

APPENDIX 1

Children's Services Statement:

'Children in Swindon have the best start in life and grow up in supportive, confident and resilient families and communities'.



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RESTORATIVE YOUTH SERVICES PLAN 2016-17



YOT Statement:

'Children and young people who have offended, or are at risk of offending, will be offered the opportunities and support they need to become valued and productive members of our community and to repair the harm that they have caused'



1 - EXECUTIVE SUMMARY

Once again I am pleased to introduce this year's Youth Justice Plan in my capacity as Chair of the YOT Management Board. As well as addressing strategic direction and specific targets set by the Management Board across the **Youth Offending Team, young people's substance misuse service U-Turn, and On Trak youth counselling service**, this Plan also reflects changes resulting from the Post Inspection Action Plan signed off by Her Majesty's Inspectorate of Probation in July 2015.

The transition from a pre-inspection to a post-inspection YOT has been built on a number of subtle yet important changes in both governance and operational delivery. My colleagues on the YOT Management Board have been engaged in a series of one to one meetings with staff across RYS to review their areas of specific interest against progress on the ground, a process which has helped drive strategic and operational planning, as well as performance, agreeing local targets, and innovation in practice.

Against this background the work of RYS continues to face many challenges, suggesting that service delivery beyond the scope of this Plan will be heavily influenced by central government, as well as pressures from key funding partners. The YOT, in particular, has already been faced with a reduction in funding from central government of over 38.6% since 2012/13. Other developments include the wide-ranging Taylor review into youth justice services reporting mid Summer and likely to have significance in terms of future operating models and statutory responsibilities under potential new legislation. The national picture relating to the way post 18 offenders are dealt with is also undergoing significant change, and this has an impact on the YOT through a reduction of seconded Probation Officers from two to one, and the loss of £14,067.00 in cash funding.

In spite of these pressures, RYS continues to do well against national and local performance, keeping custodial levels down to single figures, and reducing re-offending rates from their peak in 2014/15. Team morale remains high, helping sustain operational effectiveness and minimising the disruption the caused by changes taking place, including a significant upgrade in the case management system ChildView. I am pleased to report that the Team also has a reputation for driving successes on the back of innovation in practice, including new forms of digital tools for an IT literate generation of young people.

Finally I would like to pay tribute to our volunteers – over 50 are active across a range of activities – cited as team winners in the 2016 Pride of Swindon Awards. I also need to mention our youngest volunteers (aged just 9 and 10) who can be located across several of Swindon's primary schools delivering anti-crime lessons to their peers in an award winning project.

The unique combination of dedicated staff, an effective strategic Board, and trained volunteers from the local community, continues to serve the best interests of young people as part of our 'One Swindon' vision.

Karen Reeve

Head of Children, Families and Community Health



Signature		Date	
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Partnership Signatures

John Gilbert	Job Title	Chief Executive Of The Local Authority	Signature	John Gilbert	Date	
Mark Sellers	Job Title	Superintendent, Swindon Police Operations Local Policing North	Signature	Mark Sellers	Date	
Mark Scully	Job Title	On behalf of National Probation Service	Signature	Mark Scully	Date	
Paul Bearman Gill May	Job Titles	Executive Director of Commissioning, NHS Swindon Clinical Commissioning Group Executive Nurse, NHS Swindon Clinical Commissioning Group	Signatures	Paul Bearman Gill May	Date	

2 - RESTORATIVE SERVICES IN CONTEXT: OPPORTUNITIES, CHALLENGES, AND LOCAL PARTNERSHIPS

'Restorative Youth Services', Swindon Youth Offending Team, Substance Misuse Service U Turn and the Youth Counselling Service On Trak are well placed to meet the Local Authority's drive to greater localism and accountability under the strategic direction 'Stronger Together'. Under this initiative the Council seeks to change the way it operates as a public service, distinguishing between delivery and commissioning but promoting greater cooperation and efficiency via the **'One Swindon'** delivery plan. Restorative Youth Services will play a crucial role in supporting their strategic aims for a strong, safe community where fear of crime is low and there is a strong sense of civic pride in making Swindon 'a great place to live and work'. These aims also recognise that the population is becoming more diverse and is forecast to grow from 186,600 in 2007 to 250,000 by 2030. Although the town is recognised for creating an environment for good economic growth, there still remain areas of inequality and deprivation with low aspirations and attainment and this remains a significant challenge, as well as an opportunity to encourage local people to become more self-reliant and participate in decisions affecting their lives.

There are many factors influencing this Plan, including:

National and local funding reductions and pressures. Previous and ongoing reviews into the Youth Justice System, reorganisation and restructuring by partners which have innovative and ongoing impact and affect the way the RYS (particularly the YOT) is resourced by, and continues to work with such partners. The expectations associated with recent HMIP Inspection as well as local audit and QA activity are reflected, as well as the associated expectations regarding greater accountability – both locally and nationally. The wholesale change to our case management system (to ASSET Plus) which will fundamentally change the way the way we assess and plan for working with young people. Innovation and drives towards more use of restorative justice / approaches. A continued focus on QA, First Time Entrants, innovation and ensuring good quality service delivery going forward.

This Plan acknowledges YOT performance to date in each of the key areas associated with prevention, reoffending and custody as well as making the best use of the synergy between the three teams that make up the Restorative Youth Service, as well as with key partners such as Children's Services, Community Safety Partnerships and other criminal justice partners. YOT data, which is regularly reported to, and scrutinised and challenged on the YOT Board, highlight important trends including: the use of our community disposals, a smaller but more complex and risky/ vulnerable cohort of young people subject to Court ordered interventions, and continued and ongoing focus upon children who are Looked After or BME. **U-Turn** continues to see a positive shift away from Class A drug use by young people, but which has been replaced by increasing 'poly drug' use with predominant use of cannabis and alcohol. There has also been a detected increase of the use of 'legal highs' predominantly with the use of 'spice'. **On Trak** has made inroads into decreasing waiting lists/ times for young people to access counselling services but has seen an increase in referrals (monthly via GP or self-referral). Anxiety, self-esteem issues and mental health conditions such as depression continues to feature highly amongst the cohort of young people accessing the service. This has resulted in treatment times becoming longer.

The Plan is underpinned by a highly motivated and trained workforce, as well as a high number of local volunteers. Going forward, with a reducing paid workforce, maintaining and imposing the skills and expertise base of the large cohort of volunteers working with the RYS; working tirelessly with vulnerable young people and their families is of paramount importance. We are committed to a design to see 'the right people, with the right skills in the right place at the right time' – and this includes our valuable volunteer and sessional staff/ colleagues. This plan provides the strategic and contextual setting ensuring our systems and processes are safe; that risk, vulnerability and safeguarding is assessed and well managed; that young people are rehabilitated; that victims have a say; and that our young people who come into contact with the justice system have every opportunity to become valued and productive members of the community. I am confident that we have the right model going forward to ensure staff and volunteers remain focused and stronger by virtue of the partnership formed by the teams that make up Restorative Youth Services.



For more information contact; Matt Bywater - RYS Service Manager mbywater@swindon.gov.uk or refer to the Council's web site <http://www.swindon.gov.uk/>

3 – DELIVERING SPECIALIST SERVICES AND JUSTICE FOR VICTIMS

ON TRAK YOUTH COUNSELLING SERVICE

Our aim is to ensure that young people and their parents are able to access the service for assessment and counselling in a timely way regardless of gender, ethnicity, sexuality or religious or cultural background subject to their assessed needs.

Our Plan is to:

- Aim to triage young person in consultation with health and other services within 10 days of initial referral.
- Reduce the average time it takes from accepting a referral to attending an assessment appointment. (The average for 2014/15 was 60.9 days).
- Reduce the average waiting time from assessment to subsequent first appointment. (The average for **13/14** was 30.6 days).
- Ensure young people are helped to identify their issues and personal risks and are supported to manage or reduce them.
- Client feedback continues to reflect the positively on outcomes for young people accessing the service. 2016/17 presents an opportunity to review processes in consultation with key partners (including targeted mental health) to ensure that young people in greatest need are prioritised and that young people who do not usually access counselling (including BME and young males) are made aware of the opportunities to do so. On Trak is also keen to embrace the digital revolution to reach the new generation of young people.

U-TURN SUBSTANCE MISUSE SERVICE

Our aim is to increase awareness by young people and parents of the service and help keep them safe from harm.

Our Plan is to:

- Encourage awareness of the risks of substance misuse through existing innovative prevention activities. (Legal Highs briefing delivered).
- Ensure young people receive an assessment within 10 days of Referral. (The average for 2014/15 was 84% against a target of 90%).
- Of those assessed, young people commence an intervention within 5 days of the assessment. (Target: 90%> Outturn **13/14** 100%).
- Keep young people engaged with the service, for which a target is set of at least 90%.
- The service continues to deliver support to the education sector in accordance with the traded services initiative, but is seeking new and innovative ways of engaging young people using social media and short educational films as the vehicle. The short film 'Jacks story' is setting the standard for other similar messages to follow.

GENERAL HEALTH AND WELLBEING

Our aim is to:

- To ensure young people are healthy, and have access to relevant services.
- Review agreements and protocols with partners with regard to health provision across partner agencies, including the secure estate.
- Improve the communication skills of young people with specific reference to their speech and language capabilities.

Our Plan is to:

- Agree a protocol for the delivery of Speech and Language services with Saltway.
- Prioritise Children looked after, ensuring they meet with the YOT nurse for an assessment of need.
- Agree protocols with SEN to give young people with particular needs priority to access services.
- Work closely with On Trak, Uturn and other relevant services to ensure a young person is referred within ten days of initial contact.
- Ensure all young people referred to the RYS services have been assessed within 10 days for their suitability for referral to specialist health services.

YOT Health Nurse

- Agree targets around waiting times, relating to the engagement of the young person including children looked after or those in special need, with health services.

The delivery of general health services to young people via Restorative Youth Services continues to perform well against CQC auditing processes. However there are new priorities for 2016/17 around access by more vulnerable groups of young people, including children looked after, which require new processes measured against new targets, as well as the extension of physical wellbeing to include emotional health.

PARENTING

Our aim is to

Parents of young people at risk of offending are offered help voluntarily or if necessary receive a statutory intervention from the parenting worker.

Our Plan is to:

- Set a new ambitious target for engaging parents. (Previous target that at least 20% of parents of young people on interventions are supported against an outturn in 14/15 of 13%).
- Seek innovative ways of raising awareness of the service in order to promote take up.
- Review the methodology used to underpin delivery of the service, taking account of research finding and best practise from elsewhere.
- Provide more detailed qualitative analysis of parental feedback to promote changes in practise.
- Review source of referrals and seek greater involvement from Education schools and colleges as well as other targeted or universal services including Families First.
- Ensure parenting remains a key aspect in the drive to change behaviours and reduce offending or reoffending by young people.

VICTIMS/ RESTORATIVE JUSTICE

Our aim is to

Promote the benefits of Restorative Justice in helping victims and raising the confidence of the public in the youth justice system

Our Plan is to:

- Review processes in order to increase the take up of victims.
- Set a more challenging target for victim engagement against agreed definitions broken down by direct and non-direct RJ.
- Look at best practice and research findings to inform changes in practice.
- Promote greater take up of restorative justice in care homes for the benefit of children looked after including options for training care home staff.
- Examine and publish the profile of young people from disadvantaged backgrounds and BME populations to set targets around interventions.

Restorative Justice remains a powerful and effective means of helping a young offender to take responsibility for their actions, and for reassuring victims that the process has value. Restorative Youth Services is committed to improving the scope of restorative justice, bringing more young people and victims of all ages into the process, and promoting restorative justice across agencies where it can bring about a resolution and avoid the formalities of police processes and entry into the youth justice system.

REDUCING FIRST TIME ENTRANTS

Our aim is to reduce the number of young people who are at risk of offending or anti-social behaviour from entering the youth justice system.

Our Plan is to:

- Work collaboratively with a number of key agencies in the justice and care sectors to keep first time entrants within target (in 2014/15 a total of 122 young people entered the criminal justice system, representing an average 30.5 against the target of 30).
- Promote greater links with specialist or universal programmes where early intervention plays a key part, including the Troubled Families scheme.
- Engage young people in new forms of digital tools, including social media and a bespoke web site to provide 24/7 access to informed information and better access to services aimed at young people.
- Extend the award winning Young Volunteers programme to schools across Swindon.
- Prioritise Children Looked After who are more vulnerable to criminal or anti-social behaviour.

The drive to keep young people out of the criminal justice system is dependent on a close collaboration with many sectors of the welfare and justice system, including police and education. Young people require new ways of engagement to deliver key messages to keep them safe from harm or be made more aware of the risks they face, for which innovation in practice (including the use of new digital tools) is a key focus.

For more information contact;

Dale Colsell - Operational Manager Specialist Services
DColsell@swindon.gov.uk



4 - REDUCING OFFENDING AND SAFEGUARDING YOUNG PEOPLE

RE-OFFENDING

Our aim is to:

Reduce the rate of young people re-offending, offering the opportunities and support they need to become valued and productive members of the community.

Our Plan is to:

- Reduce reoffending rates to below national averages.
- Prioritise the needs of Children Looked After who are especially vulnerable to criminal or anti-social behaviour.
- Intervene within the first four weeks of the first offence.
- Review practices in line with latest research and best practice.
- Treat girls differently in accordance with research findings.

Reoffending rates have risen in recent years as measured against a more challenging and complex cohort of young people. Measures will be taken in 2016/17 to compare performance against the existing (rather than historical) offender population using a new 'live tracker' tool designed for the purpose. The emphasis will also switch to those young people more vulnerable by virtue of their upbringing and physical or emotional condition to help improve their life chances and rehabilitate them into the local community as quickly and effectively as possible.

INTENSIVE SUPERVISION

Our aim is to

Help young people stay out of custody where there is a greater risk of reoffending on resettlement (and an increased risk of harm) by offering courts an intensive level of supervision.

Our Plan is to:

- To continue with the ambitious target of seeing young people complete their ISS programme (in 2014/15 the rate of completion was 44% against a target of more than 55% - representing 4 out of 9 cases).
- To continue to offer ISS, ISS Bail, BSS packages, and ensure that Intensive Referral Orders are continuously available to sentencing on all occasions.
- Publicise the good work that the ISS Team do via newsletters aimed at relevant stakeholders.
- Work collaboratively with Wiltshire YOT to assist with joint intensive interventions that cross boundaries.

ETE

Our aim is to:

Ensure all young people are in suitable education, training or employment at the close of their intervention; and to strengthen links to local colleges and education providers to help inform the process of engaging a young person and assisting with decisions around placements

Our Plan is to:

- Improve performance against the local target of at least 89% of young people in suitable ETE.
- Promote the use of the software programme 'Rapid English' which has a proven record of improving a young person's standard of communication and literacy.
- Promote stronger and more effective links to relevant schemes – including apprenticeships and Police cadets.

Engaging a young person in suitable ETE remains challenging, and the continued secondment of key personnel to the RYS team, including Education Welfare and Youth Engagement, remain critical in meeting the ambitious targets. Other initiatives include the use of a new young person focused web site to promote opportunities for young people.

REMANDS

Our aim is to:

Reduce the number of remands to custody by providing bail and remand support packages which have the support and confidence of Magistrates.

Our Plan is to:

- Review 'what works' in terms of interventions and plans which have the confidence of Magistrates and keep a young person safe from harm and from reoffending while on bail.
- Take special measures to monitor the progress of a young person in custody in order to keep them safe from harm or abuse.
- Introduce new ideas or processes (including IT and social media) to help young people in custody communicate any anxieties or concerns.
- Monitor local targets, which include the need to ensure that less than 9% of all young people on bail are subsequently remanded into custody.
- Keep the costs of remands to within Local Authority budget allocations.
- Ensure ISSP Bail and RLAA packages are widely available to all courts and Remand to Youth Detention Accommodation is only used as a last or only resort.
- Support young people in making bail applications post remand where possible.

CUSTODY

Our aim is to:

Reduce the number of young people receiving a conviction in Court who are sentenced to Custody.

Our Plan is to:

Target: <5% of all sentencing

Outturn 2014/15: 2.3% (Of 173 sentencing occasions 4 young people went to Custody (No BME)).

- Ensure that YOT go above and beyond statutory minimum requirements in terms of seeing young people in custody.
- Ensure YOT attend all Youth Panel meetings - To instil confidence in the Magistrates in relation to Bail packages and other Court orders.
- Monitor concordance data from PSR's – especially "all options" and recommendations for alternatives to custody (including ISS).
- Seek regular feedback from sentencing regarding PSR robustness and quality.
- Launch a new "resettlement offer" aimed at giving all young people leaving custody a genuine and intensive offer of support and guidance post release.

ACCOMMODATION

Our aim is to:

On release from custody and on the completion of community orders - young people are in suitable accommodation.

Our Plan is to:

Target: 96% > Outturn 2014/15: 94% (9 out of 140 relevant cases were not in suitable accommodation).

- Ensure YOT links with Local Authority on sufficiency duty.
- Advocate for a better range of accommodation for young people.
- Ensure reporting to Board in regards to issues/ blocks etc.
- Continue planned resettlement with Housing.
- Imbed protocol with Housing so vulnerable young people taken to them as and when needed.

The YOT and Homelessness Team will manage the risks of housing young people in housing crisis by immediate direct notification between the teams once a young person's housing needs have been made known to their respective team. The Homelessness Team to assess a young person's housing needs on first presentation, where possible, to avoid return appointments.

- We will embed the arrangements in place to assist young people with housing on release from custody by continuing to have positive links with SBC Housing services.

VULNERABILITY

Our aim is to:

Ensure we have robust and high quality assessments, plans and management of vulnerability and safeguarding which are meaningful and reduce any risks which will potentially affect the child or young person's safety or well being.

Our Plan is to:

- Improve staff skills in reflecting, analysing and recording risk of harm and vulnerability issues more widely and in more depth
- Ensure accurate assessments and management about the level of vulnerability of a child or young person.
- Ensure assessment focusses more holistically and not just on child protection issues, suicide and self-harm, especially in pre-sentence reports.
- Ensure the quality of planning at the start of the sentence for work in the community to address safeguarding and vulnerability is of a good standard.
- Reduce delays in the delivery of some specialist interventions.
- YOT team will participate and contribute (CSE and criminal exploitation) to MARP + other Home Office work (EGYV).
- Contribute across boundaries (with Wiltshire YOT).
- Contribute to MASH (Triage)/ Missing young people information sharing.
- Link to updated Social Worker protocols to share knowledge etc.
- Bid to attract DA resource; linking to young perpetrators of DA.
- Work with CAMHS to ensure early identification of mental health issues.
- YOT to review within 1 year its response to the EGYV peer review.
- Ensure the Board are sighted on the EWO's role – Board to be cited on issues – e.g. young people excluded + missing are being proactively alerted to the YOT.
- Explore implementing a system to notify re children excluded/ absent from school and incorporate this into planning.
- Engage an external Youth Justice Consultant to review our safeguarding / vulnerability assessments plans and management to ensure that they are the best they can be and, going forward and in anticipation of ASSETPlus implementation, to ensure that the practice is embedded team-wise.

CHILDREN LOOKED AFTER (CLA)

Our aim is to:

Reduce the incidents of CLA coming into the justice system – and ensure protocols/ policies are followed in respect of out of Court disposals to improve communication and joint working on appropriate cases between YOT and Children's Social Care.

Our aim is to:

- Improve governance relating to Looked After Children, improving links with ICT and Social Care teams such as Family Contact Point.
- Draft an RYS statement reinforcing our corporate parental responsibilities recognising CLA are vulnerable and are not missing out on services etc.
- Challenge out of Borough placements and ensure certainty that the young people in this situation will always be 'looked after' by Swindon (and YOT remains working with such children as a 'Home YOT'.
- Ensure the designated nurse link is maintained.
- Ensure child's voice is heard and shapes service delivery.
- Ensure effective links with Independent Review Officers as well as Children's Social Workers.
- Explore out of Court disposals and ensure they are appropriately used in any case including CLA.

RISK OF HARM

Our aim is to:

Ensure robust and high quality assessments, planning and management of risk of harm are in place, and reviewed and any risk of harm is, where possible, mitigated. To ensure effective YOT participation in Risk Fora such as MAPPA, MARAC and MARP and that risk is reviewed in a timely fashion.

For more information contact;
Melissa Norton – YOT Operational Manager
mnorton@swindon.gov.uk



Our aim is to

- Train Police personnel with regards to intelligence sharing and risk management.
- Ensure improved staff skills in reflecting, analysing and recording risk of harm and vulnerability issues more widely and in more depth.
- Ensure the YOT is fully exploring risk of harm thoroughly and does not underestimate the level of harm a child or young person poses to others and the need to plan to manage this.
- Ensure assessments and plans are reviewed and updated when required.
- Ensure interventions to manage risk of harm are consistently delivered.
- Ensure written guidance or structures in place to help YOT workers manage cases where it was considered a child or young person posed a high risk of harm to others.
- Engage an external Youth Justice Consultant to review our risk of harm assessments plans and management to ensure that they are the best they can be and, going forward and in anticipation of ASSETPlus implementation, to ensure that the practice is embedded team-wise.
- Add quality assurance and updating performance framework (post ASSET Plus) .



RESTORATIVE YOUTH SERVICES

Service Manager – Matt Bywater



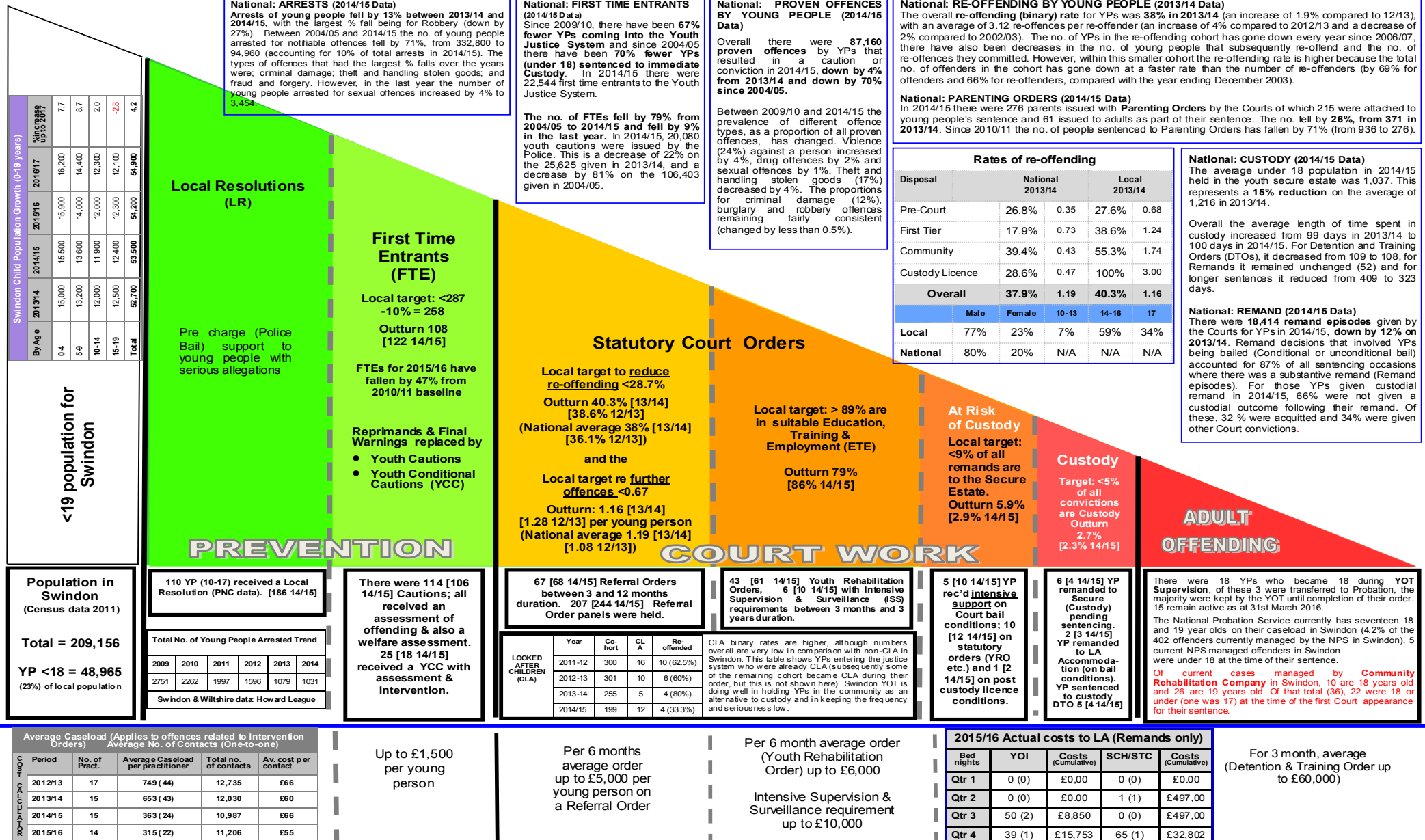
RYS PREVENTION & SPECIALIST SERVICES					YOT COURT,SUPERVISION,THROUGH CARE, REMAND & INTENSIVE INTERVENTION			
Operational Manager Specialist Services – Dale Colsell					Operational Manager YOT – Melissa Norton			
Tony Aldridge Restorative Justice Co-ordinator (YOT P/T)	Dan Collins Youth Engagement Worker (SBC/YOT P/T)	Victoria Harvey Parenting (YOT F/T)	Jill Wells Education Welfare Officer (SBC/YOT P/T)	Denise O’Rafferty YOT Worker (YOT F/T)	Andrew Seddon Probation Officer (Seconded F/T)	Stephanie Gillett Social Worker (Seconded F/T)	Jayne MacLeod Social Worker (YOT F/T)	Gail Martin YOT Worker (YOT F/T)
POLICE – PROJECT WORK / SCI		SUBSTANCE MISUSE						
Phil Elliott Police Officer (Seconded F/T)	Daniel Vizor Police Youth Justice Worker (Police F/T)	Michael Hadgraft Substance Misuse Worker (U-Turn F/T)	Hannah Woloszczynska Substance Misuse Worker (U-Turn F/T)					
ON TRAK		HEALTH						
Kathleen Kinloch Counsellor (On Trak P/T)	Michael Bizley Counsellor (On Trak P/T)	Rachel Watts/ Alan Dickens Mental Health Practitioner (Oxford Health/ YOT P/T)	Clare O’Driscoll Specialist Speech & Language Therapist (SBC/ YOT P/T)	Rachel Steadman Young People Health Nurse (SBC/ YOT P/T)	Julie Coleman Bail Support and Intensive Interventions Co-ordinator (YOT F/T)	Annette Harvey- Jones Youth Justice Centre Officer-in-Charge (YOT P/T)	Vacancy Adolescent to Parent Violence Worker (F/T)	Vacancy Adolescent to Parent Violence Worker (P/T)
Rachel Murphy Youth Counsellor (On Trak P/T)	Melanie Richards Youth Counsellor (On Trak P/T)							

COURT ADMINISTRATION, INFORMATION & VOLUNTEERS

Business Manager – Blair Staynings

Julie Wordsworth Performance & Information Officer (RYS F/T)	Carla Da Silva PA/Finance Assistant (RYS (F/T))	Jeanette Glover Court Admin/ Reception Supervisor (RYS P/T)	Yvette Bennett Court/ On Trak Admin (RYS P/T)	<u>Volunteers (49)</u> AA - 14 Panel Members – 15 On Trak – 12 Young Volunteers – 8 (Some may have dual roles)	<u>Sessional Workers</u> U-Turn/Troubled Families - 1 ISS/ Reparation – 2 Att. Centre – 2 On Trak – 4	RYS Staff (44 excl. 2 vacancies) and Volunteers (49 active)						
						Ethnicity		Gender				
							Staff	Volunt	Staff		Volunt	
									M	F	M	F
						White	93.2%	89.8%	31.80%	61.4%	16.3%	73.5%
						Mixed	2.3%			2.3%		
						Asian	2.3%	6.1%		2.3%	4.1%	2%
Black	2.3%	4%		2.3%	2%	2%						
Other												

MODEL OF SWINDON YOUNG PEOPLE OFFENDING (YOT 2015/16 DATA)



7 - FINANCE & RESOURCING

Youth Offending Team

Income and budgeted expenditure is as follows:

Agency	Staffing costs (£)	Payments in kind—revenue (£)	Other delegated funds	Total (£)
Local Authority	£136,800.00	£85,000.00	£130,700.00	£352,500.00
Police Service*	£75,000.00	-	-	£75,000.00
National Probation Service	£38,200.00	-	£5,000.00	£43,200.00
Health Service	£32,000.00	-	£19,426.00	£51,426.00
Police and Crime Commissioner*	-	-	£76,994.00	£76,994.00
YJB Grants (Incl. Att. Centre & Unpaid Work)	-	-	£223,353.00	£223,353.00
Other	-	-	67,200.00	67,200.00
Reserves	-	-	£44,200.00	£44,200.00
Total	£282,000.00	£85,000.00	£566,873.00	£933,873.00

YOT BUDGET 2016/17	
Salaries (incl. Unpaid Work & contrib.to U-Turn)	£666,700.00
Equipment	£1,500.00
Accommodation	£0.00
Overheads	£32,500.00
Activity	£3,000.00
Total	£703,700.00

The YOT continues to comply with the requirements of the Crime and Disorder Act in terms of the staffing commitments from the funding partnership. RYS is facing unprecedented levels of funding cut backs, including a reduction in central government grant of £126,000 (38.6%) since 2012/13. These prompted RYS to carry out two internal reviews of its staffing structures, beginning with the management structure. As a result, the post of Manager of the youth counselling service On Trak and Referral Order administrator were deleted with effect from 1 April 2016 resulting in a saving of £60,000 per annum. Setting a balanced budget for 2016/17 has been challenging, and only made possible through the use of the YOT's remaining reserves (of £44,200) on top of actions previously taken, including the holding of vacancies.

New Developments: The YOT is preparing for an upgrade in its case management system ChildView to version 3 in the summer of 2016. This is a pre requisite for implementation of Asset Plus, and for which funds have been ring fenced to meet the costs of planning and delivery (including training). In a separate initiative, a bid to the Swindon and Wiltshire Community Foundation was successful, securing funding over two years for the recruitment of 1.5 fte staff to reduce incidences of adolescent to parent abuse across families in Swindon. The programme requires delivery of a structured intervention (based on the national RESPECT model) as well as the ability to engage and train other professionals – including social workers and health workers – aimed at the sustainability of the programme over the long term. Funding is a total of £129,400, including cost of commissioning specialist support from the RESPECT Programme providers. Other priorities include a continuing investment in the delivery of anti-crime messages across schools using six pupils (an award winning programme) which is now being rolled out across six primary schools in Swindon; commissioning of educational material (including films); innovation in the use of social media to engage young people including a new website; and significant investment in the provision of unpaid work to juveniles in close consultation with courts.

Although the YOT's custody rates remain well below national averages, the YOT Board and the wider partnership are collaborating to reduce costs associated with remands into custody, and plans to support young people following resettlement.

The Substance Misuse Service U Turn - This service is funded from three different sources: Local Authority based Public Health accounts for £75,000, helping to ensure that this service is integrated with wider children's services; Youth Justice grant funding transferred from YOT income to U Turn (£13,000) and Children's Services core funding making a total budget of £125,700.

The Youth Counselling service On Trak - On Trak continues to receive funding in order to meet demands by young people for their services, including increased waiting times. The budget overall is £125,300 (£61,300 from SBC and £64,000 from the CCG) in 2016/17.

These budgets are managed by the Restorative Youth Services Business Manager in partnership with Swindon Borough Council finance.

For more information contact; Blair Staynings - RYS Business Manager BStaynings@swindon.gov.uk



8 – DIVERSITY STATEMENT

Restorative Youth services are committed to:

- Challenging any behaviour that perpetuates discrimination and which limits individuals from realising their potential.
- Ensuring that no one will be discriminated against on the grounds of their race, gender, disability, sexual orientation, age, HIV status, marital status, class, religion or beliefs.
- Carrying out service audits and maintaining monitoring arrangements designed to identify areas of equality development and to support relevant action plans.
- Consulting service users, staff, community groups and partner organisations on developing equality and diversity policies and action plans.
- Tackling areas of discrimination and social exclusion to ensure that all its services are delivered in a fair and equitable manner.
- Securing support of external partners and contractors for its equality and diversity objectives.

A diversity impact assessment of this plan has been completed to ensure that it meets our equality duties and gives proper consideration to how the service will affect the life chances of different groups and the impact the service will have on the 10 Dimensions of Equality. The Plan acknowledges that more can be done to reach out to young people from minority groups using new methods of communication (in particular, an innovation to use new digital tools). The Plan is being widely consulted on, including staff, local community volunteers and key stakeholders as part of the development of the Plan to the YOT Board.

The Plan also encompasses a commitment to greater innovation in order to develop good practice and research, leading to better outcomes for young people and their families in Swindon. Peer reviews, more in depth analysis of data, and a new website for young people, will all help to ensure that services are reaching out to young people and families from all ages, abilities and cultural or ethnic roots, regardless of social and economic background. The Plan includes comprehensive detail of outcomes achieved against national and local targets (as well as trends), and these tools will be evaluated continually throughout 2016/17.

Service users complete feedback at the end of each intervention as well as a percentage are further invited to complete a fuller questionnaire that is sent to an independent body for collation and trend analysis. This includes feedback using an independent process called Viewpoint which gives young people an opportunity to describe their points of view. Data from this analysis helps to inform the Plan. In addition, RYS gathers data for incorporation into performance reports which are analysed quarterly by the YOT Management Board. These include statistical data as well as case studies. Examples can be provided on request.

We believe that the Plan 2016/17 makes it more likely that young people who in the past have not engaged with RYS, will now do so. This is because of changes in emphasis (for example, by working closely with Troubled Families) or due to changes in the way RYS communicates with young people. Children, Families and Community Health Services are also developing a new website for launch in the Summer of 2016 which will encourage young people to learn about the range of services available for them, and the ability to message using 24/7 digital mobile tools at their disposal.

2011 Census data on Swindon Population Ethnicity	Swindon Population aged 10-17 (20,167)	Restorative Youth Services (2015-16 data)			
		YOT – Community Sentence 148 (186)	YOT – Custody 5 (4)	U-Turn 60 (108)	On Trak 91 (110)
White	87.2%	89% (86%)	80% (75%)	91.6% (91.5%)	90% (90%)
Mixed	3.4%	0.7% (2%)	0% (0%)	0% (1.9%)	2% (0%)
Asian	7.6%	1.4% (1.8%)	0% (0%)	0% (1.9%)	2% (3.6%)
Black	1.4%	9% (8.6%)	20% (25%)	1.7% (3.7%)	2% (0%)
Other	0.4%	0% (1.6%)	0% (0%)	6.7% (1%)	4% (6.4%)

RYS Staff (44 excl. 2 vacancies) and Volunteers (49 active)						
Ethnicity	Gender					
	Staff	Volunt	Staff		Volunt	
			M	F	M	F
White	93.2%	89.8%	31.8%	61.4%	16.3%	73.5%
Mixed	2.3%			2.3%		
Asian	2.3%	6.1%		2.3%	4.1%	2%
Black	2.3%	4%		2.3%	2%	2%
Other						

To find out more go to SBC equality@swindon.gov.uk

9 - GLOSSARY

ABC	Acceptable Behaviour Contract	LSCB	Local Safeguarding Children Board	SCI	Swindon Crime Initiative
AIM	Assessment Intervention Moving On	MAPPA	Multi Agency Public Protection Arrangements	SHARP	Safeguarding, Harm and Risk Panel
ASB	Anti-Social Behaviour	MARAC	Multi-agency Risk Assessment Conference	SMU	Substance Misuse
ASSET	Assessment Tool Planning, Interventions & Supervision	MARP	Multi Agency Risk Panel	SOS	Signs of Safety (Safeguarding model of working)
BME	Black & Minority Ethnic	MoJ	Ministry of Justice	STC	Secure Training Centre
CAF	Common Assessment Framework	NEET	Not in Education, Employment or Training	STASTC	See the adult, see the child
CAMHS	Child and Adolescence Mental Health Service	NOMS	National Offender Management Service	TAC	Team Around the Child
CPN	Community Psychiatric Nurse	NPT	Neighbourhood Policing Team	TaMHS	Targeted Mental Health Service
CPS	Crown Prosecution Service	NS	National Standards	U-Turn	Young Peoples drug service
CSP	Community Safety Partnership	PHE	Public Health England	WLCJB	Wiltshire Local Criminal Justice Board
CSPPI	Community Safeguarding & Public Protection Incident	OHFT	Oxford Health Foundation Trust	YEW	Youth Engagement Worker
CV	ChildView Case Management System	On Trak	Youth Counselling Service	YJB	Youth Justice Board
DTO	Detention and Training Order	PACE	Police and Criminal Evidence Act 1984	YOT	Youth Offending Team
ETE	Education, Training and Employment	PCC	Police & Crime Commissioner	YP	Young Person
EWO	Education Welfare Officer	PRAISE	Peer review audit tool	YRO	Youth Rehabilitation Order
FTE	First Time Entrant	PSR	Pre-Sentence Report	<p>Restorative Youth Services comprises the Swindon Youth Offending Team, U turn Young People's Substance Misuse Service and On Trak Youth Counselling Service.</p> <p>To find out more about its work in preventing or reducing crime amongst 10-17 year olds, Substance Misuse work and Counselling simply come along to our Free information Session from 2:00pm to 3:30pm on:</p> <ul style="list-style-type: none"> 6th May 2016 10th June 2016 8th July 2016 5th August 2016 9th September 2016 7th October 2016 11th November 2016 9th December 2016 13th January 2017 10th February 2017 10th March 2017 	
HMCTS	Her Majesty's Courts and Tribunal Service	PVE	Preventing Violent Extremism		
HMYOI	Her Majesty's Young Offenders Institution	RMP	Risk Management Plan		
IOM	Integrated Offender Management	RJ	Restorative Justice		
ISS	Intensive Supervision & Surveillance	RLAA	Remand to Local Authority Accommodation		
KPI	Key Performance Indicator	RO	Referral Order		
LAC	Looked After Children	ROSH	Risk of Serious Harm		
LASCH	LA Secure Children's Home	RYDA	Remand to Youth Detention Accommodation		
LASPO	Legal Aid Sentencing & Punishment of Offenders Act	SAVRY	Specialist Assessment of Violence Risk in Youth		
		SEND	Special Education Needs or Disability		