

Children's Services Statement:

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

**Contents:**

- 1) Executive Summary – Pg 2
- 2) RYS in Context: Opportunities, Challenges and Partnerships – Pg 3-4
- 3) Delivering Specialist Services and Justice for Victims – Pg 5-7
- 4) Reducing Offending and Safeguarding Young People – Pg 8-13
- 5) Staff - Pg 14
- 6) YOT Data – Pg 15
- 7) Finance & Resourcing – Pg 16
- 8) Diversity – Pg 17
- 9) Glossary – Pg 18



HM Courts &
Tribunals Service

RESTORATIVE YOUTH SERVICES PLAN

2017-18

NHS
Swindon
Clinical Commissioning Group

Oxford Health **NHS**
NHS Foundation Trust

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

This is to be my last Youth Justice Plan, as I am preparing to hand over the reins to my successor in July 2017. However, I remain confident in the ability of all three services - the Youth Offending Team, Substance Misuse Service U-Turn, and the On Trak Youth Counselling Service – to deliver against their key priorities in spite of the continuing challenges associated with the youth justice and social care landscape. Moreover, I welcome recent developments in enhancing the scope of RYS by the successful creation of the RESPECT programme and the drive to mainstream the co-ordination of working with sexually harmful behaviours within YOT.

My role, and those of my colleagues on the YOT Management Board, has been to support the team as well as seek greater efficiencies and hold them to account. 2016 was characterised by a continuing scrutiny of performance based on qualitative data (including case studies) as well as regular peer reviews by specialists on the Board, and (crucially) an independent audit conducted by Davy Pearson, the ex-Head of West Berkshire YOT. The team's response to these challenges was reflected in good outcomes for young people, sustained improvement on a range of key indicators, and the drive and ambition to embrace innovation in practice, of which the use of social media platforms, resources aimed at reducing inter-familial violence in the home and better access to speech and language specialists are excellent examples.

The lead up to this year's Plan was characterised by continuing pressures from central government, uncertainty on the back of the Taylor Review and cuts in public funding, as well as some inflationary increases making it impossible to set a budget without a fundamental review of staffing levels within the team, challenges which the Board and Service met with a positive 'can do' attitude and a determination to get it right for children and young people. Ensuring that the key funding partners meet their statutory obligations to resource RYS beyond 2018 will be a key priority of my successor and the Board, in addition to overseeing completion of the YOT's post inspection action plan and the drive to keep vulnerable young people safe from harm, abuse, criminal, sexual or other exploitation, radicalisation, domestic abuse and substance misuse.

Encompassed within this Plan is an outline of the coming years strategy, performance and priorities, including those which build on the services a strong reputation for effective partnership working and a dedicated bank of willing volunteers underpinning the skills, knowledge and experience of the paid workforce. I am pleased to report that the Plan for 2017/18 has the full confidence of the YOT Board and focuses robustly on key areas of performance and development and maintaining the confidence of recipients of the various services as well as the wider partnerships and public.

Karen Reeve
Director of Children's Services
Swindon Borough Council



Signature		Date	
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Partnership Signatures

John Gilbert	Job Title	Chief Executive Of The Local Authority	Signature	John Gilbert	Date	
Phil Staynings	Job Title	Superintendent, Wiltshire Police	Signature	Phil Staynings	Date	
Heather Race	Job Title	On behalf of National Probation Service	Signature	Heather Race	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', the collective term for the services that comprise of 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. In order to meet some of the challenges going forward, we have increased our scope and remit to include adolescent to parental / carer domestic abuse (by successfully bidding for external funding to run a two year programme, (RESPECT)) and to lead a Borough wide drive to widen the skills set of colleagues outside of YOT in order to be able to work in a multi agency way with children and young people who display sexually harmful behaviours (SHB) We will achieve this by taking on the co-ordination of assessments and interventions Borough wide in the YOT (the Operations Manager creating and co-ordinating a 'virtual' team able to work with such behaviours).

There are many factors, nationally and locally influencing this Plan. Most recently the Taylor review of Youth Justice in England and Wales has resulted in small but significant changes to the scope and direction of YOTs which remain to be fully understood and worked through as they emerge (the most immediate impacts are on the youth custodial estate and associated need for multi agency working). The team continues to enjoy the confidence of the YOT Board currently chaired by the Director of Children's Services, and fully supported by the wider partnership of statutory bodies and other key agency representatives. The quarterly meetings reflect an effective Board able to hold the YOT to account, using an ambitious post 2015 Inspection Action Plan as a base which has delivered important and influential changes in service delivery. The Board is also fully aware of the risks to service delivery, with an updated Risk Register forming part of the Board's quarterly discussions. There have continued to be national and local funding reductions and pressures which has resulted in a YOT redesign and re-organisation which, with ongoing Board approval, has seen front line services protected whilst wider functions (performance reporting and business functions are, or are planned to be, absorbed into wider Borough faculties). The wholesale change to our case management system (to ASSET Plus) has fundamentally changed the way the way we assess and plan for working with young people and has been challenging in terms of its implementation and in particular the quality assurance functions; however we have embraced this, recognising that any increase in the requirement for management oversight is in keeping with our post inspection action planning and strategy. We continue to drive towards more use of restorative justice / approaches and have most recently begun working in partnership with the OPCC led 'Restorative Together' initiative. We have maintained a continued focus on QA, First Time Entrants, innovation and ensuring good quality service delivery going forward and are determined in part to innovate according to locally emerging issues and trends. In keeping with this we have most recently mainstreamed a groupwork programme for working (differently) with young girls and women in the youth justice system ('GIRLS' group) as well as acknowledging local increased trends in offences involving possession of weapons and domestic burglary. The latter we are currently working with YOT based police colleagues and wider in order to develop a response going forwards. As innovation is key to our approach, we are constantly seeking out new ways of working with Children, Young People and their families. Most recently we have launched an SBC website; 'the Dock' (www.thedockswindon.co.uk) the first Borough wide website created by young people, for young people which seeks to give wide ranging and diverse information and signposting to a wide range of services (including those in RYS) but also allowing for improved and 'near time' responses to enquiries and issues.

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 teams that make up Restorative Youth Services, as well as with key partners such as Children's Services, Community Safety Partnerships and other criminal justice partners. YOT and wider performance data is routinely reported to and scrutinised by the YOT Board, highlighting 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. In addition the YOT continues to equip staff for supporting the Government's Prevention of Extremism agenda. This has included training for all staff on WRAP 2 training specifically aimed at identifying young people at risk or radicalisation, and the YOT Manager continues as a member of the Borough Council 'Prevent' Board. **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 was also a detected increase of the use of New Psychoactive Substances predominantly with the use of 'spice', though this trend has decreased following the reclassification of previously referred to 'Legal Highs'. **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 and there has been a reported increase in self-harm; in part, but not exclusively, linked to 'exam anxiety'. 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 Restorative Youth Services; 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 colleagues. Recognising their importance and value, we have recently successfully recruited a part time volunteer co-ordinator to maintain, enhance and expand their work and contribution going forward.

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 RYS.

Finally, the YOT invests heavily in the work being done in my capacity as Service Manager to undertake regular scrutinies of YOT performance and practice elsewhere in England via the sector led Peer Review programme. These reviews enable me to bring back learning and best practice from elsewhere, and use this to Swindon's advantage alongside other published data, including YOT Inspections and HMIP thematic and challenges driven by the YOT Board.



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:

- Improve the emotional wellbeing of young people, with particular reference to the new Mental Health worker funded by the Clinical commissioning Group and due to take up post in mid 2017.
- Embed procedural changes arising out of the review of service delivery.
- Work collaboratively with key front line services to ensure all referrals (including self referrals) are dealt expeditiously and in-line with the arrangements governing triage, to include CAMHS/TaMHS.
- Reduce the average time it takes from accepting a referral to attending an assessment appointment.
- Reduce the average waiting time from assessment to subsequent first appointment.
- To embed changes following review in the presentation of performance reports in order to reflect the quality of work being done, and held to account.
- Refine and collate feedback from service user to reflect on outcomes for young people accessing the service and inform future practice.
- Maintain a Service commitment to explore innovative ways of communication to promote better outcomes and secure a wider reach including those who do not usually access the service.
- On Trak is also keen to embrace the digital revolution to reach the new generation of young people using social media (Dock) and other platforms including online counselling.

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:

- Offer awareness sessions and training to staff and parents of the risks of substance misuse through existing innovative prevention activities, to include an increase in resources via bids to the commissioner to roll out a training programme to professionals in the borough.
- Following the recent CQC inspection, we will use any and all resultant feedback to inform future practice, building on existing strengths and good practice.
- Adopt strategies to reach out to service users who, because of age, gender or ethnicity, do not access the service currently.
- Ensure young people receive an assessment within 10 days of Referral. (The average for 2014/15 was 84% against a target of 90%).
- Ensure that of those assessed, appropriate young people commence an intervention within 5 days of the assessment. (Target: 90% > Outturn 2016/17 100%).
- Keep young people engaged with the service, for which a target is set of at least 90%.
- Ensure the service continues to deliver support to the education sector in accordance with the traded services initiative, but continues to seek new and innovative ways of engaging young people using social media, including the Dock, as well as a digital marketing apprentice to promote outreach and underrepresented groups.
- Secure a volunteer to prompt greater feedback and help reduce disengagement from the service.

GENERAL HEALTH AND WELLBEING

Our aim is 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:

- Implement a protocol that has been agreed for the delivery of Speech and Language to work alongside the 'Rapid English' programme to enhance the identification and support of young people who are acknowledged as needing an intervention.
- Ensure Children Looked After are prioritised to gain support, ensuring they meet with the YOT nurse for an assessment of needs and follow up.
- Ensure the designated nurse has regular and suitable clinical supervision to help monitor outcomes and identify good practice.
- Work closely with On Trak, Uturn and other relevant services to ensure a young person is referred to the appropriate support service.
- Ensure that all up to date health related educational materials are easily and readily available through social media platforms including the Dock.

The delivery of general health services to young people via Restorative Youth Services continues to perform well against CQC auditing processes. Priorities for 2017/18 continue 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 ensure 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:

- Recruit to the vacancy for a RYS parenting worker with a suitably qualified, skilled and experienced practitioner by August 2017
- Set and agree new ambitious targets alongside outcomes for engaging parents and refining performance.
- Ensure the parenting work encompasses the whole RYS Service delivery.
- Create innovative ways of providing support to parents given limitation of resources, including the facility of social media platforms..
- Provide detailed qualitative analysis of parental feedback to promote changes in practice.
- 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 around RJ and victim contact, including communication, engagement and recording.
- Improve the engagement of victims in more direct methods of RJ processes which include conferencing.
- Continually review best practice and research findings to inform changes in processes.
- Contribute to the bi-annual South West RJ managers meetings.
- Examine and publish the profile of young people from disadvantaged backgrounds and BME populations to set targets around interventions.
- Continue to contribute to the wider work of the Wiltshire Restorative Together programme
- Ensure all aspects of the Victims Charter remain embedded in RYS service delivery and offers

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.
- Work with the YJB, MOJ and police to ensure FTE data submitted via PNC is accurate and understood in terms of its potential impact on shaping YOT delivery
- Promote greater links with specialist or universal programmes where early intervention plays a key part, including the Troubled Families and Early Help schemes.
- 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 or influences.

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;

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4 - REDUCING OFFENDING AND SAFEGUARDING YOUNG PEOPLE

RE-OFFENDING

Our Aim is to continue 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:

- Continue to keep our re-offending rates below national averages (as achieved in 2016/2017).
- Intervene at a greater intensity in the first four weeks, 26% of offenders re-offended within this period.
- Prioritise the needs of Children Looked After who are especially vulnerable to unnecessary or undeserved prosecution or anti-social behaviour.
- Maintream and build on desistance factors and the young person's strengths to ensure that a positive identity is developed and maintained away from offending behaviour.
- Continue to work with girls and young women 'differently' in accordance with the December 2014 HMIP Joint Inspection into Girls in the Criminal Justice System.
- Develop new group work programmes to tackle developing trends in offending such as burglary offences.

Re-offending rates have risen in recent years as measured against a more challenging and complex cohort of young people. A greater focus on targeting and supporting these young people has resulted in the national average for re-offending remaining static for the last recorded year (2013-2014 compared with 2014-2015). During the period of 2016/2017 we have been able to compare data against the existing offender population using the live tracker tool which evidenced that 14.8% of young people known to Swindon Youth Offending Team throughout the period re-offended, compared with the latest available national cohort (2014/2015) which evidenced a re-offending rate of 37.9%. Although we have seen a reduction in Swindon's re-offending rate we do not want to become complacent and will continue with this as a target throughout the next financial year. The emphasis will also remain on those young people more vulnerable by virtue of their environmental, physical or emotional circumstances and 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 relevant young people stay out of Custody where there is a greater risk of reoffending by offering Courts a credible and consistent intensive level of supervision whether it is through the scaled approach of three contacts per week or through the Intensive Supervision and Surveillance Requirement as part of a Youth Rehabilitation Order where daily contact will be had. All young people released from Custody will be supported with intensive supervision, in order to aid their resettlement into the community and support them during the initial phase of their Notice of Supervision in the Community.

Our Plan is to:

- Deliver more group work programmes for young people who would benefit from intensive supervision to enable a greater level of contact (this will included revamping and relaunching the Attendance Centre resource).
- Offer the support of an intensive interventions worker to any young person who requires an intensive level of intervention as assessed by their Youth Offending General Reconviction Scale (YOGRS) score.
- Continue to ensure that all young people sentenced to Custody are allocated an Intensive Interventions worker upon sentence who will aid and support them in their resettlement and reintegration into the community, thus reducing their likelihood of reoffending upon release.
- We will continue with the ambitious target of seeing young people complete their ISS programme (in 2016/17 the successful completion rate was 15.4% against a target of 55%).
- To continue to offer ISS, ISSP Bail, BSS packages and ensure that Intensive Referral Orders are continuously available to sentencers on all occasions.
- Continue to work collaboratively with Wiltshire YOT to assist with joint intensive interventions that cross boundaries.

EDUCATION, TRAINING & EMPLOYMENT (ETE)

Our Aim is to ensure that 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 the decisions around placements.

Our plan is to:

- Improve performance against the local target of at least 89% of young people in suitable ETE. During the period of April 2016 to March 2017 69.6% of young people were in suitable ETE, evidencing that improvement is still required in this area.
- Continue to promote the use of the software 'Rapid English' which has a proven record of improving a young person's standard of communication and literacy.
- Ensure that where a question has been answered with a 'yes' in the speech, language communication and neuro-disability screening in Asset Plus that a referral is made to the Speech and Language Therapist.
- Continue to promote stronger and more effective links to relevant schemes such as 'working links'.
- Continue to work closely with Family First Team to ensure that the YOT and RYS continue to play an active role in the Troubled Families Agenda.
- Continue to dedicate a YOT resource to ensure relevant young people are offered training and practice required to complete and pass CSCS (Construction Skills Certificate Scheme) to enable them to work in the construction industry if they wish to.

Engaging a young person in suitable ETE remains challenging, and the continued secondment of key personnel to the RYS team, including the Educational Welfare Officer and Youth Engagement Worker, remain critical in meeting these ambitious targets of 89% of young people being in suitable ETE.

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 and Judges.

Our Plan is to:

- Continue to deliver training to all Social Work teams outlining their responsibilities when a young person is either remanded to local authority accommodation or to youth detention accommodation (Custody).
- Ensure that ISSP Bail and RLAA packages are routinely available to all courts and remand to youth detention accommodation is only used as a last or only resort.
- Continue to support young people in making bail applications post remand where possible and appropriate.
- To work closely with Social Care to try and source suitable accommodation to increase the likelihood of a bail application being accepted post remand.
- Aspire to keep the costs of remands to with local authority budget allocations.
- Continue to be centrally and closely involved in remand planning and welfare meetings with the remanded young person to ensure that the young person is safe from harm or abuse and is afforded appropriate ETE provisions whilst so remanded.
- Continue to offer 365 days a year contact for young people made subject to ISSP Bail.
- Monitor local targets, which include the need to ensure that less than 9% of all young people on bail are subsequently remanded into custody. [Outturn for 16/17 was 5.4%]

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:

Maintain a target of less than 5% of all sentencing outcomes resulting in a Custodial sentence.

Outturn: 3.6% (6 young people were sentenced to Custody).

- Ensure that when the Court are considering a custodial sanction that robust alternatives to custody are provided in pre-sentence reports; particularly with regards to statutory alternatives (Intensive Referral Order and Intensive Supervision and Surveillance).
- Ensure that the Courts are informed of any potential detriments to the young person's rehabilitation and safety and well-being through a custodial sentence are clearly documented in pre-sentence reports.
- Continue to seek regular feedback from Magistrates regarding PSR robustness and quality.
- Continue to provide resettlement support for young people leaving custody. Resettlement support is aimed at providing a genuine and intensive offer of support and guidance post release.
- Ensure YOT continue to go above and beyond the statutory minimum requirements in seeing young people in custody.

ACCOMMODATION

Our aim is to ensure that young people are in suitable accommodation on release from custody and on the completion of community orders.

Our plan is to:

- Maintain a current target of 96% young people being in suitable accommodation in the above categories.
- Outturn 2016/17: 90%.
- Ensure that YOT links with the Local Authority when there are housing concerns for a young person.
- Advocate for a better range of accommodation for young people.
- Continue to work closely with Housing and or Children's Services in respect of Custody resettlement cases.

The YOT, Children's Services 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.

SAFETY AND WELLBEING

Our aim is to ensure we continue to have robust and high quality assessments, plans and management of the safety and well-being of the young person 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:

- Continue to use Asset Plus to provide a holistic overview of the young person's safety or well-being concerns and develop a plan (including ensuring the incorporation of the plans of other key agencies) to safeguard the young person.
- Ensure accurate assessments and management about the level of safety and/or well-being concerns through countersigning, quality assurance and peer auditing.
- YOT Team will continue to participate and contribute to MARP (CSE and criminal exploitation) and other Home Office work.
- Contribute to MASH (Triage)/Missing, Child Protection and Child in Need conferences and reviews, and to ensure effective and timely information sharing.
- Work with CAMHS to ensure the early identification of mental health issues.
- Contribute across boundaries (with Wiltshire YOT and wider if required).

CHILDREN LOOKED AFTER (CLA)

Our aim is to reduce the incidents of CLA coming into the youth justice system – and ensure that 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 plan is to:

- Improve awareness for social care of their involvement when a young person is remanded.
- Improve our links with social care teams by introducing our roles and responsibilities in their team meetings.
- To ensure all relevant YOT staff have access to ICS; the CSC database to enable staff to identify CLA at the earliest possible opportunity and to ensure CSC plans are, where relevant, incorporated into YOT plans.
- 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 that the designated Nurse link is maintained.
- Ensure that the child's voice is heard and shapes service delivery.
- Ensure effective links with Independent Reviewing Officers as well as Children's Social Workers.
- Explore and promote out of Court disposals and ensure they are appropriately used in any case including Child Looked After.

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 prevented. To ensure effective YOT participation in risk forums such as Prevent, MAPPA, MARAC and MARP and that risk is reviewed in a timely and routine fashion.

Our plan is to:

- Continue to receive daily intelligence from seconded Police staff and ensure that such intelligence contributes to effective and thorough risk assessments.
- For management to continue to 'gatekeep' Asset Plus assessments and deliver training where needed to ensure that staff are reflecting, analysing and recording risk of harm and safety and well-being issues more widely and in greater depth.
- Ensure that the YOT are exploring risk of harm thoroughly and that they do not underestimate the level of harm that a child or young person poses to others and the need to manage this.
- Ensure that all MAPPA risk management plans are incorporated and replicated in Asset Plus risk management and intervention plans.
- Attend training with the MAPPA co-ordinator and Wiltshire YOT to see how best to include and incorporate MAPPA risk management plans into Asset Plus.
- Ensure that assessments and plans are reviewed when required.
- Ensure interventions to manage risk of harm are consistently delivered and to plan.
- Develop a new PRAISE template in line with Asset Plus so that peer evaluation and learning can take place.
- Ensure that there is YOT presence as needed at MAPPA, MARAC, MARP and the strategic Prevent Board.

VOLUNTEERS

Our aim is to further embed volunteers into the YOT and personality match them to our workers and young people so that an enhanced level of support can be offered to young people on statutory court orders. Further enhance the range of work that YOT volunteers undertake in a co-ordinated and planned way.

Our plan is to:

- Recruit a part time volunteer co-ordinator.
- Develop our pool of volunteers and continue to motivate and acknowledge the work that existing volunteers undertake.
- Broaden the skills of our volunteers through additional training and involve them as desired in more one to one activities and case management support where appropriate.
- Create a 'volunteer profile' on each of our volunteers to acknowledge where their skills and interests lie so that these can be utilised in the best way to support the young person.

KNIFE CRIME

Our aim is to reduce the number of incidents involving weapons and to raise awareness of the dangers/ potential consequences (legal or otherwise) of being in possession of a weapon or bladed article.

Our plan is to:

- Raise awareness of the dangers of knife crime and being in possession of a weapon by delivering weapons awareness sessions as a 'prevention' measure; such as school assembly's.
- Deliver a basic weapons awareness session to every young person who is made subject to a statutory court order (and has not received the session in the school setting).
- Develop a more enhanced and detailed weapons awareness programme at the youth offending team which can be delivered across a number of sessions both in the group setting and on a one to one basis.
- Share intelligence with the Police if there are any concerns that a young person may be known to carry a weapon.

BURGLARY

Our aim is to reduce the developing trend of domestic burglary offences through structured intervention with young people who have been convicted of, or involved with such an offence or associated offences (e.g. Handling Stolen Goods).

Our plan is to:

- Develop an intervention specifically tailored and directed at young people who have perpetrated a burglary or are on the periphery of committing burglary offences.
- Use a restorative approach by inviting victims of burglary offences to come into the group sessions and explain their experience of being a victim of burglary.
- Provide an intensive level of contact where required to reflect the seriousness of the offending behaviour and ensure that rehabilitative and supportive measures are put in place to prevent further offending.
- Work closely with the Police and ensure that they are aware of any concerns we have in relation to young people developing networks with known IOM cases.
- Provide robust and structured sentence plans and interventions to raise awareness of the harm caused to the victims of such offences, including psychological and emotional harm.

For more information contact;

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RESTORATIVE YOUTH SERVICES

Service Manager (and Officer in Charge YJC) – Matt Bywater



RYS PREVENTION & SPECIALIST SERVICES

Operational Manager Specialist Services – Dale Colsell

Dan Collins Youth Engagement Worker (SBC/YOT P/T 7.4hrs p/w)	Victoria Harvey Parenting (YOT F/T)	Jill Wells Education Welfare Officer (SBC/YOT P/T 7.4hrs p/w)	Denise O'Rafferty YOT Worker (Unpaid work/ Reparation) (YOT F/T)	Jenny Munday RESPECT Worker (YOT P/T 20hrs p/w) and Victim and Restorative Justice Co-ordinator (YOT P/T 17hrs p/w)
ON TRAK		SUBSTANCE MISUSE (U-TURN)		Tracey Bayliss RESPECT Worker (YOT F/T)
Kathleen Kinloch Counsellor (On Trak P/T 35hrs p/w)	A. Harvey-Jones Counsellor (On Trak P/T 35hrs p/w)	Michael Hadgraft Substance Misuse Worker (U-Turn F/T)	Hannah Woloszczynska Substance Misuse Worker (U-Turn F/T)	
Graham Hackney Youth Counsellor (On Trak P/T 20hrs p/w)	Melanie Richards Youth Counsellor (On Trak P/T 20hrs p/w)	HEALTH		Clare O'Driscoll Specialist Speech & Language Therapist (SBC/ YOT P/T 3.7hrs p/w)
		Lorraine Gibson Mental Health Practitioner (YOT P/T 25 hours)	Rachel Steadman Young People Health Nurse (SBC/ YOT P/T 17hrs p/w)	Emily Benson Communications Worker (YOT P/T 15hrs)

YOT COURT, SUPERVISION, THROUGH CARE, REMAND & INTENSIVE INTERVENTION

YOT Operational Manager – Melissa Norton

Stephanie Gillett Social Worker (Seconded F/T)	Jayne MacLeod Social Worker (YOT F/T)	Gail Martin YOT Worker (YOT F/T)
Andrew Seddon Probation Officer (Seconded F/T)	Karen Sercombe YOT Worker (YOT F/T)	Vacancy YOT Worker/ Volunteer Co-ordinator (YOT F/T)
ISS		POLICE
Julie Coleman Bail Support and Intensive Interventions Co-ordinator (YOT F/T)	Fiona Buchanan Police Officer (Seconded F/T)	Daniel Vizor Police Youth Justice Worker (Police F/T)
Cathy Hill ISS Worker (YOT F/T)		

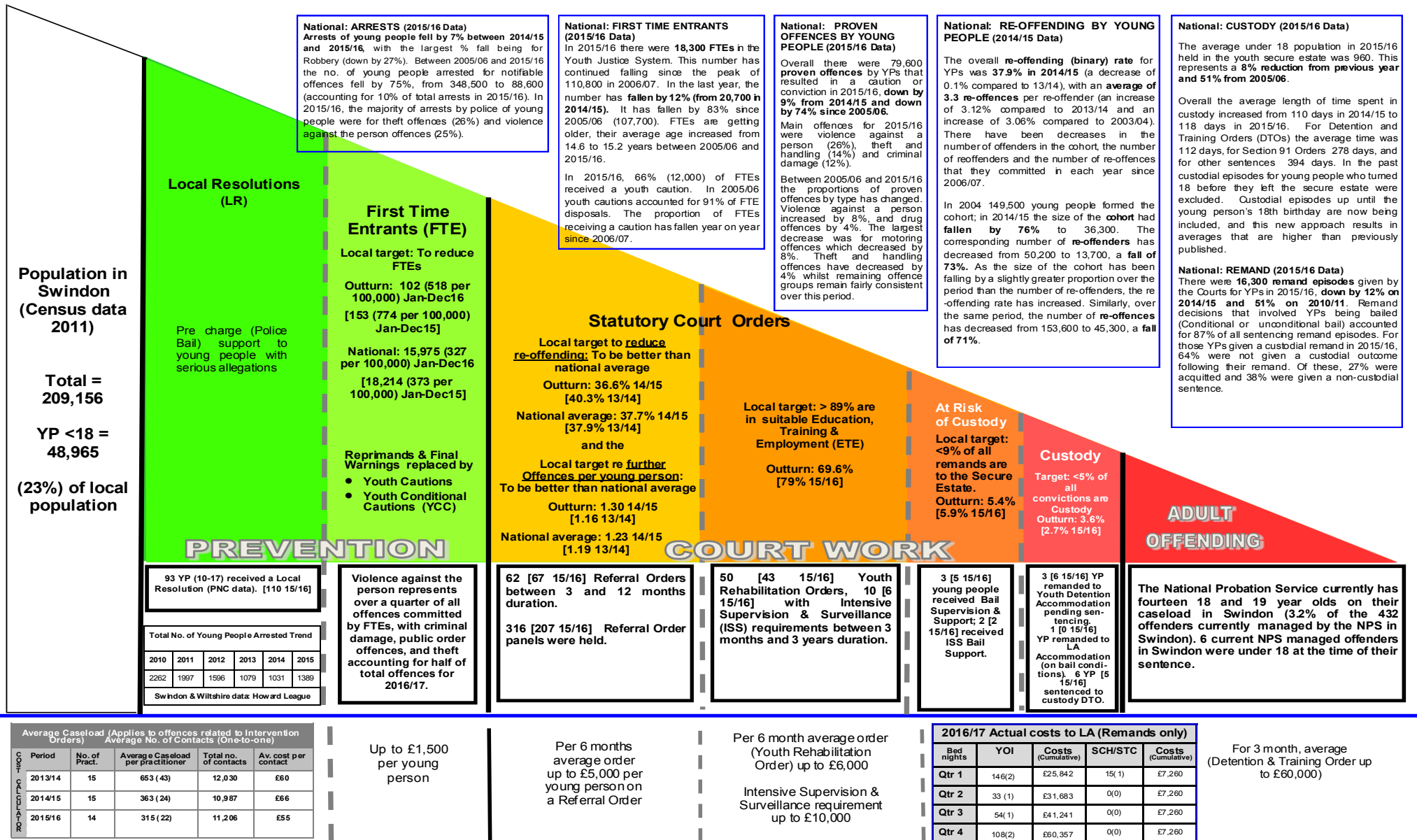
COURT ADMINISTRATION, INFORMATION & VOLUNTEERS

Carla Da Silva PA/Finance Assistant (RYS F/T)	Jeanette Glover Court Admin/ Reception Supervisor (RYS P/T 30hrs p/w)	Yvette Bennett Court/ On Trak Admin (RYS P/T 30hrs p/w)	Vacancy Digital Marketing Apprentice (RYS F/T)	Volunteers (40) AA - 14 Panel Members – 16 On Trak – 10 (Some may have dual roles)
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RYS Staff (31 exd 2 vacancies) and Volunteers (40 active)						
Ethnicity			Gender			
	Staff	Volunt	Staff		Volunt	
			M	F	M	F
White	97%	97.5%	23%	74%	15%	82.5%
Mixed	3%			3%		
Asian						
Black		2.5%			2.5%	
Other						

MODEL OF SWINDON YOUNG PEOPLE OFFENDING (YOT 2016/17 DATA)



7 - FINANCE & RESOURCING

Youth Offending Team

Income and budgeted expenditure for 2017/18 is as follows:

Agency	Staffing costs (£)	Payments in kind—revenue (£)	Other delegated funds	Total (£)
Local Authority	£146,000.00	£85,000.00	£121,500.00	£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		£59,700.00	£91,700.00
Police and Crime Commissioner*			£76,994.00	£76,994.00
YJB Grants (Incl. Att. Centre & Unpaid Work)			£225,850.00	£225,850.00
Other (Wiltshire Community Fund)			£62,200	£62,200.00
Total	£291,200.00	£85,000.00	£551,244.00	£927,444.00

YOT BUDGET 2017/18	
Salaries (incl.contrib.to U-Turn)	£637,700.00
Equipment	£1,000.00
Accommodation	£0.00
Overheads	£32,500.00
Activity	£3,500.00
Reserve into 18/19	£22,544.00
Total	£697,244.00

Each of the strategic partners continue to comply with their requirements under legislation for meeting the staffing and other resource allocations necessary to sustain the YOT, although inflationary increases and a cut in funding by the National Probation Service prompted a restructuring of staff (see below).

Historic falls in the Youth Justice Board grant since 2012 (of 40%) contributed to an complete erosion of the YOT's financial reserves (of £43,940). Taken in conjunction with year on year increases in salary related costs, it was necessary to carry out a review of levels of staffing within RYS in order to secure the savings in costs necessary to sustain a workable budget for 2017/18. Voluntary redundancies, as well as natural retirements, helped to provide a platform aimed at sustaining RYS through to 2019 unless there are any further significant reductions in grant funding. Building up a small reserve in 2017/18 will help to offset pressures from 2018/19 and beyond.

The YJB have announced an increase in the cost of bed nights as well as a reduction in grant funding to Local Authorities, amounting to £13,534 in Swindon. Undoubtedly this will create a budget pressure in 2017/18, although the YOTs priorities are to keep a young person out of remand based on a suitable package of support within the community.

In a separate initiative, RYS was able to commission CAMHS to recruit a 0.7 fte Mental Health Worker following a successful bid for funds from the Clinical Commissioning Group (CCG).

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 £127,700.

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 £127,800 (£63,800 from SBC and £64,000 from the CCG) in 2017/18.

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

Whilst there is a general understanding of the barriers which are preventing some young people from accessing Restorative Youth Services, it is also clear that diversity needs to be interpreted in its widest context if RYS is to reach out effectively to more young people in Swindon. The On Trak Youth Counselling Service and U-Turn Substance Misuse Service are actually engaged in strategies to improve access by those hardest to reach – including males; young people designated 'Looked After'; and young people with learning or communication difficulties. Innovation in practice (such as the use of ex-drug users or the recruitment of a Digital Marketing apprentice) are part of the RYS Plan going forward to address imbalances in categories of young people accessing services who can help with a range of problems, some of which are centred on mental wellbeing.

Less obvious are those young people disadvantaged by virtue of their poor levels of communication, such as those who attend Court or enter the secure estate. Work will also be done in 2017 to help identify the reasons for this, and analyse them for the benefit of future under 18s going through the criminal justice system.

RYS is committed to reducing inequality and will be asking partner agencies, staff and volunteers to help identify realistic and deliverable ways of doing this. Resourcing some changes (such as the need to reach out to young people in schools and colleges) will present challenges requiring new ways of working – such as the use of social media. Bids for funding will also be made to commissioners for funding new ways of working. The 2017/18 Plan – and the accompanying Diversity Impact statement – is central to the determination of the team to make a difference to the lives of young people in Swindon.

2011 Census data on Swindon Population Ethnicity	Swindon Population aged 10-17 (20,167)	Restorative Youth Services (2016-17 data)			
		YOT – Community Sentence 160 (148)	YOT – Custody 6 (5)	U-Turn 113 (60)	On Trak 110 (91)
White	87.2%	86.3% (89%)	100% (80%)	87.6% (91.6%)	90% (90%)
Mixed	3.4%	6.3% (0.7%)	0% (0%)	0% (0%)	1% (2%)
Asian	7.6%	1.9% (1.4%)	0% (0%)	0% (0%)	1% (2%)
Black	1.4%	4.4% (9%)	0% (20%)	1.8% (1.7%)	1% (2%)
Other	0.4%	1.3% (0%)	0% (0%)	10.6% (6.7%)	7% (4%)

* Figures in brackets relate to 2015/16 data

RYS Staff (31 excl 2 vacancies) and Volunteers (40 active)						
Ethnicity	Gender					
	Staff	Volunt	Staff		Volunt	
			M	F	M	F
White	97%	97.5%	23%	74%	15%	82.5%
Mixed	3%			3%		
Asian						
Black		2.5%			2.5%	
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>	
HMCTS	Her Majesty's Courts and Tribunal Service	PVE	Preventing Violent Extremism		
HMYOI	Her Majesty's Young Offenders Institution	RMP	Risk Management Plan	<ul style="list-style-type: none"> 9th June 2017 7th July 2017 11th August 2017 8th September 2017 6th October 2017 <ul style="list-style-type: none"> 10th November 2017 8th December 2017 12th January 2018 9th February 2018 9th March 2018 	
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		