

Youth Justice Plan 2023-24

Service	South Gloucestershire Youth Justice Service
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Foreword

Welcome to this annual Youth Justice Plan for the South Gloucestershire Youth Justice Service for 2023-2024.

The plan sets out the framework in which the service works, current performance, and the priorities and resources for the coming year as agreed by the South Gloucestershire Youth Justice Partnership. The exceptional work of the team and the partnership was acknowledged with an Outstanding grade following the HMIP Inspection in September 2020 and we are committed to maintaining that high standard, whilst continuing to identify and address areas for improvement.

The team work to a strong strength-based, trauma-informed ethos and practice, with a focus on prevention and positive outcomes for children. By using data and intelligence to understand the changing needs of both individual and groups of young people, we aim to ensure our delivery model remains effective and relevant. It is clear that there is increased levels of risk and need for young people in our communities, particularly for those who were already vulnerable and disadvantaged – we are committed to addressing inequalities for them.

The Youth Justice team and partnership will remain strong and focused on these issues with a commitment to continuing to provide a high quality and effective service for young people, their families, and the wider community.

Chris Sivers – Executive Director of People Department

1. Introduction, Vision, and Strategy

Introduction:

South Gloucestershire's Youth Justice Service (YJS) continues to perform well against the key performance indicators – First-time entrants, custody and re-offending. It has now been over 2 years since we were awarded an "Outstanding" rating from HMIP, and we continue to focus our efforts on maintaining this level and quality of work to ensure we provide the best service and outcomes for children and young people.

It has been challenging to develop the new Turnaround project so quickly, but we have achieved much in a short space of time, with staff in place and a clear pathway for referrals. Moving forward we will continue to focus on our key priorities of reducing disparity, both for children from ethnic minority backgrounds as well as girls and their over-representation in violence related offences. Participation will be a focus for our development over the next year, with a plan in place to improve this at all levels of the YJS.

The Partnership have been made aware of our self-assessment and the recommendations from the recent HMIP thematic inspection on education, training and employment and the actions we have recommended in South Gloucestershire to improve some of these areas; we are now working with Education colleagues regarding this development plan.

This year we have seen a reduction in terms of serious youth violence, evidenced both within the data and with no children meeting the YJB's serious incident notifications (up to September 2022). However, we continue to focus our efforts on children who are being exploited and managing their safeguarding needs, alongside the criminal and anti-social behaviour activity that then emerges.

Vision:

The South Gloucestershire Youth Justice Partnership has adopted the vision of the wider South Gloucestershire Children's Partnership Board:

Our vision for children and young people in South Gloucestershire is that they get the very best start in life, reach their full potential and live their lives safe from harm (violence, abuse, neglect, and/or exploitation). To achieve this vision, we will work together with local communities to improve their outcomes. We want South Gloucestershire to be a place where safeguarding is everybody's business.

The three leading safeguarding partners in South Gloucestershire – the Integrated Care Board (ICB – Health), the police and the council, are committed to delivering this vision according to an agreed set of values and principles, and these govern the work of the whole partnership.

We will:

- Maintain a relentless focus on asking ourselves 'What is it like to be a child in South Gloucestershire and what do we need to do to make sure they have the best possible chances in life?'
- Work together with trust and confidence, with a commitment to focus our activity to ensure we improve outcomes and make a real difference.
- Find creative ways to listen to the views and voices of children, young people and their families.
- Create the conditions and environment for the views and voices of the wider partnership to be heard.
- Ensure we work energetically to reach the front-line practitioners, listen to their views and perspectives and understand the quality and effectiveness of practice.
- Be respectful of each other but not avoid the hard questions and challenge and apply scrutiny when needed.
- Value early help and maintain a strengths-based approach to working with families.
- Communicate effectively across the partnership, enabling wide engagement and valuing each other's roles and contributions.
- Communicate effectively with our communities to raise awareness of safeguarding issues.

Strategy:

Within the context of the broader vision for the children and young people of South Gloucestershire, the primary purpose of the Youth Justice Partnership is to provide the governance arrangements for the YJS, to ensure it continues to perform to a high level in pursuit of the Youth Justice System's principal aim of preventing offending by children. The SG Youth Justice Partnership will do this by providing a robust focus on performance, development, and resourcing by partners.

Local Context

According to the Office for National Statistics (ONS) Census 2021 South Gloucestershire has a population of 290,423. South Gloucestershire has a large proportion of young people aged 0-19 (22.8%) which is slightly higher than the Southwest average 21.4%. According to the 2021 census South Gloucestershire has a black and minority ethnic population of 8.8% increasing by

3.8% since 2011. 10% of children in South Gloucestershire live in poverty, based in income deprivation (Index of Multiple Deprivation, 2019). For 2021/22 Violent offences per 1,000 population in South Gloucestershire was 23 (compared to England:35 and Southwest: 28) (OHID: Public Health Profiles 2023).

Some other key facts and figures about South Gloucestershire:

- Education: Numbers of children attending school 40,923:
 - Numbers eligible for Free School Meals 5,529
 - Numbers with an EHCP 2,707
 - Numbers receiving SEN support 4,983.
 - Numbers of NEET 16–17-year-olds 126

This data is taken from the Spring 2022 School Census with the EHCP data taken from most up to date sources.

 - During the academic year 2021/22, there were 452 children who were Elective Home Educated (EHE) at some point during that year.

- Children In Care:
 - 261 (44.0 per 10,000) Children in Care at the end of March 2023. Statutory Neighbours average CiC population is 54.3 per 10,000.
 - 190 (of the 261) Children in Care are aged 10-17 (31/3/23)
 - Continued increase in Unaccompanied Asylum-Seeking children (UASC) with 54 of the 261 being CiC (20%).

- Child in Need (CiN)/ Child Protection (CP):
 - 317 CP Plans (53.5 per 10,000) at the end of March 2023. 12 months ago, CP plans numbered 214 so there has been a significant increase. Statutory Neighbours average is 35.8 per 10,000.
 - 516 CYP on a CiN plan at the end of March 2023.

- Missing:
 - Between 1/4/22 to 31/3/23 299 young people were reported missing, this is an increase from 231 the previous year (an increase of 29%)
 - Of those reported missing in 22/23 (only up to Q3 – as the LA have stopped collating this information) 16 young people were open to the YJS during the year they went missing. Caution with this data as not a full year collated.

- The geography places South Gloucestershire directly next to the two most active areas for group (peer on peer) related and youth knife crime in Bristol East and Bristol North. Although these kinds of incidents remain relatively low in South Gloucestershire, we need to remain vigilant of any changes here. In 2022/23 the YJS dealt with 13 incidents of knife/ weapon related offences. This is consistent with last year 21/22 = 13 and 20/21 = 12.

2. Child First

SG Youth Justice Partnership vision sits alongside (and is complemented by) the YJB's vision of a **Child First** youth justice system where all services:

- 1. Prioritise the best interests of children, recognising their particular needs, capacities, rights and potential. All work is child focussed, developmentally informed, acknowledges structural barriers and meets responsibilities towards children.** In South Gloucestershire we have had the benefit of the Enhanced Case Management project working in a trauma informed way (since October 2018). South Gloucestershire council is a Signs of Safety authority and the YJS have adapted in accordance with these principles, with some staff being Practice Leads in this area. South Gloucestershire YJS focuses on the child's individual strengths and building relationships is a key to this. Every child is treated as an individual and all efforts are made to ensure that their life experience, cultural, family and community environment is understood alongside their wishes, feelings and views. To ensure that children's needs are appropriately met the staff will link them to universal service opportunities where possible (e.g. additional support in schools/youth services) and to also have a range of specialist services to meet their needs. The range of Specialist Services has developed to meet the varying needs of young people the YJS work with, for example harmful sexual behaviour specialist, speech and language specialist, primary mental health specialist (this is not a full list).
- 2. Promote children's individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work is constructive and future focussed, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.** Since 2021 we have benefited from a pilot development post in the YJS "working with African heritage young people" offering support around identity and working closely with Partners including Education. Whilst this funding has come to an end (March 2023) we are in the process of supporting the continuation of this post into the council's integrated children's services and education department; this will mean that the YJS will still have access to this support which will benefit the whole of children's services through enabling increased staff resilience and understanding of working with these children, providing better outcomes across the whole authority. The YJS continues to benefit from having a mentoring service and an increasing cohort of education volunteers to enable continued support (when needed) for children from their official order end.
- 3. Encourage children's active participation, engagement and wider social inclusion. All work is a meaningful collaboration with children and their carers.** This remains a key priority for the YJS moving forward. Some progress has been made, most notably through having a specific participation officer who meets with children to gain their feedback directly and the development of feedback forms for pre-court. However, this area of work is currently under review with our new Practice Manager leading in this area of work. Our aim is to further embed this principle and to improve collaborative co-production with children; I am confident that we will see some significant improvements in 2023 to build onto what we have already achieved. In May 2022 we completed a focussed audit on gaining feedback from parent/carers. Children continue to benefit from the Education Inclusion Project (since October 2021) with a plan to bring this into the Council's Young people's Support team from May 2023.
- 4. Promote a childhood removed from the justice system, using pre-emptive prevention, diversion and minimal intervention. All work minimises criminogenic stigma from contact with the system.** There has been much progress in South Gloucestershire in relation to formal diversion processes (Youth Alcohol and Drug

Diversion, YADD and weapon diversion) as well as individual decision making at Out of Court Disposal panel (OOC) to ensure minimal intervention whilst also avoiding unnecessary criminalisation. This has been further aided through new guidance on Outcome 22 and Community Resolution. The Young people's Support (YPS) team enables prevention work from an early help perspective and the work by our Harmful Sexual Behaviour (HSB) specialist further endorses the direction of travel. The YJS has been a significant partner in the Education Inclusion Project (Home Office funded for VRUs), early intervention for children at risk of exclusion where there are emerging concerns around serious youth violence, this will continue until March 2024 whilst we bring it into the YPS team. Of significance here has been the recent development of the SG Turnaround Project, which sits within the local authority's early help framework, offering support to those children on the cusp of offending.

3. Voice of the Child

This remains a key priority for the Partnership and the YJS, with the Partnership having regular oversight and updates on this area of work. In June 2021 we began a trial of using our Participation Worker, (a specialist worker with an interest in developing this work) to try and engage with children to understand their experiences of working with the YJS. Using a short questionnaire format, the idea was to try and 'capture' their experience of the YJS at various stages; these include Court, Assessment and Interview, Referral Order Panel and Intervention stages, with largely 'open' questions but some 'scaling' ones at the end to try and understand what is working well and what could be improved. Whilst this project has enabled some children to participate, it is not yet capturing a wider input most notably from those children who come to the out of court panel.

The focus around voice of the child remains within the recently reviewed Youth Justice Partnership Development Plan 2023/24. Of note, this area of development continues to sit within the 2 priority development areas this year, working to reduce the disparity in girls and violent offending and for black and mixed heritage children receiving a formal outcome. The Development plan reads: *Establishing effective processes for gaining feedback from these groups on the service they have received from the YJS and using this to assess, review and improve services.* (SG Youth Justice Partnership: Development Plan Reviewed March 2023)

At the November 2022 Partnership meeting, the Participation worker presented a case study outlining the voice of a child at different stages of his court order, captured through meetings. The feedback related to the child and parents experience of arrest (police), going to court and subsequent sentence and working with the YJS. This was an invaluable opportunity to share a child's feedback with partners who can act on some of the issues raised e.g. not feeling safe in their community. The Partnership were asked to think about:

- What will we do with positive feedback? How do we promote and embed this, not only in the YJS but within wider services?
- What do we do about the concerns raised, about YJS and about other agencies? How do we promote change and advocate for the voice we have heard?
- How do we feed back to the participants to make sure they know their influence and promote on-going participation?

Whilst there is still much work to do in this area, we are ensuring that we act on what children and families tell us.

The Participation worker attended a development session hosted by a neighbouring YJS who have been commended (by HMIP) for their participation work. From this inspiring visit we are hoping to use the vast creative possibilities within SG to embed participation into our practice.

The YJS ETE specialist has attended all focus groups and is part of the steering group for developing the new SEND and Inclusion Strategy (2024). We have ensured the voice of children working with the YJS (and Education Inclusion Project) have been included into these strategy discussions and been integral to collating the voice of children in alternative provision, ensuring the voices of marginalised and excluded children are added to, and embedded in, the strategy.

In January 2023 the YJS was visited by the Chief Executive Officer of the YJB, part of the meeting involved the CEO meeting 2 children who had been through the YJS and wanted the opportunity to voice this experience.

The development of the new Turnaround project has from the outset included a feedback mechanism for children and families. Already we have had the benefit of a child on Turnaround collaborating in the development of this feedback questionnaire. It is vital that we understand the experiences of children on this newly developed project to ensure we achieve the best outcomes.

In considering the wider voice of family/carers of children open to the YJS, a focussed questionnaire was undertaken in April/May 2022. The Youth Justice Workers contacted 15 open Youth Justice cases and received feedback on their experiences and journey through the whole criminal justice process from police (arrest/VA), through to out of court disposal panel, to court, to sentence and Youth Justice intervention. 8 of these related to young people open to our post court team and 7 to pre-court. The survey evidenced that the overall experience for parents with children across the whole youth justice system is good, with scoring for pre-court being much higher than post court. This probably reflects the added burden/ fear of going to court and the delays this often entails. Overall experience at the early intervention end of YJS is very good, perhaps reflecting the more informal/ voluntary nature of intervention.

One response from post court scored their overall experience as 5 (out of a possible 10) stating that this reflects the fact her son was arrested in the first place. This (crude) analysis does perhaps require further thought and a need for workers to spend focussed time with parents to understand these concerns earlier and talk through them.

All feedback was shared with the case workers and any suggestions provided by parents further explored.

The findings from this survey were shared with the Partnership (June 2022) and at a manager's meeting where an action plan of any changes to practice was undertaken. This was then shared with the team and through peer supervision.

Following feedback from parents provided to the ETE specialist (who also oversees the Education Inclusion project), we have identified a gap in support for parents whose children are at risk outside the home (extra familial harm). As the YJS do not have contact with enough parents for a self-sustaining group, opening a peer support service across various council teams could enable the facilitation of an appropriate support group. Virtual college

and the social care exploitation team have responded with interest to collaborate and move this forward, and a meeting has been arranged to determine next steps.

As outlined in the previous YJ Plan (22-23), the YJS was involved in collaboration work undertaken with children who sit on the SG Youth Board as part of the Violence Reduction Unit work. The children worked with the YJS Manager and Participation worker to develop a knife crime survey for dissemination to as many young people across the authority as possible. The outcome of this survey was presented to the VRU steering group with plans to repeat it to reach a larger cohort. The council is currently reviewing and developing its participation work and we are part of these discussions to ensure link up across the services.

For 2023 and under the guidance of a new Practice Manager leading on this area of work, we will be introducing a formal feedback process for all children who have been supported by pre and post Court interventions by the Youth Justice Service. This information will be regularly collated to identify learning and any areas of improvement and areas of strength within the service.

Participation is integral in our way of working as children who are able to participate in the development of services that support them, will develop their confidence, sense of agency and pro-social identity. We will therefore be identifying potential participation activities in our assessments with children and then include them in our pre and post Court work plans.

As well as specific participation activities, we recognise that case workers incorporate a participatory approach in their everyday work with children. We will therefore be setting up a means of recording and celebrating this work and sharing good working practices within the team and Childrens Services as a whole.

4. Governance, Leadership and Partnership Arrangements

Governance and Leadership

South Gloucestershire Youth Justice Service is governed through a Youth Justice Partnership which meets quarterly.

All statutory partners (Local Authority, Police, Probation and Health) are represented at senior level. Other key agencies are also represented including Community Safety, Lead Council Member for Children, Youth Court and more recently the Regional YJB lead. There is in the main good attendance from all agencies at partnership meetings with representatives attending on occasions when a named member is unable to attend. There is a robust induction process in place for all new partners and a helpful guidance document produced about the Youth Justice priorities and performance to aid representatives who attend. (Appendix 1: Attendance record of Youth Justice Partnership).

Operational management of South Gloucestershire Youth Justice Service is within the Council's Integrated Children's Services division with direct line management from the Service Manager for Preventative Services (established in January 2013). The Youth Justice Service reports performance to the South Gloucestershire (SG) Youth Justice Partnership, the SG Safer and Stronger Communities Strategic Partnership and to the Corporate Parenting Board.

The Partnership works together to:

- Ensure the YOT has adequate resources to fulfil its statutory duties.
- Ensure that planning is integrated across the partnership.

- Ensure that operational processes and procedures are in place and effective.
- Provide oversight, challenge, and support to ensure high performance and high service quality.
- Identify issues and barriers to success and develop solutions and strategies to address them.

To do this Partners:

- Will Respond to any funding/resource challenges, relating to the agency they represent.
- Feed into wider Partnerships e.g., Community Safety Partnership/ SG Children's Partnership.
- Take on a lead role for National Standards Strategic Audit strands.
- Scrutinise performance and other reports (and address worrying trends)
- Review case studies and information about priority cases.
- Have oversight of the impact of Quality Assurance activities.
- Contribute to improvement planning relating to thematic and inspection reports and core standards.
- Request additional analysis of specific issues e.g., violence and girls; as well as using the data to identify any trends/ issues.
- Receive feedback from users of the service.
- Support escalation if required due to any incidents/ concerns as well as any resolution of differences through breaking down barriers where appropriate.

(There is a YJS Partnership Structure at Appendix 1).

The Youth Justice Service (YJS)

The Youth Justice Service (YJS) includes seconded staff (from Police, Probation and Health), an Education Liaison Officer, a Court/Bail worker (who leads on Victim work and Mentoring), Youth Justice Workers (Pre and Post court), a Youth Justice Support worker and a number of Volunteers (Panel Members, Mentors and Education Volunteers).

There is also a range of specialist services that has developed to meet the varying needs of young people the YJS works with including:

- Primary Mental Health Specialist
- Drug and Alcohol Specialist.
- Speech and Language Therapist
- Harmful Sexual Behaviour specialist worker and other workers skilled in this area.
- Until recently a development worker: working with African heritage young people, the pilot ending in March 2023 to secure wider council commitment and funding to this post (the YJS to contribute to this).
- SARI (Stand Against Racism and Inequality) – supporting victims and perpetrators of hate crime.
- Enhanced Case Management Project

YJS staff (refer to Appendix 2: YJS staff structure) undertake all the statutory YJS duties alongside specialist areas of work or local initiatives. These include:

- **Turnaround Project.** Newly established MoJ funded project which has been live in SG since January 2023. This provides whole family support to children on the cusp of offending within the context of the early help framework.
- **YADD (Youth Alcohol and Drug Diversion scheme).** This is a force wide (Avon and Somerset) diversion scheme (since 2018). This work is undertaken by the YJS Drug and Alcohol Specialist and is an increasing area of work. This diversion programme enables South Glos YJS to uphold the principle of keeping children out of the formal criminal justice system and thus avoiding their unnecessary criminalisation.
- **Harmful Sexual Behaviour:** The YJS is actively involved in work with children who have displayed harmful sexual behaviour (HSB). The YJS has a dedicated HSB specialist worker alongside other YJS staff who have received specialist HSB training. They can become involved with children at the earliest stage to support safety planning (home, school and community) to begin engaging with the child and offer YJS wide support services at an early stage. At an appropriate time YJS staff can commence a specialist assessment and recommend if the child requires a tailored intervention programme. All work in this area is joint worked (sometimes with the social worker). All specialist YJS staff have regular specialist case consultation with an experienced clinician (in addition to YJS supervision).
- **Working with children from ethnic minority backgrounds:** Whilst the number of individual young people from BAME backgrounds involved with the YJS is small, the work undertaken with these children is informed by an awareness of culture, identity and an ongoing focus to understand the lived experience of an individual child and how best to support them. We have had the benefit of a development post to support young people of African heritage (including mixed heritage children) up to March 2023; wider council funding for this post is currently being explored. We continue our well-established collaboration with SARI. This is a priority area and has been informed by the thematic report and local Lammy review (Identifying Disproportionality across Avon and Somerset CJA). In relation to the latter an initial steering group has now been convened (March 2023) with a focus on action planning the recommendations.
- **Custody Review Panels:** Quarterly meetings held (discussed below).
- **Missing Children:** The Young People's Support Team (YPS) complete all Return home interviews for missing children who do not have a lead professional within the Council. The YJS staff are involved in this area of work to support the YPS when needed and for those children who they are the lead worker for.
- **Trauma Informed Practice:** All staff have been trained in trauma informed practice and benefit from the support from specialist Enhanced Case Management (ECM) practitioners for referred cases. Funding for this project has been secured until October 2024 where the plan will be that this practice will have become embedded and business as usual.
- **Speech and Language Therapy:** The availability of a Speech & Language Therapist (SLT), for a day per week, has enhanced the quality of assessments and assisted in the understanding of some children and how best to communicate and work with them. Speech & Language assessments have assisted other agencies including the police and the courts.
- **Knife Crime:** Since April 2022 there has been an Avon and Somerset wide Weapon's Diversion Scheme. This works similarly to a YADD and requires identified young people

(possession of a weapon) to take part in an educative session and to then receive an Outcome 22 decision (NFA). These cases come through the Out of Court Disposal Panel and there has been a themed scrutiny panel as oversight for the first year. The YJS has linked with senior school staff as they are key to this process, through identification of children carrying weapons and notifying police/YJS.

- **Impact of social media:** The YJS has a social media 'champion' in the staff group which has enabled greater awareness of social media and its actual and/or potential impact on the children and families, involved with the YJS. The team received cybercrime training from the regional cybercrime police unit in July 2022.
- **Working with young men:** The Youth Justice Support Worker has developed a specific programme aimed at boys, called 'ManKind'.
- **Working with Children in Care:** YJS Team manager is board champion for reducing criminalisation of looked after children and care leavers.
- **Liaison and Diversion:** This team is co-located with the YJS and communicate regularly regarding any young person held in custody. The ASCC worker (Advise and Support in Custody and Court) is represented on the Custody Review Panel. The ASCC service have additional funding to provide an early intervention role, to support any children who come into contact with the police. We have strong communication links to avoid duplication of work and unnecessary contact with children already receiving a service across the SG early help services and this service is also part of identifying suitable children for Turnaround.
- In addition, and under the management of the YJS Manager there is a **Young People's Support (YPS)** team. This team brings additional capacity for prevention work with children outside of the youth justice system who face worrying risks to their safety and well-being. It includes children involved in harmful sexual behaviour, going missing, at risk of criminal and /or sexual exploitation and other children in crisis. An additional post has been temporarily established due to increased work from providing return home interviews for missing children.
- **Education Inclusion Project:** This project was established in September 2021 and the YJS have been a key contributor to the development and implementation of this Home Office (via the Violence Reduction Unit) funded project. This pilot project has key objectives to reduce permanent exclusions (PEX) and managed moves associated with serious youth violence (SYV), CCE or CSE for children aged 11-16 by providing a targeted intervention and support package at the point at which a child or young person is at risk of exclusion.

Partnership Arrangements.

The YJS has links to all key partners through a variety of strategic and operational groups.

- The YJS is a member of the **SG Children's Partnership** and is represented on the Best Start for Vulnerable Children group (team manager) and the Best Start in Life group (service manager), both sub-groups of the Safeguarding Partnership
- The YJS is a member of the **Inclusion and SEND Performance and Engagement Group**. In addition, the YJS is represented on the development group for the **SEND and Inclusion Strategy**.
- The YJS contributes to the council's work around contextual safeguarding. The **SG Risk Management Pathway** is now in its third year and the YJS continues to work closely with the Practice Development Managers, council's Violence Reduction Unit and

Team Manager of the Social Care Exploitation Team, attending regular multi-agency Partnership Intelligence Management Meetings (PIMM, a strand of the Risk Management Pathway) and participate in the twice-yearly multi-agency exploitation case audits. In addition, the YJS Manager is a representative on the Extra Familial Harm Multi-Agency Strategic Panel which provides oversight to this area of work.

- The YJS Manager (alongside the YJS seconded Police Officer) previously attended the monthly meeting with the **Police Operation Topaz** (Police Child Exploitation Team), however this meeting has been temporarily stood down.
- The YJS has a Memorandum of Understanding with **Lighthouse**, the Police & Crime Commissioner funded support project for the victims of crime.
- The YJS has a Service Level Agreement with **Stand Against Racism and Inequality (SARI)** to provide support to the victims and perpetrators of all kinds of hate crimes and training for YJS staff.
- The YJS works closely with the wider preventative services teams, statutory social care teams and youth services.

The YJS is actively engaged in:

- Magistrate's meetings of the **Avon and Somerset Youth Panel**, keeping them informed of trends and issues in youth justice along with the 5 YJS's in the area.
- The response to **Anti-Social Behaviour** in South Gloucestershire. Formerly this was undertaken by the council (community safety) but recently moved to be police led. The YJS Practice Managers are invited to regular locality based multi-agency meetings (MAM), where anti-social behaviour of children is discussed. The YJS are collaborating with Police ASB team to develop an ASB process for children from initial warnings to criminal behaviour orders.
- **The Violence Reduction Partnership (VRP)**, closely working with the VRP Lead officer in the development of the local problem profile; the YJS team manager and service manager are members of the VRP. The VRP have financially contributed to the extension of the Education Inclusion Project. Working together with other partners to ensure the serious violence duty is understood and actioned under the guidance of the OPCC.
- The **Avon and Somerset Criminal Justice Board** and there are mechanisms in place to enable the five YJSs in Avon and Somerset to play a full and meaningful role in the work of that body.
- The **Avon and Somerset MAPPA Strategic Management Board** and at a more local level the YJS has referred cases to the Multi-Agency Public Protection Panel as required.
- The newly established **Avon and Somerset Reducing Re-Offending Board**
- The **Supporting Families** (Families in Focus) work, through providing data.
- The **Prevent Board**.
- The **Out of Court Disposal Scrutiny Panel**
- The **Polaris Steering Group** Meeting. Polaris is a commissioned service by the local authority to work with children and young people with problematic/ harmful sexual behaviour in South Gloucestershire. The YJS Manager was part of the re-commissioning

for this service and in October 2023 we will have a new service **DGF Psychology** undertaking this role. Of note is that SGYJS have strong links with this service as they currently provide case consultation to the specialist HSB trained staff in the team.

- The **Southwest Resettlement Consortium** was a key partner in the development of the Southwest Trauma Recovery Model/ **Enhanced Case Management** project, which until recently provided the governance and oversight for ECM.

5. Board Development

Changes within the Partnership: In 2022/23 the Board has undergone a number of partner member changes. The Community Safety lead who had been a long-established member of the Board retired in early 2022. This position was immediately filled by a member very familiar with the YJS who had a position overseeing the council's Violence Reduction Unit and so we were fortunate to have continued presence and contribution of this service area.

The March 2023 meeting was attended by the new Service Director for Integrated Children's Services, the previous member having retired. Fortunately, we were able to have a preliminary meeting/ induction before the meeting, with other induction activities planned to enable the member to better understand the YJS and where it sits within the Council.

Health: unfortunately, no statutory health representation for most of 2022, due to the ill health and then retirement of the member. The recent meeting in March 2023 was attended by the interim health representative, who had a brief induction meeting prior to the panel.

Probation: some changes to membership with a permanent member now in place, a member who has previously attended the meetings and is very familiar and supportive of YJ issues.

The Partnership meeting in December 2022 was a development event, held face to face and was well attended. This is now scheduled as an annual event. This event covered:

- Review of the Partnership using the YJB Guidance document *Youth Justice Service Governance and Leadership (Dec 2021)* to guide the discussions. An action is to identify a deputy Chair of the Partnership (this position remains vacant)
- Informing of changes to terms and conditions of YJ Grant to ensure we are compliant.
- Reviewing YJS/ Partnership Priorities. Are they still relevant, what has been achieved, are there any other priorities we need to consider (referring to local data)?
- Review the recommendations from the Identifying Disproportionality report (2021, A&S CJB) and discuss ways in which we can achieve them (linking to Partnership priority and the thematic report: experiences of black and mixed heritage boys of the YJS)
- Review the ETE Thematic and action plan. A significant action is to create an Education Escalation Panel as agreed by the Service Director of Education, Learning and Skills.

Plans moving forward are to schedule 2 meetings a year as face to face, one being the annual development event.

6. Progress on Previous Plan:

Priority Actions for 2022-23	Action	Comments/Progress 2022/23
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<p>1. Reducing the disparity in girls and violent offending. (to be informed by the Thematic: Girls and Offending)</p>	<p>Review the thematic and consider any actions that need to be taken.</p> <p>Partnership to respond to any disparity through requesting further data to help inform any actions.</p> <p>Ensure proportionate diversion for girls entering the YJS (using data)</p> <p>Develop a local protocol regarding reducing criminalisation of children in care and care leavers.</p>	<p>Completed (Partnership event Dec 2022). No actions needed beyond below.</p> <p>Data presented quarterly. A local mapping exercise has been undertaken of girls offending programmes/ provisions (presented to March 2022 Board). Established feedback process to enable us to assess, review and improve services to girls. A focus group is planned with support from previous YJS child leading.</p> <p>Scrutinised quarterly, link to Turnaround program. Local data covers the prevalence of violent offending with girls against boys – for any disparity. A draft has been developed jointly with CiC team, YJS and Police. This is overseen by the Corporate Parenting Board and it is anticipated that this will be progressed in the coming year. The Corporate Parenting Board has been subject to review with a revised format/ agenda to accommodate this. The Service Manager (Preventative Services) will now attend this and YJS Manager will attend the related engagement board so it is anticipated that this new structure will enable progression of paused work.</p> <p>The data indicates that whilst we are still seeing a high number of girls committing violence related offences – the increased use of diversion outcomes (when appropriate) means less are receiving formal sanctions.</p>
<p>2. Reducing the disparity in black and mixed heritage children receiving a youth justice outcome (2021 HMIP Thematic: experiences of black and mixed heritage boys in the YJS/</p>	<p>Working in collaboration with partners to ensure improvement across the system.</p>	<p>YJS represented on Equality in Education group.</p> <p>Work undertaken between YJS/Police/Children’s Services/ Health to look at/audit disparity in children with Child Protection Plans.</p> <p>Recommendations to the Senior Officers Group.</p>

<p>January 2022: Identifying Disproportionality in the Avon and Somerset CJS)</p>	<p>Scrutinise data: local YJS data, YJB case level toolkit and data provided by partners.</p> <p>Partnership to review recommendations of A&S Identifying Disproportionality report – alongside HMIP thematic. What actions can we take as a Partnership.</p> <p>Partnership to develop a vision/strategy for improving outcomes for children from ethnic minority backgrounds.</p> <p>Review and evaluate YJS pilot project working with African heritage children.</p>	<p>Quarterly local data provided. Police stop and search data (Feb 2023) shared with Partnership. Plans for Police to demonstrate their data dashboard at June 2023 meeting.</p> <p>Identifying Disproportionality: steering group has just been convened (first meeting March 2023). To ensure consistency across the police area in relation to YJ recommendations. Using existing police/YJS meetings to address some of the recommendations across the 5 YJS's. Recognition that this needs to be collaborative.</p> <p>As part of wider partnership agreement and vision for YJS. SLA with SARI (specialist provision) maintained/ reviewed. Providing training, consultation and direct work with children.</p> <p>Presented to March 2022 Partnership. Currently looking at funding for project to continue council wide. YJS funding ends March 2023.</p> <p>Data is presented quarterly to monitor this area. Jan to December 2022 17% of children who received a court outcome were from a minority ethnic background (for the same period last year this was 24%)</p>
<p>3. Reducing Serious Youth Violence: working collaboratively with partners in social care, the violence reduction unit, police and education. Aligning priorities for individual service areas.</p>	<p>Oversee and provide challenge/support regarding YJS's contribution to reducing serious youth violence, through oversight of multi-agency partnership work and collaboration with the VRU and supporting the SG Risk Management Pathway.</p> <p>Provide data to quarterly meetings.</p>	<p>YJS contribution to the development and continuation of the Education Inclusion Project, a project aimed at targeting children at risk of school exclusion for issues related to serious youth violence.</p> <p>YJS contributes to fortnightly PIMM meetings, also any targeted PIMM (mapping) meetings or more complex contextual safeguarding meeting.</p> <p>YJS providing data for the VRU local problem profile to better understand our</p>

		<p>locality and aid action planning and dissemination of resources/ services.</p> <p>YJS Manager is a member of the VRU Steering Group and the council lead sits on the Partnership Board.</p> <p>YJS Manager with social care provides bi-monthly bitesize exploitation training for all partners.</p> <p>Data (YJB) indicates a reduction in SYV offences across 2022 compared to 2021.</p>
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7. Resources and Services

The Youth Justice Grant 2022/23 funds posts (29%/ 4.96 fte) within the YJS, this is similar to last year (2021/22: 28.3%/ 4.63 fte).

We have been able to roll over £33K from the pooled budget (2022/23) into the 2023-24 budget. The reason for this exceptional step, agreed by the Partnership, is due to some staff vacancies and the aftermath of the Covid period, seeing different ways of working (less money spent on staff mileage, activities and training) and the identified need to continue funding those services where need is greatest. A decision has been agreed to contribute to the continuation of the Education Inclusion Project as well as the development post. These are one off contribution as we see the YJS now back to normal business.

As a comparison, the below table details the funding from all agencies as a percentage of staff.

Table 1: 2022-2023

SUMMARY	Total Budget Staff/ Non staff	Total % YJS staff	Total FTE YJS staff
Local Authority	£350,760	38.93%	6.65
Police	£107,703	8.5%	1.00
Probation	£52,230	6.5%	0.8
Health	£104,003	9.8%	1.2
YJB Grant	£233,579	29%	4.96
Police and Crime Commissioner	£30,000	3.7%	0.64
CYP Families Plus	£3,800	0.5%	0.08
CYP Health	£5,000	0.6%	0.11
A&S ECM Project	£19,912	2.5%	0.3
TOTAL	£906,987	100%	15.73

Turnaround Project Oct 22-March 23	£29,326.20 Mobilisation + delivery funding		1.0 + 0.2 additional Practice Manager resource
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SGYJS uses our grant, partner contributions and available resources to deliver those services that will continue to produce good outcomes for children in terms of performance in FTE/ custody and re-offending. As above the YJB grant funds posts within the YJS, and we have benefited from rolling money over to provide additional resources in targeting one of our priority areas: early intervention in reducing serious youth violence and the disparity in black and mixed heritage children. We have provided some additional capacity in the pre-court Practice manager post which has enabled capacity to develop the Turnaround Project and to provide a lead for the planned development work around participation/ voice of child.

In relation to Partner contribution, a more detailed breakdown of contributions and expenditure from 2022/23 can be found at Appendix 3.

Additional Commissioned Services

Work with children from ethnic minority backgrounds: One of the YJS's priorities relate to work being undertaken to better understand and mitigate the disproportionate numbers of black, asian and minority ethnic young people who have been sentenced in South Gloucestershire. In response we have increased our collaboration with SARI (Stand Against Racism and Inequality) through a service level agreement. We have had an additional year of funding the YJS development project "improving outcomes for African heritage young people". Work is being undertaken under the guidance of the Executive Director (Chair of YJP) to identify funding for this post to continue within wider children's services/ education, providing support/ consultation to build resilience and understanding of staff around these issues.

Appropriate Adult Services: Bristol YJS Youth Appropriate Adult Service (YAAS) is commissioned by South Glos YJS to provide this service for South Glos young people, as well as when required for those young people residing or living out of area.

Case Management System: CACI: Provides support and maintenance for Childview, ensuring compliance to terms and conditions of the grant and ensuring robust reporting mechanisms are in place.

Funding 2023/24

The funding position for the year ahead.

- The **YJB Youth Justice Grant** for 22/23 has yet to be confirmed but there has been an announcement that the core youth justice grant will be at least the same as 2022/23
- The **Ministry of Justice Turnaround Funding.** Funding confirmed until March 2025, to provide an additional post/ resource for an early intervention worker.
- **Funding from Police, Health and Local Authority** will remain the same (except for agency increases in salaries).
- **Funding from the OPCC via Safer Stronger Communities Strategic Partnership.** Funding for (part of) the YJS Drug and Alcohol Specialist post has been agreed until March 2025 (3-year agreement).

- The **Probation** staff contribution to the YJS remains as last year at 0.8FTE, with a cash contribution of £5K. In addition, the YJS has for some time had some limited resource alongside Bristol YJS for a 0.8FTE Probation Service Officer, this post remains unfilled, but SGYJS understand that Bristol is in discussions with Probation and have asked to be involved. Of note we have just received confirmation of a further 6-month extension to the Probation Officer post (secondment due to end July 2023), given the exceptional reason that the worker's post has mainly been during the Covid period.
- The **Trauma Recovery Model/ Enhanced Case Management (ECM) Project** funded to work across the 4 Avon YJSs since October 2018 (YJB Pathway Finder funding) has funding secured until October 2024. This additional funding has come from the Framework for Integrated Care (health) with additional costs to be met by each individual Youth Justice Partnership Board. SGYJS's contribution to the project has been secured from Families in Focus (Supporting Families).

8. Performance

Current National/Existing Key Performance Indicators

South Gloucestershire YJS continues to perform well against each of the indicators:

a) Binary reoffending rate

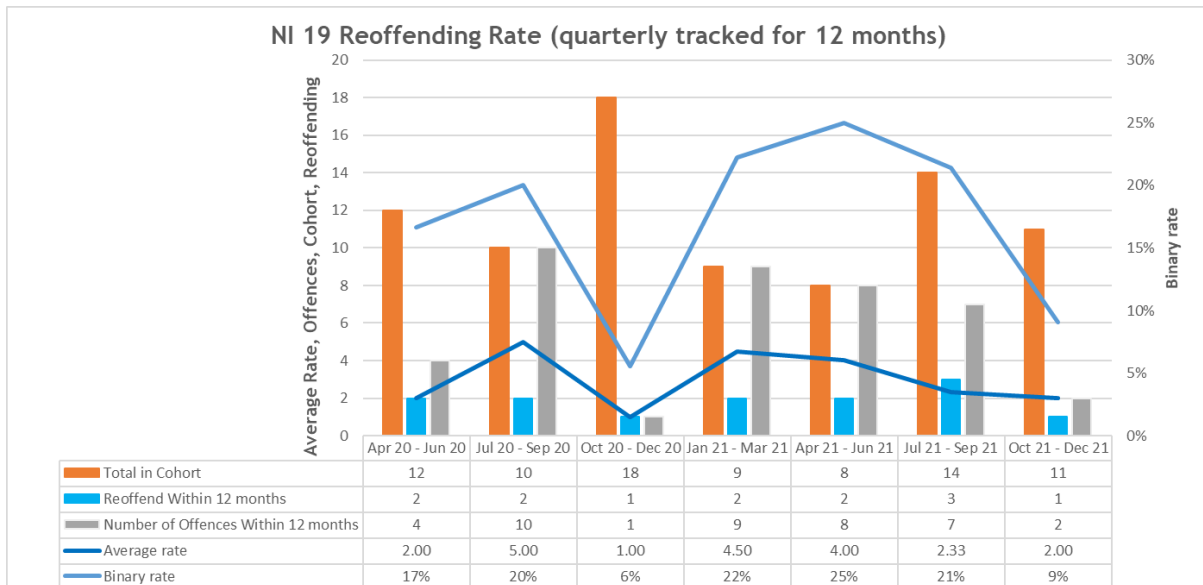
From most recent performance report from YJMIS Summary for April-December 2022 (see appendix 4).

Table: Re-Offending Rates after 12 and 3 months – South Gloucestershire

Binary Rates: Year cohort		Compared to previous year	Binary Rates: 3- month cohort		Compared to previous year
April 2020 to March 2021	37.5% (10.4)	27.1%	Jan 2021 to March 2021	28.6% (-8.9)	37.5%
January 2020 to Dec 2020	39% (10.2)	28.8%	Oct 2020 to Dec 2020	20% (-10)	30%
Oct 2019 to Sept 2020	47.4% (19.6%)	27.8%	July 2020 to Sept 2020	62.5% (35.8)	26.7%
July 2019 to June 2020	37.% (9.5)	37.8%	April to June 2020	58.3% (38.33)	20%

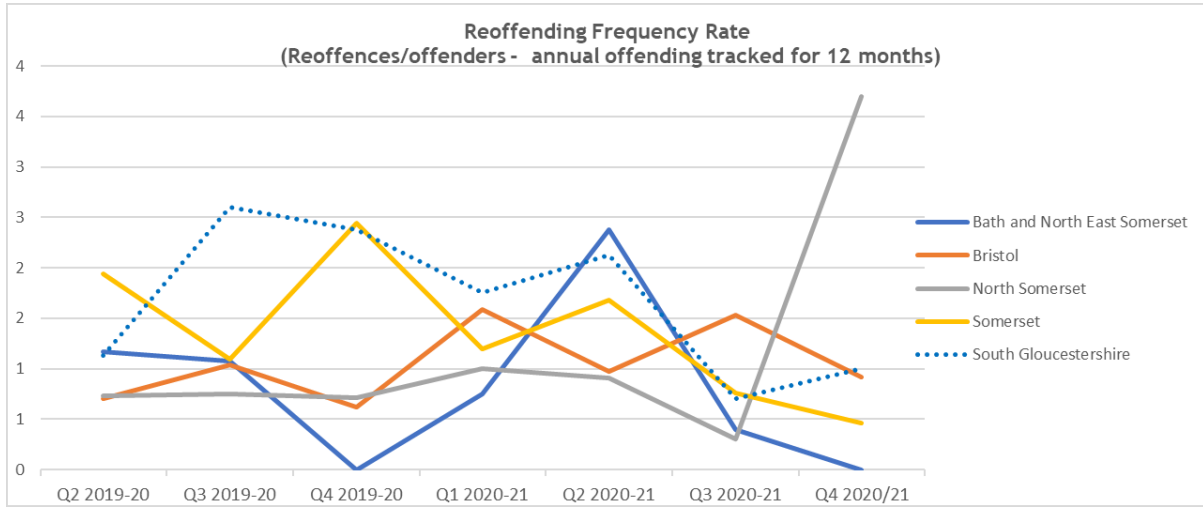
The data above is higher than all comparator groups, this is due to small numbers in the cohort, where if 1 child re-offends this has a significant impact on percentage (given small cohort sizes)

From local data:



The local data shows a discrepancy with the YJMIS data, this is largely to do with more up to date cohort. However, the significant factor here is that with small numbers we can see significant changes in percentages. For July to Sept 2020 and April to June 2020 we had 2 children re-offend (from small cohorts), for the latter this related to 10 reoffences. This data is discussed at the partnerships and discussions relate to the actual children these represent. The average rate (average number of **reoffences per reoffender**) and numbers of offences committed are indicated in the table above.

b) Frequency of reoffending – from YJMIS



c) First Time Entrants

Most recent YJMIS data (April to December 2022) show the continued trend of low FTE rate (PNC rate per 100,000 of 10-17 population – see Appendix 4)

For October 2021 to September 2022 this figure is 87 (83 previous year); in comparison to the regional figure 123, PCC area 117, YJS Family 117 and England 148.

For previous years:

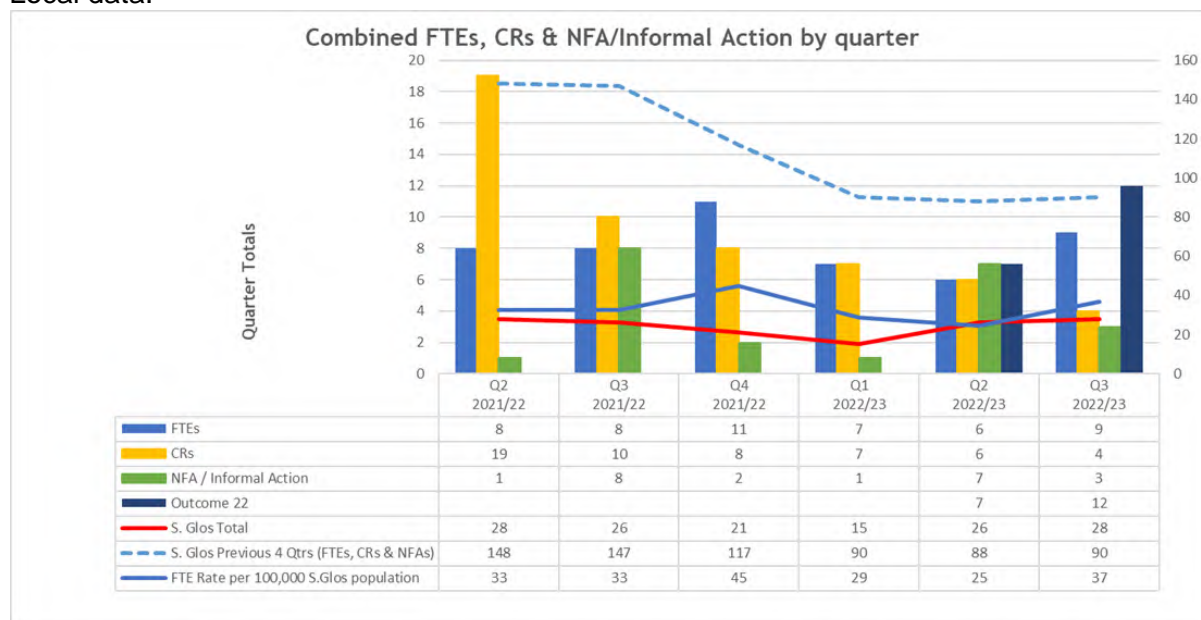
July 2021 to June 2022 = 95 (94 previous year)

April 2021 to March 2022 = 84 (92)

January 2021 to December 2021 = 75 (101)

The most recent data does show a slight increase of FTE rate from the previous year, which we will monitor moving forward.

Local data:



d) Use of custody

The last custodial in SG was in Q3 2020/21. No remands into youth detention in the last year.

SGYJS performance on existing key performance indicators can be evidenced through comparative national, regional (southwest) and local Avon and Somerset data. (Please refer to Appendix 4).

The above is evidence of continued good performance in relation to FTE and custody, with challenges in terms of re-offending performance given small numbers and the complexity of the cohort of children this represents. In relation to FTE, our work in respect of diversion and prevention is a significant factor in our low numbers, which we hope will continue to improve given the new guidance around Outcome 22 and Community Resolution with the Turnaround provision also being a factor here. I would hope to see a continued reduction in FTE across 2023-24 and maintaining our low custody figures. Improvements here will challenge improved performance in terms of re-offending as this group of children will be those where diversion and prevention have not worked and where multi-agency professionals are working together.

In September 2020 the YJS was **inspected by HMIP** and were rated “Outstanding” overall when inspected across the 3 domains: (1) Organisational Delivery (2) Out of Court Disposals and (3) Court Work.

Additional Key Performance Indicators (from April 2023)

The additional key performance indicators (KPI's) in place from April this year have been introduced to reflect the developments within youth justice. The numbers of children entering the system with a statutory disposal has decreased significantly, with the resultant cohort of children having increasingly complex needs. The new KPI's reflect a judgement about areas that are strategically important in delivering effective services for children and will provide an understanding of how YJS partnerships are responding to this different context. These KPIs will apply to all children with which YOTs are carrying out an intervention, not just those on the statutory caseload who have been convicted by the courts.

SGYJS Management team have been meeting regularly (development sessions) to work through the new performance indicators. Additional support has come from the case management system team who have provided regular training inputs as well as an up-to-date recording guidance. The Partnership have been advised on all the new performance measures and some of the challenges (accommodation, education) have been explored.

1. Suitable accommodation: YJ staff have been advised of the importance of robust recording and guidance information provided. This will be monitored by the Practice Managers through their regular auditing activity alongside supervision. The challenge of recording unsuitable when it relates to a CiC has been discussed with the Partnership and in these circumstances the children's services will be advised of our position and the reasons for this.
2. Education, training and employment: Following a themed ETE audit in November 2022 and actions from this, combined with guidance around the recording/ reporting of the performance indicator, all staff have had an ETE training workshop led by YJS ETE Specialist and Practice Managers to ensure our recording is robust. Further training and guidance has been undertaken with business support as additional tasks will need to be recorded from initial screening of cases. Currently SGYJS provides regular local data on ETE status of children as well as additional needs on all open cases. The recent ETE thematic discussed at the Partnership development event has a number of actions to complete. In addition, YJ case workers will receive regular consultation sessions with YJS ETE specialist to ensure we are compliant moving forward.
3. Special educational needs and disabilities/ additional learning needs: Work on this indicator has been combined with ETE. The YJS Manager attends the Inclusion and SEND Performance and Engagement Group, where any performance concerns can be raised.
4. Mental health care and emotional well-being: This will require some changes in terms of how the Primary Mental Health Worker records his work. Guidance and support is being provided and regular auditing will ensure that this is compliant for reporting purposes.
5. Substance misuse: Very minimal change for recording purposes.
6. Out of court disposals: No concerns noted with this.

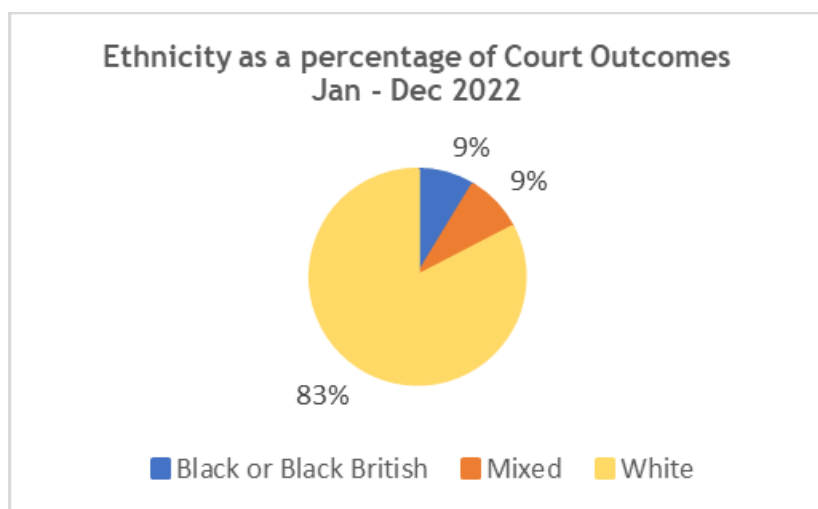
7. Links to wider services: The challenge will be in how early help involvement is recorded on the case management system. All staff have access to the children's services case management system and all cases are screened initially by business support, so involvement of wider services is quickly ascertained. The YJS Information Officer has access to case lists of CiC.
8. Management board attendance: This is monitored at each quarterly meeting.
9. Serious violence: No concerns noted with this.
10. Victims: Very minimal change for recording purposes.

The challenge for all of the above will be the ability to pull this data from our case management system.

Local Performance

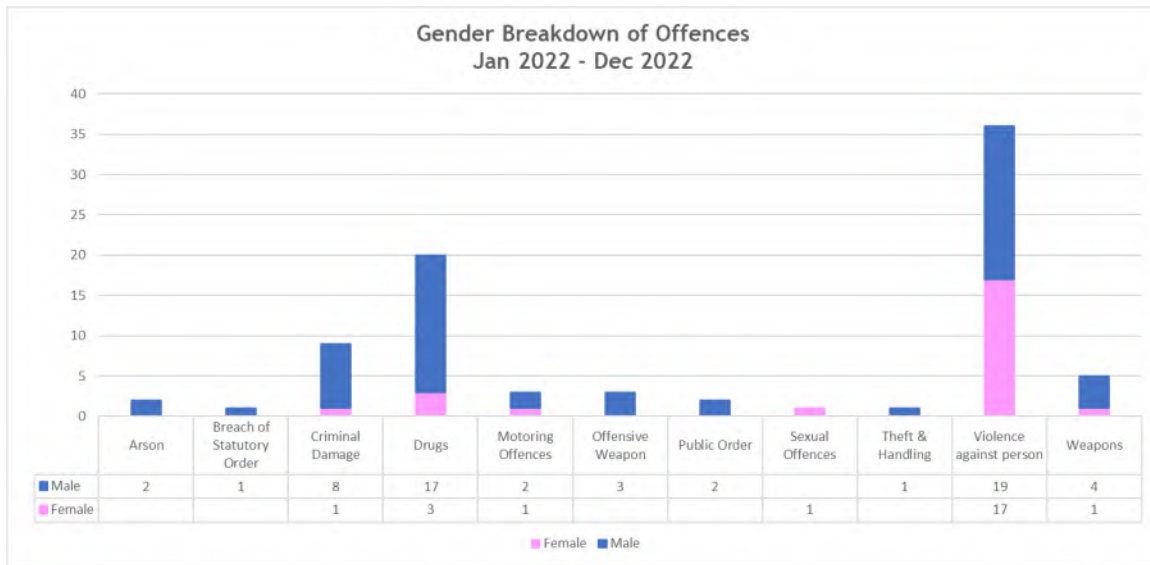
Disproportionality of any specific group. The quarterly performance reports (as previous YJP) continue to show a worrying pattern of a disproportionate number of **black and mixed ethnic young people** being sentenced (at this time for pre-court this figure is within the population make up – 2021 census). We will however continue to monitor for any pre-court disparity as that does fluctuate. The Turnaround project will hopefully have an impact at reducing these numbers by providing early intervention for those children on the cusp of offending (even if there are no admissions). We are also vigilant of disparity in relation to Irish travellers and seek to provide this data moving forwards as part of the quarterly Performance reports to the Partnership.

The YJB Summary Ethnic Disparity Tool published May 2023, looks at data from March 2017 to March 2022. When looking at SG data, ethnic minority children make up 20% of the offending pop and 13% general 10-17 pop, most overrepresented group are mixed children (11% offending pop and 5% general population). Black children had greatest proportion of gravity 5+ offences and the most frequent proven offence by Mixed children in SG is theft and handling stolen goods. As a Partnership we would want to understand these areas more and to better understand what the lived experience of black and mixed heritage boys is.

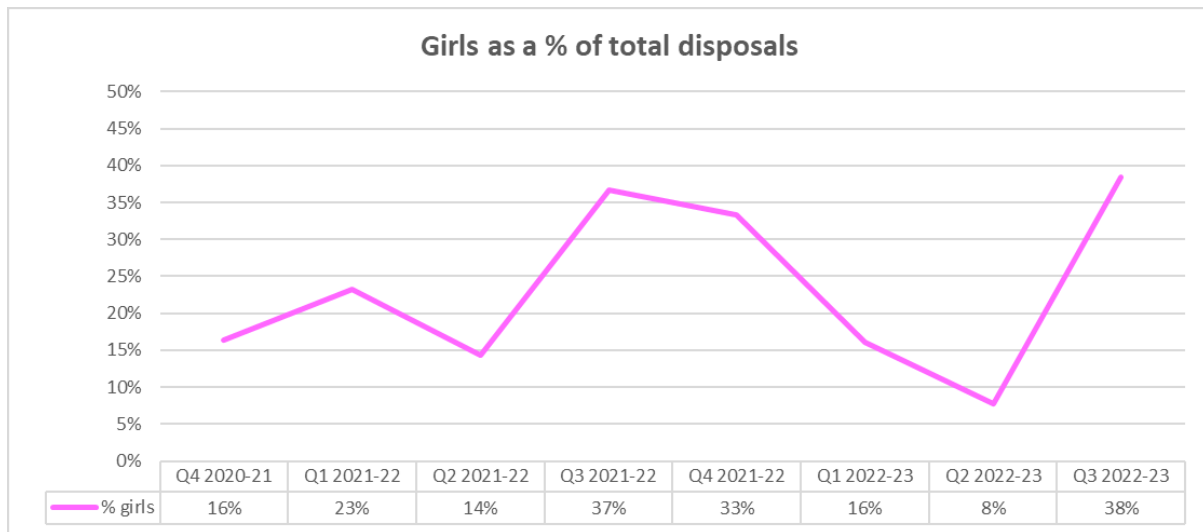


The Partnership continues to scrutinise data relating to **girls and violence** offences. Analysis of this group had been undertaken over a two-year period (Oct 2017 to Sept 2019), and then

again in December 2021, given the high proportion of girls committing violence offences compared to males – we also saw high rates compared to other SW YOT areas. This trend continues see table below, with girls being over-represented in violence related offences.



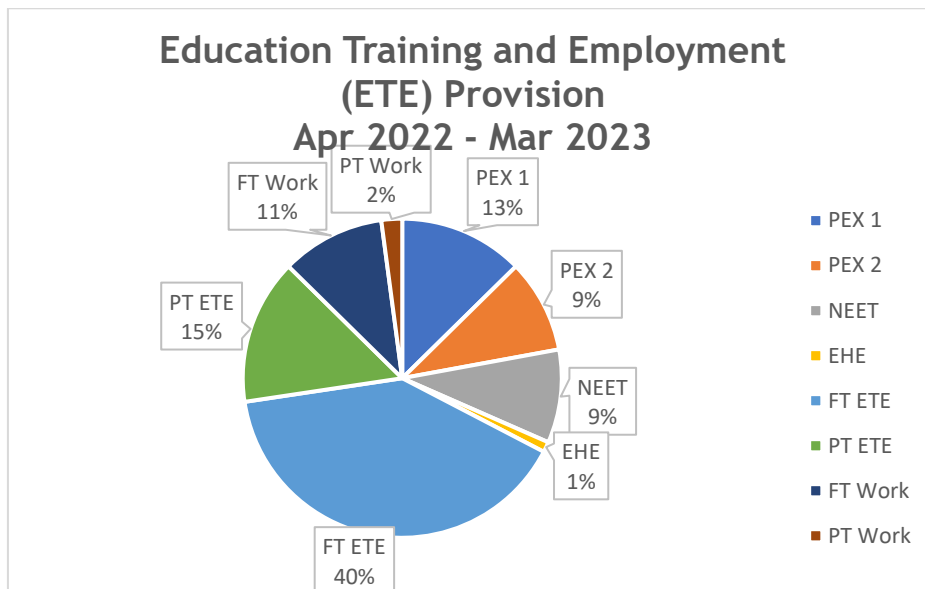
When looking at proportion of girls receiving an outcome (pre and post court compared to boys we see the following:



Education data:

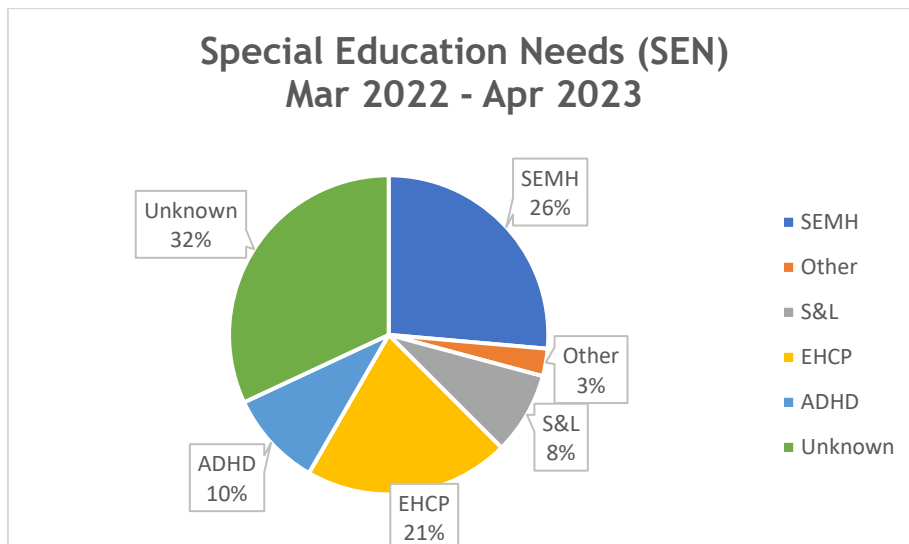
The below tables show the proportion of children who worked with the YJS in relation to what their education status was alongside any SEN/ ALD they may have. As mentioned earlier reporting on both these measures is now in place as new KPIs. These figures have always been reported on for the Partnership.

Table 2: April 2022 to March 2023: Educational status of all children who worked with the YJS



This was reported on in the last YJP: 21/22 children in full-time ETE was 59%. However, we can see 11% in this year in full-time work, with an increase of NEET (21/22 this was 5%). Recording of educational status and SEN has improved for 22/23 and hence comparisons from last year's data may not be as accurate.

Table 3: Special Education Needs of children open to the YJS (3/22 to 4/23)



Speech and Language: Specialist provision in the YJS is 0.2fte. In 22/23 the specialist has provided assessment reports on **20 children**; the majority have identified some language needs, in many cases severe language difficulties.

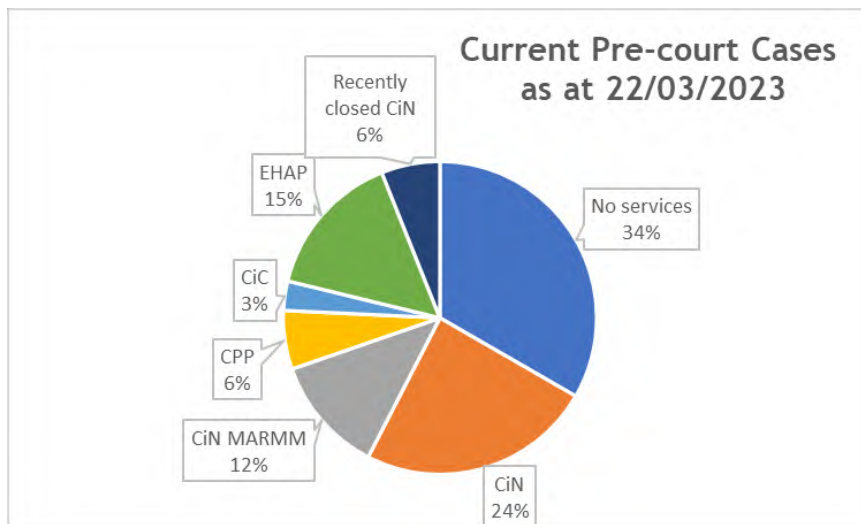
Serious Youth Violence: In respect of Serious Youth Violence (as defined by the YJB) South Gloucestershire has low numbers. Serious Youth Violence Data (YJB Toolkit)

indicates that in the year ending September 2022 there were 0 serious youth violence offences recorded by children in South Glos (a decrease from 13 on previous year's figures). This is less than the family average of 2.6 (14 offences). This figure is prone to changes with the figure (year ending June 2022) being 2 (a decrease from 12 on previous year's figures). This is a rate of 0.8 per 10,000 children aged 10-17 in South Glos. This figure is closely scrutinised and is decreasing on higher figures seen in 2021.

Children In Care/ Offending: The YJS reports annually to the Corporate Parenting Board, analysing this data and noting any concerns that need addressing. A performance report 2022/23 is due to be presented to the Board (TBC) which highlighted:

- Children in Care are over-represented in the youth justice system (6.73% of all young people the Youth Justice Service (YJS) worked with in 2022/23, equating to 7 young people). Of those 7 children (9 interventions/outcomes), 5 interventions were statutory (4YP). 10% of all statutory outcomes in this period were for CiC. Whilst these are small numbers, they do indicate a higher likelihood for children in the "care" system to enter the "youth justice system" which is also the picture nationally. Of note is the higher numbers who receive a court statutory outcome.
- The remaining 4 interventions (3YP) received voluntary/ diversion outcomes, indicating the increased use of diversion outcomes (for all YP).
- Of all interventions (147) undertaken by the YJS in this time frame, 6.73% (down from 11.23% last year) were in relation to young people in care (9 interventions).
- Children in care represent 0.73% of the total number of children in South Glos (aged 10-17). So, by representing 6.73% of all children in the youth justice system and 10% of all statutory interventions there is a disparity in terms of them being over-represented in the youth justice system.
- 43% of the children in care working with the YJS are from an ethnic minority background. Again, indicating an over-representation for an already vulnerable group.

Wider Services: When looking at all open pre-court cases (23/3/23) of these 11 (33%) were not open or recently open to services, meaning that the majority of children we are working with (61%) are open to wider support services.



** A MARM is a multi-agency risk management meeting – the LA response to extra familial harm, recognising the risk is outside of the home. These meetings and subsequent plan work similar to a CPP.

**EHAP is the Early help Assessment and Plan (Preventative Service)

9. Priorities

Children from groups which are over-represented.

Disparity in Girls and Violence offences: This remains a priority for the Partnership. We had seen this disparity previously and so have continued to scrutinise the data in this area (see above). At the Partnership event in December 2022, the *HMI Prisons: A thematic review of outcomes for girls in custody (Sept 2022)* was reviewed and recommendations discussed with limited actions determined for SG. A local mapping of girls offending programmes/ provisions has been completed and we continue to develop effective processes for gaining feedback from girls on the services they receive to ensure improvements to services and better outcomes.

Work with children from ethnic minority backgrounds: This has been a priority area for the Partnership for some time now in response to the data disparity. Following the Identifying Disproportionality review 2022 (A&S CJB) there is now a multi-agency steering group to address the recommendations, SGC being represented by the Chair of the Partnership. In relation to some of the youth justice recommendations these will be explored at an established police/ YJ meeting (OOC Tactical Group). Both this paper and the findings from the HMIP Thematic (Experiences of Black and Mixed Heritage boys in the YJS) has informed our work in this area over the last year. The YJS continues to work in collaboration with South Glos Education, who have developed an “Equality in Education Steering Group”, with a subgroup *Race Equality Task Force*. The YJS is represented on the task force (Development worker and YOT Education Worker), monitoring the data through the Partnership, getting a better understanding of who these young people are and their journey into the youth justice system. We continue to have the partnership arrangements with SARI, and until recently the continuation of a specific project to work with African heritage young people.

Prevention

The Police provide daily information about arrested young people and those attending planned police interviews, which enables identification of young people needing safety/ support as well as information in relation to police initiated Community Resolutions and NFA. The YJS sits within the management structure of Preventative Services/Early Help. This supports the aim to

ensure young people can benefit from support at all levels of need with a focus on early intervention and prevention, supporting young people into positive activities and outcomes e.g:

- Development of the Turnaround Project in the YJS, which sits within the early help model/framework. This project has established links with liaison and diversion as well as the police ASB team to provide early identification of children who are on the cusp of offending. Turnaround is currently working with 8 children – with 2 new cases being triaged.
- Joint working cases with the Families Plus teams (family support)
- The work of the Education Inclusion Project (between October 2021 and March 2023, 87 young people were accepted into the project, to date there has only been 2 PEX)
- The Young People Support team providing additional capacity for prevention work, this team sits alongside the YJS and works collaboratively.
- Jointly developed processes to ensure effective Return Home Interview process for young people who have been missing.
- Good links with community-based youth providers

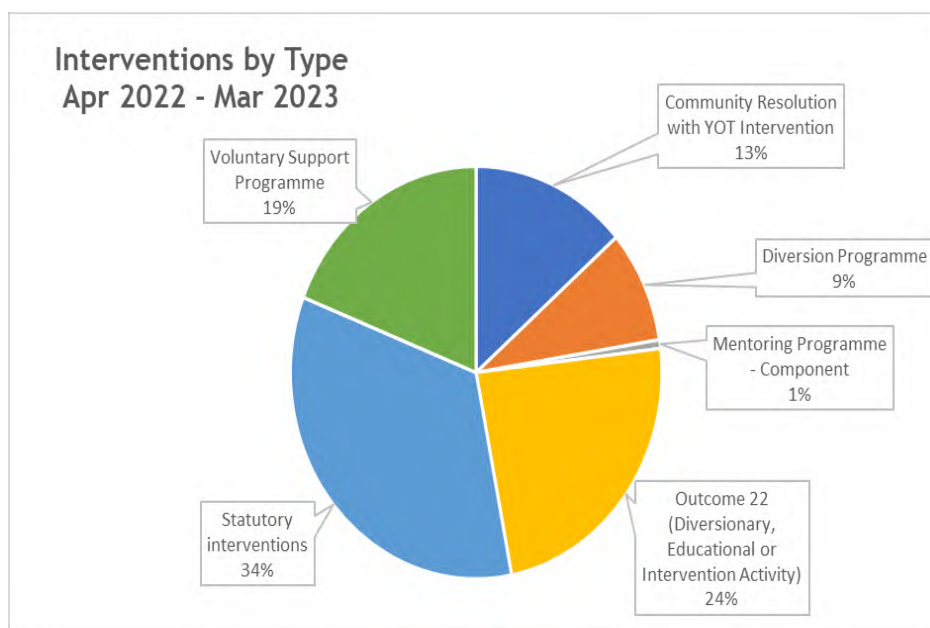
In determining the impact and success of prevention work the continued low numbers of FTE's is evidence that this approach is having a benefit.

Diversion

South Glos YJS benefit from the Youth Alcohol and Drug Diversion scheme (YADD) and use this information internally to identify wider support needs for children. For April 2022 to March 2023 there have been 18 YADD referrals in (a reduction on number pre-Covid). The Avon and Somerset Weapons Diversion scheme launched in April 2022 has seen 7 cases brought to the OOC panel 22/23, receiving an Outcome 22. The use of Outcome 22 is not limited to these approaches but is being used for other cases that come to the OOC panel.

The OOC panel members have reviewed the new National Police Chief's Council (NPCC) Guidance for Community Resolutions and Outcome 22 (October 2022) and have shared these with the staff team and have begun to use this guidance to inform decision making at panels. Collaboration between the 5 A&S YJSs to ensure some consistency regarding diversion/OOC work which is overseen by the newly established OOC Tactical Group enabling police and YJSs across A&S to provide a consistent service in light of the new guidance, as well as establish consistent data from the police. The YJSs will use the new YJB case management guidance for OOC (when available) to further inform this work. SGYJS had been for some time providing diversion opportunities for children outside of the formal OOC outcomes, so in light of this Turnaround will not focus on this area as it is already established. Again and as Prevention, the continued low rates of FTE is evidence of the success of this approach. Oversight of this work is through an established OOC Scrutiny Panel which the Avon and Somerset YJT's attend and contribute to. The feedback for any SG cases is shared with the Partnership and any learning from this feedback is discussed and actioned at the monthly managers meeting.

Table below: April 2022 to March 2023. Breakdown of all interventions. This highlights the efforts to support children outside of the formal youth justice system, indicating that 64% of all youth justice work is non-statutory (for 21-22 this was 62%). Of note is the increased use of diversion/ outcome 22 this year. In 2021-22 this was 25% of all work, however this year it is 33% (diversion and outcome 22 combined), which links back to new guidance around Outcome 22.



Education

After a few years of lower permanent exclusion numbers, this year we have seen an increase in this, especially within primary schools (not previously seen). We have seen a rise in numbers of young people with EHCPs (citing specialist school is required), where no suitable placement has been found. Many alternative provisions are also full, resulting in reduced access for vulnerable mainstream students and increased part time timetables. We have seen an increase of children being assessed by schools as ‘too risky’ to be onsite, with limited access to alternatives. YJS will join safeguarding, attendance and school leadership in a task and finish group, to write a clear process for schools regarding assessing risk and clear expectations regarding access to provision. We know (from work on Identifying Disproportionality) that children from ethnic minorities (and significantly those from a traveller background) are disproportionately impacted in these education outcomes. For those children open to social care (not in care) there is now a new educational role with oversight of these children, working with teams to improve outcomes.

South Glos Education are developing an overarching strategic plan for attendance (draft by May 2023) and will be monitoring the attendance of all statutory aged children. This will support the local authority and settings in their statutory obligations under the new framework. The development of Family Link Workers funded from the Prevention fund will support schools with attendance, as well as partners, prioritising early intervention as the key to improving attendance. The YJS have collaborated on this.

Restorative approaches and victims

All victims are contacted with an offer of support, feedback and reparation opportunities. For cases coming to OOC panel the Harmed Party worker presents victim feedback/ impact to ensure all information is available for decision making at the panel. The “offer” to victims was reviewed following the HMIP inspection of SG in 2020 and regular reports are provided to the management group/ partnership regarding victim take up and any feedback. At the March 2023 Partnership meeting the harmed party worker provided case studies on the work with victims. Next steps are to ensure we are compliant with recording for new KPI on victims and to develop a robust feedback mechanism. The YJS comply with the Victims Code of Practice.

Serious violence and exploitation

The YJS continues to work in close collaboration with Partners: The Violence Reduction Unit (council and police) and the Local Authority under the guidance of the Risk Management Pathway, a multi-agency approach to safeguarding (extra familial harm). South Glos YJS are represented at all levels of these meetings and work collaboratively with Partners to both safeguard these children, identify and disrupt any adults of concern and to mitigate the risk to each other (and the public) that they currently pose. This work will also be informed by the new “Serious Violence Duty” (SVD) in place since January 2023 which will ensure relevant services work together to share data and knowledge and allow them to target their interventions to prevent serious violence. The YJS Manager will be represented on a task and finish group, to agree how the SVD will be implemented and overseen across Avon and Somerset.

The geography of South Glos means we remain vigilant of this area and when needed multi-agency mapping exercises are undertaken to better understand emerging concerns and when those concerns involve multiple children being exploited a complex safeguarding meeting is convened and chaired by a Service Manager from Children’s Services.

Having daily intelligence about all children arrested/ interviewed enables some oversight regarding those children released under investigation or bailed. Risk management of these cases alongside safeguarding is collaborative between social care, YJS, Preventative services and the Violence Reduction Unit.

The YJS is represented on the Prevent steering group and working alongside colleagues in the development of the local Prevent Delivery Plan looking to develop the proposed activity: *Specialist ideology training for Youth Offending Service practitioners on our top three risks: Right-Wing Extremism; Online Radicalisation; Self-Initiated Terrorist Profiles.*

Detention in police custody

Between 1/4/22 to 31/3/23: For SG children

	Q1	Q2	Q3	Q4	Total
Children held in custody overnight (12pm to 6 am)	3	3	0	4	10

This is overseen through the quarterly custody review panels, attended by police, liaison and diversion, social care (including EDT), and education, facilitated by SGYJS. This work is informed by A&S Police “Detention of CYP in Police Custody” Procedural Guidance (2021). This information is shared with the Children’s Partnership on a quarterly basis (including use of PACE beds). These cases are reviewed for any learning/ themes which can then be brought back to partner agencies. Requests from the police to the LA to accommodate these children under PACE is not consistently adhered to. Whilst these numbers are low this is recognised as a training need for both police and the LA. The YJS provided a workshop to the emergency duty team with reference to this and their duties.

SGYJS commission Bristol YJS to undertake any appropriate adult duties. For SG CiC this duty is undertaken by the social worker or foster carer.

Remands

SGYJS have not had a remand to youth detention accommodation since August 2020. In November 2022 a child was made subject to a Remand to LAA, this decision was made outside of consultation with SGYJS, the child is a CiC placed out of authority. This condition remained in place until sentenced to a community order in Feb 2023.

Use of custody

Last custodial was in November 2020. We use our managers priorities meeting to identify any children at risk of remand/ custody as early as possible so that plans can be put in place to mitigate this – e.g. ensure education is in place, mentors, working with social care and for those most at risk identify them to the Partnership and escalate them to senior level meetings.

Constructive resettlement

South Glos Youth Justice service is an active partner of the SW Resettlement consortium which meets quarterly. Effective resettlement is planned from initial sentence/remand, working with partners to ensure good outcomes for children in line with the seven pathways to successful resettlement. Forensic CAMHS have recently advised of their additional support/offer to young people in custody. Currently SGYJS do not have a resettlement policy but agreement that we will develop one (in 23/24) to ensure all staff are familiar with the process and pathways.

10. Standards for Children in the Youth Justice System

A National Standards self-assessment is due for 2023/24 and has been advised to the Partnership to ensure members are identified as leads for the strategic strand. In relation to the last self-assessment any actions identified have been completed.

A focus remains on Quality Assurance with the plan stating:

As part of YOT regular auditing process: see an agreed number of random cases per year audited against an agreed standard and reported to the Partnership.

Over this year audit activity has included:

- May 2022: Parent/Carer feedback (information in voice of child section)
- November 2022: Focus on Education, Training and Employment (ETE). The recent *HMIP: A Joint inspection of ETE Services in YOT's in England and Wales (June 2022)* led us to focus on this as an audit as a self-assessment against the recommendations of the report. Findings and suggestions were presented to the Partnership (December 2022) and case managers have received training- alongside their regular one to one ETE sessions- to address identified areas for improvement. This area sits alongside the new KPI.
- May 2023: OOC work (Domain 3). To provide re-assurance in this area given that it is now managed by a new Practice Manager and to ensure we are adhering to new guidance (NPCC). This is the largest area of YJ work and there has recently been a significant spike in work.

All audits are reported to the Partnership with an action plan largely around internal training and processes (recording). The Practice Managers continue to do dip-sampling regularly to ensure any improvement work is sustained.

11. Workforce Development

During 2022/23 we have had 3 new staff join the YJS.

- 2 part-time Practice Managers (Pre-Court). These posts replaced a long standing and experienced Practice Manager who retired and thus provided an opportunity to increase capacity in this role. We now have 2 staff in place to cover this area of the service. The challenge is having 2 workers cover such an extensive area of the service, so a decision was

made to have lead roles. One PM leads on O OCD and the other leads on Turnaround and Participation work.

- Early Intervention worker (Turnaround project). This post sits within the YJS, but the case management sits within wider early help.

In 2023 -24 our seconded Probation Officer will be leaving (secondment period due to end – following agreed extension until Dec 2023) and so we will look to fill this post with no gaps in service. In addition, the YJS Primary Mental Health Specialist is looking to move to part-time (semi retire) and so we are planning for an additional worker to fulfil the full-time post.

Over 22/23 the staff have benefited from training opportunities in:

- 2 YJ staff completed the Child First Effective Practice Award (EPA) through Unitas.
- A staff member is due to complete the Stepping Up programme: Diversity leadership programme.
- AIM Training: 1 staff member attended U12's assessment and intervention, a PM attended AIM 3 training (to consolidate learning from QA training) and all AIM trained staff have benefited from AIM refresher training.
- Practice Managers continue to attend the YJB Southwest Developing Practice Forum. Learning from these events is shared with the team through the monthly peer meetings.

Staff also benefit from monthly peer support sessions and for those specialists in HSB work, regular case consultation with a clinical psychologist experienced in this field of work. For those staff with an ECM case, they have support from the psychologist linked to this service.

All staff have had the opportunity to attend:

- Transgender Training: via SARI.
- Cultural awareness sessions: SARI
- Racial Equality – 3 half days training (last session planned for June 2023) SARI
- National Referral Mechanism (NRM) workshop: facilitated by a Police lead
- Cybercrime training: Police Cybercrime Unit
- Autism Training: facilitated by a person with lived experience.
- Emotional Regulation and Low Mood (for Young People) training: co-facilitated by YJS Primary Mental Health Specialist and Public Health (training offer to whole of children's services)
- In addition the speech and language specialist did a presentation at the Back Together Social Work Conference (South Glos) in September 2022, the theme of which was *'The success or failure of our work with children, young people and their families lies in the nature and quality of our interactions and communications with them, and in being mindful of their needs in this context so we can work effectively and sensitively'*, to raise awareness of language and communication needs in children and their families and offer strategies to meet them. YJS staff attended this.
- Good Practice workshops regularly held by Children's Services and open to all YJS staff. The YJS HSB Specialist led on a workshop around HSB and accessing support/ services/ consultations. A recent workshop on working with asylum seeking children was also well attended and links to emerging work we are seeing.

The above training has largely been in response to staff professional development but alongside the wider service plans around improvement and what we are experiencing through a changing cohort of young people. Staff report that this training has been positive enabling a more positive approach with children due to greater understanding. This is reflected in high levels of engagement with children that we experience.

Internal Training:

- Focus on ETE. Practice and Childview processes. Input and learning from HMIP thematic on ETE.
- Workshop on role of development worker (African heritage children)

Training Planned 22/23 (so far):

- Project Management training: PM and lead for Turnaround.
- Non-violent resistance (NVR) workshop for YJS staff. 2 YJ staff have been trained to run NVR courses, as part of wider South Glos children's services workforce development. Discussions on opportunities for these staff to undertake direct work whilst formal NVR groups are established.

In April 2023 a staff survey was undertaken, following a request from the Partnership (December 2022). This survey followed the HMIP (domain 1) areas covering: staff satisfaction across their work role: supervision, support (from line manager, through meetings, peer support), access to training/ resources and understanding the role of the partnership. The response rate was 89%. 19 questions were asked, and all questions were scored on a scale of 1 to 5, 5 being the most satisfied. The findings are very positive and re-affirming, given we were last inspected in 2020. Some key responses with average ratings.

- 4.29 – I receive effective supervision from my line manager
- 4.47 – My manager has the required level of knowledge and skills to provide me with effective supervision and ongoing support
- 4.24 – the work I do is appreciated within a clear framework
- 4.70 – I have enough support to produce a high standard assessment
- 4.24 – I have a clear understanding of the YJS's vision for how we support young people to reduce their offending and delivering positive outcomes.
- 3.94 – I understand the role of the Partnership
- 4.06 – when I started working, I received a thorough induction
- 4.71 – I have been able to undertake all relevant core training for my role.
- 4.71 – I have been able to attend further training that has supported me to develop my practice.

The only area scoring an average of less than 4 relates to the staff's understanding of the work and role of the Partnership. The findings from this survey will be presented to the Partnership (June 2023) and an action to improve knowledge and understanding of the partnership to the wider YJS will be a focus. A plan to improve the induction experience of staff will be addressed through the managers meeting and through collaboration with the staff team (planned for May Team meeting).

12. Evidence-Based Practice and Innovation:

Evidence Based Practice:

ECM Project: South Glos YJS continue to have the benefit of the ECM Psychologist (hosted from Forensic CAMHS) and Senior Practitioner to support work with a few identified high risk/vulnerable children (until Oct 2024). An independent evaluation of the service has been ongoing and the full report (Phase 1) has just been published (March 2023), with a launch event for all partnerships planned for May 2023. Headlines from this report: *The report explores lessons from the implementation as well as setting out the many benefits for both children and services. These include perceived reductions in offending and improved outcomes for children. While data on reoffending is due in the second half of this evaluation, the testimony provided here from children and practitioners suggests it is having a positive impact. Several case managers reflected that children's offending had decreased in severity and frequency during ECM, a point which was also recognised by the children themselves.*

ECM Project for South Glos: Over the last 12 months, ECM has worked with three South Glos young people. Two of these have now closed to the YJS. Both young people saw an upwards move on the Trauma Recovery Model and a desistance from offending. One of these two young people has recently come back to us on a short Referral Order however, the offences are old and much less serious in nature. The third young person was referred in shortly before Christmas and has now been fully formulated with the report due imminently. We are currently considering other young people, who might be appropriate to refer in, either as a consultation case or for full formulation. Two of these are pre-court and one is post-court.

Good Lives Model: AIM assessment and interventions. There is a dedicated Harmful Sexual Behaviour Specialist post in the YJS (since 2016), in response to increasing need and specialism in this area. Across 2022 to 2023: the HSB specialist has consulted on **35 cases** (attended meetings, resources sent / support social work safety planning, supported referral to commissioned HSB service). **12 HSB YP** direct face-to-face intervention. Noted that very few of these children go through the formal justice system (OOC).

The post holder and a number of YJ staff specialising in this area have had extensive training on AIM 3 (including Under 12's assessment as well as technology assisted HSB): The staff continue to have regular case consultation with a Consultant Psychologist expert in this area, and all work is overseen in a separate HSB Risk meeting chaired by a Practice Manager (with extensive experience in this area).

The AIM3 Model of Assessment is designed to assist practitioners in reviewing with the young person and their parent/carer what are the most appropriate interventions to reduce the areas of concern. It ensures individualised safety plans and targeted interventions as the young person progresses in their pathway to addressing the HSB.

Innovation

Turnaround Project: Ministry of Justice 3-year funded project which will be subject to independent evaluation The overall aims of the Turnaround programme are to:

- achieve positive outcomes for children with the ultimate aim of preventing them going on to offend;
- build on work already done to ensure all children on the cusp of the youth justice system are consistently offered a needs assessment and the opportunity for support;
- improve the socio-emotional, mental health and wellbeing of children; and

- improve the integration and partnership working between YOTs and other statutory services to support children.

For South Gloucestershire, Turnaround will seek to develop a systemic and narrative approach to our work. We don't see children as being the source of the problem, but rather the problem being found in their relationships with systems, ie family, peers, schools, police, wider society. We understand that children develop their sense of identity and narratives about themselves (including anti-social), through their relationships with these systems.

We have an early intervention worker in place since January 2023 and the project is overseen by a Practice Manager. 8 children are open to the Project as at the beginning of May 2023. The target for 2023/24 is a further 18 children.

Working with young men: Since 2020 and developed by the Youth Justice Support Worker the YJS has had the benefit of a specific programme aimed at boys, called '**ManKind**'. The YJ Support worker reports that: *it has been received positively by the young people who we have felt would be appropriate to do the programme. The programme identifies early on young people's bias regarding male characteristics, picking out 'tough, brave, strong' 95% of the time, this is amongst a range of positive characteristics.* The programme is a cognitive programme that tackles the negative male stereotypes and is structured to stimulate discussion. There are easy to engage activities, usage of the internet and relevant material to engage young people to enjoy the programme while learning. As well as being able to complete the whole programme it is easily broken down and workers are able to pick and choose which parts, they would want their young person to participate in.

The experience of the YJ Support worker in delivering the programme is that: *for the young people it's a real eye opener into how they deal with day-to-day situations admitting they probably do use 'tough, brave, strong' in most situations they find themselves in which becomes clear from the start is problematic with their outcomes and what they want to achieve.*

The programme originated from an observation that there could be a need and/or a different approach to your typical 'anger management' type programmes. It's a discussion-based programme and as every young person has their own 'story' and reasons why they may be acting negatively when it comes to them demonstrating who they are as a young man the programme ends up being specific to them, their experiences and goals. This programme is currently being evaluated.

The Violence Reduction Partnership have commissioned the worker to provide 'train the trainer' sessions and consultations for staff in the locality, to increase the resilience of workers in schools and youth provisions to undertake this work.

This programme was presented to the YJB CEO on her recent visit to SGYJS in January 2023. Between January 2021 and December 2022, 11 programmes were undertaken with children open to the YJS.

Exploitation Training Package: Trapped. The 'Trapped' programme has also been well received by young people, we have targeted young people who are on the verge of being criminally exploited or young people that have committed offences, where exploitation is a significant factor that has led them to be on Youth Justice orders.

"Trapped" explains CCE in a child friendly way using YouTube videos and activities, which again, allows and opens up discussion around CCE, their experiences and perspectives on this issue. Young people will not always recognise stages in getting involved with CCE. This

programme aims to increase their capacity, confidence and knowledge to deflect getting involved in crime. This programme is still in its infancy but is being evaluated.

Development post: Working with African Heritage young people (AHYP): This has been a development post in the YJS (since 2020). The aim of this role is to seek to improve the outcomes of African heritage young people and families in the Youth justice, education, social care and CAMHS services where disparity is greatest.

This programme of personal awareness aims to help young people make more meaningful and positive connections in their lives, by providing knowledge and perspectives so that young people can understand what better serves them. It is hoped that this will be reflected in being able to demonstrate greater control, better choices, a sense of direction and hopefulness. Additionally, this post holder offers support to families as well as consultation to YJ staff and Partner agencies. The development worker presented this programme to the Partnership (March 2022) and work is currently underway with senior staff from children's services, education, supported by the council's equality lead to develop this wider across the children's services, in order to build resilience in staff in working with children from African heritage. The YJS is able to contribute to the continuation of this post from April 2023, currently a scoping paper is being developed.

Education Inclusion Project: (Home Office funded project linked to the VRP). The Education Inclusion Project aims to reduce permanent exclusions (PEX) and managed moves associated with serious youth violence (SYV), CCE or CSE for young people aged 11-16 by providing a targeted intervention and support package at the point at which a child or young person is at risk of exclusion. It draws on the concept of intervening at a "teachable moment", i.e., a moment at which services might be better able to engage children and young people in interventions focused on changing their behaviours and circumstances.

An Education Inclusion manager (EIM) works with education providers and other professionals to manage the risk and build confidence in responding to the needs of the young person instead of automatically considering a move, reporting directly to the police or attempting to manage the risk internally. In turn, the young person will be offered the opportunity to address risk factors and motivations that led to their situation.

This project has been subject to independent evaluation. In South Glos since October 2021, we have worked with 87 young people. This project is aimed at early intervention with a focus on trauma informed practice. It fits with the Child First principle. Funding has been identified to continue the project for a further 12 months and move it into the YPS team. The YJS Education specialist has a key role in driving this project (a role additional to her YJS role). Work is underway to identify more permanent funding.

Impact: (from independent evaluation report: published September 2022)

- The EIMs and engagement workers promote a culture of inclusion within our education communities, resulting in a reduction in permanent exclusions, reduced transfers, and fewer young people on reduced timetables.
- Increase of appropriate referrals for Education Health and Care Plans (EHCPs)
- Reduced involvement in anti-social behaviour, criminality and exploitation.
- The structure of a full school timetable improved or maintained attendance and additional support via the engagement workers and additional services offer protective factors for young people.
- Appropriate measured use of police resource and criminal justice system.

- A culture of trauma-informed response and decision making.

13. Service Development Plan

Service Development

Key activities and outcomes for children 2023-24:

Key activities	Outcomes	What support is needed	What success will look like
Reduce disparity in children from ethnic minority groups receiving a formal youth justice outcome	<p>Reduced numbers of children from ethnic minority backgrounds being given a formal YJ outcome (focus on mixed heritage children)</p> <p>More children accessing diversion opportunities (Turnaround)</p> <p>Reduce high gravity offences committed by black boys.</p>	<p>Working alongside all criminal justice partners to action plan for recommendations from Identifying Disproportionality report via Steering Group.</p> <p>From a YJ level to work with police and other 4 YJSs to provide consistent response to YJ recommendations.</p> <p>Data from Partners – Police recently provided stop/search data for children.</p>	<p>Children and families from ethnic minority backgrounds feeling greater trust in early help provision.</p> <p>Maintaining/ reducing low FTE rated</p>
Reduce the disparity in girls and violent offending	<p>Better understanding of the individual needs of girls and what works best for them.</p> <p>Ensure that girls are appropriately diverted with support offered. (Turnaround)</p> <p>Reduction in girls getting a formal YJ outcome.</p>	<p>Participation of girls and a clear understanding of their experiences of the YJS in order to help improve services.</p>	<p>Girls feeling that their needs are met and having better trust in the services offered.</p> <p>Participation of girls in service development.</p>
Continue to work with partners to reduce serious youth violence	<p>Ensure that work around serious youth violence is joined up across the agencies (Social Care, Police, VRP and YJS).</p> <p>Collaborative working to reduce incidents – through early intervention to sharing intel/ information (PIMM)</p>	<p>The work of the Education Inclusion Project – in terms of early intervention/ identification – to support this continuing.</p> <p>Implementation of the serious violence duty across Avon and Somerset.</p>	<p>Reduction in incidents of serious youth violence.</p> <p>When concerns arise that multi-agency partners come together to action plan/ safeguard and disrupt where appropriate.</p>

Improve the participation of children within the Youth Justice Service.	To ensure a service that meets the needs of children. Children to have the opportunity to shape service development and to collaborate on any developments.	To ensure this work fits with wider children's services development plan around participation. Learning from other YJSs where this is established.	Children feeling more valued (Child First) and not seen as an "offender"
Quality Assurance	Re-assurance to the Partnership of the quality of work being undertaken by the YJS.	Work collaboratively with neighbouring YJSs for peer review. Determine champions/leads within the Partnership for the National Standards Audit (strategic)	Future HMIP inspections maintaining "Outstanding" rating of 2020.

In addition to the above a focus of the June 2023 Partnership will be the outcome of the recent staff survey (see workforce development) and how the Partnership can improve the knowledge and understanding of their role across the wider youth justice service. The Partnership will be updated with the recently published *YJB: Youth Justice Oversight Framework: YJ System Performance: oversight, assurance and compliance* ((April 2023). The Partnership will have the opportunity to understand the changes, the context of these and any implications which may have an impact and will have the opportunity to discuss this with the Regional YJB lead who attends the Partnership meetings.

Planning for the next Partnership development event (September 2023) will look to include the wider staff team for a section as an introduction to the Partnership.

As a service and in line with Child First principles and aligning to the YJB Strategic Plan 2021/24, we want to ensure children are not unnecessarily criminalised as a result of their vulnerabilities and the challenges they face. In improving outcomes for children, we will do this by:

1. Holding annual Partnership development events, with a focus on improving outcomes for all children with reference to reducing disparity, treating children fairly and helping to build on their strengths and supporting them to make constructive contribution to society.
2. Learning from other Youth Justice Services HMIP inspections as well as thematic inspections. The recent HMIP ETE thematic was a focus of the Dec 2022 Partnership development event. SGYJS response to the key recommendations:
 - Every child has an ETE assessment from school if school age or written by ETE specialist and case manager with YP if post school age.
 - Formalising peer support with Education safeguarding Lead, but a formal assessment of ETE for YOT cohort alongside the LA is also recommended.
 - Develop a formal escalation process with the council in order to improve this area.
 - Ensuring the use of appropriate diversion opportunities for children as an alternative to a formal youth justice outcome. We want to continue to drive this through our work

in the Turnaround Project, the work with the Education Inclusion Project and through other opportunities as they arise. This will prevent offending and create safer communities with less victims.

3. Working with our partners enabling effective prevention focussing on children's needs, identifying their strengths and creating opportunities that realise their potential. Continuing to work with Preventative Services partners including the Young People's Support team, enabling this early intervention, alongside the newly established Turnaround project.
4. Promoting and developing the structures in place for participation of children and hearing their voices; through learning from our partners and developing a better understanding of children's experiences of the youth justice system especially for those we see have poorer outcomes (children from minority ethnic groups and girls).
5. For those that do enter the youth justice system ensure the work we do with them is strengths based and responsive to their individual needs and vulnerabilities helping them to achieve sustained desistance. Using the tools we have, from the Enhanced Case Model project to the specialisms within the team.

From a service wide perspective success will mean continued good performance of the 3 KPIs, alongside the new KPI's. From an individual perspective, success will mean children who feel valued and listened to who can reach their potential. Continuing to work with Partners to embrace this culture and see children as children first.

Other Local Strategic Plans

- From 22/23 YJ Plan: Cross Border Peer on Peer Abuse and Child Criminal Exploitation Thematic CSPR; undertaken across the health area of Bristol, South Glos and North Somerset (BNSSG). There was a cross border steering group overseeing the action plan: with an aim to improve outcomes for young people involved in weapon offences. All actions for South Glos now completed. Actions included – extending Mankind to wider partners (commissioned through VRU and ongoing) and work of the EIP.
- 'Prevent' Delivery Plan: YJS are contributing to the 23/24 plan.

Challenges, risks and issues

It will be for the Youth Justice Partnership to ensure that the "risks" identified in this section are managed appropriately both through the YJS and the agency which they represent. The challenges, risk and issues are detailed in the YJS risk register which is overseen by the YJ Partnership.

All of the YJB Grant funds posts involved in the provision of statutory youth justice services (see section 3, Table 1). This grant has seen an uplift over the last 3 years and communications from the YJB in respect of this year's grant indicate funding of at least a similar level to 22-23.

Police: The police have completed a **force wide criminal justice review** which included the Police Youth Justice unit, the team that triaged and managed all youth matters (to court or OOC). The decision was made to close this specialist (small) service and to provide generic criminal justice advisers who cover all aspects of the forces work. This change went live in January 2023. There have been some concerns noted following this change which have been communicated to senior police staff. Most notably is the lack of quality assurance of cases coming to the YJS, causing delay and the lack of notification of children coming to court. This

latter concern has been raised by the Partnership magistrate to a senior police lead. It is acknowledged that this change is in its infancy but concerns continue to be raised that this light touch approach impacts on the “child first” focus which we previously had.

There has been a lot of change within the **Early Intervention area of the police**, not least a new lead for children overseeing this. This review of services has led to a decision to change the police OOC police lead from the current arrangements of a neighbourhood police Sergeant to an Early Intervention (VRU) Sergeant – this will align across the force area. This team already work closely with many of the children coming to the panel and sit on PIMM. This change is yet to be actioned, but we have requested that the current NPT lead remains involved. The Police lead for this area is now an additional member of the Partnership.

Education: As explored under Priorities this area remains challenging. The YJS have this year worked more collaboratively within the SEND and Inclusion agenda raising the concerns we are experiencing and looking to develop an education escalation panel, to provide a more robust response for those more complex children. Currently the YJS ETE specialist meets regularly with the Education safeguarding lead and has regular consultations with all case workers in the YJS. We are looking to improve our link with the EHCP team as this is currently a gap for us. We also have the added benefit of an Education Volunteer and are looking to expand this for the Education Inclusion Project.

Speech and Language provision: The majority of the young people in the YJS seen by the Speech and Language specialist have not previously been known to Speech and Language Therapy Services, although many of them have a history of identified social, emotional and behavioural difficulties with school transfers/exclusions as they have had difficulties accessing the curriculum. Many have diagnosed ADHD, which has an impact on language and communication, particularly on inferential comprehension. It is the opinion of the YJS Speech and Language specialist that in many cases unmet language needs have contributed to their current situations, which highlights the importance of this area of work in ensuring that they have appropriate adult support in their educational settings and a level access to the youth justice system. The number of children being referred is increasing; at the moment this is managed but this is likely to be increasingly challenging if the numbers continue to rise. Nevertheless, it has been a priority for the specialist to increase the numbers of young people referred for screening/assessment and they have been proactive in terms of ensuring this. The Partnership needs to closely monitor this as consideration for increasing this resource may need to be prioritised.

A priority focus for the Partnership for this year continues to be the **disproportionate number of young people from a black or mixed minority ethnic group** who have received a youth justice outcome. In understanding this disparity, the Partnership have reviewed the findings and recommendations from the HMIP Thematic: *the experiences of black and mixed heritage boys in the YJS (October 2021)* and the local report: *Identifying Disproportionality: in the Avon and Somerset CJS (January 2022)*. This remains a focus of work.

A priority remains around **girls and violent offending**. Analysis and understanding of this data have been a focus, alongside mapping of provisions and developing a better understanding of the lived experience of girls and how this can inform us. The Partnership were advised of recommendations from the HMIP Thematic on Girls and Offending. The development of a local protocol regarding reducing the criminalisation of children looked after (and care leavers) will include the need to develop a bespoke offer for girls. This protocol started in 2021 with YJS guidance has yet to be ratified.

The increased **risk of radicalisation** of young people, although not a significant problem within South Glos at the present time, nevertheless requires the YJS and its staff to be ever vigilant to the risk posed to the small number of children who may be vulnerable either in custody or the community. The YJS is a member of the Prevent Board. The YJS Police Officer recently attended a regional Prevent Youth Intervention Service conference. From this a presentation on safeguarding and radicalisation is due to be shared with the team and further training opportunities are being explored as part of the development of a local prevent delivery plan.

We work closely with our partners in South Glos and colleagues in Bristol regarding concerns linked to some South Glos children involved in **worrying group tensions/ activities**. Over the last 12 months the fortnightly multi-agency Partnership Intelligence Management Meetings (PIMM) has become a well-established process for discussion of concerns about exploitation and serious youth violence. Where particular concerns arise, there have been some responsive targeted PIMM meetings held. These have been focussed on geographical areas and pockets of exploitation concerns. An example of this is the targeted PIMM around the glamourisation of drill music and the associated exploitation concerns, where professionals identified a cohort (through mapping exercises) of young people for discussion. A planned intervention was discussed, but during the planning process, concerns reduced, and the intervention wasn't delivered.

Recent concerns around **(Labour) Exploitation**: A complex extra-familial safeguarding meeting was convened as a response to concerns that a number of young people were being coerced into working illegally on building sites in order to pay off drug debts. The majority of these young people were open to the social care Exploitation Team. This complex strategy meeting enabled some focused multi-agency planning to ensure the individual young people were being supported appropriately but also to ensure the disruption of this exploitation. It remains under review.

Anti-Social Behaviour: This is now managed by the Police ASB team. This year has seen 2 children made subject to ASB Injunctions (both are discussed at PIMM and are open to YJS pre-court/ exploitation team). This has led to the police reviewing the process for ASB with its partners and YJS have been a key contributor to this, to ensure that all support/ early intervention is in place before more formal sanctions. Another child (open to post court/ exploitation team and high Tier PIMM) has recently been made subject of a Criminal Behaviour Order. This was made following extensive collaboration with Partners and action planning. The YJS are involved in discussions with partners (community safety and police) in determining what action we need to take in respect of the new ASB Action Plan (March 2023).

In relation to the **YJB Serious Incident Notifications**, South Glos YJS have been adhering to this since April 2021. There has been one notification submitted to the YJB in 2022-23, this related to a notifiable charge (S18 GBH). In relation to this matter the charge was reduced to Wounding and the child received a community order. All serious incidents are notified to the Partnership.

Knife and weapon crime has not been a significant area of concern for South Glos, but an area we have always remained vigilant over. This year has seen a development in the police VRU team – with more resources to support the PIMM and their early intervention work, looking to work with children where there is a possibility of carrying weapons (from police intel). The challenge is to ensure that this work is clearly documented and understood by all partner agencies. This area is the focus for the Police lead on this area who chairs the OOC Tactical Meetings.

Enhanced Case Management Project: We are starting to plan for the project ending (October 2024) and how we can ensure collaboration across the YJS's to prioritise this area, with some early discussions around what can be maintained moving forward. Consideration of joint funding for a Senior Practitioner (co-ordinator) (this is an area highlighted in the evaluation as key to the success of the project).

We continue to monitor the impact of austerity on other services for families, children, and young people, both universal and specialist, and if it affects levels of youth crime and anti-social behaviour. We are seeing the challenges faced by children's social care, in the retention and recruitment of staff, which has an inevitable impact on service delivery. This is a priority for the local authority (as it is nationally).

We continue to see increased concerns relating to **children's mental health and emotional well-being** with some services e.g. CAMHS reporting lengthy waiting lists. For 2022 -23 the YJS Primary Mental Health Specialist reports: for consultations – 22 children; for those in treatment – 16 children (5 remain currently open) with a further 4 children due to be opened. Noted to have one child with more complex presentation and risks on the CAMHS system (IAPTUS) currently in treatment with one more possible referral into this system.

We have not seen the increase in relation to **children's substance misuse**, which we expected given that numbers had dropped significantly during the pandemic. The uncertainty as to whether NO2 will be made an illegal substance is being monitored as this will likely have an impact on referrals into YADD.

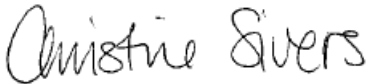
The incidence of children displaying **harmful sexual behaviour**, less so within the youth justice system and out of court, more for those not formerly processed by the police but referred into social care, continues to remain an issue and utilises a significant proportion of the YJS resource. Current increase in workload in pre-court has meant the reduction of this specialist resource as we prioritise case work. This is being monitored and will be discussed with the partnership as additional staff resource may be needed.

The Youth Justice Partnership is advised of any **changes to workload**. Currently we are experiencing a spike in cases coming to the Out of Court disposal panel which has meant that we have had to utilise staff from post court to assist. This area will be closely monitored as it is likely that case workers across the team will be undertaking all aspects of YJ work, keeping separate post and pre-court teams will be untenable given the increase in pre-court work.

In relation to the increased workload in pre-court it has been acknowledged that some of these cases could have been dealt with via a police led Community Resolution and this area is being explored at the monthly OOCB Tactical meetings (Police led meeting attended by YJS). This seems to be rooted in the new NPCC guidance for Community Resolutions and some confusion noted by police officers around administering this.

Of increasing concern is the **delay in charging decisions** for some young people often for serious violence offences. This delay has a detrimental impact on young people, families and victims, with some young people then moving to adult services at resolution for an offence committed as a youth. Managing risk and safety and well-being of these young people during this period is challenging for YJS's and partner agencies, many of which see a no further action decision by the police as meaning no concern. Monitoring of all children who have been arrested/ interviewed is undertaken by the management team at the monthly priorities meeting. Turnaround is focussing on this area for eligible cases.

14. Sign off, submission and approval.

Chair of YJS Board	Chris Sivers
Signature	
Date	09/06/2023

Appendix 1: Attendance Record- Youth Justice Partnership Meeting

Job Title	Organisation	Mar 22	Jun 22	Sept 22	Nov 22	Dec 22	Mar 23	Jun 23
Director of Children, Adult and Health (Chair)	South Glos Council	Y	N	C	Y	Y	Y	Y
Head of Integrated Children's Services	South Glos Council	N	N	C	Y	Y	Y	Y
Designated LAC Nurse	BNSSG Integrated Care Board	Y	N	C	N	N	Y	N
Head of Bristol/SG PDU	Probation	N	N	C	Y (R)	Y (R)	Y	Y (R)
Speciality Clinical Lead	South Glos CAMHS	L	Y	C	N	N	L	Y
Area Commander/ Chief Inspector	Avon and Somerset Police	Y (R)	Y	C	Y (R)	Y	Y	Y
Head of Safe and Strong Communities	South Glos Council	L	Y	C	Y	Y	Y	N
Lead Member for Children and Families	South Glos Council	Y	Y	C	Y	Y	Y	Y
Preventative Services Manager	South Glos Council	L	Y	C	Y	Y	Y	Y
Head of Education, Learning & Skills	South Glos Council	N	Y(R)	C	Y	Y	Y	Y
Chair of Magistrates	Bristol Court	Y	Y	C	Y	N	Y	Y
Team Manager: Youth Justice Service	South Glos Council	Y	Y	C	Y	Y	Y	Y
Business Support: YOT	South Glos Council	Y	N	C	Y	Y	Y	Y

Y – YES

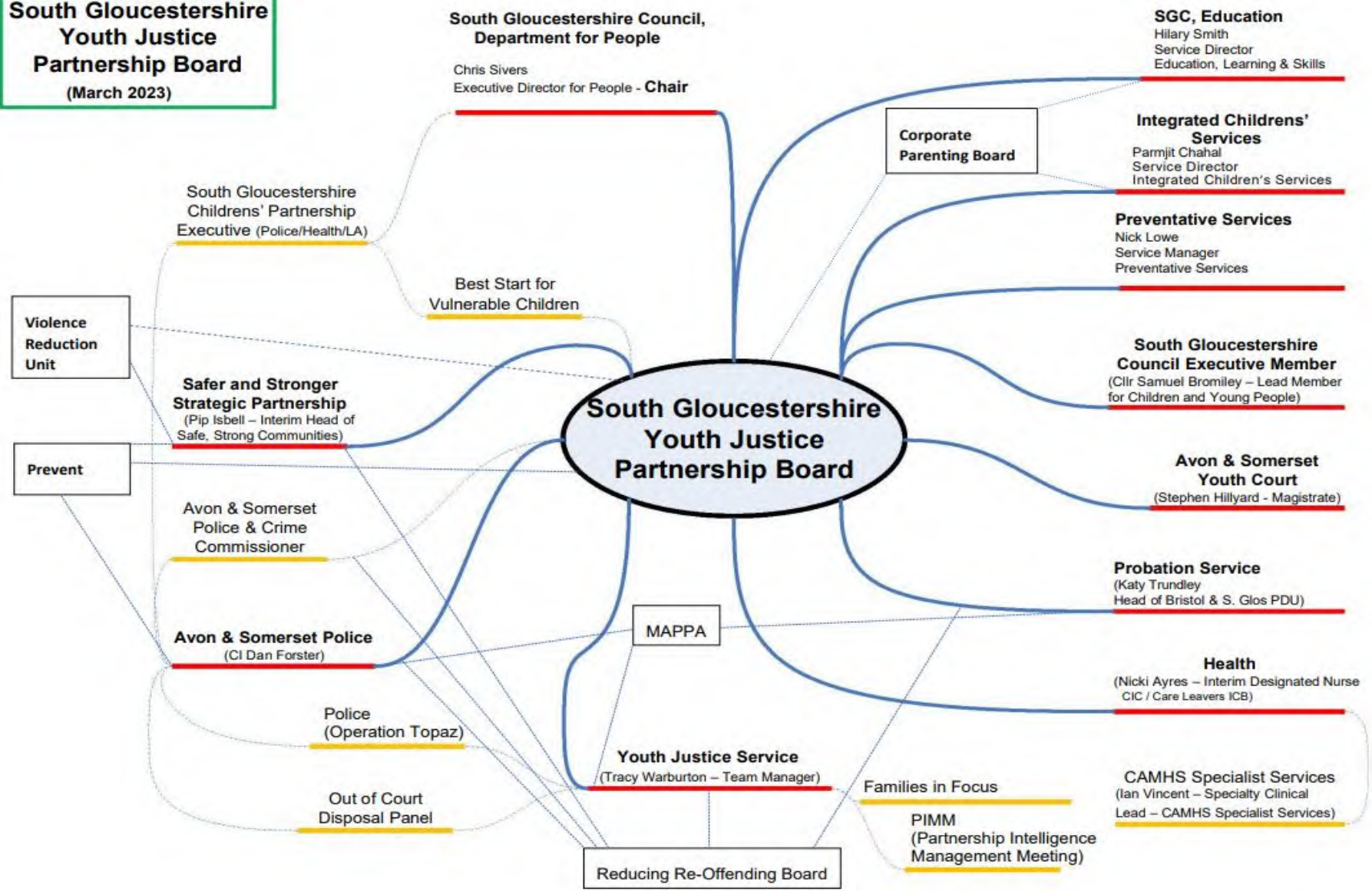
N – NO

R – Representative

C – Cancelled

L - Leave

South Gloucestershire Youth Justice Partnership Board
(March 2023)



Appendix 2: Service Structure Chart

Youth Justice Service

April 2023

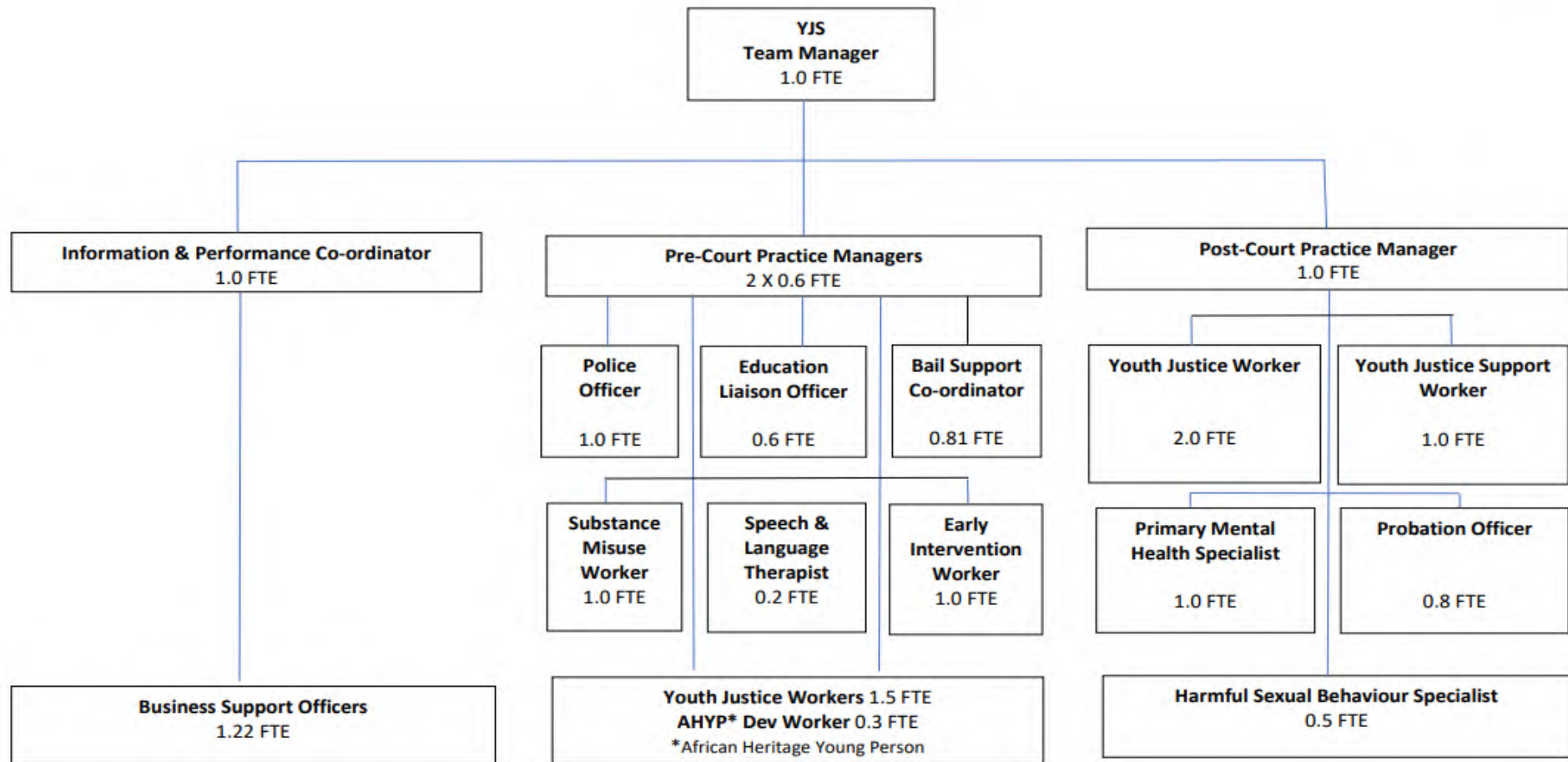


Table: Ethnicity, Sex and Known Disability of Staff in YJS

Ethnicity	Strategic Managers		Operational Managers		Practitioners		Admin		Referral Order Panel Volunteers		Other Volunteers		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black	0	0	0	0	0	2	0	0	0	1	0	0	0	3
Mixed	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	0	1	1	2	3	8	1	2	3	0	0	2	8	15
Any Other Ethnic Gp	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Known	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disabled (self-classified)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	1	1	2	3	10	1	2	3	1	0	2	8	18

Appendix 3

Funds and Expenditure Statement for South Gloucestershire Youth Justice Service 2022/23

Agency	Source of Funds (Budget 22/23) (£)	Actual Staff Costs (£)	Non-Staff Costs (£)	Total Cost at 31/3/23 (£)
South Gloucestershire Council	350,760	328,200	22,366	350,566
Avon & Somerset Police	107,703	58,703	39,000	97,703
Probation Service	52,230	42,230		42,230
Health: South Gloucestershire ICB	104,003	75,549	14,977	90,526
Police and Crime Commissioner/SSCSP	30,000	30,000		30,000
YJB Good Practice Grant	233,579	233,579		233,579
*Other (ECM, CYP Health)	28,712	28,712		28,712
Total	906,987	796,973	76,343	873,316

*** ECM Project £19,912 and CYP Health Cash £5,000 +
£3800 from Preventative Services**

Appendix 4: YJMIS data



South Gloucestershire Data Summary April - December 2022

	South Gloucestershire	Region	PCC area Avon and Somerset	YJS family*	YJS comparison group selected**	England & Wales	England
Indicators							
FTE PNC rate per 100,000 of 10-17 population <i>**Good performance is typified by a negative percentage</i>							
Oct 21 - Sep 22	87	123	117	116	116	146	148
Oct 20 - Sep 21	83	126	111	115	115	154	156
percent change from selected baseline	5.5%	-2.5%	5.3%	0.5%	0.5%	-5.2%	-5.5%
Use of custody rate per 1,000 of 10-17 population <i>**Good performance is typified by a low rate</i>							
Jan 22 - Dec 22	0.00	0.04	0.02	0.07	0.07	0.11	0.11
Jan 21 - Dec 21	0.00	0.06	0.07	0.07	0.07	0.12	0.12
change from selected baseline	0.00	-0.02	-0.05	0.00	0.00	-0.01	-0.01
Reoffending rates after 12 months - Three month cohorts							
Reoffences per reoffender Jan 21 - Mar 21 cohort (latest period)							
Reoffences per reoffender Jan 20 - Mar 20 cohort	6.33	4.14	4.53	3.75	3.75	3.59	3.61
change from selected baseline	-44.7%	-16.6%	-20.1%	11.6%	11.6%	4.7%	5.3%
Binary rate - Jan 21 - Mar 21 cohort (latest period)							
Binary rate - Jan 20 - Mar 20 cohort	37.5%	32.9%	28.6%	32.2%	32.2%	34.0%	33.8%
percentage point change from selected baseline	-8.93	1.89	0.72	-4.73	-4.73	-3.04	-2.83
Reoffending rates after 12 months - yearly cohorts							
Reoffences per reoffender Apr 20 - Mar 21 cohort (latest period)							
Reoffences per reoffender Apr 19 - Mar 20 cohort	6.00	3.90	3.67	3.87	3.87	3.64	3.64
change from selected baseline	-43.3%	-10.4%	2.9%	-5.9%	-5.9%	-2.9%	-1.8%
Binary rate - Apr 20 - Mar 21 cohort (latest period)							
Binary rate - Apr 19 - Mar 20 cohort	27.1%	33.8%	33.1%	32.1%	32.1%	34.2%	33.9%
percentage point change from selected baseline	10.42	-1.54	2.34	-5.07	-5.07	-3.01	-2.90