

## YOUTH JUSTICE PLAN 2007/08 – 6 MONTHLY UPDATE

### YOS Management Board – 15 October 2007

#### Introduction:

The purpose of this Report is to update the Management Board on half yearly performance against targets / objectives in the Youth Justice Plan (YJ Plan), and the underpinning theme of workforce development.

#### Update:

The YJ Plan is structured around 15 themes identified by the YJB as fundamental to the delivery of the overall aims and objectives of the youth justice system.

Where there is correlation with a YJB KPI, performance against target will be highlighted in red; amber or green. Red highlights areas where the KPI target is unlikely to be achieved using a half years performance; amber where there is some slippage; green when we are on target to achieve.

Please note that the September figures are correct at the time of writing. Quality assurance checks which take place at the end of the month may result in some slight alterations.

#### Theme 1: Prevent Offending

*YJB / KPI Target: Reduce the number of **first time entrants** to the youth justice system by March 2008, compared to the March 2006 baseline.*

	Actual April 05 – March 06	Actual April 06 – March 07	Target April – March 08	Year To Date
Reduce entrants to the YJ System	430	404	408	252

As can be seen, we are not on course to achieve this target. I am aware that this KPI has been the subject of previous discussion at this Management Board and it is acknowledged that performance targets related to the *Bringing Offences to Justice* initiative do have an impact upon this particular performance indicator.

The YJB are currently rolling out a MI Toolkit to allow YOTS to drill down into the figures to get a more comprehensive picture, which will aid planning.

Stockton YOS has a fully established Preventions Unit dedicated to the identification of children and young people at risk of entering the youth justice system and offering packages of support and intervention.

#### Theme 2: Intervene Early

*YJB / KPI Target: Ensure that 100% of young people on final warnings are supported by an intervention if: their ASSET score is greater or equal to 12; there are any concerns of risk of serious harm to others; or their score is less than 12 but any sections score 4.*

	Actual April 06 – March 07	Target April 07 – March 08	Year To Date
Ensure that 100% of yp with specific ASSET scores or with concerns of risk of serious harm are supported by an intervention	100%	100%	100%

The final warning scheme, delivered by the YOS Police Officer, achieves consistently high levels of intervention packages and good results in terms of numbers re-offending. The approach in Stockton has always been to provide access to any relevant youth justice resource in order to make maximum impact on the first signs of offending.

Theme 3: Provide Intensive Community Supervision

*YJB / KPI Target: Reduce the size of the U18 custodial population through the implementation of the minimising the use of custody work by 31 March 2008*

Stockton YOS is part of the Tees Valley wide Intensive Supervision and Surveillance Programme (ISSP) This is the most rigorous, non-custodial intervention available for the most persistent and serious young offenders.

From April 06 – June 07, 40 young people have accessed ISSP in Stockton; 8 in the last quarter; this is in line with projected figures.

Theme 4: Reduce Re-Offending

*YJB / KPI Target: Protect victims and communities by reducing re-offending by 5% by March 2008 compared with the 2002 baseline and reduce the seriousness and frequency of re-offending*

	Oct – Dec 2002 cohort % re-offending after 12 months	Oct – Dec 2005 cohort % re-offending after 12 months	Target Oct – Dec 2006 % re-offending after 12 months
Pre - Court	22.22%	24.66%	-5%
First Tier Penalties	47.37%	60.0%	-5%
Community Penalties	78.26%	92.86%	-5%
Custody	0	50.0%	-5%
Overall Recidivism Average	36.25%	36.32%	

It can be seen that we have been unable to achieve any of the required reductions; however, average recidivism has only increased marginally. This performance target is reported annually. Although the service uses the 'Careworks' database, monitoring this indicator is far from easy and had proven to be a time consuming and difficult exercise.

All our work is directed at achieving this particular KPI.

Theme 5: Reduce the Use of Custody

*YJB / KPI Target: Between 31 March 2005 and 31 March 2008, reduce the size of the U18 custodial population by 10% through the implementation of the minimising the use of custody work*

	Actual April 05 – March 06	Actual April 06 – march 07	Target April 07 – March 08	Year To Date
Reduce the use of secure estate for remands to 9% of the total number of remand episodes	N/A	N/A	9%	5.6%
Reduce the number of custodial sentences to less than 5% of all court disposals	5.2%	4.5%	5%	3.6%

Stockton is part of a joint court team arrangement with South Tees YOS as both services use Teesside Courts, located in Middlesbrough.

Theme 6: Enforcement and Enabling Compliance

*YJB / KPI Target: an average of 35 working days from the relevant unacceptable absence to resolution of the case; to resolves 50% of cases within 25 working days of the relevant unacceptable absence*

Members of the Local Criminal Justice Board (LCJB) are charged with improving “end to end” enforcement processes and in particular to introduce arrangements to fast track breach procedures for high risk offenders on community penalties.

At the time of writing this Report, I am awaiting a performance update of the local partnership. I will be able to update the Management Board at the meeting.

Theme 7: DTO Training Plans

*YJB / KPI Target: Ensuring that all initial training plans for young people subject to DTOs are drawn within the timescales and the approach prescribed by National Standards for Youth Justice*

	Actual April 05 – March 06	Actual April 06 – March 07	Target April 07 – March 08	Year To Date
% assessments completed	100%	100%	100%	100%

This is an area of strength for the YOS. Assessment is an ongoing process that involves the young person, and where appropriate, the young person’s parents / carers. It provides a picture of a young person within their particular environment that will support the identification of needs, an understanding of patterns of their offending, and the planning of effective interventions.

Theme 8 : Support Young People Engaging in Education, training and Employment

*YJB / KPI Target: Ensure that 90% of young offenders who are supervised by the YOT are in suitable fulltime education, training and employment*

	Actual April 05 –March 06	Actual April 06 – March 07	Target April 07 – March 08	Year To Date
% supervised in ETE	78.3%	76.3%	90%	73.9%

Ensuring that 90% of young people who offend and are supervised by the YOT is a difficult target to achieve in itself; progress towards achieving the target has been compromised by the long term absence of the ETE officer within the YOS. Difficulties we’ve experienced with Careworks has also compounded the issue by making it difficult to interrogate the data.

There are a number of local initiatives to improve the engagement of young offenders in ETE opportunities: *Its Going To Work 2*; *YJB Keeping Young People Engaged*; ISSP contract with Riverside College and Connexions Stockton.

Despite these, our level of performance is not strong in this area. We are not alone in this. Looking at the first quarter 07 average, we are performing better than our ‘family grouping’ of YOTs (71.9%) and the regional and national averages (78.4% and 68.5%, respectively). The official data for July

to September is not yet available. Nonetheless, this is an area requiring improvement; the first step being ensuring a better understanding of what’s happening to young people; this will be a priority over the next few months.

We are currently recruiting to the YOS ETE post, through a partnership arrangement with Connexions. This will enhance our capacity to respond to the needs of young people who offend.

Theme 9: Support access to Appropriate Accommodation

*YJB / KPI Target: Ensure that all young people completing community interventions or on release from the secure estate have suitable accommodation to go to and that all YOTs have a named accommodation officer.*

	Actual April 05 – March 06	Actual April 06 – March 07	Target April 07 – March 08	Year To Date
% of young people supervised by YOS with suitable accommodation at the conclusion of specified penalties	98.6%	98%	100%	100%
Named accommodation officer	Yes	Yes	Yes	Yes

Current performance against this target is good. There is much work taking place within Stockton to address the issues of homelessness in young people and the YOS has established strong links with local initiatives, including the local Homelessness Strategy and Youth Homelessness Steering Group. There is a local commitment to ending the use of ‘bed and breakfast’ accommodation for vulnerable young people, including young offenders, which this Management Board signed up to in 2005. T

We also have a service level agreement with DISC to provide floating support to vulnerable young people, utilising grant funding from the Resettlement and Aftercare Provision (RAP) grant.

Theme 10: Support Access to Mental Health Services

*YJB / KPI Target: Ensure that all young people who are assessed by ASSET as manifesting: **Acute Mental Health** difficulties are referred to CAMHS for a formal assessment commencing within 5 working days of the receipt of the referral; **Non-acute Mental health concerns** are referred for an assessment and engagement by CAMHS within 15 working days*

	Actual April 05 – March 06	Actual April 06 – March 07	Target April 07 – March 08	Year To date
% of acute assessments commenced within timescales	33.3%	100%	100%	None
% of non-acute assessments commenced within timescales	100%	33.3%	100%	100% (1 young person)

The performance of the YOS is one of the areas now considered by the Annual Performance Assessment for local authorities. Assessment is primarily through ASSET – those young people scoring more than 2 in the “emotional and mental health” section trigger a more detailed Mental Health ASSET assessment. Interim arrangements have been made to cover for the vacant Health Adviser post

The numbers of young people requiring the more in depth mental health ASSET assessment appears low and is an area requiring further exploration.

The health adviser post is currently vacant; a recruitment exercise is underway in partnership with the local CAMHS service.

Theme 11: Support Access to Substance Misuse Services

*YJB / KPI Target: ensure that all young people are screened for substance misuse; that those with identified needs receive appropriate specialist assessment within 5 working days, and following the assessment, access the early intervention and treatment services that require within 10 working days*

	Actual April 05 – March 06	Actual April 06 – March 07	Target April 07 – march 08	Year To Date
% of young people screened for substance misuse	100%	99.4%	100%	100%
% with identified needs receiving specialist assessment within 5 working days	47.3%	100%	100%	100%
% accessing early intervention and treatment services within 10 working days	98.6%	100%	100%	100%

The YOS has strengthened its position in respect of substance misuse services and has continued to develop drug services in the YOS, to include alcohol, which is by far the most prevalent problem coupled with the use of cannabis. All young people in need of a service receive one in a timely fashion.

Theme 12: Resettlement

*YJB / KPI Target: RAP performance requirement: Ensure that 30% of young people in custody are referred to RAP scheme where available. Ensure that RAP schemes are run in line with RAP guidance published in 2005*

Resettlement and Aftercare Provision (RAP) is a YJB initiative designed to provide greater support and wraparound services to young substance misusers. Young people with high need for support in custody and the community are targeted, particularly those about to return to the community.

Two workers are directly employed in the support role, with the remainder of the grant used to develop the wraparound services. RAP continues to enhance the input with young people with substance misuse problems. This year there have been 18 new starts with RAP including 5 custodial cases. RAP workers work very closely with the Young Person’s Substance Misuse team in Castington YOI in order to promote the engagement of young people. Since April 07, 13 young people have either received a custodial sentence or have been released into the community. 12 have been offered RAP support, 9 of which have accepted.

Theme 13: Provide Effective Restorative Justice Services

*YJB / KPI target: Ensure that victims participate in restorative processes in 25% of relevant disposals referred to the YOS and that 85% of victims participating are satisfied*

	Actual April 05 – March 06	Actual April 06 – March 07	Target April 07 – March 08	Year To Date
Old KPI – 75% of victims offered the opportunity to participate in restorative justice process	100%	87.3%	N/A	
New KPI 07/08 – ensure that victims participate in 25% of relevant disposals	N/A	N/A	25%	49.2%
% of participating victims satisfied	100%	100%	85%	98.9%

The Children’s Society Youth Justice North East Project (which is a partnership with the Children’s Society and both Stockton and Hartlepool Youth Offending Services) is directly responsible for all victim contact and mediation work. By agreement victims and young offenders have the opportunity to participate in range of restoratives services. The services include mediation, reparation, panel conferencing, victim impact/awareness work and feedback on a young person’s progress whilst on his or her order. Stockton Youth Offending Service believes that an impartial provider is best placed to undertake this aspect of work.

The reparation scheme run by the YOS is separate from our other restorative justice arrangements. We achieve very high success rates through adhering to a high staff to subject ratio – usually one-to-two or one-to-one, with little use of larger groups. An increasing amount of reparation is being delivered directly to individual or corporate victims. There are a number of placements where indirect work is done at Council facilities; usually this work is environmental in nature.

To date, this year 145 young people have been referred for reparation; 113 (78%) of which are male; 32 (22%) female. 994 hours of reparation have been delivered; 877 hours as indirect reparation (88%) and 117 hours (12%) direct to the victim. Reparation is overwhelmingly used in Final Warning and Referral Order interventions.

Theme 14: Supporting Parenting Interventions

*YJB / KPI Target: Ensure that 20% of young people with a final warning supported by an intervention or a relevant community based penalty or DTO receive a parenting intervention and that 20% of young people on prevention programmes, their parents/carers(s) receive a parenting intervention.*

KPI	Actual April 05 - March 06	Actual April 06 –March 07	Target April 07– March 08	Year To date
<b>Old KPI</b> - Ensure that 10% of young people with final warnings supported by interventions <b>or</b> a community disposal, receiving a parenting intervention.	10%	13.9%	N/A	
<b>New KPI 2007-8</b> -Ensure that 20% of young people with a final warning supported by an intervention or a relevant community-based penalty or DTO receive a parenting intervention.	N/A	N/A	20%	19.1%
<b>New KPI 2007-8</b> -Ensure that 20% of young people on prevention programmes, their parents/carers(s) receive a parenting intervention.	N/A	N/A	20%	37.8%

As can be seen, this target has recently doubled from 10% to 20% in both the prevention and intervention areas of work. Preventions are now achieving above the target, using their parenting support worker.

Other parts of the service have a little way to go. The Interventions Unit have a collaborative arrangement with South Tees YOS – Partners in Parenting (PiP). Recent changes to PiP have created an additional 0.5 FTE parenting worker in the YOS. Increased capacity means that we've been able to change the whole approach of the interventions unit to one which assumes that all parents will receive an intervention unless they choose to opt out.

We are confident that these changes will result in improved services to parents / carers and achievement of the target.

### Theme 15: Ensure Equal Treatment Regardless of Race

*YJB / KPI target: All YOTS should implement their action plan to ensure that any significant difference between the ethnic composition of offenders and all pre-court and post court disposals and the ethnic composition of the local community is reduced year on year.*

In 2005, the YOS conducted a Race Audit, which produced no evidence to suggest any disproportionality in Stockton. This led to a full action plan being undertaken, in line with YJB requirements.

More recently, in line with Stockton Borough Council's Single Equality Scheme, an Equality Impact Assessment of the Youth Justice Plan has been undertaken. This is in terms of young people and gender, race, faith & belief, disability, age, sexual orientation. We are currently awaiting feedback from the corporate diversity team.

All staff are trained in diversity and case recording and a new case file checklist to enable workers and the service to better monitoring diversity, including race, is being rolled out across October.

### **Summary of Performance Against Objectives:**

As can be seen, there are many areas of strong performance in the Youth Justice Plan; many of which have been sustained over several years:

- Final Warning Interventions
- Reducing the Use of Custody
- DTO Training Plans
- Access to Accommodation
- Restorative Justice
- Substance Misuse

There are some continuing areas for improvement, namely:

- First Time Entrants
- Recidivism
- Parenting
- Education, training and employment

Action is being taken to address all these issues. Some of these are 'quick wins', such as parenting. Other areas, such as recidivism, first time entrants and education, training and employment, all require longer term multi-agency approaches; some of which is at a national and regional level.

### **Workforce Development:**

There are two strands in the Youth Justice Plan relating to Workforce Development:

- Workforce planning
- Learning and development strategy

Workforce Planning: retention of staff in some key operational posts is an ongoing issue for the YOS. We have experienced turnover in the Health Adviser and Social Worker posts, and long term absence in the ETE post. It is hoped that by entering into joint arrangements with the local CAMHS service and Connexions service, we can minimise disruption to YOS delivery. The structure of the local authority's Children, Education and Social Care (CESC) also allows for flexibility. We are also reviewing our induction processes, in recognition of the impact this can have on staff retention.

Learning & Development: There is a continuing commitment by the service to support staff gaining appropriate qualifications and experiences to aid effective practice. The training programme is currently informed by:

- Staff Appraisals
- EPQA assessments and Improvement Action Plan
- National Standards audit
- National Performance Measures

All YOS staff receive supervision from their line manager. We are currently reviewing our approach to supervision with a view to embedding quality assurance processes. We have recently introduced a new supervision template to ensure consistency across the service.

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**YOS Manager**  
**3 October 2007**