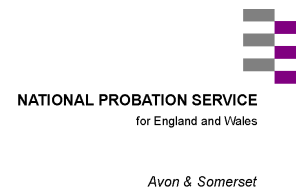


Bath and North East Somerset

Youth Justice Plan 2011 – 2012

“Working in partnership to prevent youth offending”

**Bath & North East
Somerset Council**



NHS
*Bath and
North East Somerset*

working together for health & well-being

TABLE OF CONTENTS

	Page No
Introduction	3
The National Picture	4
Interface with Key Local Strategic Plans	4
Review of 2010-11	6
Performance: National Indicators 2010-11	9
Resources	16
Governance and Leadership and Partnership Arrangements	17
Work Plan 2011 – 2012	18
Partner Agency Commitment	26
Appendices	
1. Main areas of work undertaken by the Youth Offending Team	27
2. Youth Offending Team staff by gender and ethnicity	28
3. Glossary of terms	29
4. Youth Offending Team organisation chart	33

1. Introduction

The Youth Offending Team (YOT) in Bath and North East Somerset works with children and young people aged 8-17 to help them not to offend or re-offend and enable them to take steps towards reaching their full potential. The Youth Offending Team plays a key role in the drive to reduce crime and the fear of crime and to represent and support the voice of the victims of crimes committed by young people.

Multi-agency Youth Offending Teams were established in April 2000 under the Crime and Disorder Act 1998 and include staff seconded from or with backgrounds in Police, Health, Social Care, Education, Parenting and Connexions, alongside staff who have lead roles in victim liaison, reparation, parenting, remand and intensive supervision. Compass and the Family Intervention Project make up the Prevention Team within the Youth Offending Team.

The Youth Offending Team is managed within Bath and North East Somerset's Children's Service and is overseen locally by the Youth Offending Team Management Board and nationally by the Youth Justice Board. The work of the Youth Offending Team contributes to the statutory responsibility to prevent offending and the three key outcomes that government is seeking from the youth justice system; reduction in first time entrants, reduction in re-offending and a reduction in the use of custody.

In the spring of 2011, the Youth Offending Team embarked on a significant re-organisation in how the statutory functions of the team are delivered. The statutory services will be delivered by an Assessment and Planning Team and an Interventions Team. This will enable the service to be delivered in a manner which will enable the young people to experience greater consistency and continuity in assessment and interventions to reduce their risk of offending and strengthen their ability to achieve positive outcomes. An organisational chart can be found in the appendices.

This Youth Justice Plan, written in accordance with requirements in the Crime and Disorder Act 1998, summarises the progress the Youth Offending Team made in 2010-2011 and sets out the work plan for 2011-2012. This plan will prepare us for anticipated national changes in how youth justice services are to be delivered and outlines the actions we will take to deliver a high quality service to young people, their families and to victims of crime.

2. The National Picture

The year 2011-2012 will be a year of considerable change and will continue to reflect the new political landscape. We anticipate the functions of the Youth Justice Board being incorporated into the Ministry of Justice and await legislation arising from the recent government criminal justice Green Paper. The Youth Offending Team will be consolidating its internal re-organisation and will be well-placed to deliver on the three key outcomes for youth justice outlined in this plan.

2.1 National vision for youth justice

In March 2011, the period for consultation on the government's Green Paper "Breaking the Cycle" was concluded. This paper set out a future vision and direction of travel for the justice system in England and Wales, including youth justice. There is a renewed focus upon early intervention and maximising opportunities for diversion from crime, with a greater value being placed on restorative justice and community involvement. The Green Paper introduces payment by results as an incentive to improve performance, an opportunity to review providers, and to increase accountability at a local level.

The past year has seen the introduction of The Apprenticeship, Skills, Children and Learning Act 2009 which has given young people in custody the same entitlement to education as young people in mainstream education and places the responsibility for securing suitable education in custody with local authorities. This Act has also placed a number of duties on local authorities designed to ensure the continuity of education provision from custody to the community.

3. Interface with Key Local Strategic Plans

All plans delivered within the local authority sit beneath the Local Strategic Partnership (LPS). Governance of the Youth Offending Team is reflected in this partnership through the Community Safety Partnership's Responsible Authorities' Group (RAG)

3.1 Children and Young People's Plan 2011-14

The Children's Trust Board's (CTB) Children and Young People's Plan sets out the vision that has been developed in consultation with children, young people, parents and carers and professionals. The plan sets out its action plan under the five Every Child Matters outcomes and the actions relating to the Youth Offending Team are found under "Delivering a positive contribution". The actions the Youth Offending Team has agreed to lead on are as follows:-

1. Establish the Housing Challenge as part of the Family Intervention Project, in partnership with Somer Community Housing Trust and Knightstone Housing Association.
2. Align the Deter Young Offenders scheme with the Integrated Offender Management Scheme, locally known as Impact, to ensure effective transitions for young people transferring to supervision by the Probation Service.

3. Under the section entitled “to prevent offending and re-offending by children and young people” the Youth Offending Team will
 - secure continuing funding for the Family Intervention Project
 - integrate the Compass and Family Intervention Project
 - decide on future models for youth crime prevention work
 - secure necessary partnership services for all young people coming out of custody
4. The Youth Offending Team and Children’s Social Care also undertake to ensure that children in care are well-supported have the best outcomes possible.

3.2 Reducing Re-Offending Strategy

The Community Safety Strategy incorporates the Reducing Offending Strategy which outlines the wider plan to reduce offending and cut crime in Bath and North East Somerset. The Youth Offending Team is a partner in the multi-agency integrated offender management team known locally as Impact which manages a selected and locally defined cohort of offenders who cause the most concern. This includes the cohort of young offenders who are in the Deter Young Offender (DYO) Cohort. The Reducing Re-Offending Strategy sets out the lead responsibility that the Youth Offending Team takes in reducing offending with young people and outlines the contributions it will make to the delivery of the plan.

3.3 Local Safeguarding Children Board Annual Report 2010 - 2011 and Work Programme 2011 - 2012

The Youth Offending Team has a statutory duty under Section 11 of the Children’s Act to safeguard and promote the welfare of the child. The Youth Offending Team contributes to the Local Safeguarding Children Board (LSCB) and related sub-groups (Training Management Committee and Children in Care Quality sub-group). The LSCB has undertaken to input to the Reducing Re-offending Strategy and Youth Justice Plan.

The LSCB Work Programme for 2011 - 2012 highlights the following:

- children in custody and leaving custody are recognised by all service providers as a priority vulnerable group who will receive proper provision in order for them to be safe
- young people in custody will be placed in suitable accommodation
- fewer children will be victims of crime and anti-social behaviour

The work programme requires exception reports from the Youth Offending Team if a child/young person has not had access to appropriate accommodation, education, training and employment opportunities, health care, family/parenting support and annual reports on young victims of crime.

3.4 Youth Crime Prevention Strategy

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

4. **Review of 2010-2011**

- 4.1 This section of the plan reviews progress made since the publication of the Youth Justice Plan 2010-11. The first part reports on actions and priorities and the second part reports on performance against government indicators in 2010-11, whilst also highlighting work undertaken to support improvements
- 4.2 The work programme for the Youth Justice Plan 2010-2011 was preceded in 2010 by two inspections which highlighted actions necessary to improve Assessment, Planning, Interventions and Supervision (APIS) and particularly to manage the risk of young people's harm to others. Following completion and review of inspection actions, we have seen an improvement in the timeliness of assessments being completed which enables us to be confident in our interventions planning. We have seen an improvement in the quality of assessments, both in Assets, risk of serious harm and vulnerability assessments. We have established a system for receiving feedback from court and this, in turn, has helped inform our work in quality-assuring Pre Sentence Reports. These developments in practice have contributed to our improved performance and any actions that remain ongoing will be reflected in our overall plan.
- 4.3 Assessment, planning, intervention and supervision underpin all work that the Youth Offending Team delivers and will remain an ongoing practice priority. The progress made against this area of our work has been significant and has enabled us to review the organisation of service delivery and prepare for change in a positive way which will consolidate the efforts the team have made and support them to play to their strengths and skills to ensure better outcomes for all our service users. From June 2011, the two statutory teams re-organise their functions and this, combined with the progress which has enabled the shift, will position us to confidently meet the challenges presented through national and local changes and the focus on and alignment to three performance measures. The re-organisation of the team's service delivery will introduce an Assessment and Planning Team to ensure that the assessment of re-offending, risk and vulnerability are carried out to a high standard and form the basis of a plan of interventions delivered by the Interventions Team. Both teams will work together to reduce the risk of young people offending.
- 4.4 In 2010-2011, the Youth Justice Plan outlined five new areas of work for consolidation; the introduction of the Youth Rehabilitation Order, the Family Intervention Project, the Deter Young Offenders Scheme, the Resettlement Consortium and Restorative Justice Services. Each of these areas plays a significant role in our capacity and capability to deliver on our priorities for 2011-2012 and feature in the priorities below for this year's work:-

1. The Youth Rehabilitation Order was implemented nationally at the end of November 2009 and is now firmly embedded in the practice of the team. 57 Youth Rehabilitation Orders were made in 2010-11 and there has been an immediate simplification of community sentencing which does not lose any of the stringency of previous community disposals and provides a range of robust conditions to reduce re-offending.
2. The Family Intervention Project (FIP) was set up to provide intensive support to families on a long term basis (12-18 months). The project is targeted at families where young people within the family are at significant risk of offending, re-offending or involvement in anti-social behaviour, following alternative, less intensive interventions. The project had dedicated national funding until March 2011, including a grant that has been match-funded by Somer Community Housing Trust and Knightstone Housing Association. Early partnership support of the effectiveness of the project has led to continued funding and the work continues to be overseen by a dedicated steering group which reports to the Youth Offending Team Management Board.
3. The Deter Young Offenders scheme derived from the national Prolific and Other Priority Offender Strategy and enables key agencies to focus both attention and resource on an identified group of young people with the highest likelihood of re-offending and harm. Cohorts of young people (the national aim is 10% of the Youth Offending Team caseload) are identified on a quarterly basis and remain on the scheme until significant change is evident. The effectiveness of this scheme is measured by a reduction in re-offending. Locally, this relates to our partnership commitment to community safety through effective, efficient, equitable and sustainable management of resources.
4. The South West Resettlement Consortium was established in 2010 as a pilot and is made up of partners representing six local authorities, HMP and YOI Ashfield and Eastwood Park, Vinney Green Secure Unit, Probation, Police and voluntary sector providers, under the governance of the Youth Justice Board. The aim of the consortium is to reduce the risk of re-offending, to manage the risk of harm to the public and improve outcomes for young people leaving custody. The Consortium works to provide an enhanced offer of support for young people to assist with their resettlement and local young people have benefited from additional support from a number of agencies, helping them with accommodation and employment. The Youth Justice Board have agreed to extend the pilot, which is being externally evaluated, until 2012.
5. In the last year the Youth Offending Team has acknowledged and embraced the shift towards a restorative justice approach to reducing re-offending. In accordance with this one of the police secondments has been given over exclusively to that of Victim Liaison Officer. As a result, where appropriate, all victims of youth crimes known to the Youth Offending Team are now contacted by the Victim Liaison Officer. The victims are given the opportunity to participate in a restorative intervention with the young person who has offended against them. This participation can be as complex as face to face mediation or as simple as a phone call to update them on the progress of the case. If required, the victims are contacted on a regular basis and feedback is given regarding the progress of the work undertaken by the Youth Offending Team, throughout the order. As a result of the creation of the Victim Liaison Officer post, restorative justice has become a significant consideration in the work undertaken on all orders and these are now increasingly victim focused and led.

6. The Youth Offending Team is committed to promoting the participation of young people in aspects of service delivery and ensuring that we act upon the feedback that we receive. Article 12 of United Nations Convention on the Rights of the Child (UNCRC) states that 'Children have a right to say what they think should happen, when adults are making decisions that affect them, and to have their opinions taken into account.' The Youth Offending Team has been working to increase the level of participation from young people using its service. This is building on the achievement of Compass, which was awarded the Children and Young People's Rights Charter Silver Award in December 2011. Over the next year the Youth Offending Team will work towards achieving the Children and Young People's Rights Charter Bronze Award for its work with young people subject to statutory interventions. To achieve this, the Youth Offending Team has established a participation group, which is a working group of staff from across the service. The Children's Society has been commissioned to assist with the development of participation work within Bath and North East Somerset and is advising this piece of work. We have begun work towards achieving the Bronze Award by seeking direct feedback from young people, including the establishment of a young person's forum at Youth Offending Team. We will be using this feedback to develop our service over the next year to include the views of young people with whom we work.

Performance: National Indicators 2010-2011

4.5 Reduce first time entrants to the youth justice system

National Indicator	2008 - 9	2009 – 10	2010 – 11	Comparators
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NI 111: First time entrant rates	160	151	169	South West = - 10.5%
The number of young people aged 10-17 who receive their first substantive outcome (a Reprimand, Final Warning or conviction in court). Local target for 2010-11: 5% reduction	-31.6%	-5.6%	+11.9%	Family = - 21.1%
				England = - 25.3%

Effective prevention of youth crime contributes to a wide range of improved outcomes for children, young people, their families and communities. The practice of targeted early prevention is well established locally and is recognised as a worthwhile investment in young people's lives. In this area, we have seen significant reductions in the number of first time entrants over four consecutive years. However, as first time entrants have continued to decrease nationally, there is concern locally at an increase of 18 young people (11.9%) in 2010-11. The increase is being monitored by the Youth Crime Prevention Board in order to identify any patterns and trends which may require more targeted work. For example, direct referrals from the police has been low, so promotional work of preventative work within the Police district is underway, as is an appraisal of referral systems to improve access for Police.

The Youth Offending Team has a well established youth crime prevention project, Compass, and is involved in the commissioning of Mentoring Plus, a well regarded voluntary sector service. It also manages a Family Intervention Project which works with whole families where at least one young person at high risk of offending, (as well as families with young people engaged in anti-social behaviour or at high risk of re-offending). Compass and the Family Intervention Project are very much complementary services which provide a proportionate amount of support to children and young people. Both projects work on a key-worker model and the staff are often the lead professional in team around the child meetings. Compass has taken great strides in demonstrating the benefits of this model within the Children's Service over the last twelve months. When a young person already has a team of professionals working with them, they have co-ordinated the delivery of an intervention plan through the team around the child model. The Family Intervention Project likewise endeavour to work in an integrated way with other partners in children's and adult's services and act as a key worker for the families they are engaged with.

This Indicator remains for 2011-12, reported as a rate per 100,000 young people, taken from Police National Computer rather than YOT data.

4.6 Reduce re-offending

National Indicator	2008 –2009	2009 - 2010	April- December 2010 (9 months performance)	Comparators
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<p>NI 19: Re-offending rates</p> <p>The average number of further proven offences committed by the January – March 2010 cohort of young people within 12 months of the initial substantive outcome, presented as a rate of offences per 100 young people (compared with 2005 baseline of 0.75)</p> <p>Local target for 2010-11: 2.5% reduction</p>	<p>1.10</p>	<p>1.06</p>	<p>0.58</p> <p>(-23.3% reduction compared with same 9-month period last year)</p>	<p>South West = 0.82</p> <p>Family = 0.94</p> <p>England = 0.88</p>
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Data is only available for a nine-month period, as this measure follows up re-offending of young people dealt with between January and March each year; twelve month data will be available at the end of September. At the nine-month stage, re-offending had reduced significantly and was at a lower rate than all comparators for the same period.

A core function of the Youth Offending Team is the supervision of young people on statutory court orders including the Referral Order, the Youth Rehabilitation Order (YRO), and the Detention and Training Order (DTO). Each young person will be assessed by the Assessment and Planning Team using the standard Asset assessment tool. Asset identifies areas of concern and strength in a young person’s life and informs the intervention plan which is subsequently delivered to reduce the risk of re-offending. The intervention plan is completed by either the case manager or by the community panel member volunteers who decide on contracts for young people on a Referral Order. The team uses the “scaled approach” which uses the measure of the risk of re-offending and harm to determine the frequency of reporting to the Youth Offending Team to ensure that resources are targeted at those who present the most risk. For those young people who do commit further offences, the focus of our work is to help them reduce the frequency and seriousness of offending, their risk of harm and provide a service which is tailored to meet their individual needs. For young people who present a serious risk of harm, the Youth Offending Team has internal risk management meetings chaired by a team manager and these will be fully inclusive of partners within the wider children’s workforce. These meetings present an opportunity to make realistic plans to safeguard the public from the risk the young person has been assessed as posing and to manage this as effectively across the agencies as possible. The Intensive Supervision and Surveillance requirement of a Youth Rehabilitation Order can be one such measure. For those who present the most serious risk of harm, Multi Agency Public Protection Arrangement procedures are employed.

The Deter Young Offender scheme derived from the national Prolific and Other Priority Offender Strategy and enables key agencies to focus both attention and resource on an identified group of young people with the highest likelihood of re-offending and harm. Cohorts of young people are identified on a quarterly basis and remain on the scheme until significant change is evident. The Deter Young Offender Strategy was outlined as an area for consolidation in last year’s plan and is a key area to focus on in the coming year to enable us to maintain the good progress with reducing re-offending and to prepare for the impact of payment by results.

Over the last twelve months the Youth Offending Team has worked to ensure that the assessments it produces for Court and for Referral Order panels, in the form of pre-sentence reports and referral order reports, are of a high quality. Pre-sentence report training was commissioned and this took place in August 2010. A feedback form for Magistrates in regard to pre-sentence reports has been introduced. The Youth Offending Team also introduced a quarterly audit process for pre-sentence reports and referral order reports, which reflects on the standard and the quality assurance of those reports. The audit provides an opportunity to identify learning and feedback good practice to report authors.

This Indicator will also remain in 2011-12 and will be based on data from the Police National Computer

4.7 Reduce the use of Custody

National Indicator	2008 – 09	2009 – 10	2010 – 11	Comparators
NI 43: Custodial sentences Reduce the proportion of young	8.6% (18/209)	8.6% (18/209)	5.4% (8/148)	South West = 3.5% Family = 4.2%

people receiving a conviction in court who are sentenced to custody.				England = 5.6%
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There has been a significant improvement in this area and Bath and North East Somerset has had its lowest number of custodial sentences since 2000.

Any targets relating to the reduction of the use of custody are inextricably linked to reducing re-offending. In order to have confidence in a reduction in custody, the Youth Offending Team, partners and the public need to feel confident that robust, evidence based and closely monitored community sentences are being delivered. This relies on strong partnerships and a commitment to ensuring public safety. The Youth Offending Team actively works with partner agencies to look at effective ways of reducing re-offending and the subsequent use of custody. A Custody Panel is held quarterly to review the cases of young people who have been sentenced to custody. The Asset and Pre Sentence Report are reviewed and, reflecting the learning environment of the team, give useful indications for ongoing improvement and training needs. The membership of the Custody Panel is being reviewed to ensure partners are able to contribute fully to these discussions. This will further demonstrate our commitment to delivery on actions reflected in the Children and Young People’s Plan, the LSCB Action Plan and the Reducing Offending Strategy.

One of the factors behind this improvement has been the availability and use of a more robust community sentence as an alternative to custody. This has been delivered through the use of the twelve month Youth Rehabilitation Order with an extended Intensive Supervision and Surveillance requirement. This has enabled young people whose offences have placed them at risk of custody to be subject to intensive supervision and monitoring for a longer period. The Youth Offending Team has also recommended the use of other requirements, such as the Prohibitive Activity Requirement and Exclusion Requirement, in the Youth Rehabilitation Order, to support victim safety and public protection whilst working to address young people’s offending in the community. These are stringent conditions and require a level of support and monitoring that should increase public confidence.

The Youth Offending Team provides an efficient and reliable service to Bath Youth Court and Bristol Crown Court, with a remand service and timely, informative Pre -Sentence Reports which enable the courts to sentence in an appropriate way.

The Youth Offending Team works to support the successful resettlement of young people leaving custody who are returning to the community. Our participation in the South West Resettlement Consortium provides an enhanced offer of services to young people and their families to reduce the risk of re-offending manage the risk of harm to the public and improve outcomes for young people leaving custody through effective, efficient, equitable and sustainable management of resources.

Youth Offending Team case managers supervising young people on custodial sentences will co-ordinate the planning for their resettlement immediately following sentence. The continuity and co-ordination of services when children and young people transfer into and out of the secure estate, is a vital element of safeguarding practice and resettlement planning. This includes ensuring that young people have suitable

supported accommodation, help with mental health and substance misuse issues and with identifying appropriate education, training or employment. To support this work, the Youth Offending Team has access to services from other partners within the wider Children's Service, and from third sector partner agencies with a specific role in supporting the resettlement of young people.

This Indicator remains for 2011-12 but will change to measurement of the rate of custodial sentences per 1,000 young people aged 10-17 in the general population

4.8 Race Disproportionality

National Indicator	2008 – 09	2009 – 10	2010 – 11	Comparators
<p>NI 44: Race Disproportionality</p> <p>The difference in the proportions of each Black or Minority Ethnic group of young people on youth justice disposals against the proportions of each Black or Minority Ethnic group in the equivalent local population</p>	<p>White -2.6%</p> <p>Mixed 4%%</p> <p>Asian -0.9%</p> <p>Black 0.5%</p> <p>Chinese -1%</p>	<p>White 0.2%</p> <p>Mixed 1.2%</p> <p>Asian -0.1%</p> <p>Black -1.0%</p> <p>Chinese -0.3%</p>	<p>White -0.2%</p> <p>Mixed 1.9%</p> <p>Asian 0.7%</p> <p>Black 0.2%</p> <p>Chinese -0.9%</p>	<p>Not available by comparators</p>

Young people with mixed race backgrounds continue to be over-represented in the youth justice system nationally and locally, by comparison with the general population (rather than the 10-17 population). Whilst our local population of black and minority ethnic young people is low, those within the youth justice system have specific needs that we need to be aware of within our service and the interventions that we provide. In the period from April 2010-11, there were no mixed race first time entrants into the service and so it is likely that the over-representation will fall in 2011-12

There is no longer a requirement to report on this Indicator from 2011-12 onwards, but the Youth Offending Team is working with colleagues in the wider Children's Service to continue to monitor and address this issue, in order to help 'narrow the gao' for young people from mixed race backgrounds..

4.9 Engagement in Education, Training and Employment

National Indicator	2008 – 09	2009 – 10	2010 – 11	Comparators (overall percentage)
NI 45: Engagement in ETE The proportion of young people supervised by YOTs who are actively engaged in suitable full time education, training or employment.				South West = 70.9% Family = N/A England = 72.8%
Statutory school age	78% (90/115)	86% (68/79)	95.9% (71/74)	
Above statutory school age	89% (93/104)	92% (69/75)	84.5% (60/71)	
Overall percentage	83.6%	89%	90.3%	

This year saw a further improvement and performance is consistently better than all comparators.

Education, training and employment are vital components of reducing re-offending and resettlement plans for young people. The introduction of the Apprentice and Learning Skills Act 2008 has placed the responsibility on local authorities for young people's education whilst in custody. The Youth Offending Team's performance in the education training and employment indicator remains very good, above the national average, and the strongest in the south west. There is no longer a requirement to report on this indicator centrally. However the Youth Offending Team has elected to continue on a voluntary basis, in order to retain an overview of performance, but also to sustain it as an internal mechanism for managing our education recording. Greatest concern is post 16 access to education training and employment and so funding has been maintained for a Connexions Officer.

5. Resources

5.1 Budget summary 2011- 2012

This year sees reductions in Health, Probation and Youth Justice Board funding. This has been reflected in loss of a youth justice post in the statutory service and a health worker from the Family Intervention Project, together with reductions in a number of budgets for running costs.

Source	Staffing costs	Non-staffing costs	Payment in kind	Pooled budget	Total
Police	82,833	0	Police computer with access to Police National Computer	26,442	109,275
Probation	43,378	0	Unpaid work requirements	0	43,378
Health	29,218	0	CAMHS consultation	14,885	44,103
Local Authority	258,884	29,041	IT, financial, human resources and other corporate services	17,268	305,193
Youth Justice Board (Youth Justice Grant)	212,389	89,611	0	0	302,000
Department for Education (locally awarded element of Early Intervention Grant)	158,342	44,100	0	0	202,442
Total	785,044	162,752	Not costed	58,595	1,006,391

6. Governance and Leadership

- 6.1 Bath and North East Somerset Council as the relevant local authority is the lead partner; and has the primary responsibility to the relevant Secretary of State to ensure that the Youth Offending Team is able to fulfil requirements and deliver services required under the Crime and Disorder Act 1998, and any subsequent criminal justice legislation and also that it meets the requirements of all relevant

legislation applicable to young people. The statutory partners (Social Care, Police, Probation, Education and Health) have a duty to ensure that, through the provision of resources and other support, that statutory requirements are met.

- 6.2 Governance of the Youth Offending Team rests with the Community Safety Partnership's Responsible Authorities Group (RAG), but immediate oversight and accountability is provided by the Youth Offending Team Management Board, with representation from the key statutory partners and Community Safety. The Board has a Partnership Agreement in place, setting out its responsibilities for the strategic direction, resourcing and operational delivery of youth offending services. A member of the Youth Offending Team Management Board represents the Youth Offending Team's interests at the Children's Trust Board.
- 6.3 This Youth Justice Plan will be monitored by the Youth Offending Team Management Board, and there will be continue to be some oversight by the regional Youth Justice Board. There is also quarterly exception reporting to the Responsible Authorities Group. An annual report is made to the Council's relevant Development and Scrutiny Panel.
- 6.4 The Youth Offending Team is managed within the Children's Service and now sits within the Learning and Inclusion Division.

7. Partnership Arrangements

- 7.1 The Youth Offending Team 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.
- 7.2 Relationships with other key partner agencies within the authority and across Avon and Somerset are set out in written protocols, including arrangements for transfer of young people to the supervision of the probation service when they are eighteen.

8. Work Plan 2011-2012

Priority area	What will be done	Who will do it?	Timetable for completion
1) Developments in the Youth Offending Team	a) Form two new service teams with new line management structures - the Assessment and Planning team and the Interventions Team.	Team Managers- Assessment and Planning Team and Interventions Team	June 2011
	b) Complete and deliver against a protocol outlining roles and responsibilities and expectations for communication between the two teams	Team Managers – Assessment and Planning Team and Interventions Team	December 2011 for review
	c) Hold a local launch event to mark the re-organisation and promote the work of the service.	Service Manager	March 2012
	d) Revise and implement the team's information management policy	Information Manager	March 2012
	e) Ensure the impact on carbon emissions is taken in to account in any new service developments	Service Manager	March 2012
2) Establishing a restorative Youth Offending Team	a) The management group will receive training in implementing a restorative service.	Service Manager	June 2011
	b) A working group will be established to agree the vision and deliver training in restorative interventions to the broader service.	Service Manager	October 2011
	c) Restorative justice principles will underpin all interventions with	Team Managers	March 2012

	young people.		
3) Inter-agency working	a) Ensure all the actions in partnership plans (outlined on pages 4, 5 and 6) are addressed	Service Manager and Team Managers	March 2012
	b) Agree protocol between the Youth Service and the Youth Offending Team	Service Manager	December 2011
4) Workforce Development	a) Prepare and deliver a workforce development plan, including training requirements, arising from anticipated new legislation	Service Manager	March 2012
	b) Introduce core training for case managers and interventions team staff to develop skills in assessment, planning, intervention and supervision.	Assessment and Planning Team Manager and Interventions Team Manager	March 2012
	c) Increase the skills of staff participating in Referral Order panels by identifying training in restorative justice conference facilitation.	Assessment and Planning Team Manager	March 2012
	d) Ensure refresher training is provided for case managers on assessment of vulnerability and production of vulnerability management plans.	Assessment and Planning Team Manager	December 2011
	e) Ensure training events are delivered across the Preventions Team to help the understanding of role and processes.	Preventions Team Manager	March 2012

5) First time entrants (a national impact indicator)	a) Ensure skills training is delivered to support production of ONSET, Whole Family Assessment and Asset assessments	Preventions and Assessment and Planning Team Managers	March 2012
	b) Target areas where referrals need to be increased with the Police.	Preventions Team Manager	March 2012
	c) Improve early identification of young people demonstrating early indications of offending behaviour by liaising with primary school head teachers and promoting Compass and FIP	Preventions Team Manager	March 2012
	d) Continue to promote preventative projects across the authority.	Preventions Team Manager	March 2012
	e) Introduce twilight sessions on preventative work for pastoral staff in schools	Preventions Team Manager	December 2012
	f) Integrate Compass and the Family Intervention Project to ensure a whole family approach is provided to young people at risk of entering the youth justice system	Preventions Team Manager	December 2011

	g) Ensure the quality of assessment in Onsets and FIP assessments is of a high standard and leads to a robust intervention plan and references parenting strengths and areas that could be addressed by the Parenting worker	Preventions Team Manager	March 2012
	h) Work with Police and other partners to review pre-court decision-making, in light of anticipated new legislation	Service Manager	March 2012
	i) Ensure that crime prevention work remains a priority within new commissioning arrangements for 11-17 year olds	Service Manager	March 2012
	j) Ensure that the Family Intervention Project plays a key role in the development of local work with families with multiple problems	Service Manager	March 2012
6) Reduce re-offending (a national impact indicator)	a) Ensure the quality of assessment is of a high standard and leads to a robust intervention plan and that all assessments reflect young people's health needs and have an assessment of parenting.	Assessment and Planning Team Manager	March 2012

	b) Ensure the quality of all risk of harm assessments, risk management plans and vulnerability assessments is of an acceptable standard and are shared with all partners supporting the plans	Assessment and Planning Team Manager	March 2012
	c) Establish monthly risk management meetings for all young people with a high risk of harm which are inclusive of young people and their parents/carers	Assessment and Planning and Interventions Team Managers	September 2011
	d) Establish team around the child meetings following sentence which use the Asset as the basis of planning interventions	Assessment and Planning Team Manager	December 2011
	e) Introduce an Asset peer review process	Assessment and Planning Team Manager	December 2011
	f) Ensure that restorative approaches are fully integrated across the team's caseload and inform all assessments	Assessment and Planning Team Manager	December 2011
	g) Review and catalogue intervention materials	Interventions Team Manager	December 2011
	h) Review assessments to ensure that interventions are available to address identified need and equalities	Interventions Team Manager	December 2011

	i) Introduce a set of workbooks with materials to address offending behaviour issues with young people	Interventions Team Manager	March 2011
	j) Develop interventions for young women and girls who are offending	Interventions Team Manager	March 2012
	k) Collate and act on young people's feedback and evaluation from interventions provided by the YOT	Interventions Team Manager	March 2012
	l) Work with partner agencies to support young people's work readiness	Interventions Team Manager	March 2012
	m) the YOT will work with 16+ year olds to identify learning and training opportunities	Interventions Team Manager	March 2012
	n) Ensure that all young people with ethnic minority backgrounds have continuing support when they finish their statutory contact	Assessment and Planning Team Manager	March 2012
	o) the YOT will work to improve the attendance of young people in education and will increase mental and physical health support through the integration of the school nurse role	Interventions Team Manager	March 2012

	p) the YOT will help young people to set up bank accounts	Interventions Team Manager	March 2012
	q) the YOT will target strategic accommodation issues through the B&NES Young People's Housing Group	Interventions Team Manager	March 2012
	r) Analyse performance data to improve understanding of trends of offending and outcomes for young people	Service Manager	March 2012
7) Reduce the use of custody (a national transparency indicator)	a) Ensure the quality of assessment is of a high standard and leads to a robust community intervention plan presented in a pre-sentence report.	Assessment and Planning Team Manager	March 2012
	b) Ensure that all pre-sentence reports are delivered to court on the day before sittings in order that they are available for the bench.	Assessment and Planning Team Manager	December 2011
	c) Plan updated training events with the local Youth Court Magistrates	Assessment and Planning Team Manager	December 2011
	d) Facilitate procedures for assessing young people in custody who have learning difficulties	Assessment and Planning Team Manager	September 2011

	e) Ensure the Custody Panel is embedded in local practice and is supported by actions in the CYPP and LSCB action plan	Service Manager	December 2011
	f) Improve the systems for monitoring health input into release plans for young people leaving the secure estate	Interventions Team Manager	December 2011
	g) Continue to ensure that the enhanced offer is reflected in DTO Plans	Interventions Team Manager	March 2012
	h) Wherever possible, establish a restorative intervention for young people whilst they are in custody.	Interventions Team Manager	March 2012

9. Partner Organisation Commitment

Partner Organisation	Name of chief Officer	Signature	Date
Local Authority	John Everitt Chief Executive		
Children's Service	Ashley Ayre Strategic Director, People and Communities Department		
Health Service	Jeff James Chief Executive Officer NHS BANES and NHS Wiltshire		
Police Service	Geoffrey Spicer Bath and North East Somerset District Commander		
Probation Service	Anne King Assistant Chief Officer		

Appendices

Appendix 1: Main areas of work undertaken by the Youth Offending Team

- Voluntary support to young people aged 8-17 who are assessed as being at high risk of offending – including Compass and the Family Intervention Project.
- Appropriate Adult services to safeguard a young person's interests when they are being questioned by the police and a parent/carer is unable to attend.
- Help with arrangements for young people remanded to the care of the local authority.
- Support to young people who are bailed by the courts, which can attach conditions to maintain contact with the Youth Offending Team.
- Work with young people who are subject to police Final Warnings.
- Preparation of reports to help with key decision-making about young people who have offended (supporting contract requirements for referral order panels, proposing sentencing options to the courts and providing assessment information to the Parole Board).
- Supervision of young people on court orders – meeting regularly to help them to face up to the consequences of offending and address the factors that make it likely that they will re-offend. The main court orders are now referral orders, reparation orders and youth rehabilitation orders. Those with a high likelihood of re-offending may be placed on the Intensive Supervision and Surveillance Programme.
- Restorative justice services designed to provide victims with the information they want and to engage them and young people in meetings or activities to repair the harm caused by offending. Young people can also make indirect reparation through community projects.
- Support for young people sentenced to custody and supervision of them when they return to the community. The most common youth custodial sentence is the detention and training order, lasting up to two years. Longer sentences apply for more serious offences.
- In all suitable cases, individual work with parents and carers of young people at risk of offending or re-offending through voluntary support, and access to parenting programmes

Appendix 2: Youth Offending Team staff

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

Staff in the Youth Offending Team by gender and ethnicity based on census 2001 categories																
	Strategic Manager		Operational Manager		Practitioner		Administrator		Sessional		Student		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British		1	1	2	3	16		6	4	4		1	8	11	16	41
White Irish															0	0
White Other					1										1	0
Black Caribbean						1			1				2		3	1
White and Black African															0	0
White and Asian															0	0
Pakistani					1										1	0
Total	0	1	1	2	5	17	0	6	5	4	0	1	10	11	21	42

Appendix 3: Glossary of terms

ASSET	A structured assessment tool used by Youth Offending Teams to consider how a range of factors, such as engagement with education or mental health issues, may have contributed - and continue to contribute - to a young person's offending
Common Assessment Framework/CAF	A shared assessment tool for use across all children's services and local areas in England. It is used to support early identification of need and assist the co-ordination of services to address that need
Children and Young People's Plan	The Children and Young People's Plan is the single plan that outlines what all agencies, schools, Local Authority and voluntary groups are going to do to help improve outcomes for Children and Young People across Bath & North East Somerset.
Children's Trust Board	Children's Trust Boards are the co-operation arrangements and partnerships between local organisations with a role in improving outcomes for children and young people. It is a partnership that has overall responsibility for planning and delivery of services for children and young people. The trust in Bath and North East Somerset is responsible for publishing this Children and Young People's Plan and for making sure that services deliver the commitments outlined in that Plan.
Compass	The Compass Project, managed within the Youth Offending Team, provides intensive support to children and young people aged 8-17, who have been assessed as being at high risk of offending.
Connexions	A universal service to provide a wide range of support for 13-19 year olds, particularly regarding education, training and employment. It gives priority to those considered most vulnerable
Criminal Justice Board	A partnership of criminal justice services, locally serving the Avon and Somerset area
Deter Young Offenders	Cohort of young people representing approximately 10% of the caseload of a Youth Offending Team who have the highest likelihood of offending and harm. The cohort is reviewed on a quarterly basis
Family Intervention Project (FIP)	The aim of a family intervention is to reduce offending behaviour of children and young people in the family through the provision of co-ordinated multi-agency work, whole family assessment and long term intervention of a dedicated keyworker (12-18 months). The project accepts referrals where it is clear a significant change within family behaviour is needed to reduce youth offending, and prevent further young people entering the youth justice system.

Final Warnings	Final Warnings were introduced by the Crime and Disorder Act 1998, to be issued in place of cautions, to eligible 10-17 year olds who admit an offence to the Police. All young people who receive these Warnings are referred to the Youth Offending Team for help to tackle offending behaviour at an early stage
Intensive Supervision and Surveillance / ISS	Intensive Supervision and Surveillance Programmes provide a rigorous community sentence for eligible young people who have been convicted of an offence or a pattern of offences so serious that they would otherwise receive a custodial sentence. The Programme is also available as a condition of a Bail Supervision and Support programme or as a condition of the community element of a Detention and Training Order
Local Safeguarding Children's Board	The Local Safeguarding Children Board (LSCB) brings together local agencies working with children and families. LSCB is responsible for policy, procedures and services to support children and families in need to prevent significant harm.
Ministry of Justice	The Ministry of Justice (MoJ) is a ministerial department of the UK Government headed by the Secretary of State who is responsible for improvements to the justice system so that it better serves the public. The functions of the Youth Justice Board will be taken over by the MoJ.
Multi-Agency Public Protection Arrangements/ MAPPA	Under the direction of Police, Probation and Prison services, these are a series of processes to safeguard the public from the threat posed by sexual and violent offenders, whilst also attending to the needs of the victim.
Onset	A structured assessment tool to measure a young person's risk of offending
Parenting Orders	Parents whose children offend or persistently truant from school can be made the subject of Court Orders, requiring them to attend parenting support, and sometimes, to exercise specific control over their child's behaviour.
Pre Sentence Report/PSR	Pre-Sentence Report, prepared to assist the Court at sentencing stage, by providing an offence analysis, in the light of risk of continued offending and risk to the public, and outlining suitable sentencing options.
Protective Factors	Aspects of young people's lives that mitigate against offending, such as consistent parenting, engagement in education or involvement in constructive leisure

Referral Order	Available since April 2002, these are mandatory sentences for all young people appearing in Court for a first offence and pleading guilty. They refer a young person to a Community Panel, led by trained members of the public and attended by their parents and the victim[s] of their offence[s]. The Panel agrees a contract for how the young person is to make amends for their behaviour. If they complete the contract successfully, the offence is not recorded; if they do not, they are referred back to Court for re-sentencing.
Reprimand	These were introduced by the Crime and Disorder Act 1998 and are issued by the Police when a young person aged 10-17 who has not previously had a Final Warning, admits an offence that isn't serious enough to merit a Final Warning.
Resettlement Consortium	A south west partnership pilot between Police, YOTs, the secure estate, voluntary sector partners and Probation which aims to provide an enhanced offer of service to young people being released from custody to assist with their resettlement .
Restorative Justice/RJ	Restorative Justice describes a range of approaches to resolving a situation where serious harm, usually an offence, has been caused. It focuses on victim satisfaction, offering a range of services by which the victim can gain an understanding of the offence, have a chance to be fully heard, and agrees to any suitable reparation.
Responsible Authorities Group	<p>The Responsible Authorities Group oversees the delivery of the creating and maintaining safer communities. It is comprised of senior managers from the statutory agencies, an elected Council Member and other partners who together pool their combined knowledge to identify the key issues within the community and understand clearly how best to tackle them.</p> <p>This Partnership accepts that fighting crime is not just the job of the Police, but the responsibility of all organisations whether public, private or voluntary, and works towards the creation of safer and stronger communities.</p>
Scaled Approach	A system whereby the level of intervention for a young person during the course of their Court order is determined by their assessed likelihood of re-offending

Sustainable Community Strategy	<p>The Sustainable Community Strategy (SCS) sets out what type of place Bath & North East Somerset should become. It deals with a range of challenges and changes that impact on our daily lives. The strategy sets out the challenges but also how they are going to be addressed. It is aspirational and high level, but these aspirations will be worked towards to make them a reality.</p> <p>The strategy is the outcome of listening to what is important for the community and responding with a vision for the area.</p>
Team around the Child	<p>A multi-agency planning meeting with the child and parent/carer present. The young person can help decide the agenda and should be enabled to fully participate in the meetings and the planning.</p>
Victim Liaison Officer	<p>Member of the Youth Offending Team who makes contact with the victims of crimes we are notified about. They discuss the impact of the crime with the victim and enable them to consider a restorative approach.</p>
Youth Rehabilitation Order	<p>The Youth Rehabilitation Order (YRO) 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.</p>
Young Offender Information System/YOIS	<p>This is a standard database used by the Youth Offending Team for case management and monitoring.</p>
Youth Offending Team/ YOT	<p>These multi-agency teams were established under the Crime and Disorder Act 1998, with a principal aim of preventing youth offending. They include representatives from Police, Probation, Health and the Local Authority, and their work is overseen by local steering group made up of key stakeholders.</p>
Youth Justice Board/ YJB	<p>The Youth Justice Board for England and Wales is a non-departmental public body responsible to the Home Secretary for overseeing the youth justice system, including by monitoring performance, providing advice and guidance and disseminating good practice.</p>

