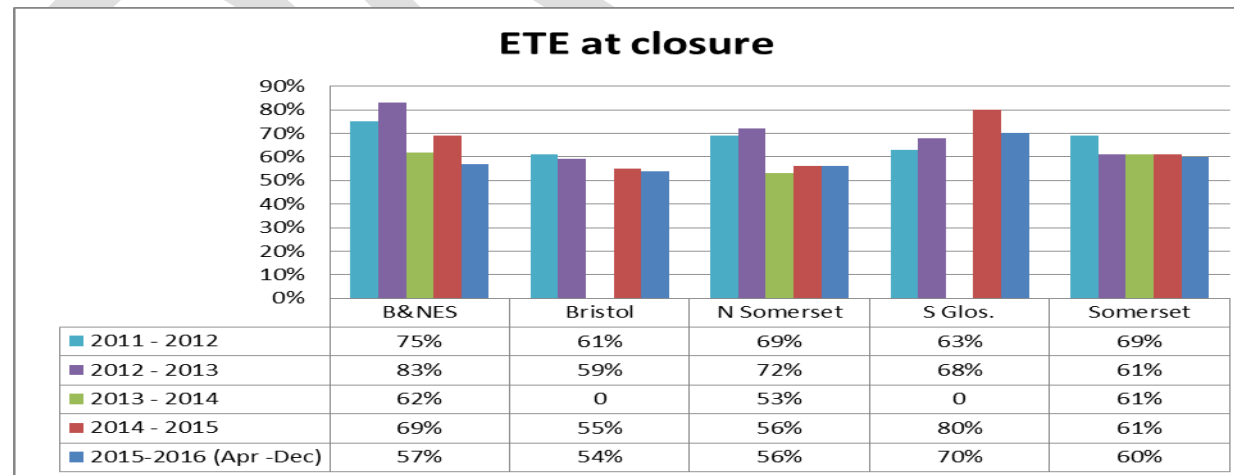
5.5 Accommodation

The tables below provide information about the suitability of young people's accommodation on the last day of their Court Order. The excellent performance masks some of the significant issues that young people face. The number is of Court Orders closed, not necessarily of the number of individual young people.



5.6 Education, Training and Employment

The table below shows the proportion of Court Orders closed where the young people were assessed as being in suitable education, training and employment on the last day of their Court Order. This is a declining performance and there needs to be a review of provision for young people who have offended.



5.7 Performance reporting in 2016-2017

These measures will all continue to be monitored by the Youth Offending Service Management Board, supplemented with some further information on 'distance travelled' by young people from the start to the end of their statutory supervision. From 1 April 2016, monitoring of Compass will transfer from the internal Council commissioning service to the Board. The following will be monitored through quarterly reports:

1. Number and % of young people currently working with Compass who enter the youth justice system for the first time.
2. Number and % of young people entering the youth justice system up to one year after completing work with Compass.
3. Number and % of parents and carers accessing parenting support who report increased confidence in their parenting skills.
4. Number and % of reductions in assessed risk of offending.
5. Number and % of young people showing a measurable improvement in their social wellbeing at the end of the intervention (includes lifestyle indicators including engaging positively with peers, engaging in positive activities, increased confidence).
6. Number and % of young people showing a measurable improvement in their emotional wellbeing (including self-esteem and coping strategies).
7. Number and % of young people showing a measurable increase in their engagement in education, employment and training.

The Youth Offending Service Management Board will also be monitoring findings from the Re-offending Tracking Tool over a three year period which looks at Age, Gender, Ethnicity, Looked After Children, type of offence, time to further offending, seriousness of re-offending and types of outcomes. The Youth Offending Service will hold a workshop in the summer of 2016 to look at data over a three year period to see if there are any lessons to be learned and any patterns which we need to be addressed.

6. Learning from Feedback

The Youth Offending Service is keen to ensure that the service provided to young people, parents and carers, victims, the Courts and other partner agencies is of the highest quality. It seeks regular feedback and endeavours to implement changes from the comments received. Feedback from victims has been included above, in the Restorative Justice section of the Plan.

6.1 Young people

HMI Probation now facilitates an annual survey of young people known to Youth Offending Services, which has the advantage of being anonymous. The latest survey yielded the following comments from local young people:-

(a) Things that have made you less likely to offend:-

“Being able to talk about my problems”

“Mixing with the right people”

“Realising if I reoffend I will not be able to get the job I want”

“Moving back in with my Mum and Dad and being back in education”

“Coming to YOS”

“Thinking about the consequences of actions”

(b) What has got better with your health?

“That I don't drink”

“I'm using contraception and I'm eating properly”

(c) What things have got better for you or how has the Youth Offending Service helped you?

“Helped me to think in a positive way”

“By listening to me”

“It's made me think more about my mistakes and my relationships with Mum and Dad have got better”

“I haven't been arrested in over a year now”

“Stopped drinking”

“Tag makes you not want to do it cuz (*sic*) it's just a waste of time”

“Thinking about my actions and consequences of my actions and keeping my temper”

"I have got a job and talk to people at the YOS"

"It made me think about what people I should hang around with"

"They have made me realise right from wrong"

(d) Ideas for how the Youth Offending Service could be improved (and the Youth Offending Service response):

"Less meetings, better reparation" (our new Community Involvement worker has been tailoring reparation to the wishes of victims and young people, wherever possible. More bespoke projects now take place)

"More computer-based stuff" (We have installed two new computers to facilitate this)

"Reparation was difficult to organise as I work full-time and no workers available the hours I am free" (We now have 3 sessional workers who are available at weekends)

"Make the offices look better" (We involved young people in re-painting and furnishing our two interview rooms. One young woman who was involved in this went on to obtain an apprenticeship in painting and decorating, drawing on this experience)

6.2 Parents and Carers

The Service has collected less feedback from parents this year and will be endeavouring to increase this in the year ahead.

"When we first started working with the Youth Offending Service we didn't know what to expect. If I'm honest we clashed a bit at the beginning, that was partly due to us not understanding the system (family are from overseas). But when it all made sense it has been brilliant, not just for my son but for all of us as a family – it has been really holistic. I remember one conversation I had with his case manager when I was frantic and she listened and was able to get me to calm down and see things more clearly"

6.3 Courts and Magistrates

The Youth Offending Service meets quarterly with the local Magistrates and Court Clerk. These meetings serve as opportunities to share service updates, provide case studies to Magistrates to enhance their confidence in sentencing and receive feedback about practice in Court. They have particularly found the work of the Speech and Language Therapist to be helpful in promoting good communication with young people in the Court setting. The congruence level between proposal and sentence in Pre-Sentence Reports has continued to be 100% in 2015-2016.

6.4. Short Quality Screening Inspection

The Youth Offending Service was subject of a Short Quality Screening Inspection undertaken by HMI Probation in February 2016. The Inspectors reported as follows. "We were pleased to see that there had been overall improvements in the work of the YOT since our last inspection in 2010, and that many of our previous recommendations had been addressed. Compliance with orders was excellent, and reflected the skill and commitment of case managers. Work to reduce reoffending and to protect children and young people was sound, and was well supported by a wide range of partner organisations. Further improvement is needed in the quality of risk assessment and risk planning, and management oversight of public protection needs to be more robust." Actions to strengthen risk assessment and planning and management oversight have been included in the Work Plan.

7. The Context for Youth Justice

7.1 Implementation of AssetPlus

AssetPlus is a new assessment and planning interventions framework developed by the Youth Justice Board to provide a holistic end-to-end assessment and intervention plan, allowing one record to follow a child or young person throughout their time in the youth justice system. It focuses on professional judgement of practitioners and will enable better-focused intervention plans to improve outcomes for children and young people. Implementation has been a major piece of work for the whole Service, involving database upgrades and training.

7.2 Walker Review of Youth Justice

There is currently a national review of the youth justice system in England and Wales. It follows recognition of considerable success in reducing youth offending but the challenges in working with a group of children who continue to offend, some of them prolifically. The review is based on listening to the views of those working within the youth justice system – practitioners, young people and their families and staff in other parts of the criminal justice system. Two key principles are informing the review. The first is that children who break the law should continue to be dealt with differently from adults and the second is that education must be central to an effective youth justice system. In anticipation of publication of the review in the summer, the Youth Offending Service Management Board has set aside a day to reflect on the findings and their implications for local delivery.

8. Work Plan for 2016-2017

Divisional Priority 1: Narrow the gaps in education and employment outcomes for vulnerable groups of children and young people (Children and young people have equal life chances)

| Indicators | Actions | | Lead | Intended Impact | Timescale |
|--|----------------|---|------------------------------|--|------------------|
| 1. Increase in the proportion of young people engaged in education, training and employment 2. Number and % of young people aged 16-18 who are NEET 3. % of 16 and 17 year olds who have an offer of education or training by the end of September | 1 | Ensure all Youth Offending Service young people applying for post-16 education and training have transition plans and support in place. | Education Worker | Increased take up of suitable provision | September 2016 |
| | 2 | Ensure all reparation projects provide an opportunity for young people to identify and record new skills. | Community Involvement Worker | Develop confidence and raise aspirations | December 2016 |
| | 3 | Participate in review of post-16 provision and the development of the 14-19 Strategy, to ensure it reflects the needs of young people who have offended | Service Manager | Meet the needs of all young people | March 2017 |
| | 4 | Work with Bath College to develop integrated support and procedures for vulnerable learners, together with transitions support. | Education Worker | Suitable provision for all young people | March 2017 |
| | 5 | Work with commissioners to ensure access to compulsory education for those who have offended. | Service Manager | Suitable provision for all young people | March 2017 |
| | 6 | Support access to work experience or the National Citizenship Scheme for those in Years 11 and 12 (linking with work to support Looked After Children). | Education Worker | Develop confidence and raise aspirations | March 2017 |

Divisional Priority 2: Prevent and reduce significant harm and the need for children to grow up in care – achieve sustainable improved outcomes at the lowest level of intervention (Children and young people are safe and healthy)

| Indicators | Actions | | Lead | Intended Impact | Timescale |
|---|----------------|---|---------------------|--|------------------|
| 1. Reduction in the rate of first time entrants 2. Reduction in the rate of re-offending 3. Reduction in the rate of custodial sentences 4. Increase in the proportion of young people in suitable accommodation 5. Increase in the | 1 | Review the model for conducting return home interviews and ensure it addresses the needs of those at risk of offending, child sexual exploitation and/or those affected by parental imprisonment. | Team Manager | Young people signposted on to relevant support | June 2016 |
| | 2 | Agree a model to proactively screen Police intelligence to identify those likely to be at greatest risk of offending. | Police Constable | Reduced first time entrants | September 2016 |
| | 3 | Support a YOS practitioner to join the Willow Team for young people at risk of child sexual exploitation. | Operational Manager | Keep young people safe | September 2016 |
| | 4 | Ensure all case managers are trained to work with those involved in sexually harmful behaviour (AIM). | Operational Manager | Reduced re-offending | September 2016 |

| | | | | | |
|--|----|--|---------------------|--|----------------|
| proportion of young people engaged in education, training and employment | 5 | Ensure risk assessments are clearly explained in relation to how previous behaviour and offences are linked to serious harm and arrange training (Inspection). | Operational Manager | Robust planning | September 2016 |
| | 6 | Develop approaches to working with young people at risk of perpetrating child sexual exploitation. | Operational Manager | Keep young people safe | December 2016 |
| | 7 | Review the Service's work in assessment and planning including management of risk of serious harm to others (Inspection). | Operational Manager | Plans address all identified risks | December 2016 |
| | 8 | Address learning from forthcoming Laming Report on Looked after Children and offending | Service Manager | Reduced offending by Looked After Children | December 2016 |
| | 9 | Ensure development of the Multi-Agency safeguarding Hub supports young people's referral into youth crime prevention projects. | Service Manager | Provision of early help | December 2016 |
| | 10 | Apply learning from the YJB reducing re-offending project to introduce service improvements. | Operational Manager | Reduced re-offending | March 2017 |

Divisional Priority 3: Keep children and young people at the heart of everything we do - listening to children and young people, parents, carers, victims of crime at team, service & divisional level

| Indicators | | Actions | Lead | Intended Impact | Timescale |
|--|---|---|---------------------|--|----------------|
| 1. Reduction in the rate of first time entrants 2. Reduction in the rate of re-offending 3. Reduction in the rate of custodial sentences 4. Increase in the proportion of young people in suitable accommodation 5. Increase in the proportion of young people in education, training and employment Customer Service Excellence and Restorative Service Quality Mark | 1 | Support staff to be proactive in integrating and sharing plans with relevant partner agencies. | Operational Manager | Integrated planning and delivery | September 2016 |
| | 2 | Introduce a more accessible format for young people's plans and ensure that they are always given a copy (Inspection) | Operational Manager | The purpose of our work understood by young people | September 2016 |
| | 3 | Ensure that audits regularly seek evidence of the voice of the child | Operational Manager | All work is young people-centred | September 2016 |
| | 4 | Review how parenting support is provided within the Youth Offending Service | Operational Manager | Identified parenting need addressed | March 2017 |
| | 5 | Produce quarterly evidence of what the Service has learned from feedback and what it has done in response | Team Manager | Service users understand the value of their feedback | March 2017 |
| | 6 | Ensure provision of an effective parenting intervention for parents of teenagers | Service Manager | More effective parenting | March 2017 |

Divisional Priority 4: Support staff to work effectively with children, young people and families through workforce development, streamlining systems and processes and focusing our resources

| Indicators | | Actions | Lead | Intended Impact | Timescale |
|------------|----|--|---------------------|--|----------------|
| | 1 | Complete implementation of new database (ChildView v.3) | Information Manager | Case management / reporting compliance | June 2016 |
| | 2 | Transfer the monitoring of Compass to the Youth Offending Service Management Board | Information Manager | Consistent oversight and time efficiencies | June 2016 |
| | 3 | Review staffing structure to strengthen accountability and ensure core of suitably qualified staff. | Service Manager | Within budget legislative compliance | June 2016 |
| | 4 | Review 'buddying' system practice to ensure staff safety when making home visits. | Operational Manager | Staff safety | June 2016 |
| | 5 | Ensure a compliant model of delivering Unpaid Work requirements in Court Orders. | Operational Manager | Legislative compliance | September 2016 |
| | 6 | Agree a process for identifying, recording and supporting children affected by parental imprisonment. | Operational Manager | Provision of support | December 2016 |
| | 7 | Agree local implementation of the national transitions protocol for young people moving to adult services. | Service Manager | Tailored support and reduced re-offending | December 2016 |
| | 8 | Review Performance and Development Review process to include youth justice competencies and introduce 360 degree feedback for all staff. | Service Manager | Better supported and trained workforce | March 2017 |
| | 9 | Complete the managers' module of the Bath and North East Somerset Workplace Wellbeing Charter. | Service Manager | Healthy workforce | March 2017 |
| | 10 | Ensure staff are briefed on the Prevent Strategy, Child Sexual Exploitation and Female Genital Mutilation | Operational Manager | Meeting safeguarding responsibilities | March 2017 |
| | 11 | Ensure all staff support young people in improving qualification levels and raise aspirations. | Education Worker | Raised aspirations | March 2017 |
| | 12 | Review and update secure storage of all data and records | Information Manager | Compliance with Government Connect | March 2017 |
| | 13 | Work with the Management Board to respond to the findings of the national review of youth justice. | Service Manager | Work to prevent youth offending | March 2017 |

9. Governance, Leadership and Partnership Arrangements

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

9.2 Governance of the Youth Offending Service rests with the Community Safety Partnership's Responsible Authorities Group, and immediate oversight and accountability is provided by the Youth Offending Service Management Board, with representation from the key statutory partners. Following two very positive years of chairing by Michelle Maguire from Oxford Health NHS Trust, the Board now has a new chair in Mike Bowden. The new Head of Education Inclusion has now joined the Board. It continues to have a Partnership Agreement in place, setting out its responsibilities for the strategic direction, resourcing and operational delivery of youth justice services. A number of members of the Board also sit as members of the Local Safeguarding Children Board. The Management Board has two sub-groups – the Youth Crime Prevention Board that oversees work to reduce the rate of first time entrants and the Custody Review Panel that oversees work to reduce the rate of custody. Both groups are chaired by the 11-19 Prevention Service Manager and report annually to the Youth Offending Service Management Board.

9.3 The Custody Review Panel supports prevention of the use of custody for young people wherever possible and oversees the local shared protocol on safeguarding in Police custody, use of the Youth Justice Board Remand Grant and the custody performance indicator. It is attended by the Youth Offending Service, Police, Children's Social Care, the Deputy Head of Safeguarding and Placements Strategy and Commissioning and aids partnership working at a strategic level. Meetings are held quarterly to review outcomes, identify learning and plan for improvements. During 2015-2016, the Panel has promoted awareness of legislative changes regarding the treatment of 17 year-olds in Police custody and the risk of custodial sentences for young people convicted of a second knife offence. It has clarified arrangements for Police notification of young people held overnight, the availability of alternative placements, case recording and a protocol for arrangements for young people with Education, Health and Care Plans who are sentenced to custody. Learning from cases has underlined the importance of early help for children under the age of ten who are involved in sexually harmful violent or otherwise concerning behaviour and the need for longer-term support.

9.4 The Youth Offending Service is managed within the People and Communities Department of the Council. Strategic responsibility for the Youth Offending Service is allocated to the 11-19 Prevention Service Manager who is also responsible for the Youth Connect Service and is line managed by the Divisional Director. The Operational Manager has oversight of all services delivered and is supported by the Partnership and Intervention Manager. An organisational chart can be found in the appendices.

9.5 This Youth Justice Plan will be monitored by the Youth Offending Service Management Board and there will continue to be a level of support and oversight from the Youth Justice Board. The Board receives quarterly financial and performance reports and annual assurance and National Standards reports and has now established a Challenge Register. Progress on the Work Plan will also be reported to the relevant Council Development and Scrutiny Panel.

9.6 Membership of the Youth Offending Service Management Board

| Management Board Member | |
|-----------------------------|---|
| Chair: Mike Bowden | Director, Children and Young People's Strategy and Commissioning, Bath and North East Somerset Council |
| Vice Chair: Richard Baldwin | Divisional Director, Children and Young People's Specialist and Targeted Services, Bath and North East Somerset Council |
| Chris Saunders | Detective Chief Inspector – Avon and Somerset Constabulary |
| Elizabeth Spencer | Assistant Chief Officer, South West South Central Division, National Probation Service |
| Michael Evans | Lead Member for Children, Bath and North East Somerset Council |
| Chrissie Hardman | Head of Children's Health Services, Sirona Care and Health |
| Michelle Maguire | Head of Service, Swindon, Wiltshire and Bath and North East Somerset NHS Foundation Trust |
| Amy Hunt | Youth Champion and Health and Wellbeing Officer, Avon and Somerset Police and Crime Commissioner's Office |
| Christopher Wilford | Head of Education Inclusion Service, Bath and North East Somerset Council |
| Pauline Kinton | South West Partnership Adviser, Youth Justice Board for England and Wales |
| Sally Churchyard | 11-19 Prevention Service Manager, Bath and North East Somerset Council |

9.7 Budget Summary 2016 - 2017

| Source | Pooled budget £ | Staffing costs £ | Other costs £ | Comments | Total £ |
|---|-----------------|------------------|---------------|---|----------------|
| Avon and Somerset Police | 26,442 | 82,472 | 0 | Seconded Police on-site access to Police National Computer is also provided but not costed. | 108,914 |
| National Probation Service | 5,000 | 34,435 | 0 | Following national consultation, the Probation Officer post is reducing to half-time during 2016-2017. No date has been set for this and so 75% of a full-time post is shown as the contribution. | 39,435 |
| Bath and North East Somerset Clinical Commissioning Group (Health) | 14,885 | 31,109 | 0 | CAMHS consultation is delivered through a separate contract and not costed to this budget. | 45,994 |
| Bath and North East Somerset Council | 18,685 | 397,628 | 24,387 | Office base, Financial and Human Resources services are also provided but not costed. | 440,700 |
| Avon and Somerset Police and Crime Commissioner | 0 | 10,217 | 0 | This represents a small reduction. Additionally, £7,902 will be contributed towards the commissioning of Project 28, a substance misuse service | 10,217 |
| Youth Justice Board for England and Wales | 0 | 141,669 | 38,946 | This is an 11.2% reduction on the grant for 2015-16 | 180,615 |
| Total | 65,012 | 697,530 | 63,333 | | 825,875 |

9.8 Partner Agency Commitment

| Partner Organisation | Name of Chief Officer | Signature | Date |
|---|---|-----------|------|
| Local Authority | Jo Farrar, Chief Executive of Bath and North East Somerset Council | | |
| Local Authority | Ashley Ayre, Strategic Director for People and Communities | | |
| Local Authority (Social Care representative) | Richard Baldwin, Divisional Director for Children and Young People's Specialist and Targeted Services | | |
| Local Authority (Health and Education representative) | Mike Bowden, Director for Children and Young People's Strategy and Commissioning | | |
| Avon and Somerset Constabulary (Police representative) | Chief Superintendent Ian Smith, North East Area Commander | | |
| South West South Central Division, National Probation Service (Probation representative) | Elizabeth Spencer, Assistant Chief Officer | | |

10. Appendices

Appendix A: Review of Work Plan 2015-2016

| What will be done | Progress and Impact |
|---|--|
| Priority Area 1: Service Development | |
| 1. Introduce a continuing professional development process to keep the team abreast of learning in risk management, safeguarding, effective practice and serious case review lessons. | Completed - eight reading and reflective practice workshops have been held in effective youth justice practice, the developing teenage brain and assessment, ensuring readiness for the new assessment framework, AssetPlus. |
| 2. Implement a database upgrade to ChildView Version 2, including training all staff. | Completed - all staff have now been trained and are using a more efficient case management system. |
| 3. Introduce youth justice competencies into Person Specifications and review how these are tested in staff recruitment and supported through Performance Reviews. | Progressing - these are being included as staff have their Performance Reviews and are being used as a basis for providing '360 degree feedback from peers and other agencies.' The process will be completed within 2016-17. |
| 4. Implement the new AssetPlus assessment tool, including co-ordinating training for all staff. | Progressing – all staff will be trained by the end of April 2016 and improvements in analysis and planning are anticipated |
| Priority Area 2: Youth Crime Prevention Work | |
| 1. Work with other preventative services to align referral processes and ensure young people have prompt access into the best service to meet their needs. | Completed - consent to share information has been incorporated into both Compass and Mentoring Plus referral forms and young people are now matched to the most appropriate service. |
| 2. Use the forthcoming audit of National Standards to strengthen the quality of preventative provision. | Completed - work has been undertaken to proactively increase the rate of referrals and improve the timeliness of assessments. |
| 3. Complete and commission external evaluation of the Cannabis Diversion pilot and support partners in considering its wider roll out. | Completed (part discontinued) - between January 2015 and March 2016, thirty one young people attended the Cannabis diversion scheme and just three have offended again and become first time entrants. An in-year reduction in the Youth Justice Board grant meant that external tracking and evaluation could not be commissioned, but the Police and Crime Commissioner is interested in supporting a wider roll out. |

| What will be done | Progress and Impact |
|--|---|
| 4. Lead a 'task and finish' group to raise awareness, improve identification and promote effective support to children of prisoners, including youth crime prevention services where appropriate. | Progressing - a multi-agency task and finish group is working to raise awareness, address information sharing and provide support for young people. It will report back to the LSCB in June |
| 5. Promote referral of girls at risk of offending into youth crime prevention services. | Completed – resulted in an increase from 3 referrals in 2014-15 to 13 in 2015-16 |
| Priority Area 3: Work with young people including managing risk of harm and safeguarding | |
| 1. Provide a member of staff from the Youth Offending Service to join the Willow Project, (Child Sexual Exploitation Virtual Team) and supervise their work as a member of a network of managers. | Completed – the Service has been actively involved in supporting victims through this initiative since May 2015. |
| 2. Ensure effective liaison and co-operation between the Youth Offending Service and other agencies working to safeguard young people at risk of sexual exploitation. | Completed - active membership of the LSCB's sub-group continues, informed by learning from leading a peer challenge. Compass now undertakes Return Home Interviews. |
| 3. Ensure that all assessments of likelihood of re-offending, risk of harm and vulnerability take into account the impact of gender. | Progressing - this was addressed in the diversity elements of case manager training in the new assessment framework |
| 4. Ensure the Youth Offending Service takes a person-centred approach to assessment and planning with all young people and monitor this through case audits and feedback. | Completed – observation and case audit confirms this approach is supporting young people to help write their own intervention plans. The HMIP Viewpoint questionnaire 2015 highlighted that all young people questioned knew what was in their plan. |
| 5. Review current reparation placements and ensure future placements provide specific, relevant opportunities for young people to repair the harm caused by their offending to the community. | Completed - wherever possible, placements are now successfully tailored to reflect the wishes of the victim. Young people are assessed and matched to placements that they also regard as an opportunity to make a worthwhile contribution. |
| 6. Ensure the processes for feedback and planning meetings with young people focus reparation placements as closely as possible to their offence(s), interesting and skills-based. | Completed – young people's feedback is now informing development of reparation placements. Victims play a greater role in the selection of reparation activities, as noted in the HMIP Inspection report. |
| 7. Embed delivery of effective resettlement practice amongst all Youth Offending Service staff by refreshing practitioners' understanding of their role when a young person is sent to custody, demonstrating that provision is based on lessons from research and addressing the emotional impact of custody on all concerned | Completed – after a long period with no young people sentenced to custody, this has raised awareness and strengthened readiness amongst staff. |

| What will be done | Progress and Impact |
|--|--|
| 8. Review arrangements for provision of Appropriate Adult services to young people being interviewed by Police. | Progressing – reviewed through the Youth Appropriate Adult Service Governance Group and is being kept under review. |
| 9. Introduce regular review of data by gender to understand the trends of offending by girls and the needs they present. | Carried forward - this will be incorporated into the Re-Offending tracking initiative |
| 10. Review ASSET assessments to understand the specific needs of girls in the youth justice system and ensure appropriate interventions are available and are offered to meet their needs. | Completed – a review of best practice with girls was undertaken by the seconded Probation Officer. The Service is considering offering a ‘girls-only’ afternoon. |
| 11. Develop exit strategies to ensure girls have access to ongoing support when their involvement with the Youth Offending Service ends. | Completed - a resource list for practitioners has been developed for ‘signposting’ young people to follow-up support. |
| 12. Introduce Speech and Language Therapy communication cards for young people with these needs to support communication during meeting with Courts, Police, or other official agencies. | Completed - communication plans written in the young person’s voice have been submitted to Bath Youth Court. Magistrates have been very positive and there have been good outcomes. |
| 13. Work with the Community Involvement Worker to recruit and train a small cohort of new volunteer Community Panel Members. | Carried forward - following a review of need for new Panel Members, this has been postponed until May 2016. |
| 14. Incorporate young people’s feedback into the review of offending behaviour resources by membership of the monthly Creative Resources Group. | Completed - feedback from young people has been presented to this group and will continue to be done at future groups following the implementation of the new assessment framework |
| 15. Pilot the recruitment of volunteers to work alongside and supervise young people on reparation activities and to continue their involvement with young people as mentors. | Discontinued - an in-year reduction in national funding meant that the project could not be introduced. |
| 16. Participate in working group to promote understanding of risk factors leading to young people becoming child sexual exploitation perpetrators and develop work to address this. | Completed and progressing – this is included in the new Work Plan (Priority 2.6) |
| 17. Analyse local data about young people’s re-offending and use this to identify how the Service can support reductions in the level and frequency. Participate fully in the YJB Reducing Re-offending initiative, including use of the live tracking tool. | Carried forward - work commenced but the Management Board agreed to defer this until a year’s data is available. A workshop will be held in the summer with input from the Youth Justice Board. |
| 18. Review processes and protocols to support the work of the Service in promoting the full engagement of young people in education, training and employment. | Progressing – The protocols with Bath College and Youth connect have been reviewed |

| What will be done | Progress and Impact |
|---|---|
| 19. Work with partners to learn from Laming's national review of offending by Looked after Children and identify how to apply the learning locally. | Carried forward – included in the new Work Plan (Priority 2.8) |
| Priority Area 3: Work with Victims | |
| 1. Develop effective partnership working practice with new victim services - Lighthouse, the integrated victim care service, and the Young Victims' Service. | Completed – working agreements are in place with all three services to promote victims' access to support services |
| 2. Achieve the Restorative Justice Council's Restorative Service Quality Mark and introduce identified Service improvements | Progressing – all required development work has been completed and the final on-site assessment is due in April |
| Priority Area 4: Work with Parents, Carers and Families | |
| 1. Re-design parent support plans in consultation with parents/carers to ensure that they give a clearer description of specific planned work. | Carried forward - due to long-term staff sickness. This action is incorporated into the new Work Plan (Priority 3.4) |
| 2. Introduce regular case reviews to focus on young people and families achieving positive outcomes. | Completed - new system is in place for all young people on Youth Rehabilitation Orders. |
| 3. Ensure that quality assurance and management oversight arrangements support achieving both Connecting Families and Youth Offending Service outcomes. | Completed – arrangements have been reviewed at the respective Management Board and Steering Group and there is commitment to sharing learning |
| 4. Ensure that the Youth Offending Service provides lead practitioners to work with whole families within the Connecting Families programme and audit work undertaken. | Completed - where appropriate, a wider whole family approach is taken as part of the matrix team. |
| Priority Area 6: National Initiatives | |
| 1. Ensure that the Youth to Adult transition process is supported by a clear local protocol and a positive interface with Working Links (the local Community Rehabilitation Company) to ensure smooth and safe transitions of young people at 18 years old. | Completed - national protocol has been signed and the Probation Officer has reviewed processes to ensure they balance the individual needs of young people with the expectations of the Court. |
| 2. Participate in the national review of self-assessment tools for Youth Offending Services. | Completed - the tools have now been published by the Youth Justice Board and will be used to review practice locally. |
| 3. Nominate a champion for the Prevent / Channel initiative to prevent extremism, and raise awareness through training. | Completed – staff now have access to information and advice at a local level |

Appendix B: Youth Offending Service Values

1. Respect young people for who they are and take their needs and wishes seriously
2. Listen to young people and take any action necessary to keep them safe
3. Recognise the damaging impact of crime on individuals and communities and uphold the importance of preventing it
4. View diversity positively
5. Believe in the possibility and desirability of change
6. Want the best for young people and their families
7. Work restoratively
8. Work in an integrated and multi-agency way
9. Have a drive for results and courage when things don't go to plan

Locally, everyone who works with and on behalf of children and young people, and their parents/carers will collectively and individually:-

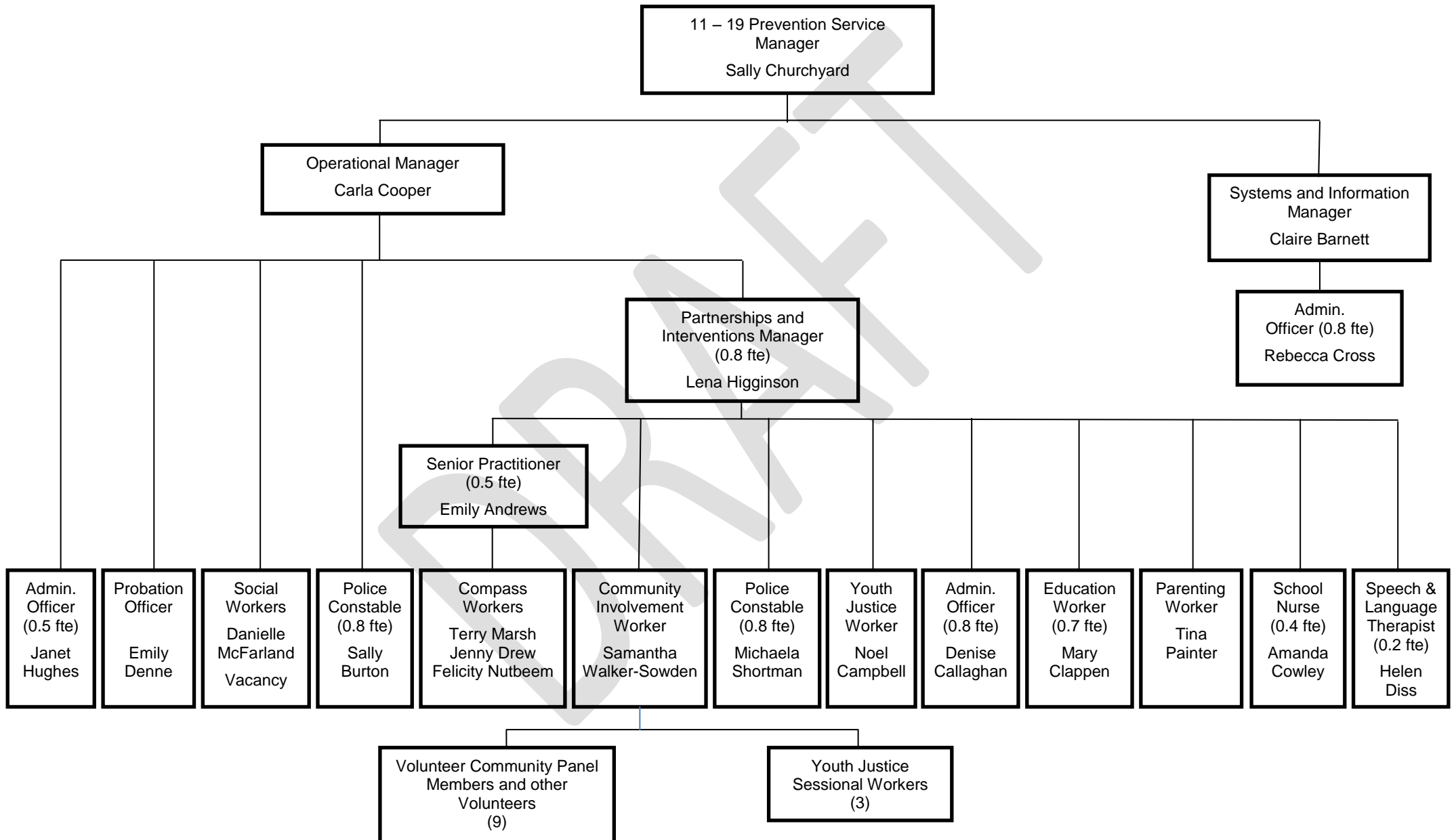
1. Expect the best of our children and young people across Bath and North East Somerset
2. Shows respect for all
3. Uses help/services that are evidenced based
4. Ensures transparency in decision making
5. Has energy and purpose
6. Does not "assume" without thinking
7. Is positively disposed to deliver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

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

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

Appendix C: Youth Offending Service Organisational Chart (on 31.03.2016)

Bath and North East Somerset continues to comply with statutory minimum staffing requirements



Appendix D: Youth Offending Service Staff by Gender and Ethnicity (on 31.03.2016)

The work of the Youth Offending Service would not be possible without its volunteers. We thank them again for their time and commitment. The Service has recently appointed a male Social Worker who will take up his post in May 2016.

| Staff in the Youth Offending Team by gender and ethnicity based on census 2001 categories | | | | | | | | | | | | | | | | |
|--|--------------------------|----------|---------------------|----------|---------------------|-----------|----------------------|----------|------------------|----------|----------------|----------|-------------------|----------|--------------|-----------|
| | 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 |
| White British | | 1 | | 2 | 2 | 10 | | 2 | | 3 | | | 2 | 5 | 4 | 23 |
| White Irish | | | | | | | | | | | | | | 1 | 0 | 1 |
| White Other | | | | | | | | 1 | | | | | | | 0 | 1 |
| Black British | | | | | | 1 | | | | | | | | | 0 | 1 |
| Black Caribbean | | | | | | | | | | | | | | | 0 | 0 |
| White and Black African | | | | | | | | | | | | | | | 0 | 0 |
| British Black Caribbean | | | | | | | | | | | | | 1 | | 1 | 0 |
| White and Asian | | | | | | | | | | | | | | | 0 | 0 |
| Pakistani | | | | | | | | | | | | | | | 0 | 0 |
| Preferred not to say | | | | | | 1 | | | | | | | | | 0 | 1 |
| Total | 0 | 1 | 0 | 2 | 2 | 12 | 0 | 3 | 0 | 3 | 0 | 0 | 3 | 6 | 5 | 27 |

Appendix E: Glossary of Terms

| | |
|--------------------------------|--|
| Appropriate Adults | Adults who safeguard a young person's interests under the Police and Criminal Evidence Act 1984 when they are being interviewed by the Police and a parent cannot attend. Bristol Youth Offending Service provides the service. |
| Asset Plus | A structured assessment tool used to consider how a range of factors contributes to a young person's risk of offending. It provides a holistic assessment and intervention plan, allowing one record to follow a young person |
| ChildView | Database used for case management and national reporting of data |
| Community Panel Members | Volunteer representatives of the local community, selected and trained to chair panels which meet with young people and their victims to agree how young people can make amends and address their offending behaviour. |
| Connecting Families | A local preventative initiative, part of the national Troubled Families work, to engage with and help improve outcomes for families experiencing a range of issues including having children involved in crime and/or anti-social behaviour. |
| Early Help Strategy | The Local Authority's commitment to work with vulnerable young people 'early on' to reduce need for specialist services. |
| HMI Probation | Her Majesty's Inspectorate of Probation is an independent Inspectorate, funded by the Ministry of Justice, and reporting directly to the Secretary of State, including on the effectiveness of youth justice work. |
| LSCB | The Local Safeguarding Children Board brings together local agencies working with children and families. LSCB is responsible for policy, procedures and services to support children and families in need to prevent significant harm. |
| MASH | A Multi-Agency Safeguarding Hub is being planned to ease sharing of information to identify children at risk of significant harm and support referral to early help for those not at immediate risk |
| MAPPA | Multi-Agency Public Protection Arrangements to oversee information sharing, planning and action to safeguard the public from serious violent or sexual harm by individuals who present a particular risk |
| NEET | Young people not engaged in education, training or employment |
| Parenting Order | Parents whose children offend or persistently truant from school can be made the subject of Court Orders, requiring them to attend parenting support, and sometimes, to exercise specific control over their child's behaviour. |
| Return Home Interviews | Independent assessments of young people who have returned home after a period of being 'missing,' |

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| Referral Order | Under these Court Orders, young people are referred to a Community Panel, led by trained volunteers and attended by their parent(s) and the victim(s) of their offence(s) to agree how they can make amends for their behaviour. |
| Reparation | Making amends to someone harmed. This can be doing something of direct benefit to the victim of an offence or could be undertaking work that benefits the wider community, ideally suggested by the victim. |
| Restorative Justice | Restorative Justice describes a range of approaches to resolving a situation where harm, often an offence, has been caused. It focuses on victim satisfaction, offering a range of services by which the victim can gain an understanding of the offence, have a chance to be fully heard, and agree to or even participate in any suitable reparation. Where the victim does not wish to be involved, then the Youth Offending Service will work with a young person to raise awareness of the likely impact of their offending on others and will plan for them to take on some indirect reparation. |
| Team Around the Child (TAC) | A multi-agency planning meeting with the child and parent/carer(s) present. The young person can help decide the agenda and should be enabled to fully participate in the meetings and the planning. |
| Unpaid Work Order | Unpaid Work is a requirement available to the Court as part of a Youth Rehabilitation Order. Individuals aged 16 and over carry out work that will benefit the community in order to repay the harm caused by their offending. |
| YRO | The Youth Rehabilitation Order is a generic community sentence for young offenders and can combine a number of requirements into one generic sentence. It is the standard community sentence used for the majority of children and young people who offend. It simplifies sentencing for young people, while improving the flexibility of interventions. |
| Youth Justice Board (YJB) | The Youth Justice Board for England and Wales is now linked to the Ministry of Justice and is responsible for overseeing the youth justice system, including performance monitoring, providing advice and disseminating good practice. |