

VALE OF GLAMORGAN YOUTH OFFENDING SERVICE – YJB “COSTED PLAN”

INSPECTION

The following improvements have been identified either through participation in HMI Inspectorate of Probation Thematic Inspections or as a result of reports published on specific themes:-

HMI Inspectorate of Probation: Examining Multi Agency Responses to Children and Young People who sexually offend

What do we plan to do in 2014 - 15?

- Develop system for strategic oversight and monitoring of children and young people who sexually offend
- Review effectiveness and engagement of appropriate agencies at strategy meetings linked to All Wales Protocol
- Ensure victims are offered access to available services at earliest opportunity
- Finalise guidance for practitioners to recognise and inform decision making re appropriate/inappropriate/harmful behaviour
- Expand training for staff in educational setting to equip them with skills to identify and manage risk appropriately
- Negotiations with Health in relation to access to appropriate assessment and services for those within the Criminal Justice System
- Work with Partner Agencies identified as Leads to address recommendations of report i.e. MAPPA Strategic Board

Partners Involved:-

MAPPA, LSCB, YOS Management Board, Children and Young People' Services Managers and Training Department, South Wales Police, NSPCC, Cardiff and Vale UHB, YOS Management

Key Performance Objectives:-

Access to devolved services for young people in the Youth Justice System in line with joint YJB/Welsh Government outcomes measures – YJB Plan Page 16 - 19

Effective Public Protection – YJB Plan Page 33 - 35

Effective Safeguarding – YJB Plan Page 35 - 39

HMI Inspectorate of Probation: Thematic inspection for the transition arrangements from youth to adult services in the criminal justice system

What do we plan to do in 2014 – 15?

- Implement National Transition Protocol, once finalised, in relation to YOS Probation Officer post linked to IOM team
- Use of Y2A portal for transfer of information once implemented
- Training for relevant practitioners and performance team to utilise Y2A portal
- Track and monitor young people who have transferred to learn lessons regarding transition arrangements
- Devise transfer checklist in line with Y2A transitions framework
- Introduce system for ensuring that children of IOM offenders at risk are considered for referral to YOS Prevention, actions to be incorporated into refreshed Prevention Strategy

Partners Involved:-

Wales Probation Trust, Probation Team Manager, IOM Team, YJB, YOS Management, YOS Performance and Information Team and YOS Practitioners

Key Performance Objectives:-

Reduction in First Time Entrants - YJB Plan Page 20 - 23
Reduction in Youth Re-Offending – YJB Plan Page 24 - 27
Effective Public Protection – YJB Plan Page 33 - 35

HMI Inspectorate of Probation: “Partners in Crime?” - Findings from Inspections on Youth Offending Team Partnerships

What do we plan to do in 2014 – 15?

- Using YJB Self-Assessment tool and YJB "Modern Youth Offending Partnerships" - Guidance on Effective YOT Governance in England (YJB 2013) to inform content, survey partners, YOS Management Board and YOS practitioners regarding how well youth justice services are delivered
- Analysis findings, identify good practice, gaps in provision and areas for improvement
- Utilise HMI Inspectorate of Probation guidance and tools within YOS quality assurance framework

Partners Involved:-

YOS Management Board, YOS Management, YOS Practitioners, YOS Performance and Information Team, Partner Agencies, Children and Young People Services Consultation Officer

Key Performance Objectives:-

Financial Management – YJB Plan Page 8 - 10

People Management – YJB Plan Page 11 - 13

Sustainability and Equalities – YJB Plan Page 13 - 15

CSSIW - All Wales Inspection of Safeguarding and Care Planning of Looked After Children and Care Leavers who exhibit vulnerable or risky behaviours

What do we plan to do in 2014 – 15?

- Review the CSSIW Inspection Report
- Analysis findings, identify good practice, gaps in provision and areas for improvement
- Revise Protocol with Children and Young People's Services taking into account any lessons learnt, new remand policy and procedures introduced through LASPO 2012
- Review current Safeguarding and Risk Policies to ensure continue to be "fit for purpose"

Partners Involved:-

YOS Management Board, Children and Young People Services ,YOS Management, YOS Practitioners, YOS Performance and Information Team, Partner Agencies, Children and Young People' Services Consultation Officer

Key Performance Objectives:-

Financial Management – YJB Plan Page 8 - 10

People Management – YJB Plan Page 11 - 13

Sustainability and Equalities – YJB Plan Page 13 - 15

ESTIMATED INSPECTION IMPROVEMENT COSTS

Estimated cost of activities:-	Percentage	Amount	Funded by
Management Costs	10% YOS Manager	£5,523	Local Authority YJB
	10% YOS Assistant Team Manager	£5,039	
Performance and Information Team	10%	£ 7,514	Local Authority
YOS Practitioners	5%	£9,834	Local Authority

Total		£27,910	

CHANGES TO LEGISLATION, PRACTICE, SELF ASSESSMENT AND IMPROVEMENT

As part of annual strategic planning cycle, YOS Management has identified the following development areas:-

Self Assessment – YOS Service

What do we plan to do in 2014 – 15?

- Continue to benchmark the YOS against HMI Probation inspection reports
- Analysis findings, identify good practice, gaps in provision and areas for improvement
- Utilise HMI Inspectorate of Probation guidance and tools within YOS quality assurance framework
- Implement any learning derived from YOS Manager involvement in Youth Justice Sector Led Improvement Governance Group
- Utilise any learning from Assistant Team Manager involvement in HMI Probation Inspections as Local Assessor

Partners Involved:-

YOS Management Board, YOS Management, YOS Practitioners, YOS Performance and Information Team, Partner Agencies

Key Performance Objectives:-

Financial Management – YJB Plan Page 8 - 10

People Management – YJB Plan Page 11 - 13

Sustainability and Equalities – YJB Plan Page 13 - 15

Introduction of New Legislation and Practice Changes

What will we do in 2014 - 2015?

Legal Aid, Sentencing and Punishment of Offenders Act (2012)

- Monitor and review quarterly arrangements regarding OOCd to ensure consistency and appropriateness of decision making
- Develop further use of Neighbourhood Resolution Panels (NRP) as restorative disposal linked to Triage and OOCd
- Collaborate with South Wales Police and South Wales YOTs regarding young people and domestic abuse to determine appropriate and consistent disposals

Partners Involved:-

HMCS Cardiff and Vale Magistrates Court, South Wales Police, CPS, YOS Management, Cardiff YOS, YOS Practitioners, NRP Co-ordinators, NRP volunteers

Key Performance Objectives:-

People Management – YJB Plan Page 11 - 13

Reduction in Youth Re-Offending – YJB Plan Page 24 - 27

Reduction in Use of Custody – YJB Plan Page 28 - 33

National Standards 2013

What will we do in 2014 – 16?

- Benchmark National Standards 2013 against current practice and compare and contrast new minimum standards and rationale for change taking account introduction of Assetplus
- Review Probation guidance manual – “Use of Professional Judgement”
- Report to YOS Management Board with recommendations
- Implementation of any changes required through training, workshops with practitioners

- Monitor introduction of new arrangements to ensure embedded into practice
- Review Policy, Procedures and Quality Assurance systems to incorporate changes in practice

Partners Involved:-

YJB, YOS Management, Performance and Information Team, YOS Practitioners, YOS Management Board

Key Performance Objectives:-

People Management – YJB Plan Page 11 - 13

APIS – YJB Plan Page 16 - 19

Reduction in First Time Entrants – YJB Plan 20 - 23

Reduction in Youth Re-Offending – YJB Plan Page 24 - 27

Reduction in Use of Custody – YJB Plan Page 28 - 33

Implementation of Assetplus

What will we do in 2014 – 16?

- Project manage the implementation of Assetplus
- Implement changes required through training, workshops and induction of YOS practitioners
- Undertake training with external partners who access YOS information
- Monitor introduction of new arrangements to ensure embedded into practice
- Review Policy, Procedures and Quality Assurance systems to incorporate changes in practice

Partners Involved:-

CACI, Vale of Glamorgan ICT Department, YOS Management, Performance and Information Team, YOS Practitioners, YOS Management Board, Cardiff Media Academy, Emergency Duty Team, Children and Young People Services

Key Performance Objectives:-

People Management – YJB Plan Page 11 - 13
Sustainability and Equalities – YJB Plan Page 13 - 15
APIS – YJB Plan Page 16 - 19
Reduction in First Time Entrants – YJB Plan 20 - 23
Reduction in Youth Re-Offending – YJB Plan Page 24 - 27
Reduction in Use of Custody – YJB Plan Page 28 - 33

YJB Revised Devolved Performance Indicators Pilot

What will we do in 2014 – 16?

- Develop with YJB as part of 4 YOT pilot revised devolved performance indicators
- Update and feedback information to YJB in relation to effectiveness of new measures
- Undertake training with all YOS personnel and Partner Agency personnel regarding new systems
- Monitor introduction of new arrangements to ensure embedded into practice
- Review Policy, Procedures and Quality Assurance systems to incorporate changes in practice

Partners Involved:-

YJB, YOS Management, Performance and Information Team, Other Pilot YOTs

Key Performance Objectives:-

Financial Management – YJB Plan Page 8 - 10
People Management – YJB Plan Page 11 - 13
Sustainability and Equalities – YJB Plan Page 13 - 15

Offending Behaviour Programmes

What will we do in 2013 – 15?

- Undertake analysis of re-offending cohort linked to YJB report on prolific offenders and identified risk factors
- Identify appropriate young people based on analysis to attend different levels of structured offending behaviour programmes
- Update electronic evaluation tool with evidence of participation and engagement in offending behaviour programmes
- Analysis findings and outcomes and utilise these in review meetings with young people
- Undertake external evaluation of programmes to ensure integrity and quality of delivery, evaluation
- Implement new MAP offending behaviour programme ensuring “fit” with Clued Up programme

Partners Involved:-

YOT Solutions, YOS Management, Practitioners, Performance and Information Team, children and young people, YJB Effective Practice Panel

Key Performance Objectives:-

Financial Management – YJB Plan Page 8 - 10

People Management – YJB Plan Page 10 – 13

Reduction in Youth Re-Offending – YJB Plan Page 24 - 27

Reduction in Use of Custody - YJB Plan Page 28 - 33

Effective Public Protection – YJB Plan Page 33 - 35

Parenting Programmes

What will we do in 2014 – 15?

- New Parenting programme identified, provide training the trainers courses for facilitators
- Recruit, select and train parenting volunteers as co facilitators of programme
- Develop pre and post course questionnaires to establish baseline and measure distance travelled
- Implement new parenting programmes
- Evaluation of programmes

Partners Involved:-

Children and Young People' Partnership, Families First, Flying Start, Children and Young People Services, YOS Management YOS Parenting Worker, YOS Parenting Volunteers, YOS Parents

Key Performance Objectives:-

People Management – YJB Plan Page 11 - 13

Access to devolved services for young people in the Youth Justice System in line with joint YJB/Welsh Government outcomes measures – YJB Plan Page 16 - 19

ESTIMATED COSTS RE CHANGES TO LEGISLATION, PRACTICE, SELF ASSESSMENT AND IMPROVEMENT

Estimated cost of activities:-	Percentage	Amount	Funded By
Management Costs	20% YOS Manager	£11,046	Local Authority
	50% YOS Assistant Team Manager	£25,193	YJB
	30% Practitioner Manager	£14,418	Local Authority
Performance and Information Team	10%	£ 4,606	Local Authority
Performance and Information Officer	40%	£11,640	Local Authority
YOS Practitioners	20%	£ 6,220	Local Authority
YOS Practitioners	20%	£33,113	YJB
ISS Co-ordinator	70%	£27,706	YJB
Bail and Remand Officer	50%	£17,278	YJB
Family and Parenting Support Officer – P/T	100%	£13,570	YJB

Total		£164,790	

ACCESS TO UNIVERSAL SERVICES

Health Services

What will we do in 2014 – 15?

- Collaboration with Cardiff YOS regarding requirements of provision linked to Cardiff and Vale UHB
- Negotiation with Cardiff and Vale UHB regarding current and future provision and how best to meet need
- Identification of appropriate referral pathways into external services
- Management of transition of adult health services
- Contribute to Mental Health Partnership Meetings and highlight needs of children and young people

Partners Involved:-

Cardiff and Vale UHB, Child Health Services, YOS Management Board, Cardiff YOS and Vale YOS Management, YOS Health Practitioners, Cardiff University

Key Performance Objectives:-

Reduction in First Time Entrants – YJB Plan Page 20 - 23

Reduction in Youth Re-Offending – YJB Plan Page 24 - 27

Reduction in Use of Custody - YJB Plan Page 28 - 33

Access to devolved services for young people in the Youth Justice System in line with joint YJB/Welsh Government outcomes measures – YJB Plan Page 16 – 19

Effective Public Protection – YJB Plan Page 33 - 35

Effective Safeguarding – YJB Plan Page 35 - 39

Substance Misuse Services

What will we do in 2014 – 15?

- Participate in Cardiff and Vale Area Planning Board for Substance Misuse Services as YOS representative on Delivery Group and Children and Young People Services Strategy Group
- Negotiate with Commissioners and providers regarding YOS provision and access to enhanced services
- Participate as member of Alcohol Action Planning Group and contribute to development of Alcohol Strategy
- Provision of quarterly reports regarding access to substance misuse services and identification of trends
- Develop and deliver interventions tailor made to identified need

Partners Involved:-

Cardiff and Vale Area Planning Board for Substance Misuse Services, Welsh Government, Cardiff and Vale UHB, YOS Management Board, YOS Management, YOS Substance Misuse and YOS Practitioners, Performance and Information Team

Key Performance Objectives:

Reduction in First Time Entrants – YJB Plan Page 20 - 23

Reduction in Youth Re-Offending – YJB Plan Page 24 – 27

Reduction in Use of Custody - YJB Plan Page 28 - 33

Access to devolved services for young people in the Youth Justice System in line with joint YJB/Welsh Government outcomes measures – YJB Plan Page 16 - 19

Access to Education Services

What will we do in 2014 – 15?

- Participate in NEETS Strategy Group and work with partners to implement the Youth Engagement and Progression Framework
- Continued liaison with LEA regarding management of young people who sexually offend to prevent exclusions
- Monitor recording and performance information in relation to ETE to ensure accurate and up to date
- YOS EWO/Careers Wales to manage transition of young people into further education, training, employment

Partners Involved:-

Lead Officer Youth and Community Learning, Education Lead Officer Inclusion, Lead Professional for Behaviour, Attendance and LAC, Complex Needs and Schools Liaison Officer, Schools, Children and Young People's Partnership, Cardiff Media Academy Careers Wales, YOS Management , YOS EWO, YOS Performance and Information Team, Practitioners, RP in Schools Co-ordinator

Key Performance Objectives:

Reduction in Youth Re-Offending – YJB Plan Page 20 - 23

Reduction in Use of Custody - YJB Plan Page 28 - 33

Access to devolved services for young people in the Youth Justice System in line with joint YJB/Welsh Government outcomes measures – YJB Plan Page 16 - 19

Implement Restorative Approaches across Local Authority

What will we do in 2014 – 15?

- Implement with Children and Young People' Partnerships and LEA restorative approaches within a school setting
- Deliver additional training to enhance skills to range of professionals as follows:-
 - Children and Young People Services
 - Foster Carers
 - Children's Residential Homes
 - Activity Providers
 - ASB Unit

- Collaborate with Cardiff YOS to recruit, and train volunteers consistently to conduct Referral Order Panels and Neighbourhood Resolutions Panels using restorative methods
- Recruit and train volunteers as Victim Advocates increased capacity to support victims to engage in restorative approaches
- Promote restorative approaches through the use of a variety of media
- Review Restorative Justice Strategy
- Participate in research regarding Neighbourhood Resolutions Panels
- Train YOS Victim Co-ordinator – Professional Development with RJC – “Engaging young victims in restorative processes”
- Co-ordinate All Wales Restorative Justice and Sexually Harmful Behaviour Training in conjunction with AIM

Partners Involved:-

Children and Young People' Partnership, LEA, Cardiff Media Academy, Children and Young People' Services Training Department, Foster Carers, Personnel from Children's Residential Homes, personnel from Safer Vale ASB Unit, YOS Management, YOS Victim Liaison Officer, YOS Reparation Officer, Cardiff and Vale YOS volunteers, RP in Schools Co-ordinator, University students undertaking dissertation, AIM

Key Performance Objectives:-

Increase victim and public confidence – YJB Plan Page 40 - 41

Reduce First Time Entrants – YJB Plan Page 20 - 23

Reduction in Youth Re-Offending – YJB Plan Page 24 - 27

Effective Public Protection – YJB Plan Page 33 - 35

Resettlement

What will we do in 2014 – 15?

- Utilise YJB Resettlement analysis following release to benchmark service
- Utilise analysis of re-offending cohort to identify those at risk of custody
- Utilise ISS capacity to support YOS Practitioner in delivering intensive interventions to reduce risk of re-offending
- Utilise ISS capacity to promote bail support packages linked to alternative to remand placements
- Utilise Careers Wales worker as part of resettlement process
- Develop custody panel and review custodial cases
- Liaison with HMCS regarding use of remands and custody to ensure appropriateness of sentence
- Liaison with Housing and Supporting People through development of Operational Plan regarding the identified needs of children and young people in the CJS
- Contribute to Homelessness and Support Action Planning Group to represent needs of young people in CJS

Partners Involved:-

Head of Children and Young People Services, Llanmau Resettlement Broker, Children and Young People Services, Housing Department, YOS Management, YOS Practitioners, ISS Co-ordinator, Performance and Information Team, Careers Wales, South Wales YOT Operational Managers Group

Key Performance Objectives;-

Increase victim and public confidence – YJB Plan Page 40 - 41

Reduction in Youth Re-Offending – YJB Plan Page 24 - 27

Effective Public Protection – YJB Plan Page 33 - 35

Access to devolved services for young people in the Youth Justice System in line with joint YJB/Welsh Government outcomes measures – YJB Plan Page 16 - 19

ESTIMATED COSTS RE IMPROVEMENTS - ACCESS TO UNIVERSAL SERVICES

Estimated cost of activities:-	Percentage	Amount	Funded By
Management Costs	20% YOS Manager 40% YOS Assistant Team Manager	£11,046 £20,154	Local Authority YJB
Performance and Information Team	10%	£ 7,514	Local Authority
YOS Practitioners	5%	£ 9,834	Local Authority
Victim Co-ordinator P/T	100%	£15,729	YJB
Reparation Co-ordinator	50%	£14,550	YJB
External Agencies	100%	£18,000	YJB
Total		----- £96,827	

Summary and Breakdown of Costs

The projects and development work identified above require a substantial amount of commitment of YOS personnel time, as well as a commitment of personnel time from Partner Agencies as payment in kind.

The breakdown of costs for YOS personnel time is as follows:-

Description	Total Amount	Amount YJB	Amount Local Authority
YOS Management	£ 92,419	£50,386	£42,033
YOS Performance Team	£ 31,274	Nil	£31,274
YOS Practitioners	£147,834	£121,946	£25,888
External Agencies	£ 18,000	£18,000	Nil
Total	£289,527	£190,332	£99,195

Taking into account the scope of the development works outlined above and the YOS aim to continuously improve, it should be noted that some of these projects are expected to exceed 12 months and will therefore be included within the planning process for 2015 – 2016.

Paula Barnett
YOS Manager
20 June 2014