

Meeting of:	Homes and Safe Communities Scrutiny Committee
Date of Meeting:	Monday, 04 March 2024
Relevant Scrutiny Committee:	Homes and Safe Communities
Report Title:	Youth Justice and Early Support Service: Youth Justice Plan completed July 2023.
Purpose of Report:	To inform Scrutiny Committee about the Youth justice and Early Support Service Youth Justice Plan 2023-2024.
Report Owner:	Director of Social Services
Responsible Officer:	Youth Justice and Early Support Service Manager
Elected Member and Officer Consultation:	Scrutiny Chair; Head of Children and Young People Services; Youth Justice and Early Support Service (YJESS); Legal Services; Finance.
Policy Framework:	This report is consistent with the Policy Framework and Budget
<p>Executive Summary:</p> <ul style="list-style-type: none"> ○ This report brings to the attention of Scrutiny Committee, the Youth Justice Plan 2023-2024. ○ The report highlights how the Youth Justice and Early Support Service (YJESS) formerly called the Youth Offending Service (YOS), which is designated as a key public service, plans to deliver services during this period. ○ The report is designed to enable elected members to have effective oversight of the work of the Youth Justice and Early Support Service. 	

Recommendations

1. That Scrutiny Committee considers the contents of the report.

Reasons for Recommendations

1. To achieve continuous improvements; to enable elected members to have effective oversight of the work of the Youth Justice and Early Support Service and understand what and how services are being delivered. Public sector services remain under significant pressure and the impact of the cost-of-living crisis is being felt in our communities. It is in this difficult societal context that this plan is set.

1. Background

- 1.1 Membership of the Youth Justice and Early Support Service (YJESS) is prescribed through legislation. It must include at least one Probation Officer, Social Worker, Police Officer, Health representative and Education representative.
- 1.2 The purpose of the Service is to ensure that relevant youth justice services are available across the local authority area; to the extent required. The YJESS should be the main vehicle through which youth justice services are co-ordinated and delivered. The YJESS Management Board, made up of senior representatives from each of the statutory partners, oversees the operation of the service (including the functions it undertakes and the funding arrangements). The YJESS Management Board is currently chaired by the Director of Social Services.
- 1.3 Section 40 of the 1998 Act places a duty on the Local Authority to produce an annual Youth Justice Plan, in consultation with its statutory partners. The Plan confirms how youth justice services are to be provided and funded, how the teams are established, composed and funded, what functions they are to carry out and how they will operate. The Plan is submitted to the YJB and published in accordance with directions of the Secretary of State. This duty is one of the requirements of the terms and conditions of the Youth Justice Grant.
- 1.4 On the 17th of March 2023 the Youth Justice Board (YJB) published updated practice guidance for completion of Youth Justice Plans (2023/24).
- 1.5 The guidance prescribed that the plan should be submitted using the headings:
 - Introduction, vision and strategy
 - Child First
 - Voice of the child
 - Governance, leadership and partnership arrangements
 - Board Development
 - Progress on previous plan
 - Resources and services
 - Performance

- National Key Performance Indicators
- Local Performance
- Priorities
- Children from groups which are over-represented
- Prevention
- Diversion
- Education
- Restorative approaches and victims
- Serious Youth Violence and exploitation
- Detention in police custody
- Remands
- Use of custody
- Constructive resettlement
- Standards for children in the justice system
- Workforce Development
- Evidence-based practice and innovation
- Evaluation
- Service development plan
- Service development
- Challenges, risks and issues
- Sign-off, submission and approval

1.6 The data and information contained within the plan is used by the YJB as “an intelligence source to provide support to the sector through their oversight function. Analysis of the information identifies good performance and can provide focus on regional and national themes.”

2. Key Issues for Consideration

- 2.1** The Youth Justice Plan 2023-2024 completed in July 2023 is attached at Appendix 1. The plan was approved by the Youth Justice and Early Support Service Management Board in July 2023 and was then submitted for comment to the Youth Justice Board. Following this feedback, the report is being submitted to Committee for consideration.
- 2.2** The plan is structured under several headings which are detailed above.
- 2.3** **Introduction, Vision & Strategy** – Pages 1 – 3 sets out the service description, the corporate landscape, Governance Structure and the underlying vision and strategy for the service.

Local Context – Pages 4 – 6 provides ecological context and most significantly provides a helpful infographic which depicts a visual representation of the complex set of needs highlighted within the profile of children within the Vale of Glamorgan.

Child First and Voice of the Child – Pages 7 – 9 outlines how the YJESS strives to ensure it takes a Child First approach to every child receiving support and is committed to embedding the Welsh Government’s Youth Justice Blueprint for Wales 2019.

Governance, leadership, partnership arrangements and Board development – Pages 10 – 12 outlines the governance, leadership and partnership arrangements for focusing on how strategic partnership arrangements and supporting the delivery of services and achieving positive outcomes for children.

Resources and Services – Page 14 – 16 outlines how the core grant contributes to providing YJESS practitioners and support for the work of the YJESS, as well as how partner agencies provide equivalent contributions to staffing.

Performance and National Key Performance Indicators – Pages 17 – 28.

Priorities for Continued Service Development – Pages 29-45 outlines key areas for development and includes disproportionality, Serious Youth Violence and Child Exploitation.

Challenges, Risks, Issues and Looking Forward – Pages 45 – 46 highlights the challenges which exist in relation to the YJESS Service and the potential impact upon service delivery and outcomes for children and victims.

- 2.4 The Plan must also demonstrate how the grant is being used exclusively for the delivery of youth justice services and achieving value for money. It includes performance information, which is validated quarterly and annually by the YJB in addition to local data. This is a requirement of the terms and conditions of the YJB grant as it indicates compliance with the YJB Data Recording Guidance.
- 2.5 Committee will note that significant progress has been made against actions since the 2022 – 2023 plan, centred around the Post Inspection Action Plan (PIAP) following the 2022 HMIP Inspection. The inspection recommendations covered key areas which remain important themes for the service and are now requirements of the planning guidance.
- 2.6 A Post Inspection Action Plan (PIAP) was developed and submitted to the HMIP in August 2022. Working groups led by representatives of the YJESS Management Board and including YJESS Practitioners undertook each recommendation within this PIAP. The progress on the actions within each recommendation in the PIAP is detailed in the PIAP Review document.
- 2.7 Many of the recommendations have been completed, such as establishing the Vision, and some have been incorporated into the operations of the YJESS, such as improving the quality of management oversight, as detailed in the review document. Recommendations which continue to be in progress are reflected in the relevant areas of this Youth Justice Plan.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

- 3.1** The work of the Youth Justice and Early Support Service helps the Council to achieve Well-being Outcome 1 (An inclusive and safe Vale in the Corporate Plan 2020- 2025) and specifically Objective 2: Providing decent homes and safe communities. It also helps contribute to the updated Well-being Outcome which relates to a *more equitable and connected Vale by tackling inequities that exist across the Vale, engaging with our communities and providing better opportunities and support to make a lasting difference.*
- 3.2** Focusing on the well-being objectives specifically for children and tackling inequalities linked to deprivation, the YJESS operates a trauma informed approach which seeks to address the impact of adverse childhood experiences. Many of the children/young people managed under this model form part of the YJESS re-offending cohort.
- 3.3** Research conducted by Public Health Wales evidence that children and young people who suffer four or more harmful experiences in childhood increases the chances of high risk drinking in adulthood by four times, being a smoker by six times and being involved in violence in the last year by around 14 times. This research emphasises the need to understand and take effective action to ensure children are protected and support systems are in place with a focus on prevention, diversion and early years intervention to improve children and young people's life chances. The Welsh Government has included the use of a trauma informed approach within its Blueprint for Youth Justice.
- 3.4** The YJESS Prevention Service forms part of the Local Authorities suite of services in relation to prevention and early intervention, working closely with Flying Start, Families First and others to ensure that children and young people receive the right services at the right time to address their identified needs.
- 3.5** This has been enhanced by the introduction of the Turnaround programme for which additional grant funding was received in December 2022. Additional multi-year funding received from the Ministry of Justice enabled us to enhance capacity for our early preventative offer. It enabled us to recruit into an additional post of Turnaround support Practitioner to increase capacity and improve outcomes for children on the cusp of entering the youth justice system.

4. Climate Change and Nature Implications

- 4.1** There are no Climate Change and Nature Implications as a direct result of this report.

5. Resources and Legal Considerations

Financial

- 5.1** The work of the YJESS was achieved within allocated resources. Scrutiny Committee will be aware that it is not possible to guarantee sufficient

contributions to the YJESS budget long term because of its reliance on contributions from partner organisations and annual grants from a range of sources.

5.2 The YJB grant for 2023/2024 was confirmed in July 2023.

Employment

5.3 The work of the YJESS supports children and young people to access education, training and employment opportunities.

Legal (Including Equalities)

5.4 The Youth Justice Board has a number of functions. In accordance with Section 41(5) of the Crime and Disorder Act 1998 with the approval of the Secretary of State the Board has the authority to make grants to Local Authorities and other persons for the purposes of the operation of the Youth Justice Service and the provision of Youth Justice Services subject to such conditions the Board consider appropriate including conditions as to repayment. The Board can obtain information from relevant authorities for the purpose of monitoring the operation of the youth justice system and the provision of services and to advise the relevant Government Minister on a number of matters.

5.5 There are no equality implications directly as a result of this report.

6. Background Papers

YJB: Youth Justice Plans: YJB Practice Guidance March 2023.



Youth_justice_plan_guidance - 2023.odt



Youth Justice & Early Support Service



Vale of Glamorgan

Youth Justice Plan 2023-2024

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Chair's Foreword



I am pleased to be able to share with you the Youth Justice & Early Support Service Plan for 2023/24. Public sector services remain under significant pressure and the impact of the cost-of-living crisis is being felt in our communities. It is in this difficult societal context that this plan is set. It is important therefore that it is realistic, whilst also aiming to become one of the best of such services in Wales. Following our inspection where we received a 'good' rating we have continued to build on our successes and the actions needed to improve our services even further. This has helped us refocus on the fundamental purposes of the service and how we communicate those within our communities. Most recently this has resulted in a change of name to the service, inspired by the families we work with and our ambition to expand even further our preventative and restorative approaches. This plan is intended to not only consolidate this progress but also push us to build on our young people's strengths and help them fulfil their potential.

Director of Social Services
Vale of Glamorgan Council

Introduction, Vision, and Strategy

Vale of Glamorgan Youth Justice & Early Support Service (YJESS) is a statutory multi-agency partnership with a legal duty to co-operate in order to secure appropriate local Youth Justice Services. The purpose of the YJESS is to ensure that Youth Justice Services are available across the local authority area. The YJESS should be the main vehicle through which youth justice services are coordinated and delivered. Statutory duties to prevent offending are outlined in Criminal Justice and Civil Legislation. The principal aim of Youth Justice Services in England and Wales is to prevent offending and re-offending by young people in line with the Crime and Disorder Act 1998. Section 39(1) of this act places a duty on each Local Authority, acting with its statutory partners (Police, Probation and Health) to establish Youth Offending Teams in their local area to deliver Youth Justice Services. Section 38(3) of the Act places a duty on the Local Authority and its statutory partners to make payment towards the expenditure incurred in providing youth justice services. Membership of the Youth Offending Service is prescribed by the legislation. It must include a Probation Officer, Social Worker, Police Officer, Health representative and Education representative.

Local Authorities in Wales also have statutory duties to provide preventative services, contained in Section 15 of the Social Services and Wellbeing (Wales) Act 2014. Local authorities must provide services to:

- encourage children not to commit offences.
- avoid the need for children to be placed in secure accommodation.
- enable children to live their lives as independently as possible.

The YJESS Management Board, made up of senior representatives from each of the statutory partners and other agencies and authorities, oversees the operation of the service including the functions it undertakes and the funding arrangements. The function and representation on the board is detailed further in the Plan.

The Board is currently chaired by the Director of Social Services. Section 40 of the 1998 Act places a duty on the Local Authority to produce an annual Youth Justice Plan in consultation with its statutory partners. The Youth Justice Plan confirms how Youth Justice Services are to be provided and funded during the period of the plan.

The YJESS has continued to recover from the impact of the COVID-19 pandemic both in methods of working and in recognising and supporting the impact on children and their families. For YJESS staff, and staff across the authority, the implications of the pandemic have been vast, all feeling the impact of the pandemic in some way or other. The Service has continued to tirelessly deliver flexible and significant levels of support to vulnerable children and their families as we have re-established face to face support.

Some partnership arrangements were impacted during the pandemic due to practitioners assuming alternative roles and access to children being restricted, as recognised in “The Youth Justice System’s Response to the COVID-19 Pandemic: Partnership Working”, by Manchester Metropolitan University in 2022. However, the resulting increased use of technology has allowed for increased partnership working following the ending of restrictions, practitioners resuming their traditional roles, and children again accessing community resources and schools. This is allowing for greater

attendance and information sharing at multi-agency meetings resulting in more cohesive planning and support to help understand and reduce risks and promote safety and wellbeing and positive development.

After a period of challenges in management capacity over an extended period, including the retirement of the long-standing YJESS Operational Manager, Paula Barnett, in October 2021, the YJESS has now benefited from full management capacity since January 2022 with the appointment of the new Operational Manager, Kirsty Davies, in January 2022.

In April 2022 the YJESS was part of an inspection by Her Majesty's Inspectorate of Probation and received positive feedback and overall rating of 'Good'. The inspectorate commended the "stability, passion and experience" of the service and highlighted areas of strength to ensure the "right ingredients for success", citing "that children have access to what they need to succeed and move away from further offending". Inspectors praised the knowledge of staff at the YJESS, and their overall delivery of good quality work, emphasising that the service has "struck the right balance between helping children and protecting the public." In line with the honest appraisal provided by the service, the inspection made recommendations in areas for improvement, and these are set out in six recommendations which are welcomed by the YJESS, to assist in driving forward these improvements. The information within this plan will set out the clear direction of the service, including how the YJESS has responded to the recommendations set out by HMIP in their inspection report.

A key recommendation was the need to establish the vision and ambition of the YJESS. A working group led by the Chair of the YJESS Management Board and involving YJESS Practitioners along with consultations with children and their parents/carers have achieved this recommendation and confirmed the new Vision and Ambition of the YJESS. The services also actively promote the Vale of Glamorgan's core values of being: **AMBITIOUS, OPEN, TOGETHER AND PROUD.**

Ambition

We are committed to working together to improve the lives of young people, their families, victims, and the community through a restorative approach.

Ambition

We will work with young people to build on their strengths, enhance their opportunities, and encourage better decisions through a person-centred approach.

Vision

Supporting young people to build on their strengths and fulfil their potential.

Ambition

We value the importance of young people and are driven by fairness, inclusion, and equality.

Local Context

The Vale of Glamorgan, often referred to as 'the Vale', is a county borough on the south-east coast of Wales with a population of 132,165 people. Its eastern neighbour is the Welsh capital, Cardiff. The Vale covers a more rural area of 335 square kilometres made up of small towns, villages, hamlets, farms, coastal walks, holiday parks and beaches. The county headquarters are based in Barry, the Vale's largest town of 51,502, with the famous beach, family amusements and pleasure park of Barry Island. The diverse area of the Vale comprises of very different communities with different levels of affluence and social deprivation, social structures, aspirations, needs and concerns. In more deprived areas it is estimated that 38% of people are living in income deprivation and 53% of children are living in poverty.

The Vale of Glamorgan Youth Justice & Early Support Service is an integral part of the Children and Young People's Service and works closely with partner statutory agencies, third sector and voluntary organisations. It focuses on prevention and diversion, taking a holistic approach to diverting children and young people from offending and re-offending. Alongside the alignment with local authority services, including education and housing, there is a strong, active set of working relationships with South Wales Police, the probation service, Cardiff and Vale University Health Board and the voluntary and community sector.

The Vale of Glamorgan YJESS works with children and young people from the age of 8 to 17 in the following areas:

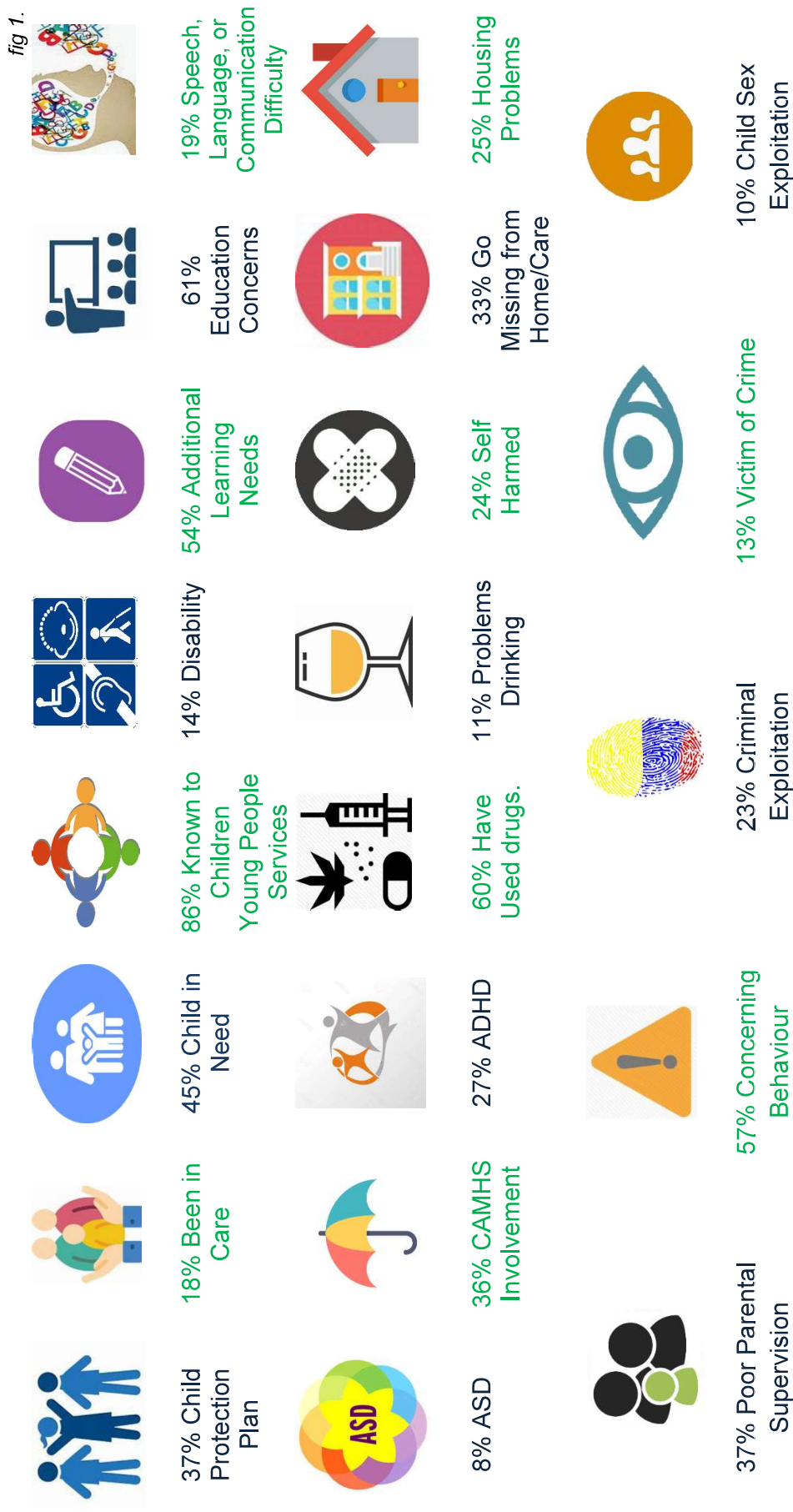
- working with support as part of its Prevention Service and Turnaround project
- undertaking early diversionary support with children who have committed lower-level offences where it is assessed as appropriate and in the public interest not to be charge to court.
- working with children subject to Court orders, both in custody and the community.

The Vale YJESS also works to support the parents and carers of those children, and with the victims of offences or anti-social behaviour within the Victim Code of Practice 2020.

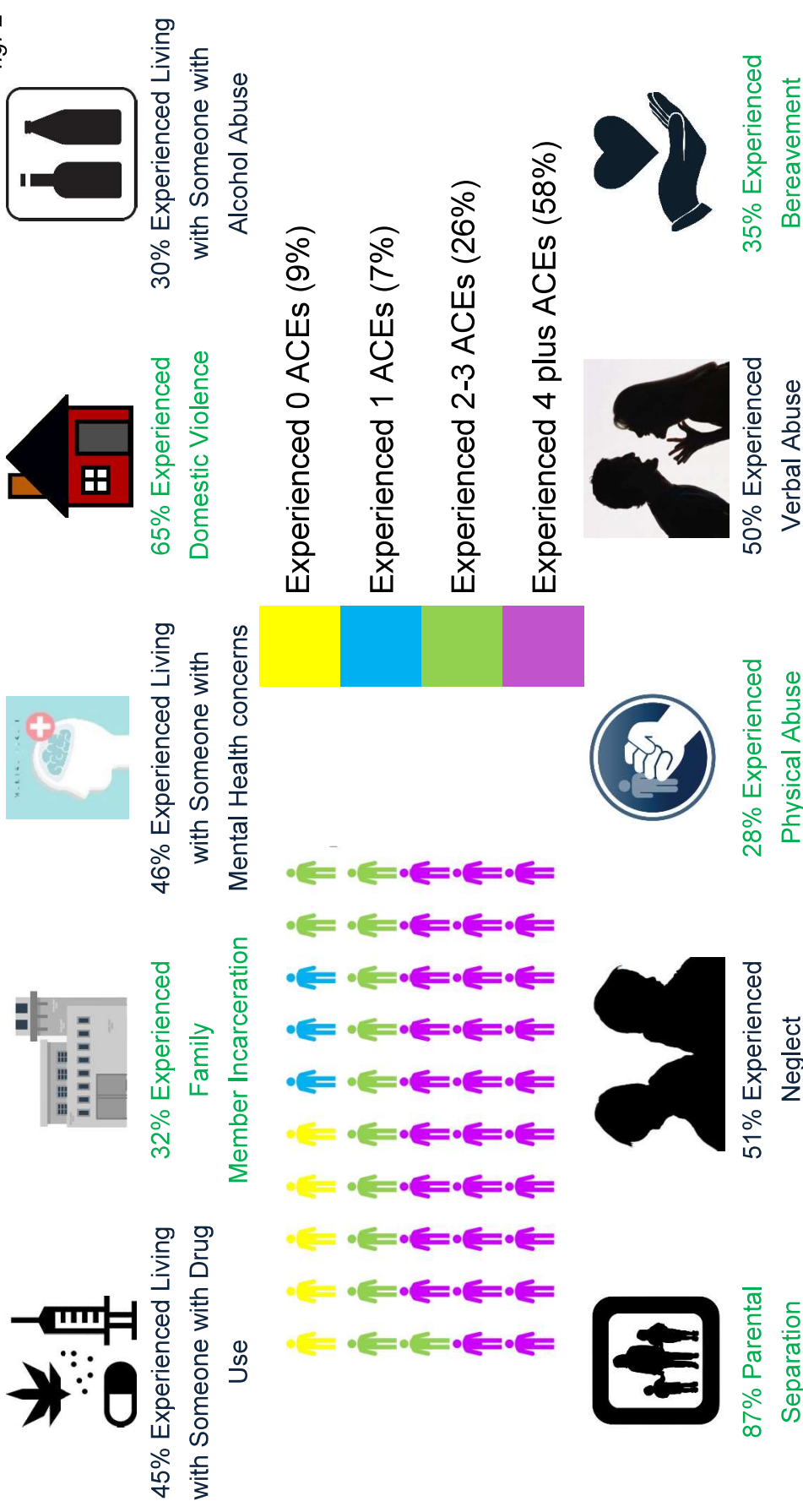
There has been a powerful and positive shift in the focus of YJESS work towards prevention and diversion support, which is evidenced in the reduction in statutory Court Orders. It is significant to note that prevention, diversion, and other voluntary interventions now make up approximately 90% of the YJESS support. This direction of travel is greatly welcomed and has been influenced in Wales with the Welsh Government Youth Justice Blueprint 2019, actively promoting a child first, strengths-based Criminal Justice System for children, with increasing emphasis on prevention and advocating for children through a trauma-informed lens.

In order to safeguard and promote the best possible outcomes for children and to prevent and divert them from criminality and anti-social behaviour, it is critical that the service continues to operate a meaningful child first and strengths-based approach, recognising the impact of their individual experiences and needs. All children have the potential to achieve their aspirations and the YJESS works collaboratively with families, partners, and communities to support access to these opportunities, and for the children to be empowered and supported to achieve their full potential.

Children supported by the YJESS have a complex set of needs as highlighted within the Vale of Glamorgan profile of children for 2023 (appx. 1) in *fig 1*. It is recognised that children are greatly impacted by their experiences and, sadly, for many children this can mean difficult experiences, poor relationships, Adverse Childhood Experiences (ACEs) and trauma.



A profile of the ACEs (Appx. 2) experienced by the children supported by the Vale YJESS is included in *fig. 2* and provides a picture of 91% of the children having experienced at least one Adverse Childhood Experience, with 58% having experienced four or more. *fig. 2*



Child First and Voice of the Child

The Vale YJESS strives to ensure it takes a Child First approach to every child receiving support and is committed to embedding the Welsh Government's Youth Justice Blueprint for Wales 2019.

The Child First principles are:

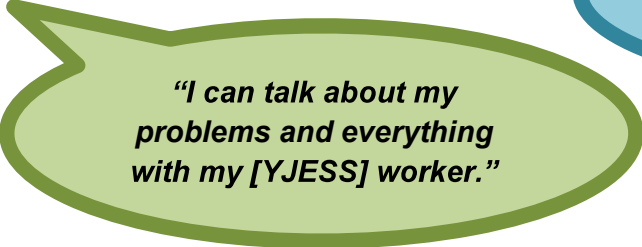
- Seeing Children as Children Developing Pro-Social Identity for positive child outcomes
- Collaborating with children
- Promoting Diversion

The Vale of Glamorgan Youth Justice & Early Support Service has embedded these Child First principles into its practice. In demonstrating this, the YJESS takes a trauma informed approach to reflect the impact of children's experiences, with a focus on building trusting relationships through stable and consistent support as a foundation for intervention work to be undertaken. We have identified and supported practitioners as 'Trauma Champions' who have received training in the Enhanced Case Management (ECM) system. Where appropriate, children will be referred to the ECM system. A series of development sessions and whole team training has taken place to support trauma informed assessment, planning and intervention as an in-house model of practice, with team members trained in implementing time-lining and formulation discussion. This remains a priority area for ongoing service development, and practitioners will be undertaking the three-day TRM Practitioner training in December 2023 to further embed this into practice.


This also includes a strengths-based focus to identify, encourage and support interest of children and young people in positive activities, and to reach their potential as a positive contributor to the community. This includes links with the local sports centre, boxing activities with Empire Fighting Chance, using the cooking and gardening facilities at the YJESS as part of facilitating engagement and discussion, and bike maintenance soon to become a part of these positive activities with training arranged for practitioners to facilitate this.

We know through research that "learning takes place in the context of relationships and is critically affected by the quality of those relationships". Therefore, our service is centred around relationship-based practices and focused on seeing the child/young person as that and addressing their individual needs, rather than solely delivering generic, offence specific intervention plans.

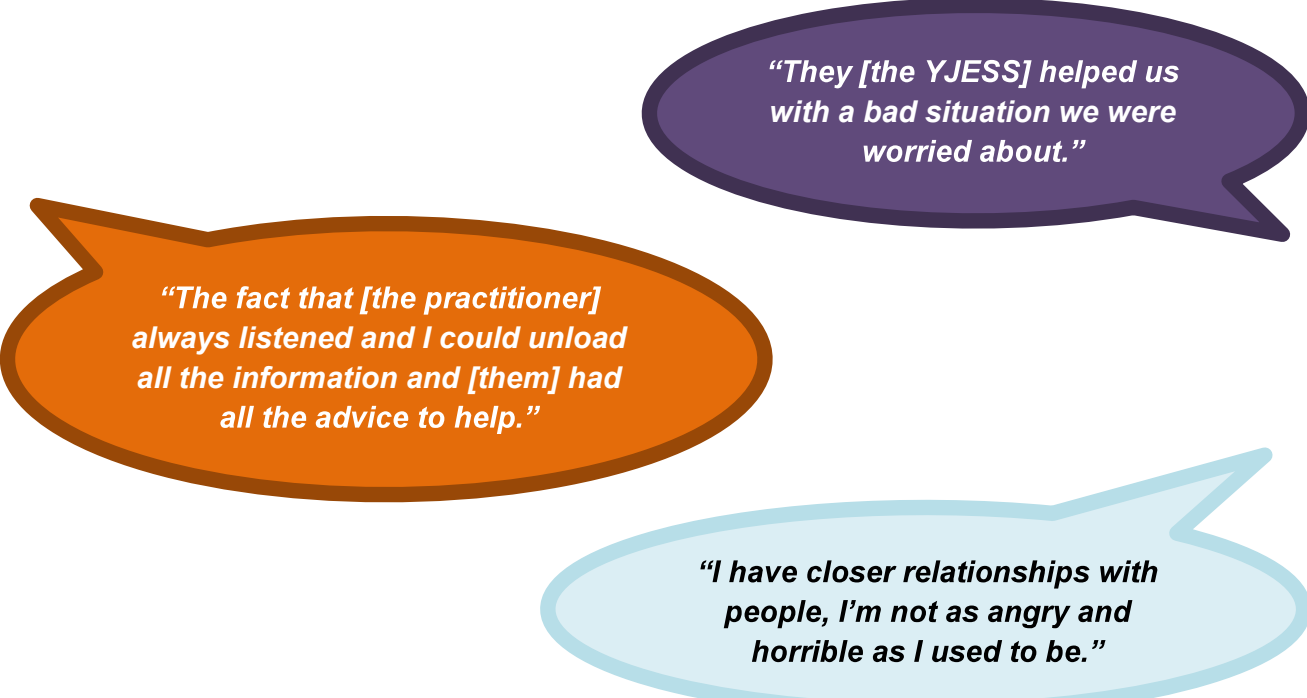
The importance of this is shown from feedback from the children supported by the YJESS:



"I can talk about my problems and everything with my [YJESS] worker."



"The [YJESS] helped with my behaviour and focusing on my life and future more."



“They [the YJESS] helped us with a bad situation we were worried about.”

“The fact that [the practitioner] always listened and I could unload all the information and [them] had all the advice to help.”

“I have closer relationships with people, I’m not as angry and horrible as I used to be.”

The principle of advocating for prevention and diversion is a strong focus at the YJESS, as illustrated throughout this plan, to minimise children’s involvement with the Criminal Justice System, reduce the number of children becoming involved more formally with the Youth Justice Service as First Time Entrants, and support children to remain free from harm and exploitation.

Through including young people in discussions over time and analysing the demographic of young people we support we have built a comprehensive resource library; utilising practitioner skill sets and offering targeted training and development opportunities in order to have wide ranging response to the needs identified. The multi-agency nature of Youth Justice within Wales provides further prospects of specific support from partners such as CAVDAS (substance use), CAMHS (mental and emotional health), Local education authorities, Youth and Well-Being services as well as NSPCC, Sexual Health Outreach Teams and Careers Wales. This enables us to apply flexibility when creating unique support plans and interventions with the children who are referred into the service, or required to receive support, as a result of behaviours displayed.

Child Centred Practice within the Prevention Model

This model focuses on a child centred and strength-based way of working with children and families. Along with their support networks, the children/young people and their families complete a report with a Prevention Officer as part of an assessment and planning process, and agree a plan together based on their views of their needs. It is the Prevention Officer's role, as part of the collaborative assessment and planning process, to ensure the child is aware of factors such as concerns shared by practitioners, positive reinforcement, and praise, and of the YJESS Practitioner’s own assessment views. The assessment and proposed plan agreed with the child and family is discussed within a Prevention Meeting, which includes the YJESS and partner agencies, to explore how the child and their family can best be supported to achieve their goals.

Service Development

Children are involved in service development at the Vale YJESS through participating in the interview and selection process of practitioners through a children's panel. It is recognised that more has needed to be done to increase the participation of children in service provision, as recognised by the Inspectorate, and there is a workstream in place led by a member of the Board to develop this process and the voice of the child within the YJESS.

The YJESS are reviewing how young people are able to share their views and how these can be reflected within the service, and in the development of the service, and a Participation Strategy is being finalised as one of the workstreams from the Inspection recommendations. Feedback and views have begun to be obtained through the use of Microsoft Word based feedback forms, verbal feedback through intervention sessions and self-assessment tools, and the service has developed feedback utilising the ever-changing technology available and now uses QR codes, tablets and web-based feedback forms. These methods are being taken forward as part of the currently developing participation strategy.

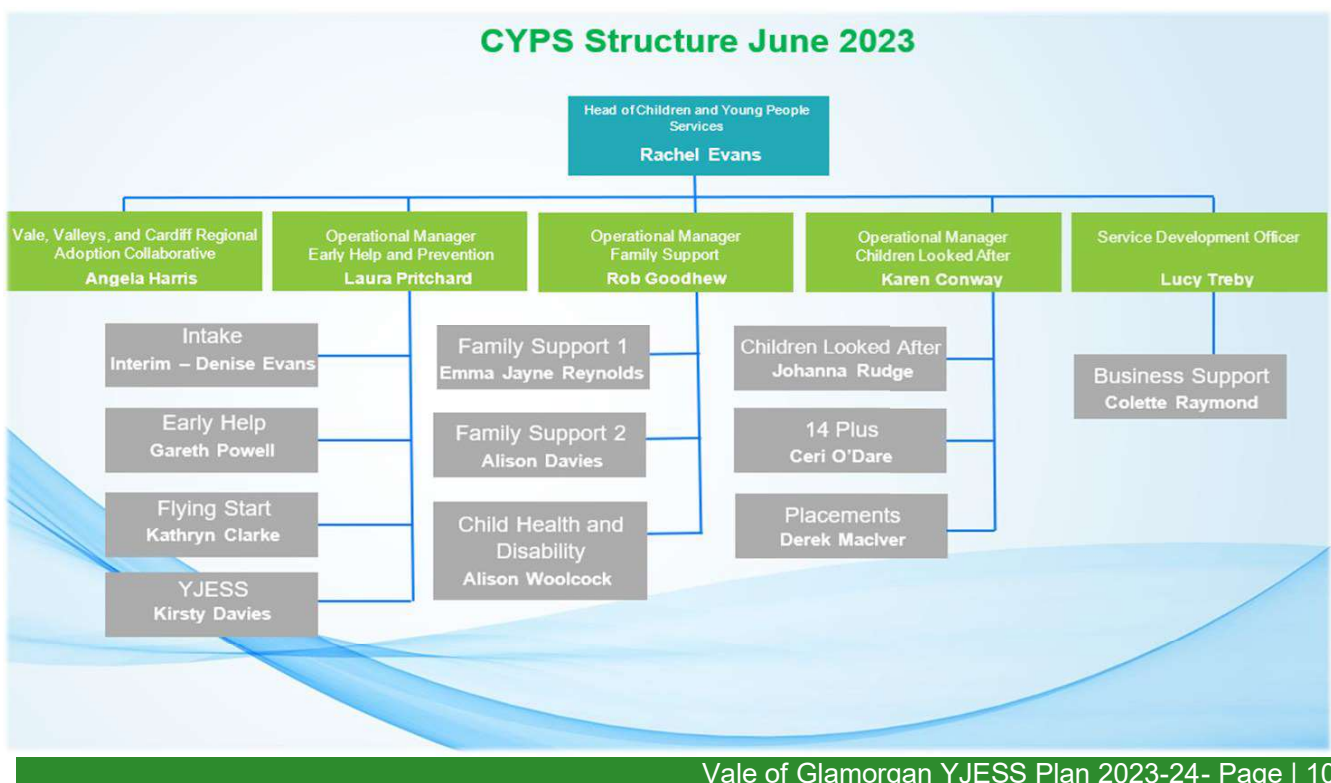
A critical area of shortfall in services available to the YJESS which is directly relevant to the voice of the child, is the "limited access to timely assessments of children's speech and language needs and input from therapists" as reinforced by the Inspectorate. Specialist provision in the form of a Speech Language and Communication Needs Therapist (SLCN) are integrated within many YJESS Services and is something that is on the agenda for future discussion as a gap in service provision.

Governance, Leadership, Partner Arrangements and Board Development

The YJESS is located within Children and Young People Services, one of three divisions within the Social Services Directorate. The Directorate benefits from a stable senior management team and the Director of Social Services is a longstanding Chair of the YJESS Management Board. The Director sits on the Senior Leadership team of the Local Authority and chairs the Regional Safeguarding Board, and the YJESS Operational Manager sits on local and regional boards and panels, including the Regional Safeguarding Board and MAPPA Operational Group, ensuring that the YJESS is well-connected to the local and regional strategic agencies through which services are commissioned and developed, and giving a voice to the YJESS and the children and families with whom we work.

Positively, the Youth Justice & Early Support Service sits within Children and Young People Services, recognising its primary role in working in the interests of children; focused on the achievement of outcomes. Following recent investment into Children and Young People Services and a need to respond to increased levels of demand and complexity, a proportionate level of restructuring has taken place, to create a dedicated Intake Team, two Family Support Teams and a 14-Plus Team. Additional posts have been added across all of the core teams to add capacity and resilience. Investment has also enabled the addition of a third Operational Manager and the positive realignment of teams according to their primary area of focus.

The Youth Justice & Early Support Service has moved from being directly line managed by the Head of Children and Young Peoples Service, to being integrated as part of services for Early Help and Prevention, including our Intake Team, our Early Help service and Flying Start. This alignment recognises the role and significant commitment the Youth Justice & Early Support Service has in the prevention of offending/re-offending. The alignment also recognises the key partnerships



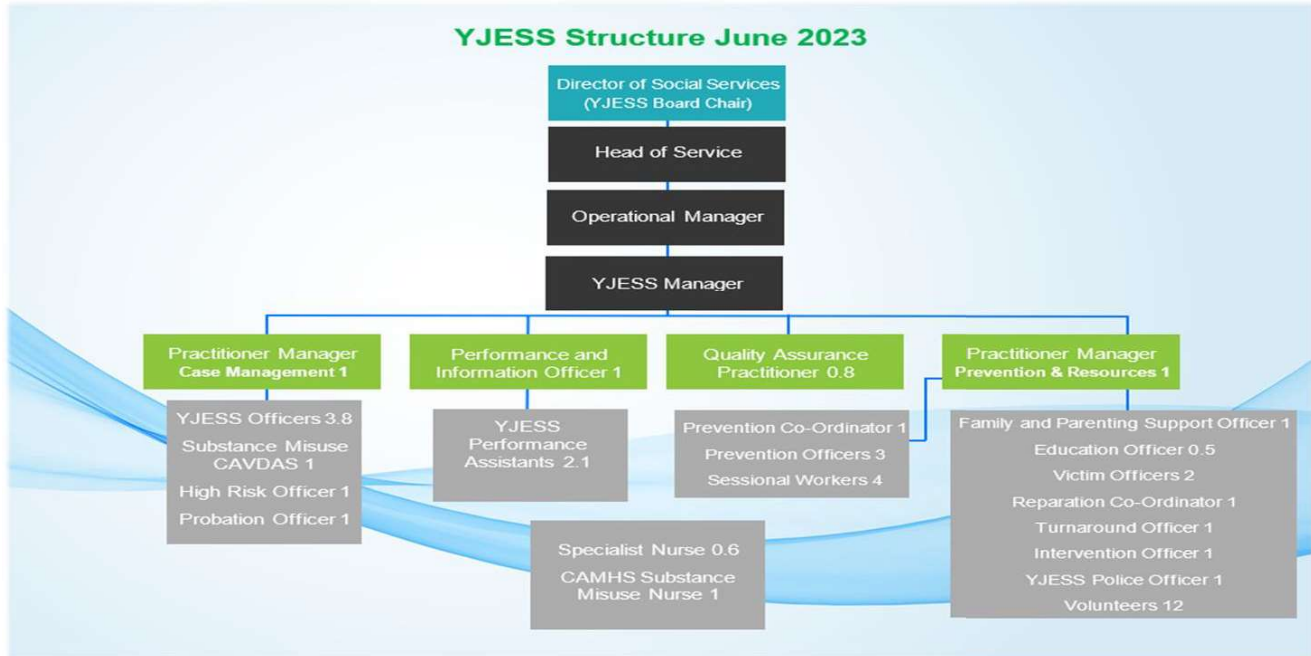
between statutory and non-statutory services and the value placed on working together in the best interests of children.

The YJESS Management Board is made up of the statutory partnership agencies in addition to locally agreed agency representatives are illustrated in the organisational chart below. Representatives have the appropriate seniority and authority to make strategic decisions related to financial and staffing resources and for the purpose of escalation and development of gaps in service provision. Board attendance is now provided within the quarterly returns.

YJESS Management Board

Name	Position	Agency
Lance Carver	Director of Social Services	Vale
Cllr Eddie Williams	Cabinet Member	Social Care & Health
Rachel Evans	Head of Children & Young People Services	Vale
Debbie Gibbs	Community Safety & Partnership Team Manager	Vale
Eirian Evans	Head of Probation	C&V
DCI Matt Cox	Cardiff & Vale BCU Organised Crime, Intelligence & Exploitation	Police
Lisa Morgan	Equality, Diversity and Inclusion Policy Officer	South Wales Police & Crime Commissioner
Morwen Hudson	Head of Standards & Provision in Education – Learning & Skills	Vale
Martin Dacey	Lead Officer for Social Inclusion & Wellbeing in Education	Vale
Becci Ingram	General Manager for Children, Young People and Family Health Services	C&V
Katie Simpson	Deputy General Manager for Children, Young People and Family Health Services	C&V
Mark Davies	Prevention and Partnership Manager	Vale
Mike Ingram	Head of Housing & Building Services	Vale
Laura Pritchard	Operational Manager – Early Help & Prevention	Vale
Kirsty Davies	Service Manager	YJESS
Carys Davies	Practitioner Manager – Prevention and Resources	YJESS
Andrew Stephens-Collins	Practitioner Manager – Case Management	YJESS
Gemma Williams	Performance & Information Officer	YJESS
Chris Carroll	Quality Assurance Officer	YJESS

The staffing structure of the YJESS, including the specialist provision, is illustrated in the chart below:



The YJESS Management Board reviews the performance of the service, including levels of first-time entrants, rates of re-offending, the use of custody, access to education, training and employment, substance misuse, emotional wellbeing issues and accommodation. There has been significant development to widen the information presented to the Board. This now seeks to encompass wider information relating to the health of the organisation including areas relating to staffing, sickness, financial consideration. In addition to key information on children receiving YJESS support to allow a continual analysis of YJESS activities and to provide information on local performance measures, includes the nature of current interventions, offences, timeliness of assessments and findings of quality assurance audits.

The nature of information provided to the Board will remain an area for continuing progression. The use of data from partnership organisations, such as information from the police representative on the Board is currently utilised to enhance the depth and accuracy of information to underpin planning and provide scrutiny. In addition to performance reports, there will continue to be updates from YJESS practitioners to appraise the Board on their roles and responsibilities and the outcomes generated from their support. This ensures that Board members have a full and rich understanding of the YJESS and how each role contributes to reductions and prevention in offending behaviour.

In 2022 the Board undertook a development session guided by the Youth Justice Board Management guidance, facilitated by YJB Cymru, including updating knowledge on the role and responsibilities of the board. Following the Inspection in 2022, there has been continued development and partnership working between the board and YJESS practitioners, as part of the work-streams to support delivery of the Vale YJESS Post Inspection Action Plan (PIAP). This is enabling the Board member and staff team to develop positive relationships and understand each other's roles and how they both influence service improvements.

Progress on the Youth Justice Plan 2022/2023

The Vale of Glamorgan Youth Justice & Early Support Service Plan 2022/2023 (appx. 3). The main focus of the Plan for 2022-2023 was undertaking the Post Inspection Action Plan (PIAP) following the 2022 Inspection recommendations. The six recommendations which the inspectorate believed would have a positive impact on the quality of Youth Justice & Early Support Service in the Vale of Glamorgan, were:

The Vale of Glamorgan Youth Justice & Early Support Service team should:

- 1. Establish the vision and ambition of the organisation within the next 12 months.*
- 2. Ratify and effectively implement a resettlement policy within the next 12 months.*
- 3. Adopt a disproportionality policy with attendant action plans within the next 12 months.*
- 4. Develop methods of incorporating the perspectives of children and their parents or carers into the board's development of the YJESS's work over the next 12 months.*
- 5. Develop methods of engaging staff members in the development of policy and services within the next 12 months.*
- 6. Improve the quality of management oversight of cases to address shortcomings in the management of the safety and wellbeing of the children and the risk of harm to others.*

A Post Inspection Action Plan (PIAP) was developed to undertake these recommendations and submitted to the HMIP in August 2022. Working groups led by representatives of the YJESS Management Board and including YJESS Practitioners undertook each recommendation within this PIAP.

The progress on the actions within each recommendation in the PIAP is detailed in the PIAP Review document (appx. 4). Some of the recommendations have been completed, such as establishing the Vision, and some have been incorporated into the operations of the YJESS, such as improving the quality of management oversight, as detailed in the review document. Recommendations which continue to be in progress are reflected in the relevant areas of this Youth Justice Plan, and where there are risks identified these continue to be monitored within weekly YJESS Management Meetings and the PIAP progress remains a focus of the YMB agenda.

Resources and Services

The tables below illustrate how the core grant contributes to providing YJESS practitioners and support for the work of the YJESS, as well as how partner agencies provide equivalent contributions to staffing.

As of 20/06/2023 the Youth Justice Board Practice Grant for 2023/2024 has not been confirmed, therefore the funding settlement for 2022/2023 has been used as a projection for the current year's budget, as advised by the Youth Justice Board. This is set out in the table below.

B5: YOT budget Costs and Contributions

Agency	Staffing Costs	Payments in kind	Other delegated funds	Total
Youth Justice Board	174,675			174,675
Local Authority	566,310		120,544	686,854
Police	3,445	59,722	6,925	70,092
Police and Crime Commissioner	17,461		5,739	23,200
Probation		24,699	5,000	29,699
Health		91,317		91,317
* Welsh Government	195,026			195,026
Other	33,642		15,834	49,476
Total	990,559	175,738	154,042	1,320,339

* Welsh YOTs only

These contributions have helped in the increased focus on Prevention and Diversion to promote the reduction of First Time Entrants, including through local authority practitioners undertaking core prevention support as an addition to the diversion and statutory court work to help prevent re-offending. The core grant and additional contributions also contribute to the trauma informed training, specialist training such as AIM3 for assessing and working with sexually harmful behaviour, the training of practitioners and volunteers to facilitate Restorative Justice meetings, and in the support of facilitating positive activities.

Further training scheduled for 2023/2024 to increase the knowledge base and practices of YJESS practitioners to help reduce offending, reoffending, exploitation and to increase children's safety and wellbeing and positive life chances, include three-day intensive trauma informed training in December 2023, Restorative Justice training in July 2023. The provision of the YJESS will be further enhanced for 2023/24 through the current recruitment process being undertaken to fill the vacant family support and parenting officer post. This will further develop the important support provided to parents and carers and so help increase positive outcomes for the children. The recent Turnaround

funding resulting in an additional Turnaround post and resources also allows the YJESS to work with an increased number of children who are identified as at risk of becoming involved in offending and anti-social behaviour.

The evolving health contribution provides an increased focus on emotional and mental health support for children supported by the YJESS. This involves the part time provision of a CAMHS Specialist, and access to Young People’s Drug and Alcohol Service (YPDAS) Tier 3 support. The emotional health support includes consultation with practitioners and direct work with the children, supporting both the Child First and trauma informed approach through advising practitioners, external agencies and parents/carers of the best approaches for supporting the child, and supporting the child to develop an understanding of their own emotional needs and techniques to support these.

The partnership contributors to the provision of YJESS practitioners are shown below based on full time equivalents:

Vale of Glamorgan YJESS Staffing (as of 30/06/2023)

Type of Contract	Strategic Manager (FT)	Operational Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Total
Permanent	1		3	0.8	6	1.1	2	4	21.9
Fixed-term		0.8			4				0
Temporary									0
Vacant					2				0
Seconded Children's Services									0
Seconded Probation				0.4					0.4
Seconded Police					1				1
Seconded Health (Substance misuse)									0
Seconded Health (Mental health)				0.5					0.5
Seconded Health (Physical health)									0
Seconded Tier 2 Substance Misuse (currently recruiting)				1					
Seconded Education				0.5					0.5
Total	1	0.8	3	3.2	13	1.1	2	4	28.3

Staffing of the Vale of Glamorgan Youth Justice & Early Support Service by gender, ethnicity, and Welsh language:

Ethnicity	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Asian												1	0	1
Black													0	0
Mixed						1							0	1
White		1	3	1	6	8		4		4	3	8	11	26
Any other ethnic group													0	0
Not known													0	0
Total	0	1	3	1	6	9	0	4	0	4	3	9	11	28
Welsh Speakers	0	0	0	1	1	1	0	0	0	0	0	0	1	2
Disabled (self-Classified)	0	0	0	0	2	1	0	0	0	0	0	1	2	2

Performance and National Key Performance Indicators

Quarterly Performance reports are submitted to the Vale Management Board and comparisons are made against South Wales, Wales and the YJB YJESS Family for both the National and the Welsh indicators. Reporting is also completed quarterly for the Out of Court Scrutiny Board panels and Bi-annually for the Police and Crime Commissioner (PCC) and CCG funding.

Performance data is a static agenda item for the board and for internal YJESS Team Meetings.

As well as the national and Welsh indicators, local information sharing has been increased over the last 12 months with South Wales police, specifically relating to police stop and search data. This is to be included within the breakdown of future YJESS cohorts to assist in the analysis of disproportionality and over representation in youth justice to inform and support responses to this.

An area of current development is the capturing the Additional Learning Needs information for children supported by the YJESS, including ensuring that the YJESS are aware of IDPs and recording these as a key performance indicator from April 2023. The YJESS are in the process of developing increased links with the relevant education authority partners to support this, as well as identifying training support for YJESS practitioners.

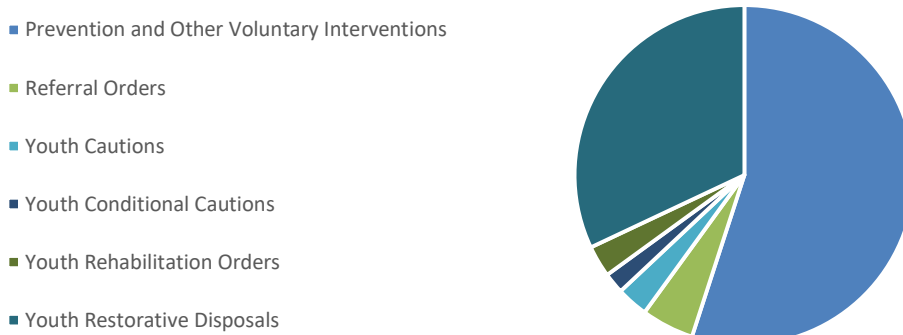
Interventions and Performance Data

The Vale YJESS supported 122 children who commenced 156 interventions between 1st April 2022 and 31st March 2023 (including prevention support through to statutory court orders). This is an increase of 20% from the previous year when the YJESS supported 102 children who commenced 124 interventions.

Of the 156 interventions which commenced in 2022/23, 75 (48%) were for Prevention and Anti-Social Behaviour (ASB) support. Five (3%) children commenced support with the new Turnaround programme, six (4%) commenced an alternative voluntary support intervention. 58 (37%) children received an Out of Court Disposal and related intervention support in the period. 12 (8%) children were supported through a statutory court order.

13% of interventions in 2022/23 were for a Youth Caution or higher tariff intervention, which are Substantive Outcomes.

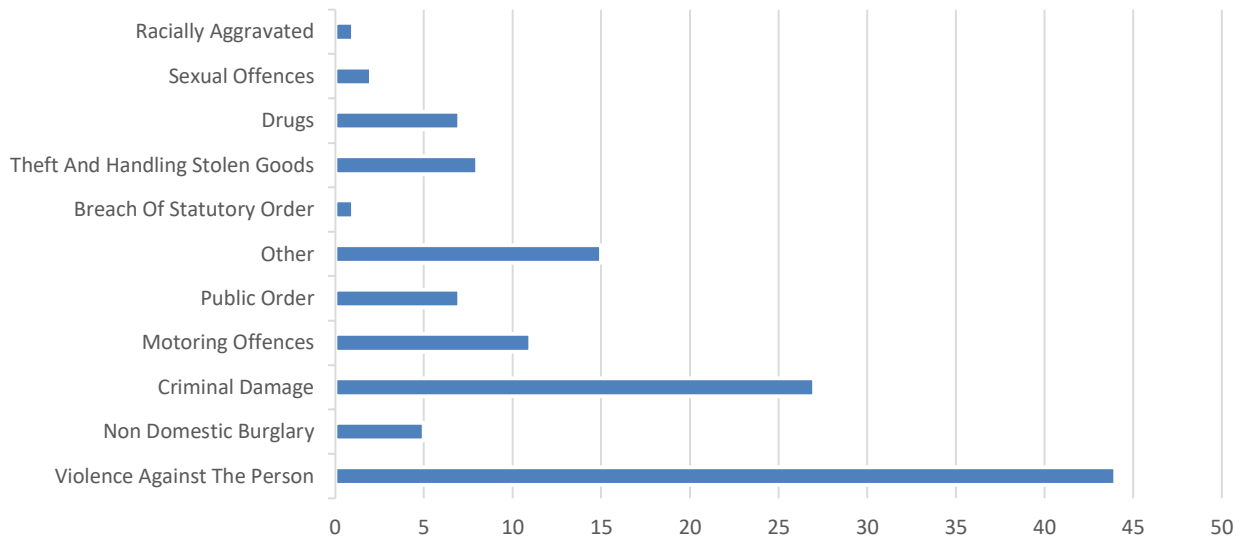
Interventions Starting 2022-2023



73 of the 156 (47%) Interventions commencing in 2022/23 involved offences being linked to the interventions. The total number of offences linked was 129 and these were committed by 63 children.

35% (44) of all offences were for violence against the Person. 27 of these were for Assault by Beating or Common Assault including against an emergency worker. 21% were for Criminal Damage, Motoring Offences accounted for 9%. Theft and Handling 6%.

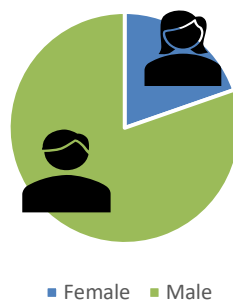
Offence Types



Analysis on types of offence is provided to the Management Board, and intervention audits presented where further context is required, to allow for scrutiny, identifying trends and specific additional resources where required. Analysis of offences committed by girls during a specific period in 2022, for example, identified a need for resources relating to social media and understanding and managing conflict within that cohort.

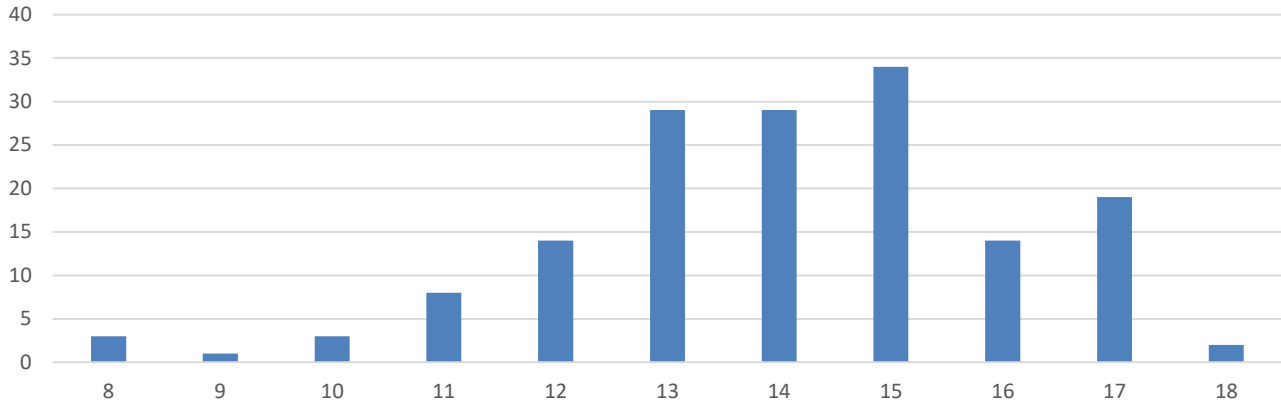
98 Children supported by the YJESS out of the 122 (80%) identified as Male and 24 (20%) identified as Female. This is the same as the previous year.

122 Children Supported By The Service



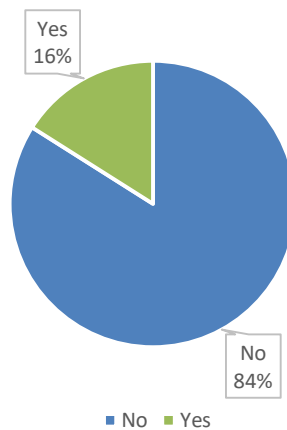
49% of the children were aged between 14 years and 16 years.

Age of Children Starting an Intervention In 2022/23

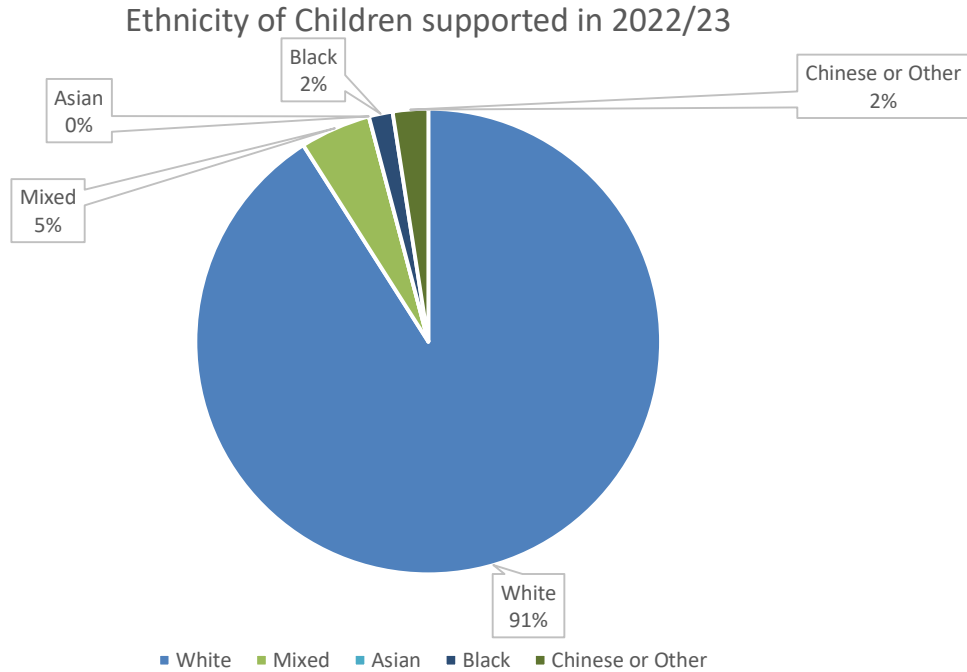


16% of the children supported by the YJESS in 2022/23 were Child Looked after.

Child Looked After



91% of children supported by the YJESS identified as white (9% identifying as non-white) which is representative of the Vale population for children aged 10-17 years. This is not representative the population of children in the Vale being supported as a result of committing offences in 2022/23 however, with 29% (8 of 23) of children who committed offences in the Vale aged 10 -17 identifying as black or other ethnic minority. This is below the Vale general representation and is an increase from the previous year's 11% figure. This over representation will be analysed as part of the disproportionality policy and ongoing work and is addressed within the Over-Represented Groups section of this plan.

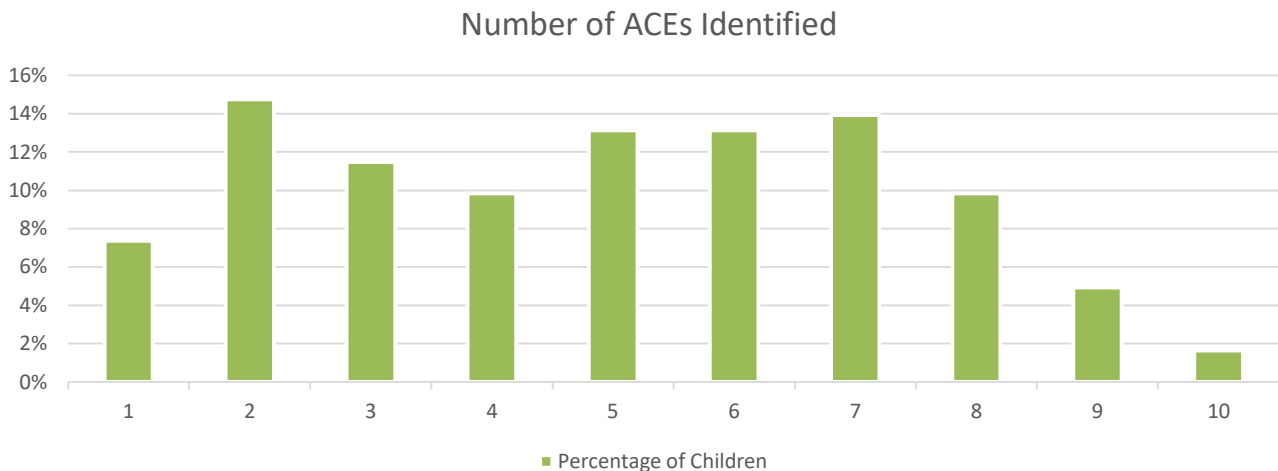


Using data from the Welsh Index of Multiple Deprivation, we are able to analyse more of the complex needs of our cohort. The data is used to target resources and where it is best delivered in a small area or at community level.

43 (35%) children supported by the Vale Youth Justice & Early Support Service reside in the bottom 20% most deprived areas in Wales. In contrast 32 (26%) of children supported reside in the top 20% least deprived areas of the Vale identifying some of the potential diverse needs of children living in the Vale.

From Assessment data provided by practitioners, analysis identifies that 58% of children supported by the YJESS in 2022/23 experienced four or more ACEs, and 43% experienced seven or more.

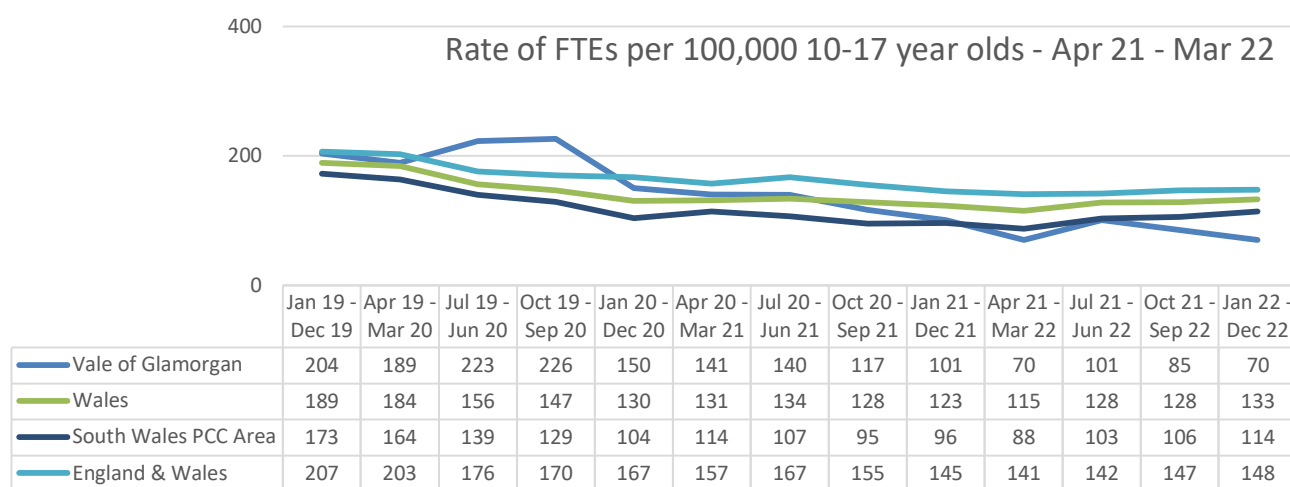
Below is a breakdown of the percentage of children and the number of ACEs identified, at the time of assessment.



First Time Entrants

First-time entrants (FTEs) are defined as children (aged 10-17 years) who receive their first substantive outcome (a youth caution, youth conditional caution or court conviction) for the first time. Each YJESS has an overarching target to reduce the number of FTEs on a quarterly basis within its locality. The rate of first-time entrants to the criminal justice system aged 10 -17 years is per 100,000.

Due to discrepancies between the published data supplied by the Ministry of Justice to calculate First Time Entrants for local areas, and our local data, the Vale of Glamorgan have supplied local data below. Between January and December 2022 there were nine children who were FTE compared to thirteen the previous year. The graph below indicates that the rate of First Time Entrants continues to be maintained at around the same low level, however, slight variances over the 4-year period are shown.



Reduction of First Time Entrants

The YJESS Management Team continually scrutinise the FTE figures and inform the Management Board to allow them to provide oversight and scrutiny and so ensure that children are being supported appropriately by the agreed processes within South Wales.

Whilst the FTE numbers in the Vale have been consistently low for children, the board requested an audit in early 2023 for the children who became FTEs in the previous period. They were interested in partnership working and opportunities where earlier support may have been beneficial in order to identify areas for development of earlier opportunities for support by agencies working with children.

The outcomes were clear in identifying such opportunities, and in highlighting the trauma experienced by the majority of children who enter the youth justice system. These outcomes have been presented to the Board, and more widely with the local authority senior leadership team, to raise awareness of early identification of need and promote preventative support. The YJESS are briefing Heads of schools on the findings in July, which will continue to be shared with partners. Routine auditing for First Time Entrants will continue to be undertaken and shared with the Board and more widely to identify and promote earlier support opportunities for children.

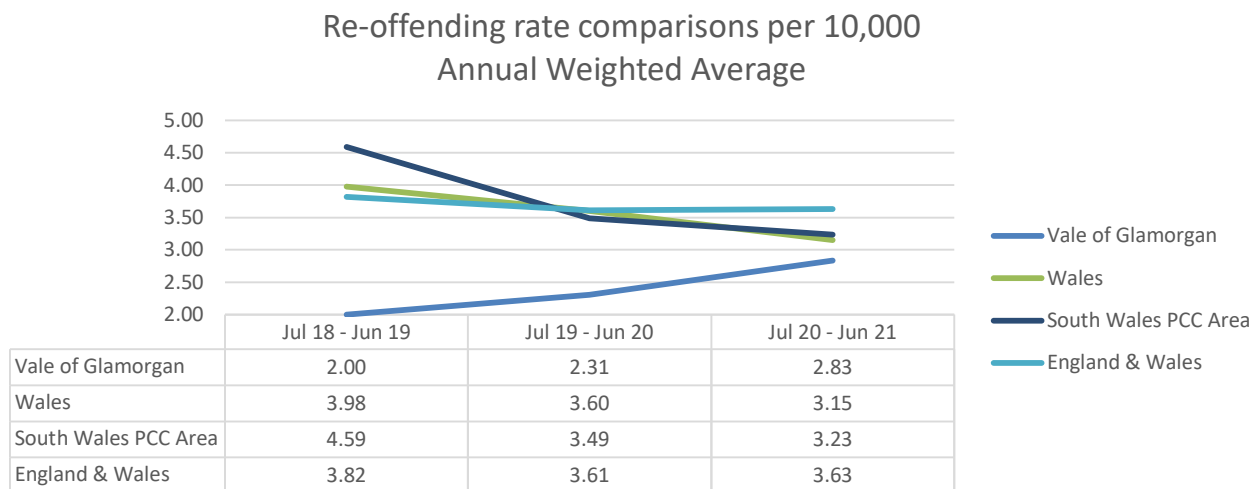
Further work being undertaken to reduce FTEs includes raising awareness of the Prevention Service, continuing links with the Community Safety Partnership which has now resulted in earlier YJESS support for children involved in Anti-Social Behaviour, the use of the new Turnaround provision, and a focus within the Out of Court Disposal multi-agency decision making process for considering appropriate alternative support; specifically considering over-represented children. Training for children’s homes and foster carers in Restorative Approaches with their children also continues to be offered.

Reoffending Rate

The data for this indicator comes from the Police National Computer and is published by the MoJ. The cohort consists of all young people who received a pre-court or court disposal, or were released from custody, within a 12-month period. The YJESS has an overarching target to reduce the number of children re-entering the criminal justice system year on year.

Due to the timescales for tracking of the cohort, the measure is always approximately 18 months behind ‘real time’. The most recent data below for June 2020 – July 2021 shows that there were 22 children in the cohort, six reoffended, committing a total of 17 reoffences. 2.83 reoffences per offender with a 27.3% reoffending rate.

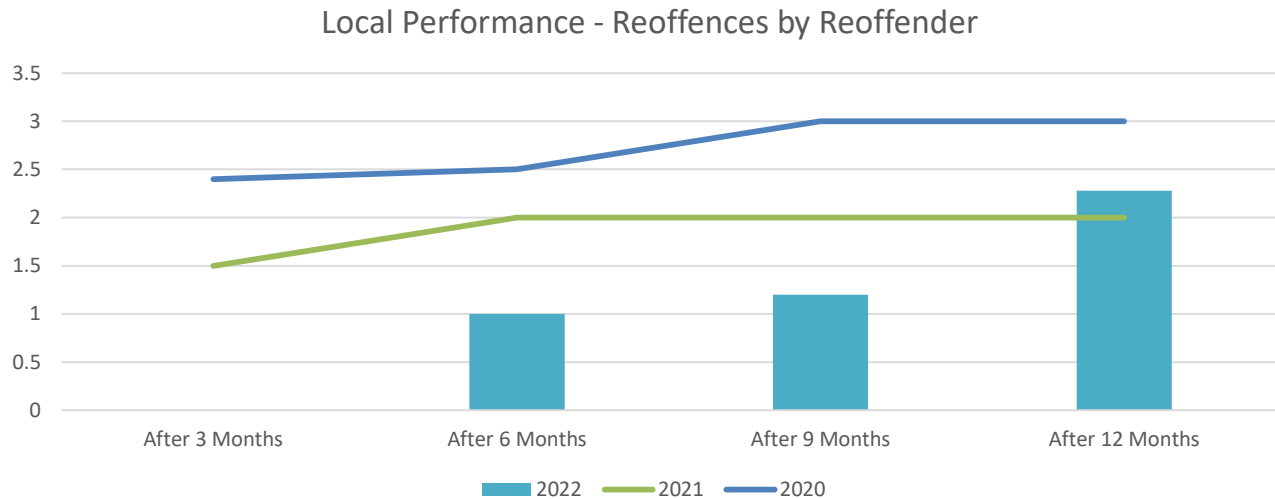
This is compared to the previous year of 44 children in the cohort, with 13 reoffending, committing a total of 30 offences, giving a figure of 2.31 re-offences per reoffender with a 29.5% reoffending rate.



Local Offending/Reoffending

The Vale YJESS provide the Management board with more up-to-date and contextualised data. The most recent data available is 1st Jan 2022 – 31st March 2022, 38 children were analysed as a part of the live reoffending tracker and data presented to the board quarterly. These were children who had started a prevention intervention or received an out of court disposal, pre court or community disposal. As part of the YJESS Re-offending Action Plan, it was agreed that the YJESS will complete file audits on children who are being supported by the YJESS who have offended (while receiving prevention support) or reoffended, to ensure that the support being provided does assist with reducing the likelihood of reoffending.

Of the 38 children in the cohort, seven children offended or reoffended, committing 16 offences, with 2.28 offences per child who committed an offence and an 18.4% offending/reoffending rate.



Reducing Re-Offending

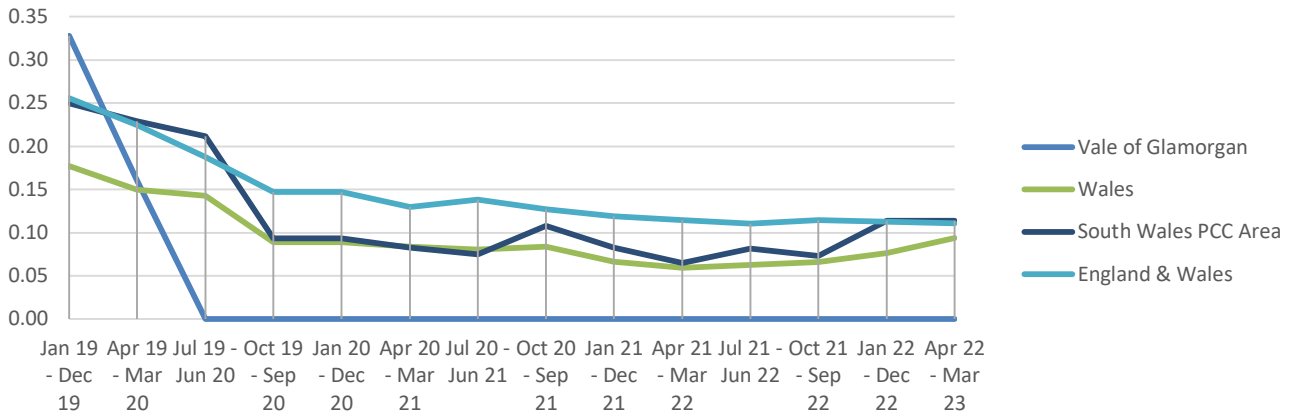
A primary focus of the support provided to the children who have committed offences is to prevent reoffending. In addition to the individual support, re-offending audits have now started to take place when re-offending is identified, as identified above. The audits include practitioners undertaking group reviews of the interventions and the circumstances of the offences, and feedback provided from these to individual practitioners and the team. Areas for development identified have included a greater emphasis on establishing and maintaining oversight of early consistent communication with the child and their family. Areas of strength and good practice have included the very positive multi-agency relationships, and the positive and adaptive methods of working with children.

Custody

Use of custody rate per 1,000 of 10-17 population for the period April 22 – March 23. It is highly positive that the service had no children sentenced to custody within this period. This replicates the previous year April 21 – March 2022.

During this period there were five Pre-Sentence Reports (PSRs) requested by the court requiring consideration of ‘all options’ which includes consideration of custody. YJESS recommendations within four of the PSRs were agreed by the court. The fifth outcome resulted in a National Referral Mechanism (NRM) ‘Conclusive Grounds’ decision being made following the YJESS submitting the referral, and charges being dropped.

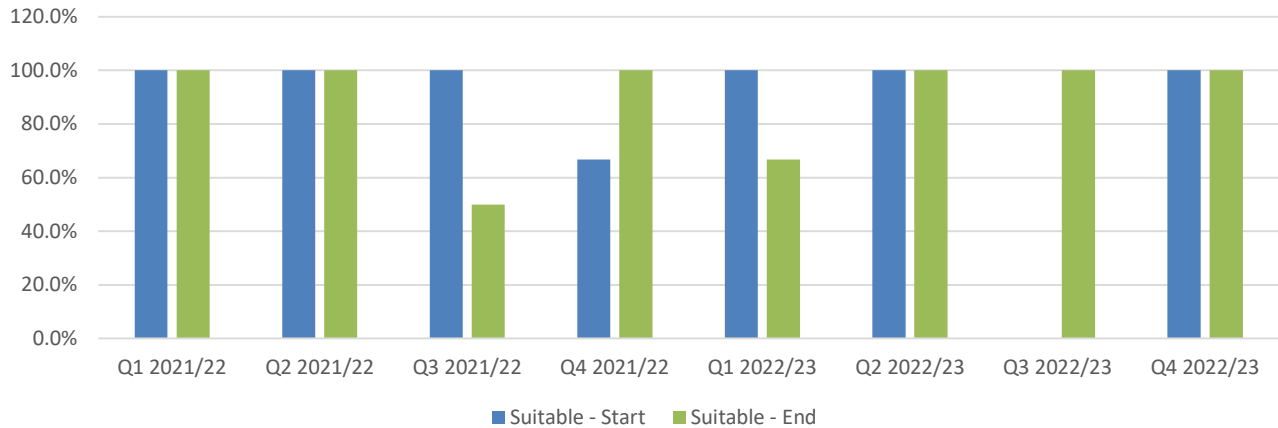
Custody Rate per 1,000 - 10-17 year olds



Access to Suitable Accommodation

This measures the percentage point change in the proportion of children with suitable accommodation whilst undertaking a YJESS intervention. It also looks at suitability upon release from custody compared with immediately prior to commencement.

Accommodation Community - Children Suitable Start v End



The data above represents 10 children who completed a statutory intervention in 2022/23 and all 10 were in suitable accommodation at the end of their interventions. The Board is provided with data for all children supported by the YJESS and this encourages discussion on suitability of provision for all children not just the small numbers in the cohort above.

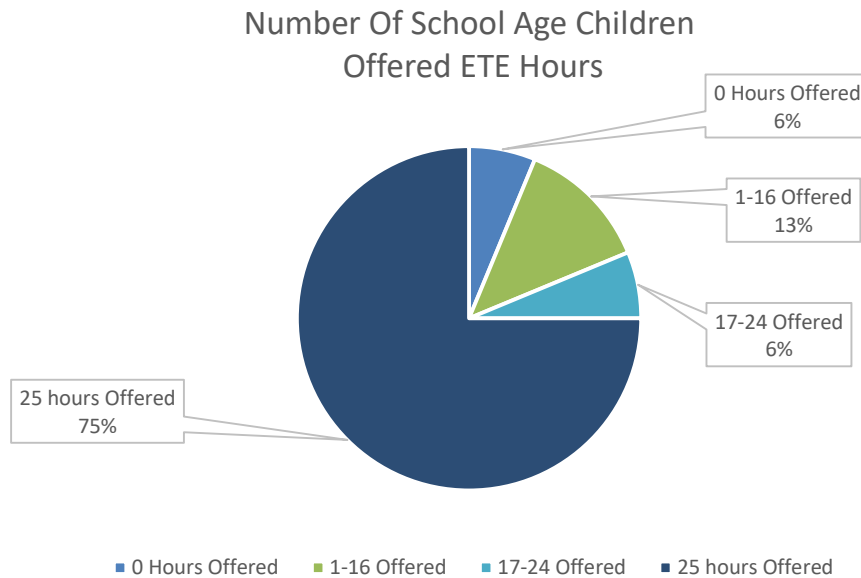
There is currently one child supported by YJESS who is assessed as living in unsuitable accommodation, related to conditions of police bail. The reasons for these concerns are shared by the Children and Young People’s Service and the suitability continues to be raised with relevant partner agencies.

Education, Training and Employment (ETE)

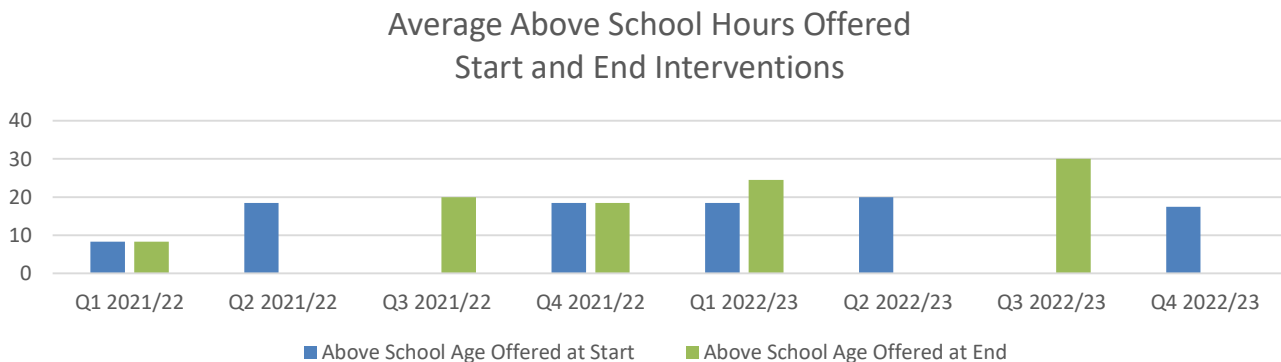
This data is a count of the number of court orders closing in the period, and the number and proportion of these disposals where the child was in suitable ETE. The measure looks at those of

Statutory School Age (who should receive at least 25 hours per week) and those above Statutory School Age (who should receive at least 16 hours per week).

During 2022/2023 three children completed a statutory intervention of school age.



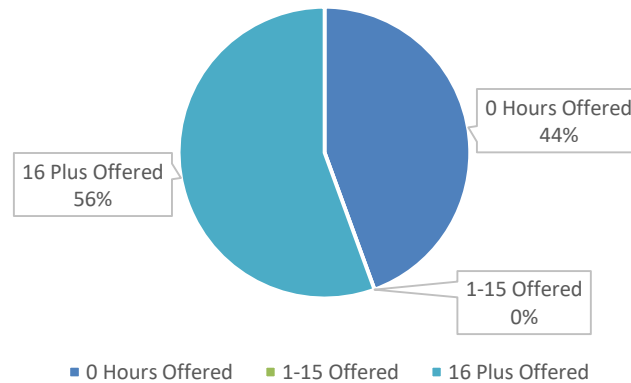
During 2022/2023 six children completed a statutory intervention of above school age.



As the graphs above only relate to children who have completed a statutory court intervention with the Vale YJESS, it is not representative of the educational partnership work which is evident in the YJESS. It was agreed that all children who are currently supported by YJESS will be discussed at Board level, including information provided on the number of hours of education being received and the suitability of the provisions. Access has been provided to education databases and links to workers to support this information at multiple levels.

Of the current cohort of children being supported by the YJESS of school age, 23% are supported with a Pastoral Support Plan (PSP), which includes those not being offered 25 hours in order to promote re-engagement into education.

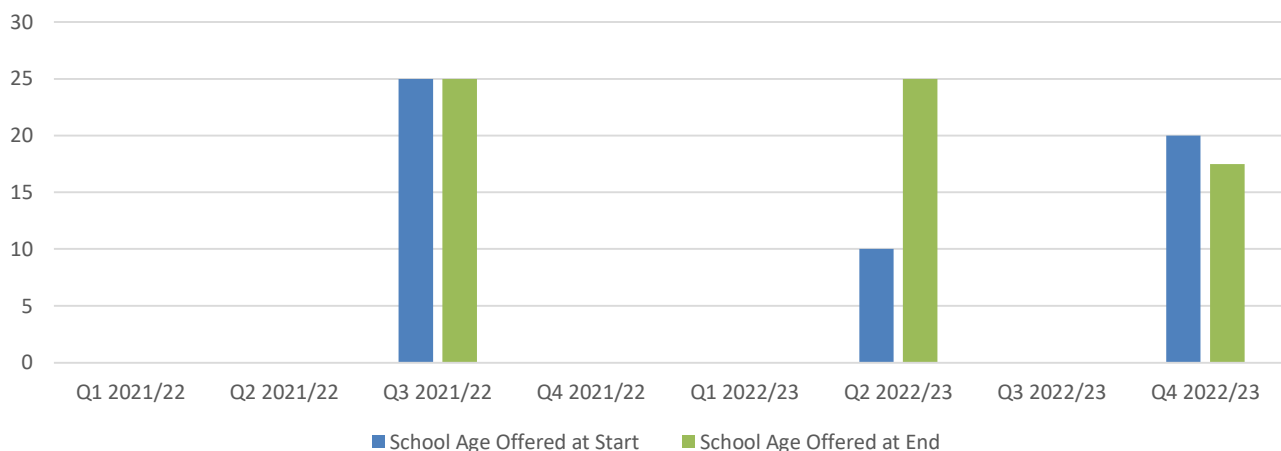
Number Of Above-School Age Children Offered ETE Hours



Increasing Suitable Education Provision

There are very positive links between the YJESS and the Vale Learning and Skills Directorate. All Children not receiving the full 25 hours are discussed and supported by the YJESS and Education, including within forums attended by a member of YJESS Management team on ‘Exclusion Meetings’ for children at risk of exclusion, ‘Education/YJESS Interface Meetings’ and Education’s ‘Social Emotional and Mental Health Panel’ (SEMHP). All continued concerns are escalated to the Board.

Average School Hours Offered Start and End Interventions



The chart below shows the number of children above school age offered ETE. All children who are not in education or employment and are supported by the YJESS have been referred to Careers Wales or support to engage with Communities 4 Work to increase employability skills. There is ongoing discussion about the objectiveness of an assessment of suitability undertaken by a YJESS practitioner compared to a Learning and Skills Practitioner, however outcomes require management oversight and discrepancies are discussed within meetings with Learning and Skills and escalated where appropriate.

Access to Substance Misuse Support

This indicator relates to children subject to court orders identified as requiring a substance misuse assessment. Of those identified, a substance misuse assessment must be completed within five days. If the child has been identified as requiring ongoing substance misuse support treatment, this must commence within 10 days.

There are a number of reasons why a child has an identified need but did not commence a substance misuse assessment. These range from having already received an assessment, to the complexity of the child's circumstances resulting in the referral not being the highest priority or beneficial for the child at that specific time.

	Q1	Q2	Q3	Q4	total
Number identified by screening requiring SM service	2	2	1	4	9
Number of children commencing a SM assessment	1	1	0	0	2
Number of children commencing a SM assessment within 5 days	1	1	0	0	2
Number of children identified through assessment requiring treatment	1	1	0	0	2
Number of children receiving a service within 10 days	1	1	0	0	2

The data above is not reflective of all the children the YJESS supports, or of their needs and substance misuse support they may have received. The new Key Performance Indicators to be reported in August 2023 will look to capture advice and guidance, including harm reduction and awareness, provided as part of lower-level general support, not only by the specialist substance misuse officer, and will also include children not subject to court orders.

Access to Mental Health Services

The YJESS reports on the percentage of children subject to court orders identified as requiring a mental health assessment. All children take part in an assessment by the YJESS within 10 working days of sentence, and those identified as requiring a referral on mental health services should be referred within 10 working days. The YJESS then reports the percentage of these children a) receiving a mental health assessment within 28 days and, b) if the child referred has been identified as receiving mental health treatment within 28 days of assessment.

The table below shows the information for children subject to court orders as reported as part of the old KPIs:

	Q1	Q2	Q3	Q4	total
Number identified Via Screening Requiring a MH Assessment	0	2	0	4	6
Number commencing MH Assessment	0	2	0	0	2
Number commencing a MH assessment within 28 days of referral	0	0	0	0	0
Number of children identified through assessment requiring treatment	0	0	0	0	0
Number receiving a Tier 2,3 or 4 Service within 28 days of MH assessment	0	0	0	0	0

However, the data in this table is not reflective of practice. It does not capture children who have been referred prior to sentence, and awaiting assessment, usually for significant lengths of time, and it does not reflect the support provided through the YJESS Specialist CAMHS Nurse who provides consultation and direct support.

The new Key Performance Indicators seeks to capture this more localised information and will be reflected in future reporting.

Priorities for Continued Service Development

Key Priorities for the Vale Youth Justice & Early Support Service for 2023-2024 are highlighted at the end of this plan. However, the specific areas of focus for continued development within the work of the YJESS to support children, their families, and victims, and reduce offending, are detailed below:

1. Disproportionality and Children from Over-Represented Groups

The Youth Justice & Early Support Service undertakes annual analysis of data to identify factors relevant to the children with whom we work. This helps identify trends and factors which may require further support and partnership working, including representation of black and mixed ethnicity children, children who are known to children's services, children who have experienced specific adverse childhood experiences, girls, those who have experienced school exclusion and those who have additional learning needs.

1.1 Black, Asian and Minority Ethnicity (BAME) Children

Nationally it is known that BAME boys are over-represented within youth justice services. The Vale as a local authority has a population of 91% who identified themselves as white in the 2021 census. The Vale YJESS data for 2022/23, by offence resulting in a Youth Caution or higher, shows 29% of children identified as BAME, which is a significantly higher percentage compared to the general Vale population. This represents a significant increase from the previous two years of 11% (2022/23) and 14% (2021/22).

South Wales Police have recently begun providing data on stop and searches, community resolutions and there is now agreement to begin providing data on searches in police custody, broken down into areas including ethnicity. This police data, and the internal YJESS data detailed in the KPI section of this plan, will be routinely analysed, and reported to the Board to identify areas for development relating to decision making and support both within the YJESS and partner agencies. Ethnicity is also one of the factors recognised within the internal First time Entrant and Re-Offending audit processes.

Decision-making processes such as within the multi-agency forum for Out-of-Court Disposals, discussed in this plan, have also been adapted to ensure consideration of factors relevant to over-represented children within this process, to identify where alternative outcomes would be more appropriate.

1.2 Girls

An analysis of the data from 1st April - 30th September 2020 and 1st April – 30th Sept 2021 identified that there had been an increase in the percentage of girls receiving support for offences within the Vale YJESS, the cohort comprised of 13.75% (11/69) girls compared to 27% (13/35) of girls for the same period in 2021. Analysis was undertaken to identify whether this was a trend, or specific only to that timeframe, the reasons for this, and how we could best meet the needs of the girls and reduce the number of girls entering the Criminal Justice System.

Following further analysis and audit, a pattern of violence against peers stoked by social media and interactions within education were identified as prominent factors within the relevant offences. This resulted in increased efforts to communicate with education settings, specifically around educational support on social media use, and awareness of prevention services. Following this there has been an increase in the number of girls receiving prevention support, from six girls receiving YJESS prevention support in 2021/22 to 13 for the same period in 2022/23.

To help prevent girls entering the Criminal Justice System and reduce the chances of girls re-entering the Criminal Justice System, the analysis also identified the requirement for assessing and responding to individual needs, rather than a generalised intervention approach to working with girls - while also maintaining an understanding of the relationship between the experiences of girls and impact on behaviour. In ensuring oversight for this group, QA tools have been adapted to ensure oversight of the assessment and planning to take into account the needs of girls.

As an additional response, the Vale YJESS has developed and undertaken a Girls Group programme (which can easily be modified to meet young boys' needs). This will continue to be considered as part of a wider intervention package for children we support, if deemed appropriate following assessment.

As an ongoing commitment to meet the needs of both boys and girls accessing the YJESS for support, hygiene packs and period packs have been created to provide essentials to young people who may need them.

1.3 Speech and Language Concerns

The quality of local youth justice data is not believed to be accurate, with 9% of the current cohort in the Vale YJESS identified as having Speech and Language difficulties. The Welsh Government figure is reported as 60% nationally for young people involved in the Youth Justice system. This identifies a need for more specialist provision within the Vale YJESS, with one of seven recommendations that the Welsh Government should work with local authorities to develop plans to embed speech and language therapists within every YJESS by December 2023. All Vale YJESS practitioners have received ELKLAN Training from the SPLD Team, however a designated resource and swift pathway for targeted additional support is not currently in place. A designated resource, such as a Speech and Language therapist for the YJESS is being explored with the health service.

1.4 Additional Learning Needs

With the recent change in Youth Justice Board KPI's, we have looked at how the YJESS Management Board can ensure appropriate representation for young people's needs and have appropriate means of escalation if there are concerns around service provision. One area of current development for exploration is the benefit of an ALN specialist from the Learning and Skills Directorate to sit on the Board, in acknowledgement that the additional learning needs of children in the youth justice system can be extensive, so requiring specific, targeted, and timely intervention to help reduce the risk of further involvement with youth justice.

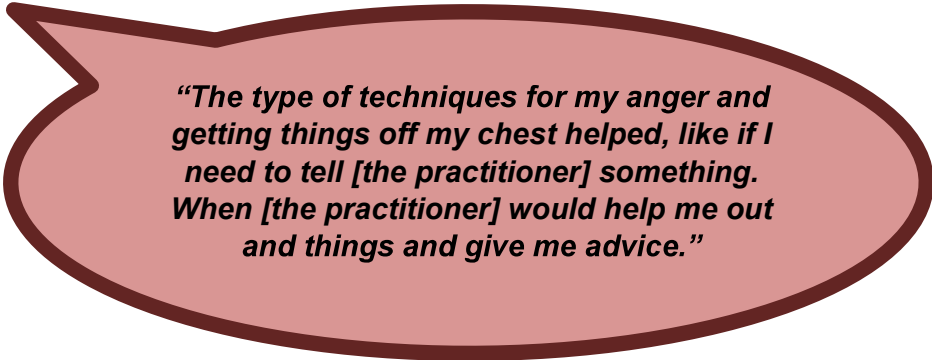
1.5 Care Experienced Children

The All-Wales Protocol for Reducing the criminalisation of care experienced children and young adults (2022) reflects the protocol already in place in the Vale of Glamorgan since February 2019, aiming to set out 'best practice' to avoid children/young people who are care experienced from entering the Youth Justice System. As part of our commitment, we continue to offer support and training to the residential children's homes and foster carers within the Vale of Glamorgan, which includes Restorative Approaches and support in facilitating restorative conversations and conferences. Forty-five children's home staff are currently booked onto this coming year's training, displaying their commitment to the national protocol, and the YJESS will continue to work with partners. In addition to this, foster carers have previously been offered Take 3 training and support through our Parenting Officer, with a plan to re-visit this following the current recruitment process for this vacancy to be filled.


1.5 Staff Training

Ongoing data analysis in areas of over-representation will continue to be examined in line with workforce development and will inform the service's ongoing training in the coming year, in partnership with Social Care Workforce Development.

2. Prevention



“The type of techniques for my anger and getting things off my chest helped, like if I need to tell [the practitioner] something. When [the practitioner] would help me out and things and give me advice.”



“The YOT helped with my behaviour and focusing on my life and future more.”

The purpose of the Prevention Strategy (appx. 5) at the Vale YJESS is to prevent children and young people from entering the Criminal Justice System by identifying those at risk of offending or committing anti-social behaviour. The Prevention Service provides evidence-based interventions designed to reduce the likelihood of offending and involvement in ASB. In line with this, the service aims to inform and educate children and young people; increasing their resilience and empowering them to make better decisions.

Referrals can be made through partner agencies, or by the family. The YJESS Prevention Service has already adopted a tiered support system based on the needs identified from the referral and the risk level indicated through a verification process. This includes educational work around Anti-Social and Criminal Behaviour for children assessed as at a lower level of likelihood of becoming involved

in offending or ASB, to a full Prevention assessment and unique intervention for those assessed as at higher need.

ASB Programmes are offered as part of the close working partnership with the Community Safety Team, identifying children involved in ASB at earlier stages in order to provide support. This includes undertaking restorative-focused work facilitated by community volunteers.

The Prevention Service has helped develop and maintain a positive rapport with fellow early intervention services in the Vale of Glamorgan, such as FACT, Families First Advice Line and Youth Wellbeing services. It is important to ensure that services are referring children and young people to the correct agency for additional support based on their identified needs. The YJESS will ensure information and advice in a variety of formats is available to practitioners within the Vale of Glamorgan to ensure that they meet their responsibilities as a Tier 1 preventative service but are also aware of the additional support service provided by the YJESS.

Each intervention plan in the Vale YJESS is developed by using the ASSET Plus model which is unique to the child and their family. Using the Child First and trauma informed approaches, the Prevention Model (detailed earlier in this report within the Voice of the Child section) and the YJESS practitioner the child and their parents/carers identify their needs and strengths and a plan to support these.

This enables the child to receive the appropriate support, either 1:1 or in group settings, with the same specialist resources available within prevention support as children involved in other YJESS support.

Evaluations take place through feedback from the child and family at the end of intervention support, and the prevention service is part of the First Time Entrant and Offending/Reoffending audits now taking place if the child commits an offence.

Prevention practice examples (Appx. 6) including initial concerns, support undertaken, and outcomes.

3. Diversion

Many partnerships are delivering diversion work with children (together with their families/carers) who have committed an offence, to support them to avoid a criminal record and escalation into the justice system.

The Vale YJESS continues to operate a bespoke Out of Court Disposal (OCD) model as part of its diversion activity, rather than utilising the Youth Bureau model predominantly in operation across Wales. The outcomes from the OCD process include the child receiving a Youth Restorative Disposal, a Youth Caution, a Youth Conditional Caution, referral back to the custody sergeant to consider No Further Action, or for a referral to Court.

The OCD model received positive feedback from the HMIP Inspectorate in 2022, who stated that the “out-of-court disposal policy and practice are well documented, with clarity about the contributions of the relevant partners”.

Children are referred for consideration of an OCD by the custody sergeant at the police station following interview, or via the court, based on qualifying seriousness of the offence. All children

referred are allocated a YJESS practitioner who undertakes a comprehensive assessment with the child and their family/carers, including the support they may wish to receive, to inform discussion at a multi-agency decision-making panel within 15 working days of the referral. The multi-agency panel routinely includes YJESS, South Wales Police, Victim Officer and education, and a decision is made based on eligibility, suitability and on all the information shared at the meeting. If a decision for a YRD, YC or YCC is reached, the panel recommends a provisional plan after consideration of the practitioner's assessment and provisional planning with the child and their family/carers. The YJESS Practitioner will confirm an agreed plan with the child and their family, and the child will receive their disposal from the YJESS seconded police officer, as part of a restorative meeting facilitated by restoratively trained community volunteers. This takes place within five working days of the decision-making meeting.

If an agreed decision is not able to be reached by the practitioners at the panel, the information is escalated to the YJESS Sergeant for a review and further decision making to take place.

All children receiving an OOCd are offered an opportunity to engage in an intervention plan supported by their YJESS practitioner.

The HMIP inspectorate cited a number of strengths of the Vale OOCd process:

- An appropriate assessment tool (Asset Plus) is used with each child before a decision-making panel takes place.
- The multi-agency panel makes decisions jointly.
- There is an escalation process if the panel does not reach a consensus.
- The YJESS's out-of-court policy has driven a diversionary approach, and there has been a marked decline in first-time entrants to the system.

3.1 Scrutiny of the OOCd Process

The YJESS has partnered with Cardiff Youth Justice Service to scrutinise OOCds to examine decision making, identify areas of good practice and areas for development. Since 2020 a scrutiny panel occurs every two months including Cardiff YJS, Vale YJESS, Police and Crime Commissioner's Office, and Police representatives of the YJESS Boards. Three children's interventions from each service are randomly selected by PCC as part of the scrutiny, and additional data is also provided on a quarterly basis.

3.2 Diversity within OOCd Decision-Making

As discussed within the section of this plan relating to over-represented groups, an area of current development is diversity considerations being incorporated into the decision-making process for Out of Court Disposals in order to identify if there are other support mechanisms which would be more appropriate for over-represented groups.

3.3 Increasing the OOCd Offer

As a part of the ongoing development of the OOCd offer, and in line with developments across the South Wales Policing area, the Vale YJESS will now deliver a bespoke driving offence package to

children referred by the police for OOOD relating to driving offences, as an alternative to these children being charged to court.

3.4 Other Diversion Support

In addition to this new driving programme, the Vale YJESS have been offering a variety of newly developed programmes of support in the past year, and this will continue in 2023/24. A recent cohort of girls have accessed the Girls Group provision, in addition to children accessing the ASB Awareness Programme. The YJESS also undertake ASB group work with children where there are increases in concerns related to identified groups of children and following liaison with the Community Safety Partnership. As part of an interventions audit, and through consultation with children, it was identified that our current cohort have an interest in bikes, with a number of the children utilising the 'bikes for hire' scheme in the area. As a result, four practitioners are being trained to support bike maintenance in the coming year and will be able to offer maintenance workshops to children for their own and YJESS bikes.

3.5 Turnaround

In December 2022, the Ministry of Justice offered all YJESS' additional funding to deliver the Turnaround Project, with the aim of reducing the number of children entering the youth justice system. The Vale YJESS applied for and received this funding, completing an intervention audit and purchasing relevant additional resources to support the project, and appointing a new Turnaround Support Practitioner.

4. Education

The Local Authority's Education Department provide 0.5 of a full-time equivalent Inclusion Officer post as a secondment to the YJESS. This officer is responsible for education checks when a child begins to receive support from the YJESS, providing updated information as appropriate, attending internal YJESS meetings to provide an education perspective such as the Prevention Meetings, OOOD Decision Making meetings and Case Planning Forums relating to supporting high levels of risk and safety and wellbeing concern. The Inclusion Officer also provides a link to identify the relevant Additional Learning Need practitioners within each educational provision for children receiving support from the YJESS.

YJESS interface meetings with the education department (pre and post 16) take place on a six-weekly basis. Attendance at these meetings includes the Local Authority Inclusion Manager, YJESS Inclusion Officer, Careers Wales, the Communities4Work representative and a YJESS Management Team representative. A discussion takes place around the YJESS cohort of children, including whether they are receiving education, and the suitability of this education provision in line with the new Key Performance Indicators. Where referrals for support are appropriate, these are also discussed and prioritised. Concerns around provision are also discussed at this forum as part of the escalation process.

A member of the YJESS Management Team attends monthly exclusion meetings and the monthly education department SEMHP (Social, Emotional, Mental Health Panel) to share information and advocate on behalf of children supported by the YJESS in relation to provision. In addition,

recommendations for YJESS Prevention support to be offered to children who are on the cusp of exclusion can also be made at this meeting.

There is an expectation from both the Learning and Skills Directorate and the YJESS that when a child is on a reduced timetable or receiving other specific education support, as part of a Personal Support Plan (PSP), the YJESS practitioner will be invited to the reviews as an active part of this process. This expectation is monitored within the YJESS oversight and QA process.

The Management Board is represented by the local Authority Inclusion manager, who attends SEMHP, interface and Inclusion meetings, and by the Head of standards and Provision for the Learning and Skills Directorate. This allows for a good level of knowledge within the education department of the needs of the children with whom we work, allowing for identification of resources and gaps in services, and an escalation process when required.

As part of the increased focus on Additional Learning needs including IDPs, and the related new KPIs for education, the Learning and Skills Directorate have offered training on new legislation and on ALN and IDPs.

Reporting data and other information relating to education is provided within the KPI section of this plan and is used to inform discussion within the regular meetings with Learning and Skills to support a focus on disproportionality.

5. Restorative Approaches and Victims

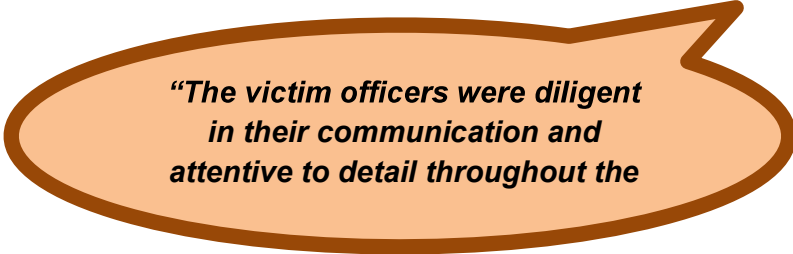
It is extremely important to recognise the impact on victims of crime, with victims supported by the YJESS being provided with an opportunity to express this impact and for this to be portrayed to the children who have committed the offences. Statements from victims have included:



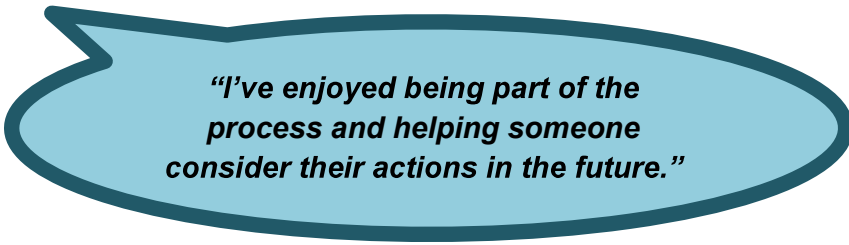
Following the introduction of the Victim Code of Practice 2020, the Vale of Glamorgan YJESS conducted a baseline audit of the offer provided to victims of crime and anti-social behaviour, and produced a report for the Local Management Board, including recommendations for improving a victim’s journey. These recommendations included a regular audit of the offer provided to victims,

and regular case studies to the YJESS Management Board to display good practice and areas for improvement, with a focus on identifying actions to improve the volume of feedback received from victims to help improve the victim's journey.

Some of the feedback received from victims following the support provided by the YJESS victim officers shows the importance of the work being undertaken with them. This feedback has included:



“The victim officers were diligent in their communication and attentive to detail throughout the



“I’ve enjoyed being part of the process and helping someone consider their actions in the future.”


Following the audit, the Vale YJESS began working with the Police and Crime Commissioner's office, to discuss how they could support our endeavour to improve a victim's journey, and as a result the Vale YJESS will now be piloting regular audits with the PCC's office in 2023/24. The PPC's office will compile a report of the findings which will be presented to the South Wales Criminal Justice and IOM Board as well as the Victims and Witness Taskforce as part of a work-stream for Criminal Justice in Wales. This will also be presented to the Local Management Board. The aim of these audits locally will be to highlight areas of good practice but also areas of development, and result in action planning so that a victim's journey is the best it can possibly be in difficult circumstances.

In addition to the victim service provided by the YJESS, if the Vale YJESS identify concerns about a victim's journey prior to referral for YJESS support, the PCC's office will aim to support with a request for a review if appropriate.


5.1 Use of Restorative Approaches

The YJESS aims to offer restorative approaches facilitated by community volunteers during our support with young people. This includes within the formulation of Acceptable Behaviour Contracts (ABCs) with the children and their parents/carers, during the administering of Out of Court Disposals (OOCs), and during Referral Order panels. Direct restorative work including face-to-face meetings between the children and victims is also something which is available and offered in all areas of support where a victim is identified.

One volunteer who undertook the YJESS training programme to facilitate restorative meetings commented:



“The training process was informative and engaging. I’d expected for it to get a little draining as they were long days, however, I found it really interesting because we had lots of discussions and chance to practice rather than just sitting down the whole time. Everyone was really friendly and after the first one I looked forward to the training sessions each week.”



“I was nervous to start the restorative meetings as there is an element to them that will always be unpredictable, but I was excited after all of the training. I have found them all interesting regardless of outcome, and the training and guides were good preparation. It gets a little less scary each time, and there is enough support that I feel comfortable at all times.”

The Vale YJESS is committed to providing all members of the service, including performance team members, training to understand and be able to use restorative language via restorative conversations and/or more formal restorative meetings. This training is part of the ongoing training offer to the staff team and wider partners across the Vale, including the Community Safety Partnership who support children participating in anti-social behaviour and the victims of this behaviour.

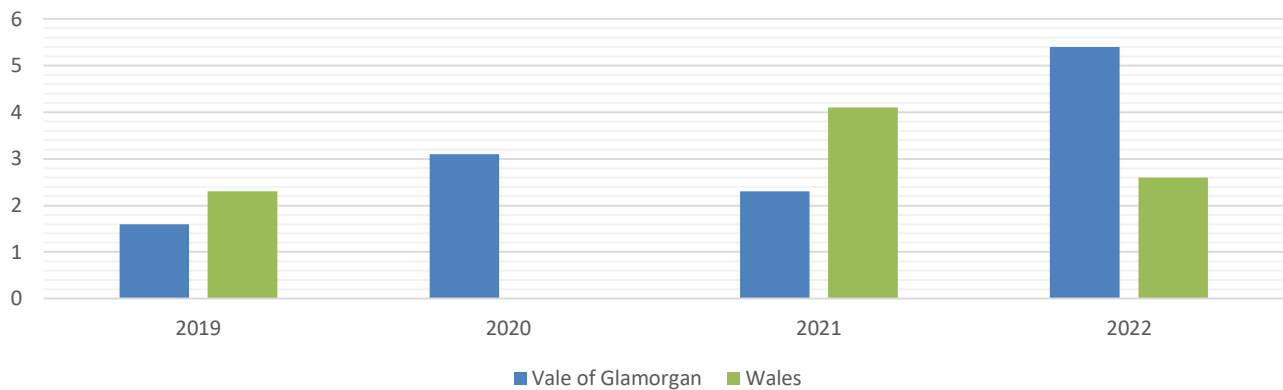
6. Serious Violence

The Vale YJESS has seen an increase in the number of offences defined as serious violence between 2021 and 2022, from three in 2021 to seven offences in 2022. These seven offences were committed by six children. As the charts below show, the 2022 increase is a significant increase from the trend over the last few years.

Number of SV Offences In
The Vale Of Glamorgan By Year



Rate (per 10,000) of SV Offences In
Wales and The Vale of Glamorgan



From analysis of the offences, there are a wide range of factors influencing these, from an offence resulting in injury being significantly related to the child's circumstances as a victim of child criminal exploitation, to an offence of a threat being made over social media by a child not previously known to the police.

Specific reference to offences of serious violence are now identified within the audits/reviews for First Time Entrants, and in reoffending reviews to help identify areas for development and strengthen good practice internally and with partners.

The Vale YJESS has engaged with the Police and Crime Commissioner and the Community Safety Partnership in the development of a strategy to combat serious violence. A Cardiff and Vale of Glamorgan strategic needs assessment is currently underway (as defined by the Home Office Serious Violence Duty for England and Wales 2022) to highlight the areas of development. This is due to be completed imminently (end of June 2023) and will result in the commencement of work for a Delivery Plan to deliver against the identified areas of development. YJESS data and concerns have been included in the strategic needs assessment and the YJESS remains involved in this process.

All children subject to Police Bail and Released Under Investigation are monitored and highlighted by the YJESS seconded police officer. Vale YJESS receives a Daily Flag report on all children from the Vale who are arrested. The Daily flag also includes a report on any incident coming to police attention for children who are already receiving YJESS support. This has resulted in discussion for YJESS voluntary support, including through the new Turnaround provision.

7. Child Exploitation

The Vale YJESS strongly advocates for Child Criminal and Sexual Exploitation multi-agency forums including strategy meetings relating to specific incidents of concern. We are currently liaising with the Vale Children and Young People's Service (CYPS) who are undertaking further development of the Local Authority exploitation responses. This includes revisiting the Regional Safeguarding Board exploitation strategy and developing a delivery plan that sits behind this. There is also an ongoing training needs analysis for CYPS staff as a whole (which includes the YJESS), and the current development of an identification toolkit. On a strategic level the local authority are engaging regionally with a police task force group and practitioner support forums.

The YJESS staff are proactive in recognising exploitation, and this is embedded in the oversight processes at the YJESS. Practitioners are fully aware of, and utilise, the National Referral Mechanism (NRM) process for children who are identified as being exploited, alongside the referrals to CYPS and advocating for strategy meetings, in line with the All Wales Procedures. All identified children, and those identified as at risk, are also referred internally to the (high risk/safety & wellbeing) Case Planning Forum ensuring multi-agency sharing of information and planning to manage and reduce concern.

YJESS have strong local links with St. Giles Trust and Media Academy Cymru for specialist individual support for children being exploited, or at risk of being exploited, and refer to Barnados alongside the NRM referrals for advocacy and consultation support.

Vale YJESS have made a significant number of NRM referrals, often in conjunction with Vale C&YPs workers and the police, which have resulted in positive reasonable grounds and conclusive grounds decisions. This in turn has been of influence in discussions with decision makers and magistrates when considering outcomes for these children who have become involved with the criminal courts as a result of being exploited. Notwithstanding, the length of time that it takes to reach conclusive grounds decisions exceeds the guidelines in most cases, and this is a risk that has led to delayed decision and sentencing outcomes. The delays have also resulted in some extended periods on police bail/RUI.

While not a significant risk factor for children in the Vale historically, the YJESS is represented at managerial level on the local Channel Panel where referrals can be made if there are concerns of potential radicalisation and extremism. This can open up access to specialist intervention providers with expertise and detailed knowledge.

8. Detention in Police Custody and Remands

As detailed under the Serious Violence section of the Plan, the YJESS seconded police officer provides a Daily Flag for children arrested from the Vale.

The Vale YJESS provides an Appropriate Adult duty service involving practitioners and volunteers during office hours, evenings and weekends up to 10pm. All practitioners and volunteers are trained including the need for compliance with PACE.

During office hours and weekends/bank holidays, the YJESS duty or on-call practitioner maintains contact with the local custody suites in order to anticipate the need for appropriate adult provision or accommodation arrangements, and also provides court duty functions. While YJESS does not have access to accommodation provision, where there are concerns about accommodation arrangements, or risks of remand, the YJESS duty practitioner will liaise with the Children and Young People's Service to help support accommodation provision. C&YPs managers are aware of their responsibilities relating to children receiving remand and their status as Child Looked After. During evenings and weekends the police also liaise with the Emergency Duty Team and the Vale's Children and Young People's Service provide an on-call senior Manager (OM) who can be contacted around decisions relating to police detention and/or secure remand. No children from the Vale of Glamorgan have been remanded to local authority or youth detention accommodation for a considerable period of time. However, these arrangements are also aimed at decreasing the risk of a child being detained in police custody overnight.

If a child is at risk of being remanded from court, the Vale YJESS court officers offer de-escalation proposals to court such as the use of bail support packages and alternative provision of accommodation through liaison with C&YPs and the family support networks.

All court officers are trained in, and aware of, their responsibilities in notification of YJB placements, ASSET+ and preparing post court reports where required, and liaise with C&YPs to ensure that Children Looked After (CLA) processes take place if a child does receive remand.

It is recognised that becoming subject to any form of remand is a stressful and traumatic event. Children in such circumstances may also have experienced previous trauma and ACEs and staff involved in the management of remand events are all trained in identifying trauma and trauma informed practice. Children and families will be kept informed, updated, and offered support throughout.

9. The Use of Custody

There have been no children from the Vale of Glamorgan sentenced to custody for a number of years. As detailed in this plan, the past four sentencing options where custody has been considered by the court have resulted in the recommended community sentencing options being agreed.

YJESS Practitioners are very experienced in preparing comprehensive assessments, Pre-Sentence Reports and intervention plans as alternatives to custody with robust yet realistic plans specific to each child, including consideration of Intensive Supervision and Surveillance and Intensive Referral Orders. Trained court practitioners have a good working relationship with magistrates and the youth court clerk, and feedback about reports has been excellent, demonstrating the court's confidence in the Vale YJESS.

Staff working closely with this most vulnerable cohort of young people are acutely aware of the impact of their life experiences and apply the principles of trauma recovery within plans presented to court. The risk and impact of exploitation is also addressed, and NRM referrals are undertaken when appropriate to ensure that magistrates have all the information needed to make informed decisions when they are considering custody for a child.

In the event of a young person receiving a custodial sentence, the nature of the known impact of custody on children results in the child being referred for discussion at the YJESS multi-agency high risk Case Planning Forum, including invites to relevant staff in the custodial setting. This allows for additional oversight and multi-agency planning and supports a cohesive resettlement process from the start of the sentence.

A recommendation from the Inspection in 2022 was for the Vale YJESS to ratify and effectively implement a Resettlement Policy. This has been led by a member of the management board, with details on progress included in the PIAP in the Appendix, and it is anticipated that the policy will be ratified in August 2023. HMIP were satisfied with the resettlement readiness of the Vale YJESS and the draft policy in place, with practitioners able to relay a comprehensive understanding of resettlement processes. All relevant staff have received constructive resettlement training and the Practitioner Manager has attended HMP YOI Parc for very constructive dialogue with the case management team there around resettlement and their input into the resettlement policy.

10. Standards for Children in the Justice System

National Standards for Children in the Youth Justice System are a framework for supporting the work with children involved with youth justice services. Their purpose is to ensure the quality of support for children, and to encourage innovation and good practice.

The overall aim of the National Standards is to:

- improve outcomes for children who commit offences.
- ensure that every child lives a safe and crime-free life.
- support the children to make a positive contribution to society.

These standards align with the Youth Justice Board's 'Child First' principle.

Introduced in 2019, the current National Standards for Children in the Youth Justice System required an initial baseline self-assessment by the YJESS followed by a comparison self-assessment undertaken in 2020. The Vale Youth Justice & Early Support Service followed these with a further self-assessment in 2022.

Areas of good practice and areas for development were identified within the self-assessment audits. The comparison between the 2020 and 2022 self-assessments included the following outcomes:

10.1 Good Practice

- A significant improvement in initial assessments being completed within 20 working days of a court order.
- A significant improvement in assessments being reviewed within three months, or if there were significant changes in circumstances.
- Improved evidence of follow-up by practitioners if appointments were not attended by the child.

10.2 Areas for Continued Development

- To evidence the involvement of the child and their parent or carer in the assessment and planning, including increasing self-assessments and parent/carer-assessments
- To continue to increase the percentage of the initial assessments starting within 10 working days.
- To specifically evidence the child and parent/carer's understanding of expectations when sentenced to a court order.
- For all initial appointments to take place within five working days of referral.

Updating of the tools used to guide the oversight of assessments and planning aims to help support these areas of development. Those responsible for oversight at the YJESS undertake regular 'consistency' exercises to help maintain consistency of expectations and oversight across the YJESS. Discussions with practitioners around expectations continue and 'Expectation' forms for court orders are now specifically provided to court officers before each court appearance for a child (as took place pre-pandemic) to ensure and evidence that children who are sentenced, and their parents/carers, understand the requirements and expectations of the court order.

The outcomes of the National Standards self-assessments, including the comparison information, is reported to the YJESS Management Board, who were also involved in the baseline and follow-up self-assessments.

The Vale Youth Justice & Early Support Service will be undertaking its next Self-Assessment against National Standards in 2023/24. As requested by the Youth Justice Board, this will have a focus on National Standard 2: "At Court", in order to tie in with the YJB Business Plan of working towards operationalising Child First practice in court.

10.3 Internal Audits

The YJESS undertakes internal audits of interventions. These audits aim to look at areas including:

- Whether the contact and support for the child and their family has been timely.
- Whether the child's needs and strengths have been appropriately assessed and identified.
- Whether the resulting plan have been produced with the child and their family, and that these plans support the identified needs and strengths.

- Whether relevant external agencies have been involved in this process
- Whether the support offered was regular and consistent in order to best support relationship building and the child's involvement, and so meet the identified needs and strengths.
- Whether the risks and safety & wellbeing concerns have been identified and appropriately supported through the quality and consistency of supervision and oversight.

The outcomes of these audits have identified areas for development and areas of good practice including relating to National Standards, feedback is provided to practitioners, and adjustments made to oversight expectations as required.

11. Workforce Development

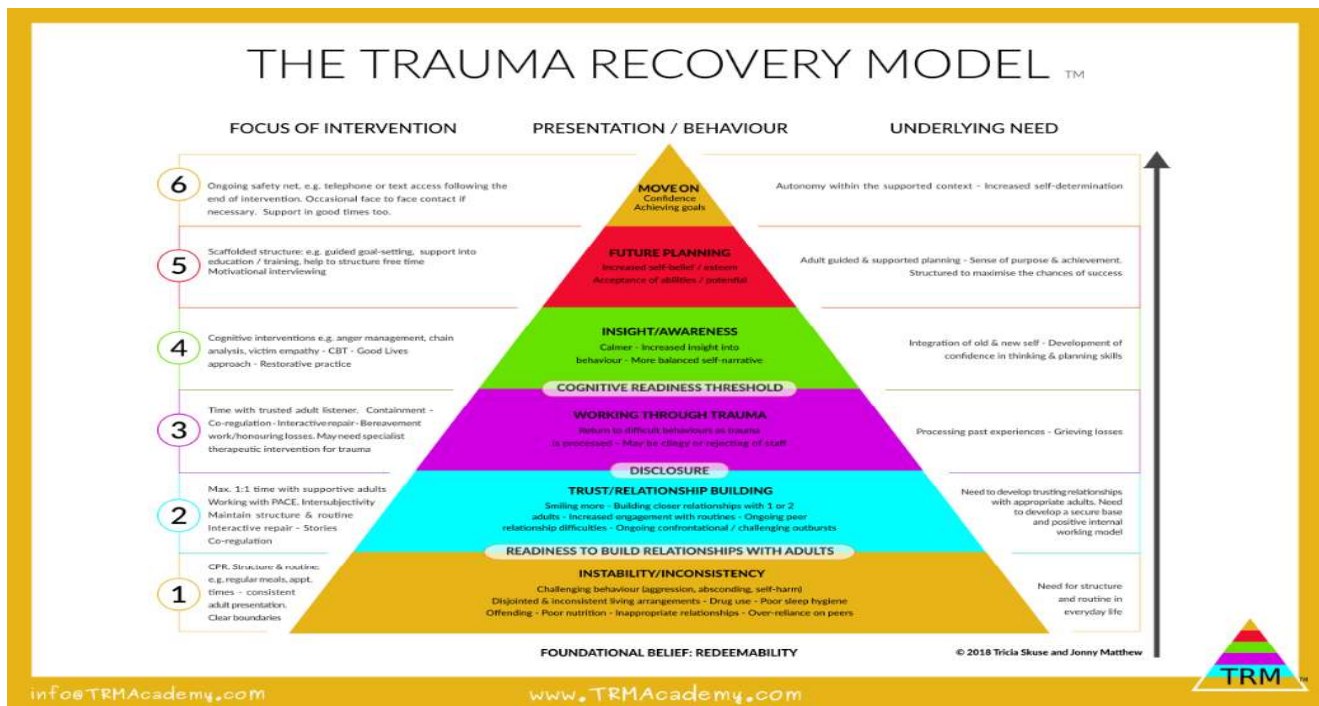
Training for practitioners in 2022/23 included formulation and time-lining relating to the Enhanced Case Management provision, allowing for implementation of this model at YJESS, internal training on assessment and planning for risk of harm, and safety and wellbeing, which has aided consistency of these assessments and plans across the YJESS, and training aimed at increased understanding of factors influencing boys, expectations of masculinity and how this impacts on boys' behaviour and development, identified through practitioner feedback.

Practitioner's individual development and training needs is identified during monthly 1:1 supervision, and through auditing and review of interventions, and the Local Authority 'It's About Me' personal development programme. Identifying whole-workforce development requirements is informed through analysis of information such as infographics of the YJESS cohort, identifying trends with partners, and through practitioner feedback.

Individual development has included supporting practitioners on the Youth Justice Effective Practice qualification, supporting practitioners to undertake the social work degree through the Local Authority, and supporting members of the Performance Team to train as volunteers and to undertake Youth Justice training which has resulted in them being recruited to positions in the YJESS working directly with children or victims. Support is also provided to managers to undertake qualifications such as Leadership and Management.

12. Evidence-based Practice, Innovation and Evaluation

The Trauma Recovery Model (TRM) is a framework for those working with children and young people who have experienced trauma, to help guide them through stages of change based on establishing structure and routine, positive and consistent relationships. The Vale of Glamorgan YJESS use this approach as the basis of support for children, specifically focussing on this approach with those who have experienced trauma.



Professor Stephen Case, an expert in criminology at Loughborough University, has published a summary report “Child First Justice” setting out the evidence-base for the ‘Child First’ principle – the foundation of a progressive approach to how children should be understood, treated, and supported after experiencing problems that have led them to commit a crime. Working within the Child First principles as detailed within this plan, and incorporating the TRM approach, illustrates the YJESS commitment to effective practice.

This is also illustrated by the YJESS use of the Enhanced Case Management process, a reviewed and evaluated way of working with children and young people who are being significantly affected by experiences of trauma, including very close multi-agency working and consultation with child psychology.

In working with validated and evaluated best practice, the Vale YJESS uses validated assessments and interventions to support specialist work such as AIM3 for working with harmful sexual behaviour.

There is also a strong offer of reparative work at the Vale YJESS endorsed by the Inspectorate. This involves practical work that can also be supplemented by support to achieve a CSCS (Construction Skills Certification Scheme) qualification. The Reparation Officer is highly skilled in engaging children and is creative in his approach. This includes using cooking and gardening facilities within the YJESS building, and delivering sessions on environmental awareness issue which he links in practically with ‘beach clean’ reparation other community projects.

The Youth Justice & Early Support Service undertakes regular reviews of the cohort supported by the YJESS to identify specific factors and trends requiring support. As highlighted within this plan, it has resulted in the development of group-work practice for working with girls, establishing groups to reduce anti-social behaviour, and increased liaison, consultation, and support between the YJESS and the health service around emotional and mental health support, through the CAMHS Specialist Nurse.

Other service improvements detailed in this plan, such as the Turnaround programme, ASB Programmes, bike maintenance opportunities, and other innovative preventative and diversionary interventions, are based on the growing evidence that early intervention can provide a successful route to divert children from criminal justice intervention.

Due to an understanding of the established research links between educational engagement, development and offending/ASB in addition to learning from regular reviewing of educational provisions and support, the already positive links between the YJESS and the Vale Learning and Skills Directorate continue to grow. This has included increased formal liaison and information sharing relating to those at risk of exclusion or requiring other alternative provisions and processes for concerns to be raised and discussed. These close links are also illustrated by children supported by the YJESS using the services building and facilities for alternative education provision to help support educational engagement.

Reviews of First Time Entrants to the Youth Justice System this year has identified areas for the development of earlier multi-agency communication and availability of support prior to formal YJESS involvement to help reduce the likelihood of children and young people committing offences. These outcomes have been shared with the YJESS Management Board and other partner agencies including the local authority senior leadership team, and the Vale Head Teachers to support this process. Continued reviews, the sharing of outcomes with partner agencies, and working together to raise awareness of earlier communication and support will continue to take place.

13. Challenges, Risks, and Issues

The main priorities for the development of priorities set by the YJESS are detailed above. However, there are continued challenges effecting YJESS services which can impact on these priorities and the support available to children and victims.

There are continued financial and resource risks related to the timing for confirmation of the Core Grant. The nature of short-term funding and grant arrangements also has an impact on the recruitment and retention of staff and the types of contracts available. This can cause risk to the consistency and continuity of support for the children. Retention of staff is a focus through supporting staff involvement within the development of the service and providing internal development opportunities.

Local challenges have also included vacancies in practitioner positions due to long-term sickness. The YJESS are currently recruiting to the Parenting and Family Support Practitioner post following a long-term vacancy in this crucial role.

The changing role of some third sector partnership arrangements can also present risk to the support available to the children. The timely recruitment to the specialist Substance Misuse Practitioner post (Tier 2), and retention within this role, has been a concern following a change to commissioning arrangements regionally for drug and alcohol services. Through working together to address this risk, an agreement was made with the new provider, CAVDAS, for a dedicated officer from within their core service to support YJESS referrals during the current recruitment process for this vacancy.

The Probation provision to the YJESS is a crucial element of the support available to children and supports the vital link between children and adult services. The changing nature of the YJESS, with an increased focus on prevention and diversion work, means that the traditional model of the seconded Probation Officer role would benefit from discussion and review, and this is something which YJESS are keen to support.

There is an increased awareness of challenges faced by children as a result of the COVID-19 pandemic including the impact on confidence, social skills, self-esteem and emotional and mental health. These challenges are evident in areas such as educational engagement and attendance, participation in community activities, impacts on family relationships and an increased need for wellbeing resources and family support. The emotional and mental health provision at the YJESS provides support in this area, however there is an awareness of increased demand within community provision which impacts on the support available. The increased liaison with Learning and Skills including the developing partnership working around additional learning needs also aims to support this. However, the full future impact may not yet be known, and the Vale YJESS will continue to maintain awareness and work with partners around emerging trends. It is already recognised that access to a specialist Speech and Language resources within YJESS is an important area for development which would also support the merging concerns related to the pandemic.

14. Looking Forward and Service Development

Key Priorities for the Vale Youth Justice & Early Support Service, identified for continued development in 2023-2024, are:

- Increasing the participation of children in the work and development of the YJESS.
- Continuing to develop trauma informed knowledge, understanding and support for the children supported by the YJESS.
- Increasing our understanding, analysis, and responses to disproportionality, including working with partners as part of this process.
- Continued focus on the challenges of increasing the engagement of victims of crime in restorative interventions.

These main priorities are impacted by all areas of the work undertaken by the YJESS, and the details of the specific areas of focus to achieve these priorities are detailed in this Plan. These fit in with the Youth Justice Board Strategic Plan 2021-2024 through their need to:

- Work collaboratively at all levels with children and their families, the board and other partner organisations, victims, volunteers and YJESS practitioners.
- Continue to focus on the development of oversight and scrutiny both within the YJESS and between partnerships.
- Ensure the correct focus of resources and improvements in the outcomes for children and young people. This includes identifying gaps in service provision using innovative methods of support, locally, regionally, and nationally, through YOT Managers' Cymru (YMC) and Hwb Doeth

Sign Off

Chair of YJESS Board

Lance Carver

Signature

Date

Appendices

1. VOG YJESS Cohort Profile 2023



PDF YJESS
infographic 23.pdf

2. VOG YJESS ACEs 2023



YJESS ACEs 23.pdf

3. The Vale of Glamorgan Youth Justice & Early Support Service Plan 2022/2023



S23 18747 YOS plan
2022 KD final.PDF

4. PIAP Review Document



4HMIP- PIAP VoG
August 2002 reviewe

5. Prevention Strategy



VoG YJESS
Prevention Strategy.d

6. Prevention Practice Examples



VoG YJESS
Prevention Practice Ex

Profile of Vale of Glamorgan YJESS Cohort 2023



37% Child Protection Plan



18% Been in Care



45% Child in Need



86% Known to Children Young People Services



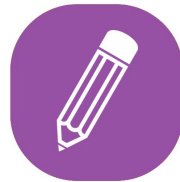
14% Disability



36% CAMHS Involvement



61% Education Concerns



54% Additional Learning Needs



Gwasanaeth Cyfiawnder Ieuenctid a Chymorth Cynnar
Youth Justice and Early Support Service
Bro Morgannwg • Vale of Glamorgan



11% Problems Drinking



60% Have Used drugs



8% ASD



27% ADHD



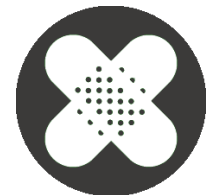
57% Concerning Behaviour



33% Go Missing from Home/Care



19% Speech, Language or Communication Difficulty



24% Self Harmed



37% Poor Parental Supervision



25% Housing Problems



13% Victim of Crime



23% Criminal Exploitation



10% Child Sex Exploitation

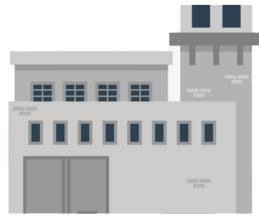
Profile of Vale of Glamorgan YJESS Cohort 2022-2023

HOW DO ACES IMPACT THE LIVES OF YOUNG PEOPLE?

ACES impact a child's development, their relationships with others and increase the risk of engaging in health harming behaviours, and experiencing poorer mental and physical health outcomes in adulthood.



45% Experienced Living With Someone With Drug



32% Experienced Family Member Incarceration



46% Experienced Living With Someone With Mental Illness



65% Experienced Domestic Violence



30% Experienced Living With Someone With Alcohol Abuse



87% Parental Separation



51% Experienced Neglect



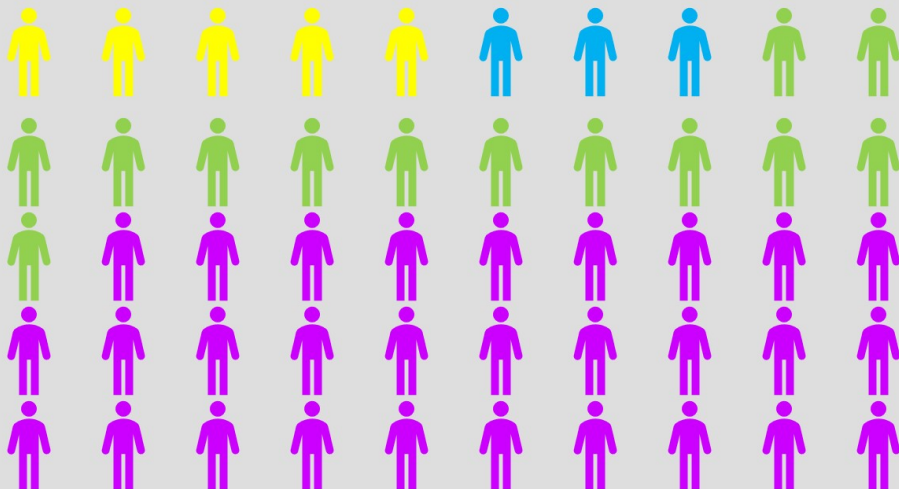
28% Experienced Physical Abuse



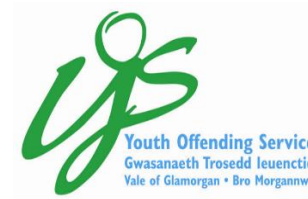
50% Experienced Verbal Abuse



35% Experienced Bereavement



- Experienced 0 ACEs (9%)
- Experienced 1 ACEs (7%)
- Experienced 2-3 ACEs (26%)
- Experienced 4 plus ACEs (58%)



VALE OF GLAMORGAN YOUTH OFFENDING SERVICE

YOUTH OFFENDING PLAN 2022-2023

Service Manager: Kirsty Davies

Chair of YOS Board: Lance Carver, Directors Office- Social Services, Vale of Glamorgan Council



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Chair's Foreword

I am pleased to be able to share with you the Youth Offending Service Plan for 2022/23. Our service has experienced significant challenges throughout the period of the pandemic and its continued aftermath. It is in this difficult societal context that this plan is set. It is important therefore that it is realistic, whilst also aiming to become one of the best of such services in Wales. Our recent Inspection provided us with positive feedback and an overall rating of 'Good'. It highlighted many areas of strength, including the overall delivery of good-quality work with children, that they have access to what they need to succeed, and that the service has struck the right balance between helping children and protecting the public. It provides a clear endorsement that we have the right ingredients in the Vale of Glamorgan to deliver an outstanding service in the future. That will only be possible if we stretch ourselves to ensure that the whole service and those represented by our Board members develop further, take on Board the recommendations contained in the report and deliver on our plans.

A handwritten signature in black ink, appearing to be a stylized name, possibly 'H. Jones' or similar, written in a cursive style.

Introduction, Vision, and Strategy

Vale of Glamorgan Youth Offending Service (YOS) is a statutory multi-agency partnership that has a legal duty to co-operate in order to secure appropriate local youth justice services. The purpose of the YOS is to ensure that youth justice services are available to the extent required across the local authority area. The YOS should be the main vehicle through which youth justice services are coordinated and delivered.

Statutory duties to prevent offending are outlined in criminal justice and civil legislation. The principal aim of Youth Justice Services in England and Wales is to prevent offending and re-offending by young people in line with the Crime and Disorder Act 1998. The Crime and Disorder Act 1998, Section 39(1) placed a duty on each Local Authority, acting with its statutory partners (Police, Probation and Health) to establish Youth Offending Teams in their local area to deliver youth justice services. Section 38(3) of the Act placed a duty on the Local Authority and its statutory partners to make payment towards the expenditure incurred in providing youth justice services.

Membership of the Youth Offending Service is prescribed by the legislation. It must include a Probation Officer, Social Worker, Police Officer, Health representative and Education representative. Please see **Appendix 1** for membership of the Board.

Local authorities in Wales also have statutory duties to provide preventative services contained in Section 15 of the Social Services and Wellbeing (Wales) Act 2014. Local authorities must provide services to:

- encourage children not to commit offences
- avoid the need for children to be placed in secure accommodation; and
- enable children to live their lives as independently as possible

The YOS Management Board, made up of senior representatives from each of the statutory partners as outlined above, oversees the operation of the service including the functions it undertakes and the funding arrangements. The Board is currently chaired by the Director of Social Services.

In addition to the above Section 40 of the 1998 Act places a duty on the Local Authority to produce an annual Youth Justice Plan in consultation with its statutory partners. The Youth Justice Plan confirms how youth justice services are to be provided and funded during the period of the plan.

Over the last year we have seen first-hand the challenges faced by many children and families, as we collectively and independently recover from the impact of the Covid-19 pandemic. For YOS staff, and staff across the authority, the implications of the pandemic have been vast, all

feeling the impact of the pandemic in some way or other. The Service has continued to tirelessly deliver flexible and significant levels of support and interventions to vulnerable children and their families, as they too recover and adjust to the new normal working practices post-pandemic.

The advent of the pandemic succeeded a difficult period for the Service, with challenges in relation to management capacity over an extended period. This was compounded by the additional pressures placed upon managers by the pandemic which is clearly documented in the HMIP “Thematic Review into Youth Offending Services in the COVID 19 Pandemic” published in November 2020

It is positive to note that the service now has full management capacity. Following the retirement of the long-standing YOS Service Manager, Paula Barnett in October 2021, a new, yet experienced Service Manager Kirsty Davies, took up post in January 2022. In addition, there was an appointment of a new Practitioner Manager who took up post in September 2021.

More recently the YOS was part of an inspection by Her Majesty’s Inspectorate of Probation and received positive feedback and overall rating of ‘Good’. Field work commenced in April 2022, and the report on the inspection of youth offending services in Vale of Glamorgan will be published on 16th of August 2022. The inspectorate commended the “stability, passion and experience “of the service and highlighted areas of strength which are ensuring the “right ingredients for success” citing “that children have access to what they need to succeed and move away from further offending. Inspectors praised the knowledge of staff at the YOS, and their overall delivery of good-quality work; emphasising that the service has “struck the right balance between helping children and protecting the public.”

In line with the honest appraisal provided by the service, the inspection found areas requiring improvement, notably that the YOS must continue to improve the quality of services available to children and identified “a need for the service to be more consistent with how they assess and oversee each child under their supervision and fully address their safety and wellbeing”. The report makes six recommendations which are welcomed by the YOS, to assist in driving forward further improvements. The information within this plan will set out the clear direction of the service and how we will respond to the recommendations set by HMIP in their inspection report.

A key area which requires development, and is included within the recommendations, is the need to establish the vision and ambition of the YOS. In 2021 the YOS, along with contributions from staff, children and Management Board members began development of a draft vision for the YOS of seeking to “Educate, Enable and Empower” children and young people to live crime free lives by

- Building on children’s strengths and capabilities
- Empowering children to fulfil their potential
- Helping children to develop a pro social identity
- Valuing diversity

- Working in partnership with mainstream and specialist services to enable children, families, and victims to receive the right support at the right time
- Developing supportive relationships
- Working to ensure safer, inclusive communities and minimise risks to the public
- Offering Victims, the opportunity to engage with services and restorative approaches
- Investing in workforce development

Building upon this work and ensuring that the vision is ambitious, and progressive is a key priority for the service. It is critical to ensure that the vision reflects the common purpose noted across the partnership at all levels; that of the commitment to a trauma-informed understanding of the children's behaviour with all staff working in a way that put the child's needs first.

Local context

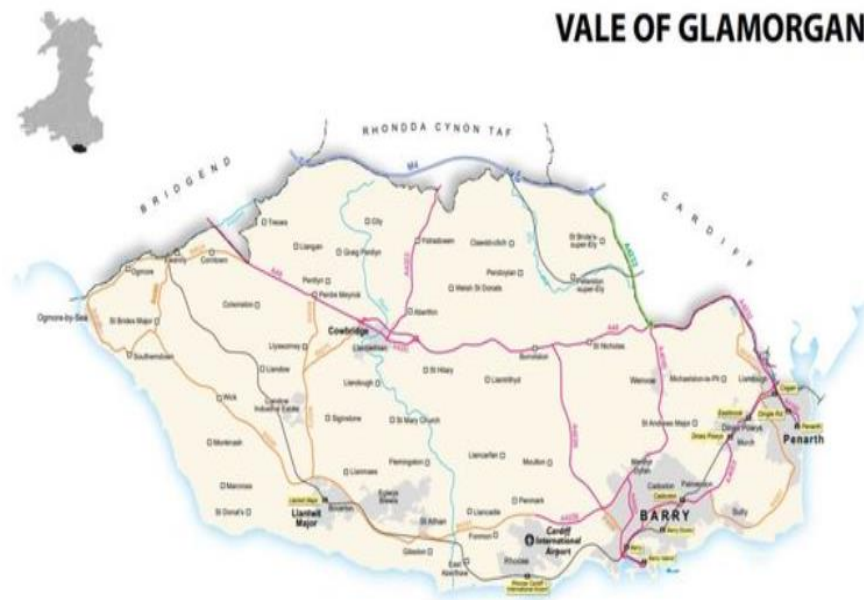
The YOS works with children and young people from the age of 8 to 17 identified as being at risk of offending as part of its prevention service, undertakes early diversionary interventions alongside the DIVERT service (Media Academy Cymru) with children who have offended for the first time in addition to working with children on Court orders both in custody and the community.

There has been a powerful and positive shift in the focus of YOS work, which is evidenced in the downward trajectory in statutory Court orders. It is significant to note that prevention, diversion, and other voluntary interventions now make up approximately 90% of the YOS caseload. This direction of travel is greatly welcomed and has been influenced in Wales with the Welsh Government Youth Justice Blueprint 2019, actively promoting a child first, strengths based criminal justice system for children, with increasing emphasis on prevention and advocating for children through a trauma informed lens.

Children and young people working with the YOS have a complex set of needs as highlighted within the Profile of YOS Cohort (2022) attached **(Appendix 2)** It is recognised that children are products of their familial environments, relationships, and communities. Sadly, for many children this means difficult experiences, poor relationships, Adverse Childhood Experiences (ACE's) and trauma.

In order to safeguard and promote the best possible outcomes for children and to prevent and divert them from criminality and anti-social behaviour, it is critical that the service continues to operate a meaningful child first and strengths-based approach.

All children have the potential to achieve their aspirations and the YOS works collaboratively with families, partners, and communities to ensure these opportunities are created and utilised and children are empowered and supported to achieve their full potential.



The Vale of Glamorgan, often referred to as the 'Vale', is a county borough on the south-east coast of Wales with a population of 132,165 people. Its eastern neighbour is the Welsh capital, Cardiff, however it covers a much more rural area of 335 square kilometres made up of small towns, villages, hamlets, farms, coastal walks, holiday parks and beaches. The county headquarters are based in Barry, the Vale's largest town of 51,502, with the famous beach, family amusements and pleasure park of Barry Island.

The diverse area of the Vale comprises of very different communities with different levels of affluence and social deprivation, social structures, aspirations, needs and concerns. In more deprived areas it is estimated that 38% of people are living in income deprivation and 53% of children are living in poverty

The Vale of Glamorgan Youth Offending Service is an integral part of the Children and Young People's Service and works closely with partner statutory agencies, third sector and voluntary organisations. It focuses on prevention and diversion, taking a holistic approach to diverting children and young people from offending and re-offending.

Alongside the alignment with local authority services, including education and housing, there is a strong, active set of working relationships with South Wales Police, the probation service, Cardiff and Wales University Health Board and the voluntary and community sector.

Child First and Voice of the Child

The Vale YOS strives to ensure it takes a Child First approach to every child being offered or receiving a service and is committed to embedding a trauma informed approach across all aspects of service delivery. We have identified and supported staff members as 'Trauma Champions' who have received training in the Enhanced Case Management (ECM) system. Where appropriate, children will be referred to the Enhanced Case Management (ECM) system. This remains a priority area for ongoing service development. A series of development sessions and whole team training has been arranged over the next two months, to embed ECM and trauma informed case planning as an in-house model of practice with team members trained in implementing timelining and formulation discussion.

The Vale YOS continues to fully embrace and implement the Welsh Government's Youth Justice Blueprint for Wales 2019 and the Vale of Glamorgan Prevention Service provides a robust, targeted preventative offer.

The Service aims:

- To support Children and young people within the Vale of Glamorgan to understand their behaviour, recognise their strengths and make positive decisions.
- To work closely with partnership agencies to provide holistic support to families and young people
- To ensure children and young people are safeguarded against harm and exploitation to achieve their potential.
- To continue the reduction of First Time Entrants within the Vale of Glamorgan.
- To monitor and identify trends and patterns within the Vale of Glamorgan and ensure young people are being referred into the service for support

We work with children and young people on building their resilience and strengths, seeking to keep them safe from harm and exploitation and diverting them away from offending. We take a strengths-based approach to highlight and encourage opportunities for the young person to reach their potential and support them in making day to day positive decisions.

Prevention Case Meeting (PCM) Model

This is a model, replaced the original YISP model that had operated in the Vale. The model highlights a new young person centred and strength-based way of working with young people and families. These meetings have replaced the Youth Inclusion Support Panel (YISP) and bring all cases open to Prevention under one umbrella

Children and their families/support networks complete the report with a Prevention Officer and create a plan based on what **they** view their needs to be. It is the Prevention Officer's role to ensure the young person is aware of aspects such as concerns shared by practitioners, positive reinforcement and praise from all areas and the outcome of the overall assessment. This plan is discussed within the PCM to explore how we can support the young person and family to achieve their goals.

Relationship Based and Child Focused Practice

Increased inclusion of the child/young person within the planning process of the intervention promotes engagement and an understanding of why an intervention will be helpful. The PCM process uses the Relationship Based Practice Framework's 4 base values of being Non-Blaming, Optimistic & Hopeful, Open & Honest and Empathetic and works towards further promoting trust, displaying pro-social modelling, and assisting in problem solving which will further build human and social capital from within the young person. This in turn increases the likelihood of a young person desisting from offending.

YOS Preventative offer - Areas of strength

- Practitioners are the 'Voice of the Child' in both YOS and partnership meetings
- Participation is key – young people are involved in Service development including the recruitment of the team.
- We work restoratively with young people and facilitate restorative meetings
- Young people have an active role to play in how the service operates, including what activities are run, and how they would like interventions delivered.
- Effective relationship building is the cornerstone of the work undertaken with young people.

The increasing number of preventative referrals and shifting focus of work from statutory to preventative and diversionary interventions (approximately 90% of current caseload data) indicates that much work has been done by the Service with partners and colleagues, to promote an early intervention approach and actively encourage referrals into the service before the child formally enters the criminal justice system.

The YOS also utilises the ASSET Plus self-assessment process to gain the viewpoint of the child and their parent / carer in relation to their offending related behaviour. The information shared is fed into the child's pathway and plan. However, the service recognises that it needs to improve its feedback mechanisms to ensure the voice of the child and families are heard at all stages of an intervention and intends to ensure that there are varied strategies in place for this to happen.

This area of self-reflection was endorsed by the Inspectorate who found that "the voices of the child and their parents or carers are not sufficiently represented at Board level". Action plans will be put in place for the period of 2022-2023, to prioritise and develop our processes which will improve the ways in which the voices of children and families are heard. Currently the YOS is developing options, for making the best use of technology, via 'word forms' and QR codes to help gain feedback from children and enable them to share their wishes and feelings.

Going forward, we need to look at how we can routinely include the voice of the children and their families to ensure there is improved participation and engagement with those who access the service. Ideas are currently being explored as to how we can achieve this, including looking at processes which have a high success rate for gaining children's views in other areas by utilising the expertise and skills of our partners at Media Academy Cymru (MAC)

A critical area of shortfall in services available to the YOS and is directly relevant to the voice of the child, is the "limited access to timely assessments of children's speech and language needs and input from therapists' which was reinforced by the Inspectorate as a service that the partnership needs to develop.

Specialist provision in the form of a Speech Language and Communication Needs Therapist (SLCN) are integrated within many YOS Services both locally and nationally. They advocate for children and young people when there are speech and language needs. The SLCN worker does this by ensuring professionals communicate information effectively in a way a child understands to ensure full participation in assessments, planning and interventions. This assists with more effective engagement between worker and child and supports with positive relationship building.

Governance, leadership, and partner arrangements

The YOS is located within Children and Young People' Services in the Social Services Directorate. Children and Young People Services in the Vale of Glamorgan is one of three Divisions in the Social Services Directorate. The Directorate benefits from a stable senior management team. The Director of Social Services is a longstanding Chair of the YOS Management Board and ensures that the YOS is well connected to all the local and regional strategic agencies through which services are commissioned and developed.

The Vale of Glamorgan's Social Services Directorate seeks to put people at the heart of their own care, no matter why they need social care support. It seeks to offer people the right help at the right time to help them be happy, safe and to have the best opportunities in life.

'Building on Strengths' describes the approach and the way through which we seek to develop the way that people have choice and control over their own care and support, minimising the need for long-term help, by creating a consistent approach across all teams. People know what to expect, what their rights are and how they will be supported to plan their future.

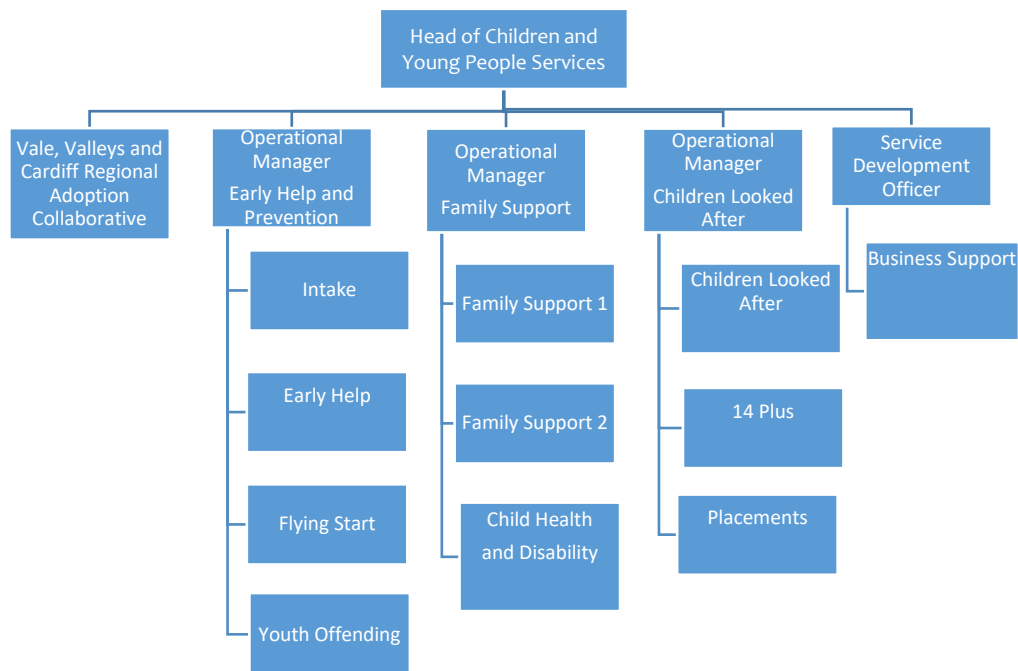
People's lives are connected to and influenced by their own experiences, as well as their social circumstances and communities. Everybody has different situations, and we try to help children, young people, families, and individuals find safe and positive futures that are unique to them, enabling them to achieve what they want to in life.

Positively, the Youth Offending Services sits within Children and Young People Services, recognising its primary role in working in the interests of children and young people, focused on the achievement of outcomes.

Following recent investment into Children and Young People Services and a need to respond to increased levels of demand and complexity, a proportionate level of restructuring has taken place, to create a dedicated Intake Team, two Family Support Teams and a 14 Plus Team. Additional posts have been added across all the core teams to add capacity and resilience.

Investment has also enabled the addition of a third Operational Manager and the positive realignment of teams according to their primary area of focus. The Youth Offending Service will move from being directly line managed by the Head of Service, to being integrated as part of services for Early Help and Prevention, including our Intake Team, our Early Help service and Flying Start.

This alignment recognises the role the Youth Offending Service play in prevention and their significant commitment to the prevention of offending. The alignment also recognises the key partnerships between statutory and non-statutory services and the value placed on working together in the best interests of children



The YOS Management Board reviews the performance of YOS, including levels of first-time entrants, rates of re-offending, the use of custody, access to education, training and employment, substance misuse, emotional wellbeing issues and accommodation.

There has been significant development by the new YOS Service Manager and YOS Information and Performance Manager to widen the information presented to the Board. Performance information now seeks to encompass wider information relating to the health of the organisation, to include areas relating to staffing, sickness, financial consideration and additional key information on children and young people open to the Service to allow a continual analysis of YOS activities and provides additional information on local performance measures. This includes current interventions, offences, timeliness of ASSET plus assessments and findings of quality assurance audits

This will remain an area for continuing progression. The use of partnership data is currently being utilised to enhance the depth and accuracy of information to underpin effective and collaborative strategic and operational planning. In addition to performance reports, there will continue to be updates from team members to appraise the Board on their roles and responsibilities and the outcomes generated from their support. This ensures that Board members have a full and rich understanding of the YOS and how each role contributes to reductions and prevention in offending behaviour.

Earlier in the year the Management Board was introduced to the new Youth Justice Board Management guidance in a development session helpfully facilitated by YJB Cymru and had the opportunity to discuss the role of the Board and their responsibilities in this.

Going forward, there will be continued development sessions and work streams to support the delivery of the Vale YOS Post Inspection Action Plan (PIAP) in relation to recommendations made by the Inspectorate, to facilitate engagement and ownership between Board members and the staff within the YOS. This will enable both the Board members and staff members to develop positive relationships and understand each other's roles and how they both influence service improvements.

Resources and Services

Please see **Appendix 3** for the YOS Service Structure. In recent times we have successfully recruited into the vacant victim officer post and are awaiting a start date.

Below in tables 1, 2 and 3 are breakdowns of financial and staffing information relating to the Vale of Glamorgan Youth Offending Service.

Table 1 – Vale of Glamorgan YOS budget

Agency	Staffing Costs	Payments in kind	Other delegated funds	Total
Youth Justice Board	174,675			174,675
Local Authority	564,562	16,343	191,313	772,218
Police	3,445	59,722	6,925	70,092
Police and Crime Commissioner	15,797		7,403	23,200
Probation		23,500	5,000	28,500
Health		91,317		91,317
Welsh Government	195,026			195,026
Other				0
Total	953,505	190,882	210,641	1,355,028

Table 2 - Staffing of the Vale of Glamorgan Youth Offending Service by contract type as of 21st July 2022

Type of Contract	Strategic Manager (PT)	Strategic Manager (FT)	Operational Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Students/ trainees	Referral Order Panel Volunteer	Other Volunteer	Total
Permanent		1		2	0.8	5	1.2	2			0	0	12
Fixed-term				3		4					0	0	7
Outsourced						1					0	0	1
Temporary											0	0	0
Vacant					0.1	2					0	0	2.1
Seconded Children's Services											0	0	0
Seconded Probation					0.5						0	0	0.5
Seconded Police						1					0	0	1
Seconded Health (Substance misuse)					0.1						0	0	0.1
Seconded Health (Mental health)											0	0	0
Seconded Health (Physical health)											0	0	0
Seconded Health (Speech/language)											0	0	0
Other/Unspecified Seconded Health					0.4						0	0	0.4
Seconded Education					0.5						0	0	0.5
Seconded Connexions											0	0	0
Seconded Other											0	0	0
Total	0	1	0	5	2.4	13	1.2	2	0	0	0	0	24.6
Disabled (self-classified)					1	1					0	0	2

Table 3 - Staffing of the Vale of Glamorgan Youth Offending Service by gender and ethnicity as of 21st July 2022

Ethnicity	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Referral Order Panel Volunteer		Other Volunteer		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Asian																		0	0
Black						1												0	1
Mixed																		0	0
White		1	4	1	6	9		4					3	3				13	18
Any other ethnic group																		0	0
Not known																		0	0
Total	0	1	4	1	6	10	0	4	0	0	0	0	3	3	0	0	13	19	
Welsh Speakers	0	0	0	1	1	1												1	2

Progress on previous plan

The **Vale of Glamorgan Youth Offending Service Plan 2018 – 2020** is contained in **Appendix 4**. The plan has been updated continually and most recently reviewed at the YOS Management Board on the 12th of April 2022. **Appendix 5** contains the Final Quarter 4 Highlight Report and risk summary along with updates provided in the “Action plan monitoring update”.

The review concluded that out of the 153 actions within the Youth Justice Plan a RAG status could be assigned to 149 of these actions. 71.8% (107) were allocated a green status, 18.8% (28) were allocated an amber status and 9.4% (14) were allocated a red status. Where it was not possible to assign a RAG status to an action, this is noted as N/A (Not applicable). The overall status of the Youth Justice Plan during Qtr4 was Amber.

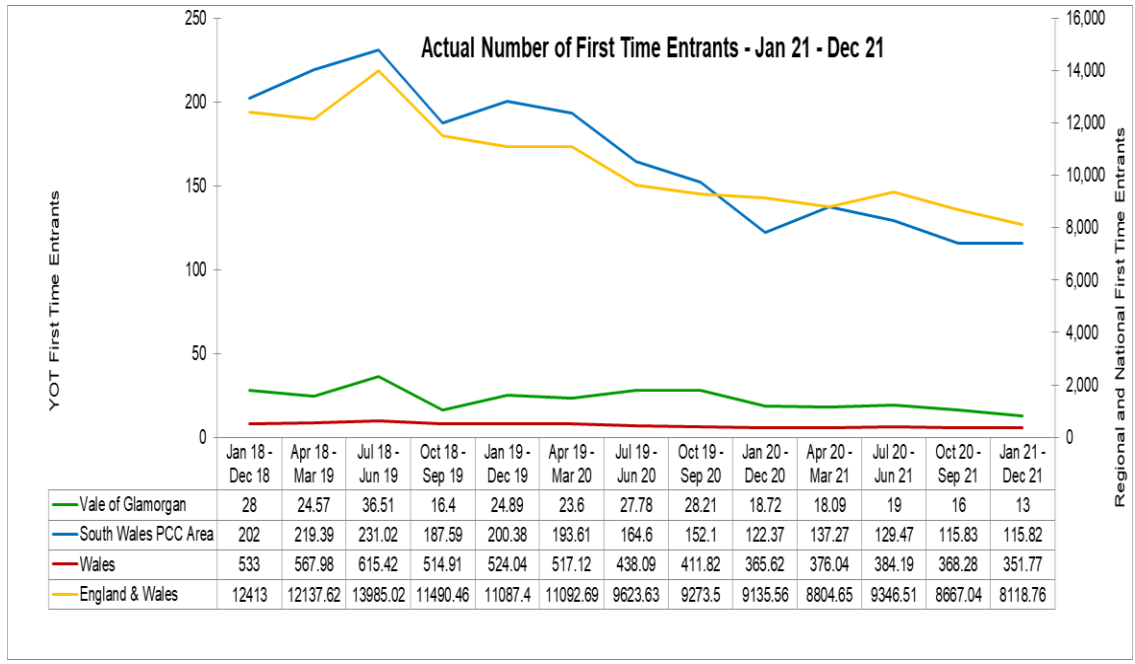
Since this time, the YOS have engaged with a HMIP inspection and the report on the inspection of youth offending services in Vale of Glamorgan will be published on 16th of August 2022. We are currently completing a Post Inspection Action Plan (PIAP) to address the recommendations contained within the report, which we are required to submit to the Inspectorate by the 2nd of September 2022.

This will form the basis of the plan moving forwards, which will also encompass any outstanding relevant actions from the previous plan.

Performance and Priorities

Vale of Glamorgan First Time Entrants data for the period January 2018 – December 2021

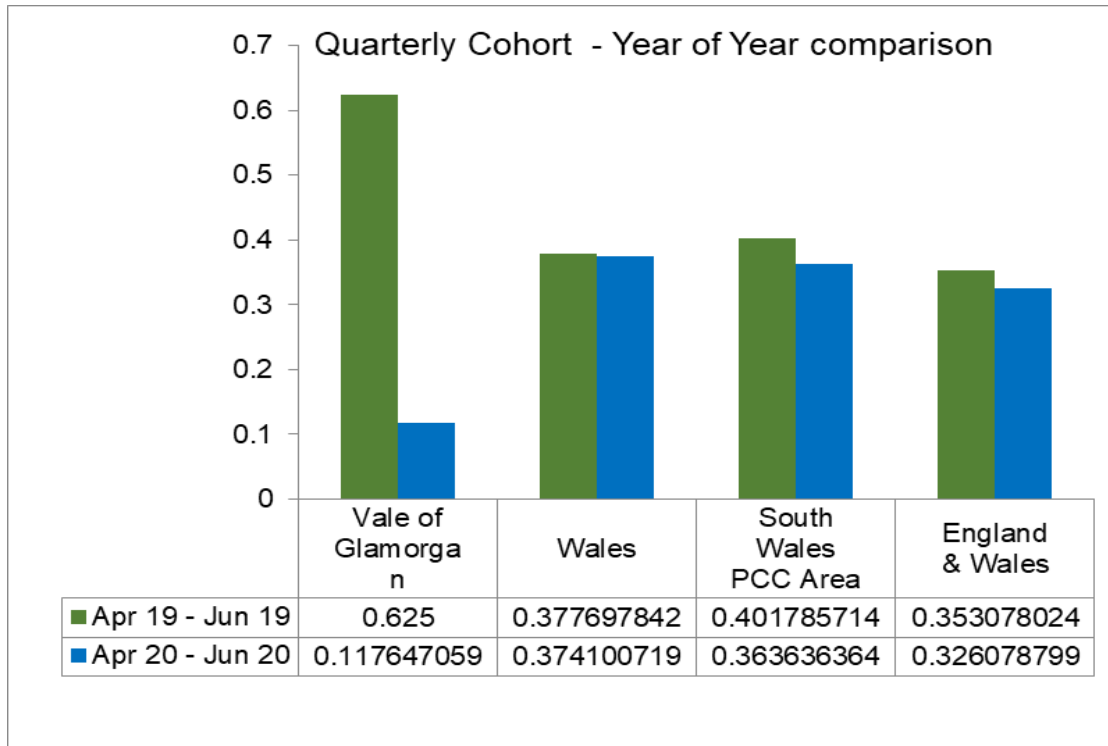
YJB Reporting Period	Number of First Time Entrants	Rate per 100,000
Jan 18 - Dec 18	28	233
Apr 18 - Mar 19	25	201
Jul 18 - Jun 19	37	299
Oct 18 - Sep 19	16	134
Jan 19 - Dec 19	25	204
Apr 19 - Mar 20	24	189
Jul 19 - Jun 20	28	223
Oct 19 - Sep 20	28	226
Jan 20 - Dec 20	19	150
Apr 20 - Mar 21	18	141
Jul 20 - Jun 21	19	148
Oct 20 - Sep 21	16	124
Jan 21 - Dec 21	13	101



Children become a first-time entrant into the Youth Justice system when they either receive a Youth Caution/Conditional Caution or are sentenced at court for the first time. Our figures for first time entrants to the service, within the reporting period, continue a downward trend which is a positive indicator for the service and represents a reduction by 56.7%. This figure is reflective of the strength of the YOS preventative offer and diversionary interventions. It is evidence that we are successfully diverting children away from the Youth Justice system by working with them in a different way. This is in line with the Youth Justice Blueprint for Wales.

Vale of Glamorgan reoffending data July 2017 – June 2020

	Number in cohort	# Reoffenders	# Reoffences	Reoffences/ reoffender	Reoffences/ offender	% Reoffending
Jul 17 - Sep 17	13	7	37	5.29	2.85	0.54
Oct 17 - Dec 17	17	8	31	3.88	1.82	0.47
Jan 18 - Mar 18	14	5	17	3.40	1.21	0.36
Apr 18 - Jun 18	21	9	30	3.33	1.43	0.43
Jul 18 - Sep 18	10	4	6	1.50	0.60	0.40
Oct 18 - Dec 18	10	3	8	2.67	0.80	0.30
Jan 19 - Mar 19	10	5	9	1.80	0.90	0.50
Apr 19 - Jun 19	8	5	11	2.20	1.38	0.63
Jul 19 - Sep 19	5	3	6	2.00	1.20	0.60
Oct 19 - Dec 19	16	4	13	3.25	0.81	0.25
Jan 20 - Mar 20	6	4	5	1.25	0.83	0.67
Apr 20 - Jun 20	17	2	6	3.00	0.35	0.12

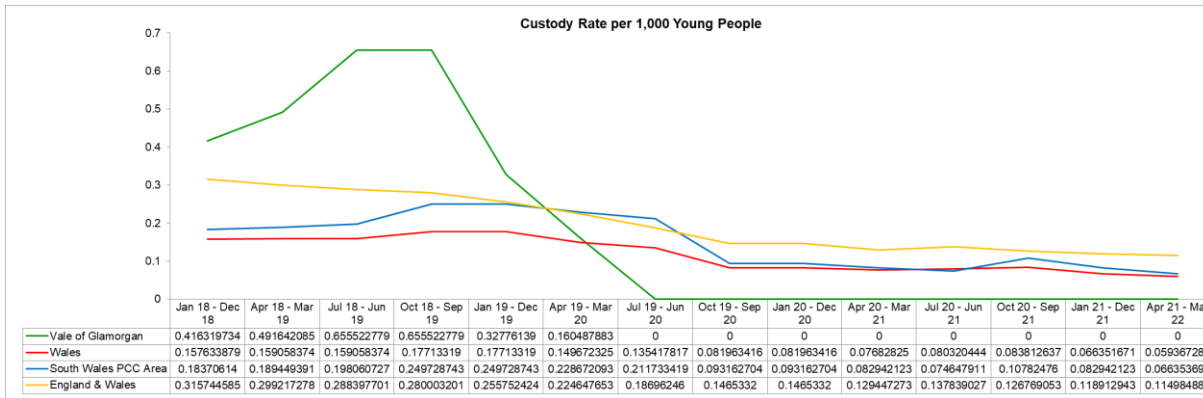


YJB data indicates a reoffending rate of **11.8%** for the Quarterly cohort compared to **62.5%** for the previous year equating to a **50.74%** decrease in the quarterly reoffending rate.

We have also been successful in limiting the use of custody for children. The service had 0 children sentenced to custody in the period of 2021-2022 which replicates the previous year.

The following numbers of young people across the Vale of Glamorgan have received custodial sentences in the last three financial years

Reporting Year (April to March)	Number of children receiving a custodial sentence
2019-2020	2
2020-2021	0
2021-2022	0



Vale of Glamorgan Education, Training, Employment (ETE) Measure over 3 years 2019/20 to 2021-22

School aged children:

Year (April to March)	Number of Interventions Closed	Start				End			
		Hours Offered at Start	Hours Attended at Start	Average Hours Offered at Start	Average Hours Attended at Start	Hours Offered at End	Hours Attended at End	Average Hours Offered at End	Average Hours Attended at End
2019/20	9	130	57	14.4	6.3	141	103	15.7	11.4
2020/21	4	55	45	13.8	11.3	30	5	7.5	1.3
2021/22	2	25	25	12.5	12.5	25	25	12.5	12.5

Above school aged children:

Year (April to March)	Number of Interventions Closed	Start				End			
		Hours Offered at Start	Hours Attended at Start	Average Hours Offered at Start	Average Hours Attended at Start	Hours Offered at End	Hours Attended at End	Average Hours Offered at End	Average Hours Attended at End
2019/20	4	0	0	13.00	13.00	37	37	9.25	9.25
2020/21	11	58	58	5.27	5.27	152	152	13.82	13.82
2021/22	8	99	99	12.38	12.38	82	62	10.25	7.75

In terms of its current ETE measure, the above figures are indicative of only a very small proportion of the YOS caseload. It is not reflective of the current cases.

More recently live data (as at 07/07/2022) highlights that 73% of the children on the YOS caseload were of statutory school age and 27% were above school age. 71% of the cohort have a 25 hour offer per week and those that do not are now reviewed under their pastoral support plans (PSPs). These cases are frequently reviewed, and the Senior Inclusion Officer works closely with the YOS in this area.

Of children above school age 43% of young people were in receipt of 16 hours per week and there is currently an enhanced arrangement with I2W to engage some young people who engage positively with services. For young people, who may be hard to reach or present with additional support needs, colleagues from the Youth Service work extensively with the YOS to engage these young people as far as possible, but I2W will end in December 2022.

There are strong proactive and effective partnerships between the YOS and the Learning and Skills Directorate facilitated by three regular forums where YOS staff and those from Learning and Skills engage over workstreams and individual and groups of children and young people.

They are as follows-

- The monthly Social Emotional Mental Health Panel (SEMHP) hosted and chaired by Learning and Skills and attended by a YOS Practitioner Manager. This panel discusses children with high levels of SEMH needs which often manifest themselves in challenging externalised behaviours/exclusions.
- YOS/Learning Interface meetings which are co-chaired by the Lead Officer for Social Inclusion and Wellbeing (L and S) and the YOS Service Manager. Children with vulnerabilities and areas of concern are discussed in these meetings. Effective monitoring of hours of engagement takes place, alongside any cross-cutting issues such as disproportionality, safeguarding, exploitation, youth violence, contextual risks and antisocial behaviour and other emerging partnership concerns. These meetings also occur monthly and include colleagues from the Inclusion Team.
- A Practitioner Manager also represents the YOS at the monthly Exclusions Monitoring Meeting which is hosted by Learning and Skills and chaired by the Lead Officer for Social Inclusion and Wellbeing. This meeting focusses on exclusions over the previous month and key actions that need to be taken to address any issues.

The strength of the partnership can also be evidenced in proactive approaches, such as the recent joint funding application for two further preventative specialist workers under the Education Endowment Foundation & Youth Endowment Foundation (Spring 2022).

Vale of Glamorgan suitable accommodation measures over 3 years 2019/20 to 2021/22

Year (April to March)	10 - 15 years				16 -17 years				Overall			
	Suitable Accommodation At Start		Suitable Accommodation At End		Suitable Accommodation At Start		Suitable Accommodation At End		Suitable Accommodation At Start		Suitable Accommodation At End	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
2019/20	6	1	7	0	10	0	10	0	16	1	17	0
2020/21	3	0	3	0	8	1	6	3	11	1	9	3
2021/22	1	1	1	1	10	0	9	1	11	1	10	2

This relates to the percentage change in the proportion of young people with suitable accommodation at the end of their court order compared with before the start of the order. 83% of our statutory cases which closed within the reporting period were assessed as being in suitable accommodation.

Prevention

Average referral numbers into the service have increased between 20/21 and 21/22 by 18 referral which equates to an almost 43% increase year on year. In the first third of 22/23 alone, we have received over half the referrals received in 20/21, as we continue to see the demand on the service increase.

Diversion

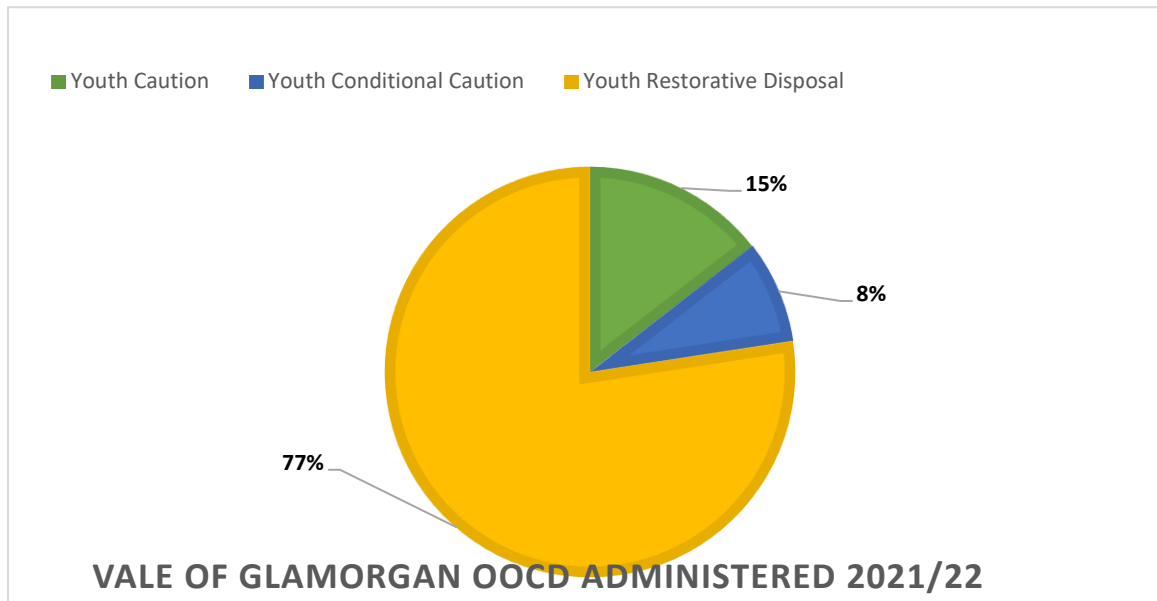
The YOS continues to operate a bespoke Out of Court Disposal (OOCs) model rather than utilising the Youth Bureau model which is predominantly in operation across Wales. The model received positive feedback from the Inspectorate who indicated that the “out-of-court disposal policy and practice are well documented, with clarity about the contributions of the relevant partners”. They cited a number of strengths in that -

- An appropriate assessment tool (Asset Plus) is used in each case referred to the YOT before it goes to a decision-making panel
- The multi-agency panel makes decisions jointly, and there is an appropriate escalation procedure if it does not reach a consensus
- The YOS’s out-of-court policy has driven a diversionary approach, and there has been a marked decline in first-time entrants to the system

An area of development which will be prioritised, will be to ensure that the policy explicitly addresses how to identify, understand, and manage children’s diversity

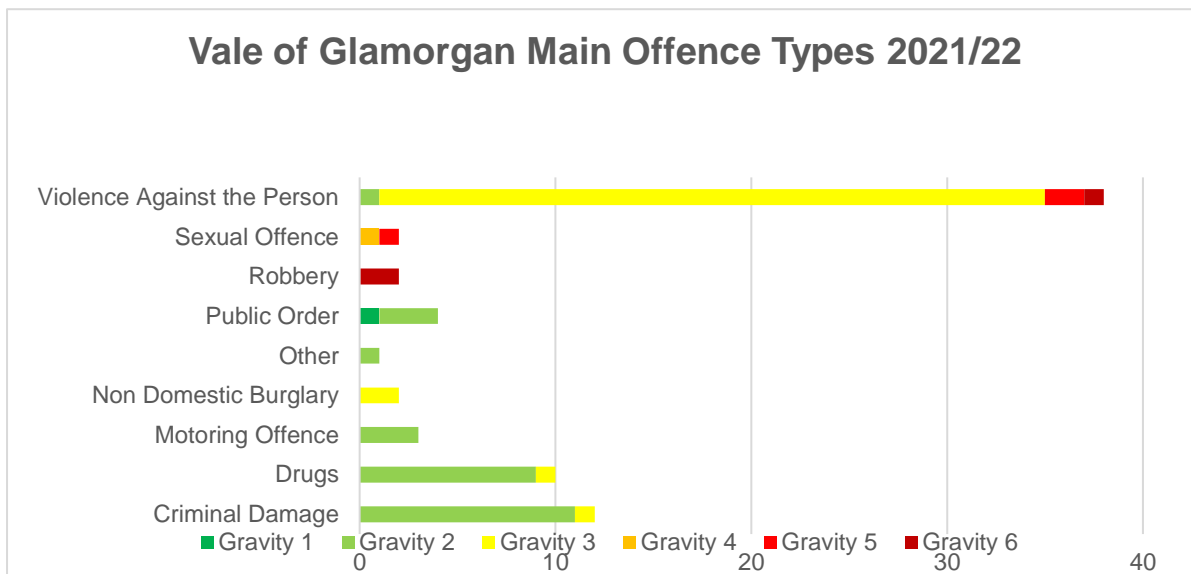
The YOS has partnered with Cardiff Youth Justice Service to scrutinise OOCs and a scrutiny panel has been in place since 2020. The panel operates on a bi-monthly basis to focus on cases chosen by the Police and Crime Commissioner Department to examine decision making, good practice and areas for development.

The graphs below show the outcomes of OOCs issued between the period of 2021/2022 along with the main offence type and gravity.



	Gravity 1	Gravity 2	Gravity 3	Gravity 4	Gravity 5	Gravity 6
Criminal Damage	0	11	1	0	0	0
Drugs	0	9	1	0	0	0
Motoring Offence	0	3	0	0	0	0
Non Domestic Burglary	0	0	2	0	0	0
Other	0	1	0	0	0	0
Public Order	1	3	0	0	0	0
Robbery	0	0	0	0	0	2
Sexual Offence	0	0	0	1	1	0
Violence Against the Person	0	1	34	0	2	1

Vale of Glamorgan Main Offence Types 2021/22



Challenges, Risks, and Issues

There are a number of challenges for the service currently. These include:

- An underdeveloped health offer; the YOS has limited access to specialist speech, language and communication assessments and interventions. There is a disproportionate overrepresentation of children with SLCN needs within the youth justice system. Consequently, this presents a significant gap in service provision to the YOS.
- Embedding the trauma model into all aspects of operational practice, including the ECM model, as the service needs to continue to build trauma practice skills and confidence in the team to ensure the model is being utilised to its full potential. The service also must ensure multi agency partnerships are on Board with the model of practice and that there is good attendance at formulation meetings to ensure

consistent responses and interventions that aim to build trusting relationships and provide effective plans that build stability and personalised support for children.

- There is a challenge for the YOS in the context of wider Children and Young Peoples Service in ensuring a consistent and proactive safeguarding response to children at risk of exploitation, within a multi-agency framework. Establishing a robust evidence-based policy and process for identifying and responding to children at risk of/being exploited is a key priority for the Directorate. This includes elements of contextual risk and safety planning to provide a timely safeguarding response for children who are at risk, so that every child has a robust, individualised multi agency safety plan in place no matter what the exploitation matter is.
- The new performance measures for youth justice present a challenge for the year ahead. Creating revised data collation systems and evidencing practice under the revised measures will be a priority action. There will be a necessity to ensure ALN provision is in place for children identified as having ALN (as defined in the ALN legislation).
- The service is currently focussed on developing how we can engage victims in restorative interventions. Limited number of victims are engaging in a voluntary capacity with the YOS. This is a challenge for all youth justice services. Establishing more sophisticated performance measures, which present a clearer picture of the work undertaken in seeking victim engagement, will be undertaken on a local basis, in line with further clarification of the new performance measures.
- Relying on yearly financial contributions and grants continues to create an element of instability when planning forward. Whilst having seen a welcome uplift from the YJB for 2021/22 and the core Local Authority contribution, there has been no other uplift provided by partners. This makes longer-term business planning more challenging and has an impact on developing the right projects within a sustainable framework. The service continues to maximise opportunities to develop collaborations which are mutually beneficial, and to access additional funding streams where available.
- The YJS, as with many other services, face uncertainty whenever elections take place and the concern of a reduced priority for youth justice matters locally and nationally will continue to exist. Positively, the current Welsh Government office has been proactive in shaping the new landscape for Youth Justice, launching its Youth Justice Blueprint for Wales in 2019.
- Lack of contingency for partner and specialist roles. The has continued to experience challenges in the last. year, with partner agencies struggling with their own pressures and demands. The impact of COVID-19 on the general workforce cannot be ignored and subsequently, we have at times, seen periods of absence due to ill health in addition to long term periods of sickness.

- There has been a deficit in the YOS children and young people receiving substance misuse use support, due to the loss of the YOS ADFERIAD worker who took up alternative employment due to uncertainty around a change in commissioning arrangements. We are currently looking to revise Service Level Agreements (SLA) with CAVDAS (formally made up of Barod, Recovery Cymru and Kaleidoscope Project, with strategic partners G4S and Pobl) due to them taking over the substance misuse worker role from ADFERIAD.

With the above in mind, the service is looking forward to further build on its successes to date, throughout the coming year. Creating development opportunities for staff, strengthening participation of children with shaping the service and continued positive partnership arrangements all contribute to how we will achieve this.

Service Improvement Plan

The Youth Justice Board Strategic Plan 2021-24 aims to ensure that children are not unnecessarily criminalised due to their vulnerabilities and the challenges they face. The YJB continues to strive to be a youth justice system that sees children as children, treats them fairly and helps them to build on their strengths so they can make a constructive contribution to society. This will prevent offending and create safer communities with fewer victims.

The YOS aims to drive system improvements that treat children as children. The plan has an emphasis on several main priorities. These are:

- To promote a holistic approach to address challenges facing children in contact with the youth justice system.
- Maximise opportunities for children.
- Promote sector led practice development and strengthen ways to disseminate what is known about working with children across the youth justice sector and beyond.

The Vale YOS will continue to strive to meet these priorities and “promote children’s individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims.”

Vale of Glamorgan Youth Offending Service underwent an inspection by HM Inspectorate of Probation (HMIP) during the 25th – 29th April 2022. The report which is currently embargoed will be published on the 16th of August 2022.

As a result of their inspection findings, HMIP made six recommendations that, if implemented, will have a positive impact on the quality of youth offending services in the Vale of Glamorgan. These are:

The Vale of Glamorgan Youth Offending Team should:

- 1. Establish the vision and ambition of the organisation within the next 12 months**
- 2. Ratify and effectively implement a resettlement policy within the next 12 months**
- 3. Adopt a disproportionality policy with attendant action plans within the next 12 months**
- 4. Develop methods of incorporating the perspectives of children and their parents or carers into the Board's development of the YOT's work over the next 12 months**
- 5. Develop methods of engaging staff members in the development of policy and services within the next 12 months**
- 6. Improve the quality of management oversight of cases to address shortcomings in the management of the safety and wellbeing of the children and risk of harm to others**

Following publication of the Inspection Report, a Post Inspection Action Plan is required to be completed for submission by the 2nd of September 2022, to address the recommendations contained within the report. The action plan is in draft but is near finalisation and completion and is attached in **Appendix 6**

To facilitate the production of the plan a development session took place with the Vale YOS Board, facilitated by YJB Cymru in addition to a development day with YOS staff. In order to ensure engagement and ownership between Board members, managers and staff within the YOS a Board lead was identified, along with an identified manager (and oversight of the Service Manager) to lead on each workstream formulated from the Inspectorate recommendations.

Staff members have also been linked up to each area and action plan meetings will take place in between quarterly Board meetings. This will enable both the Board members and staff members to take ownership develop positive relationships and understand each other's roles and how

they both influence service improvements. It is intended that each Board lead will then take ownership of feeding back progress on each area in YOS Management Board Meetings

Evidence-based practice and innovation

The definition of evidence-based practice is 'integration of the best available and accessible evidence with professional expertise, in the context of working with children in contact with the youth justice system.' Professor Stephen Case, an expert in criminology at Loughborough University, has published a summary report "Child First Justice" setting out the evidence-base for the 'Child First' principle – the foundation of a progressive approach to how children should be understood, treated, and supported after experiencing problems that have led them to commit a crime.

The Vale YOS will continue to:

- Ensure the best interests of children, recognising their needs, capacities, rights, and potential. The service wants to ensure that its work is child-focused and developmentally informed.
- Strive to develop pro-social identity for positive child outcomes: promote children's individual strengths and resilience to assist in developing their pro-social identity for viable desistance, leading to safer communities and fewer victims.
- Build supportive relationships that empower children to fulfil their potential and make positive contributions to society.
- Create collaborative opportunities that encourages children's active participation, engagement, and wider social inclusion. All work carried out should have a meaningful partnership with children and their carers
- Continue to promote diversion and seek to reduce the numbers of children entering the criminal justice system by using targeted prevention and diversion.
- Develop and expand its work for the younger age group and enhance the offer to primary schools. There will be a focus on evidence-based practice and the latest research outlined in the report, 'Supporting its youngest children in the Youth Justice System. What works to reduce offending and improve outcomes.'
- Build on trauma informed systems that recognises and responds to the impact of Adverse Childhood Experiences (ACEs) and trauma on child behaviour. This may require us to provide/assist with training for professionals across sectors (including the police) and potentially facilitate earlier assessments to identify children likely to need more intensive support.

- Continue to take a child led approach to designing or choosing activities and interventions. Evidence from practice suggests this increases the strength of engagement and maximise the use of resources.
- Develop a culture of support, and shared learning between linked Youth Offending Services

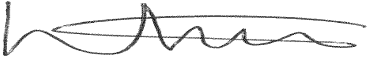
Examples of innovative practice

Service improvements, such as the development of innovative preventative interventions, are based on the growing evidence that early intervention can provide a successful route to divert children from criminal justice intervention. Further detail and case study information can be viewed in **Appendix 7**

There is also strong offer of reparative work endorsed by the Inspectorate, for utilising practical work that can be supplemented achieving a CSCS (Construction Skills Certification Scheme) qualification, where this is appropriate, to the child's needs for future employability. Furthermore The Reparation Officer is highly skilled in engaging children and is creative in his approach. An example of this can be seen in him delivering sessions on environmental awareness issue which he then links in practically with 'beach clean' reparation sessions and in engaging with community projects. **Appendix 8** provides an example of the positive work undertaken by young people which attracted local media interest

More recently group work has been creatively utilised in response to a joined-up approach to safeguarding children in joint action planning in relation to the contextual risks of abandoned buildings in the Penarth area and the concerns of anti-social behaviour in this area. Positive engagement has been facilitated by careful planning, relationship building, activities and group work sessions to target areas of vulnerability and concern. Work is ongoing but there has been a noted decline in the behaviour of concern by those attending the group. Furthermore, the YOS, in partnership with the Community Safety Partnership has been successful in obtaining additional funding to develop work in this area and is working in close partnership with St Giles Trust and professionals with lived experience by undertaking group and individual preventative sessions on anti-social behaviour, youth violence, vulnerability and exploitation.

Sign off, submission and approval

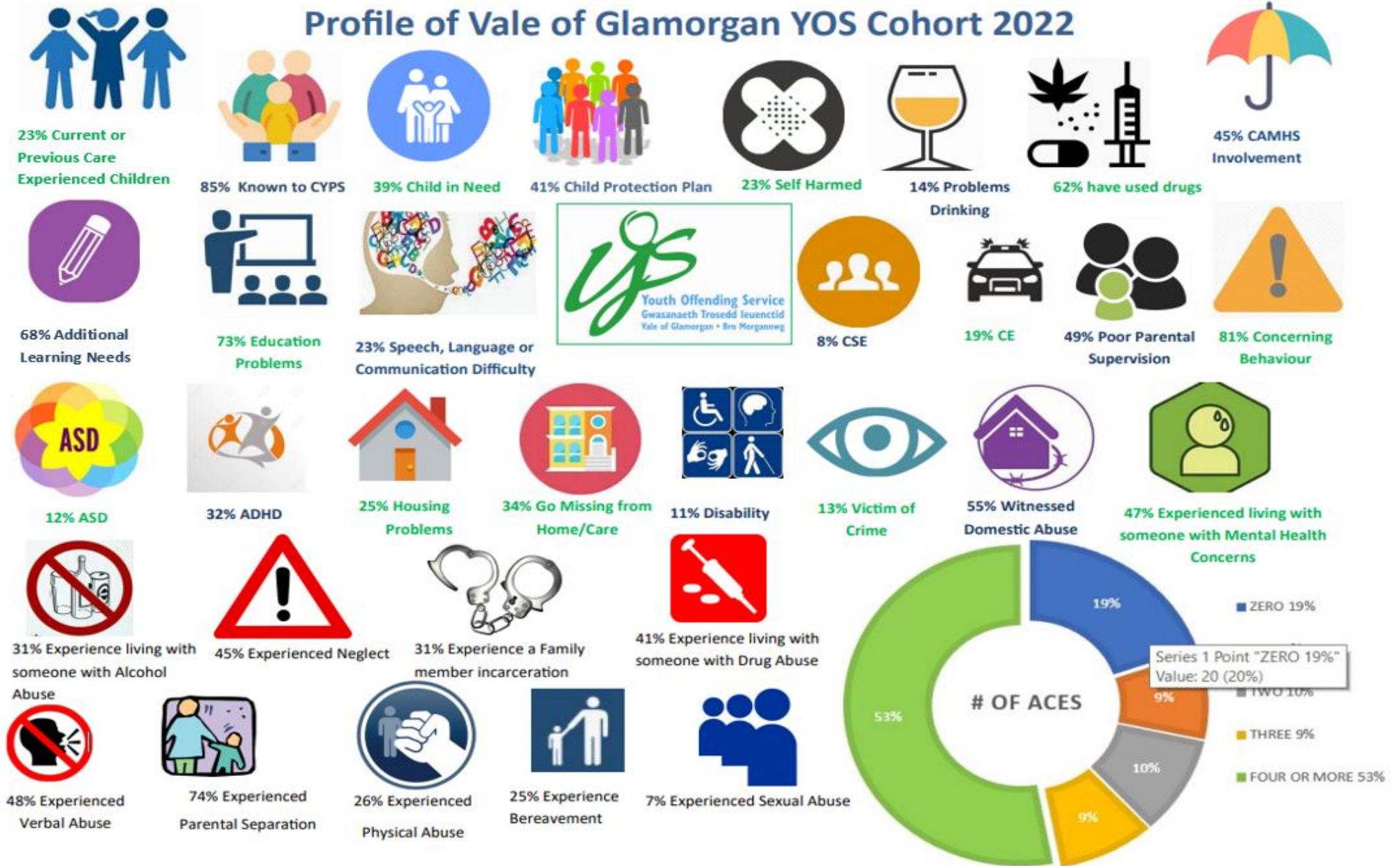
Chair of YOS Board - name	Lance Carver
Signature	
Date	18 th August 2022.

Appendix 1

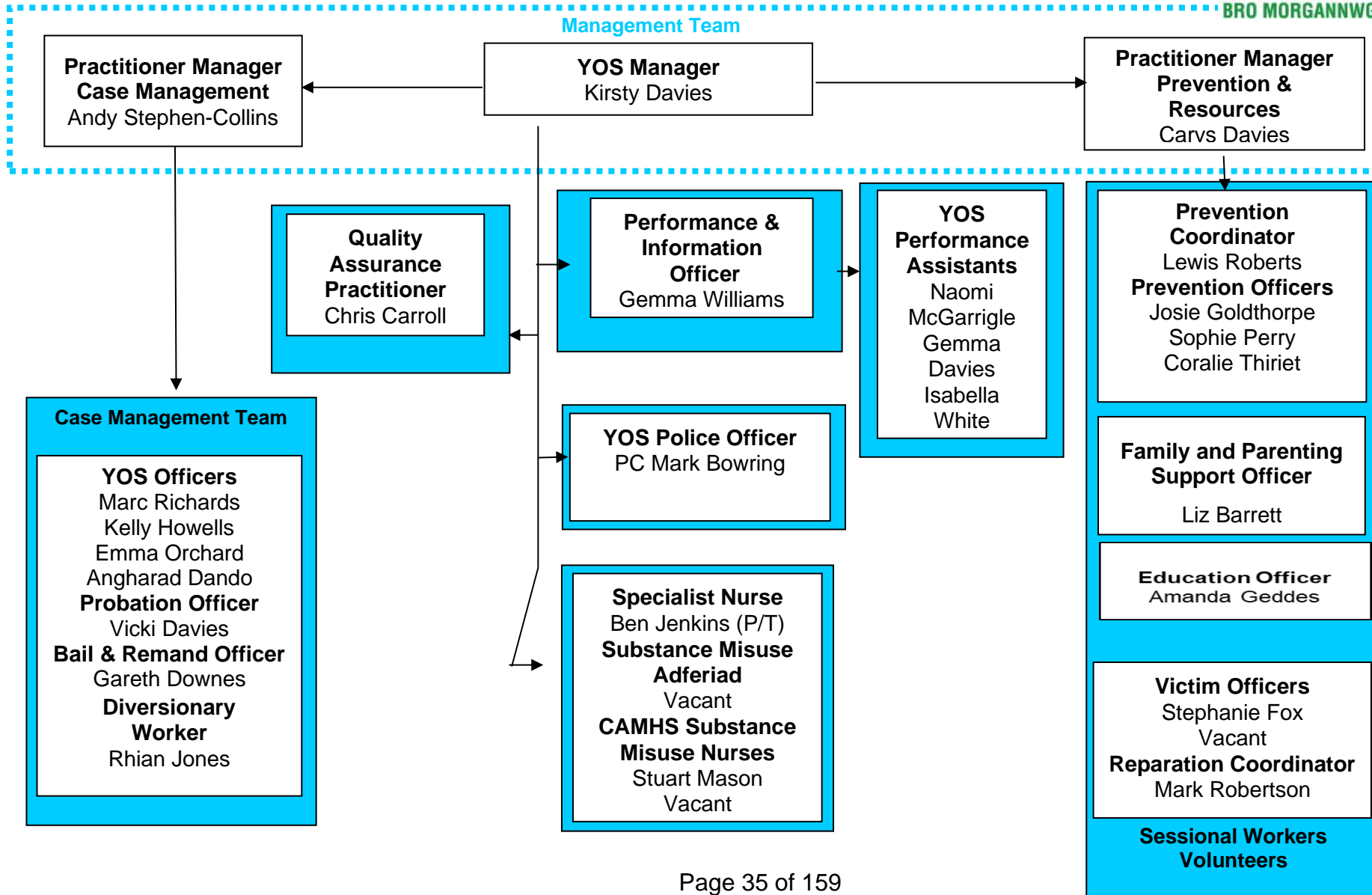
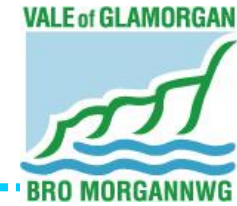
Board Members and Key Partners		
Statutory Partner	Contributor's Name	Job Title
Vale of Glamorgan Council	Lance Carver	Director of Social Services
South Wales Police	Matthew Cox	South Wales Police
National Probation Service	Eirian Evans	Head of Local Delivery Unit, Cardiff & Vale
Cardiff and Vale UHB	Rose Whittle	Head of Operations and Delivery – Community Child Health
Learning and Skills	Morwen Hudson	Head of Standards and Provisions – Learning and Skills
Learning and Skills	Martin Dacey	Lead Officer, Social Inclusion and Wellbeing - Learning and Skills
Children and Young People's Services	Rachel Evans	Head of Children and Young People's Services
Environment and Housing	Mike Ingram	Head of Housing
SW Police and Crime Commissioner	Sian Rees	Policy Lead for Youth and Young Adults
Safer Vale Partnership	Deborah Gibbs	Representing Community Safety Partnership
Chief Executives and Resources	Julia Esseen	Performance and Development Services

Appendix 2 - Profile of Vale of Glamorgan YOS COHORT 2022

Profile of Vale of Glamorgan YOS Cohort 2022



Appendix 3 - Service Structure Chart





YOUTH JUSTICE PLAN 2018-2020

Service	Vale of Glamorgan Youth Offending Service
YOS Manager	Paula Barnett
Date signed off by Management Board	October 2018 Updated September 2019

Service Description

The Crime and Disorder Act 1998, Section 39(1) placed a duty on each Local Authority, acting with its statutory partners (Police, Probation and Health) to establish Youth Offending Teams in their local area to deliver youth justice services. Section 38(3) of the Act placed a duty on the Local Authority and its statutory partners to make payment towards the expenditure incurred in providing youth justice services.

Membership of the Youth Offending Service is prescribed by the legislation. It must include a Probation Officer, Social Worker, Police Officer, Health representative and Education representative.

The purpose of the YOS is to ensure that youth justice services are available to the extent required across the local authority area. The YOS should be the main vehicle through which youth justice services are coordinated and delivered.

The YOS Management Board, made up of senior representatives from each of the statutory partners as outlined above, oversees the operation of the service including the functions it undertakes and the funding arrangements. The Board is currently chaired by the Director of Social Services.

In addition to the above Section 40 of the 1998 Act places a duty on the Local Authority to produce an annual Youth Justice Plan in consultation with its statutory partners. The Youth Justice Plan confirms how youth justice services are to be provided and funded during the period of the plan.

Operational Functions

The Youth Offending Service (YOS) works with children and young people from the age of 8 to 17 identified as at risk of offending as part of its prevention service, these children/young people have not yet offended and the aim of the service is to address the risks and needs identified to prevent them from entering the Youth Justice System. The YOS also delivers early interventions alongside Media Academy Cardiff, Cardiff YOS and South Wales Police to children and young people who have offended for the first time and admit the offence to divert them from continued offending through diversion interventions. Prevention and early intervention now make up approximately 50% of the YOS caseload.

The YOS statutory functions are to assess, supervise, plan and deliver interventions to children and young people aged 10 to 18, both in the community, i.e. subject to pre and post Court Orders and in custody. The aims of the service are to prevent offending and reoffending, reduce the use of custody, promote and safeguard the wellbeing of children and young people, manage risk and protect the public from harm. Children and young people involved with the Youth Offending Service have a complex set of needs as highlighted within the Profile of YOS Cohort attached at Appendix A.

In order to achieve the aims of the service and to divert young people from criminality and anti-social behaviour, the YOS provides restorative justice for victims, reparation to individuals and the community, parenting groups and support, careers signposting and education support, accommodation assistance, access to health interventions and substance misuse education and treatment. By working closely with partner agencies, the YOS aims to ensure children and young people with identified need can access mainstream services.

Corporate Landscape

The Vale of Glamorgan Well Being Plan 2018 – 2021 which replaced the Vale of Glamorgan Community Strategy provides the framework for the core collaborative activities for the Public Services Board (PSB) statutory partners. The Plan has been developed utilising the findings of the Well Being Assessment which took place during 2017. The plan sets out 4 objectives:-

- Objective One – Enable people to get involved, participate in their local communities and shape local services
- Objective Two – Reduce poverty and tackle inequalities linked to deprivation
- Objective Three - Give children the best start in life
- Objective Four – Protect, enhance and value our environment

The objectives set out by the PSB are designed to improve the social, economic, cultural and environmental well-being of the Vale over the next five years. By tackling poverty, adverse childhood experiences and promoting well-being, the PSB aims to improve outcomes for children and adults across the Vale. The actions detailed in the plan form an integrated approach to delivering the four objectives, examples include work around apprenticeships and work experience will help deliver objectives two and three but also help to deliver objective one. Similarly work around healthy behaviour will cut across all objectives and age groups. As a result of discussions with The Children’s Commissioner for Wales, the PSB will now be piloting some work with the Commissioner’s office around embedding children’s rights across the work of the PSB. This will help to ensure children and young people are involved in the work of the PSB and have the opportunity to hold partners to account.

The Corporate vision for children and young people is that “they are well informed and supported to access a broad range of quality services that enable them to take full advantage of the life opportunities available within their communities and beyond”

The Council’s Corporate Plan 2016 – 2020 outlines the Council’s vision for “Strong Communities with a Bright Future”, the values underpinning this plan are “Ambitious” – forward thinking, embracing new ways of working and investing in our future, “Open” – to different ideas and being accountable for the decisions we take, “Together” – working together as a team that engages with our customers and partners, respects diversity and is committed to quality services and “Proud” – proud of the Vale of Glamorgan, proud to service our communities and to be part of the Vale of Glamorgan Council.

The Council is aiming to publish a new Corporate Plan in April 2020. The Plan will continue to detail what the Council will do to achieve its vision of Strong Communities with a Bright Future but it will also reflect the progress that has been made since 2016 with regards to implementation of the Well-being of Future Generations Act and how the Council is contributing to the national well-being goals. The Council will be reviewing its Well-being Objectives to ensure they reflect local priorities. The new Plan will also reflect commitments in the PSB Well-being Plan and the Cardiff and Vale Area Plan and other regional activities demonstrating how the Council has adopted the five ways of working to ensure that what the Council does today does not compromise its ability to meet the needs of future generations.

The cross cutting and well-being objectives outlined below highlight how the YOS aims to contribute to achieving positive outcomes for children and young people through representation on a range of partnerships including the RSCB, Area Planning Board for Substance Misuse Services, Safer Vale, Mental Health Partnership Board, through the Well Being Plan priorities, and through service delivery.

Governance and Structure

The YOS is located within Children and Young People' Services in the Social Services Directorate. The YOS Manager is provided with line management by the Head of Children and Young People' Services. Attached at Appendix B is the YOS Structure.

Oversight and scrutiny of the YOS is provided by the YOS Management Board and Homes and Safer Communities Scrutiny Committee which the YOS Manager attends. Additional scrutiny is provided by Social Services Scrutiny Committee which receives performance monitoring information in relation to the YOS/LA key performance indicators.

Future Change and Challenges

Collaboration Agenda

The Vale of Glamorgan Council continues to collaborate on a range of agendas to ensure the best outcomes for the area and the region. Key collaborative activities include, the Vale Public Services Board (PSB), integration of health and social care across the Cardiff and Vale region, Safer Vale, the local Community Safety Partnership, and the Cardiff City Deal region, which is a collaboration of 10 local authorities designed to tackle barriers to economic growth, by improving transport links, increasing skills, supporting people into work, and providing businesses with support to innovate and grow. All of these collaborative activities are relevant to the work of the YOS in helping to ensure that children and young people have access to opportunities, are safe and feel part of their community.

The Well-being of Future Generations (Wales) Act 2015 and the Social Services and Well Being Act 2014 placed new duties on each Local Authority to participate in the undertaking of both a Wellbeing Assessment (WBA) through the PSB and a Population Needs Assessment (PNA) through the Regional Partnership Board (RPB). The PNA undertaken during 2017 was approved by the RPB in March 2017 and the WBA was approved by the PSB. As detailed earlier in this plan the PSB published its Well Being Plan in May 2018. The Well-being Objectives outlined within the plan are: (1) enable people to get involved, participate in their local communities and shape local services; (2) reduce poverty and tackle inequalities linked to deprivation; (3) give children the best start in life; and (4) protect, enhance and value our environment.

Focusing on the objectives specifically for children and tackling inequalities linked to deprivation, the YOS is participating in a pilot entitled enhanced case management which seeks to address the impact of adverse childhood experiences. Research conducted by Public Health Wales evidences that children and young people who suffer four or more harmful experiences in childhood increases the chances of high risk drinking in adulthood by four times, being a smoker by six times and being involved in violence in the last year by around 14 times. This research emphasise the need to understand and take effective action to ensure children are protected and support systems are in place with a focus on prevention and early intervention to improve children and young people's life chances. The YOS Prevention Service forms part of the Local Authorities suite of services in relation to prevention and early intervention, working closely with Flying Start, Families First and others to ensure that children and young people receive the right services at the right time to address their identified needs.

Areas where collaboration already take place in relation to youth justice services include the Probation Service local delivery unit which covers Cardiff and the Vale; the Area Planning Board for Substance Misuse Services operating across Cardiff and the Vale in line with the health footprint. Cardiff and Vale of Glamorgan RSCB and a Together for Mental Health Partnerships Board established across Cardiff and the Vale. The YOS continues to promote strong representation on these groups to ensure commissioned services meet the needs of children and young people in the Youth Justice System.

Resources and Value for Money

The YOS is reliant on contributions from statutory partners and attracting or sustaining external grant funding which is subject to a range of terms and conditions.

Welsh Government provides the Promoting Positive Engagement Fund which focuses on the priorities set out in the Welsh Government/YJB Strategy, "Children and Young People First". This funding now sits within the Children and Communities Grant. The emphasis of the Promoting Positive Engagement Fund is on the use of restorative alternatives to charging, early intervention, prevention, reducing reoffending, the effective use of custody and a focus on support for children and young people "after justice", whether in relation to reintegration and resettlement following

a community or custodial sentence.

Welsh Government previously funded Cardiff and the Vale of Glamorgan Councils to reduce and prevent youth crime and disorder on a regional basis. During 2017/18, Welsh Government decided to offer a number of local authorities the opportunity to participate in a Flexible Funding Pilot to utilise up to 10 grants flexibly to meet local need. One of the pilot local authorities was Cardiff, which resulted in a withdrawal from the regional partnerships arrangements. As a result the Vale of Glamorgan YOS had to submit a single local authority business case outlining how services would be delivered locally on an annual basis. Withdrawal from the regional partnership resulted in a loss of some regional posts which operated across Cardiff and the Vale of Glamorgan, i.e. the Neighbourhood Resolution Panel Co-ordinator post and the Volunteer Co-ordinator post. The amount of funding allocated on a single authority basis was insufficient to sustain all services delivered locally. Decisions were taken locally to utilise the funding to continue the YOS Prevention Service, a Restorative Interventions and Victim Engagement Officer, as well as an element of the targeted detached Youth Service provision designed to operate in identified locations to reduce the risk of involvement in anti-social and/or offending. Provision of this service ceased with the restructure of the Youth Service. The YOS is working with the Learning and Skills Directorate to introduce the role of a YOS Youth Mentor during 2019 to support children and young people to access and maintain education, training or employment opportunities.

To prevent justice by geography, Cardiff Council continues to commission Cardiff Media Academy, a third sector organisation to deliver diversion Youth Restorative Disposals as part of the Out of Court Disposals Framework. However with the breakdown of regional funding arrangements, the Vale of Glamorgan now funds a single post attached to the YOS.

The Police and Crime Commissioner funds the YOS for some elements of restorative work and prevention activities with children and young people to achieve the shared objectives of prompt and positive outcomes through early intervention. The monitoring of the allocation of funds is achieved through the representation of the Police and Crime Commissioner's office on the YOS Management Board and through the provision of performance information via on line grant monitoring arrangements.

The YJB contributes to the YOS budget through the Youth Justice (YOT) Grant (Wales). Since the Comprehensive Spending Review of 2010, the YJB grant funding has reduced from £306,127 to £142,002, an overall reduction of £164,125. The YJB grant previously funded the cost of 4.5 posts and the provision of the part time Careers Wales Officer which equated to £162,388. The grant also covered the expenditure associated with the YOS vehicles; mileage of officers and children/young people's transport expenditure. Based on the reduced level of grant for 2017/18 onwards a decision was taken to end the Careers Wales contract, this has however impacted on the level of services available to post 16 children involved with the YOS and is reflected in the performance reporting for education, training and employment. Confirmation of the level of grant from the YJB for 2019/20 was not received until the 23 May 2019. This delay in notification resulted in the Council carrying a risk associated with the continuation of posts funded by the YJB grant.

The overall YOS budget amounts to £1,280,019 with the YJB now making up only 12% of the budget. The Local Authority is the largest contributor to the YOS Budget. During 2018/19, the YOS reviewed service provision and capacity as part of the Local Authority's Reshaping Service programme. The YOS will be required to identify savings as part of the savings target for Children and Young People's Services to assist the Local Authority to meet the savings identified in the medium term financial plan based on continued austerity measures.

When considering the financial cost of the provision of Youth Justice services, it is important to note that during 2017/18, the YOS experienced two long term remand placements of children in secure children's homes. This resulted in a cost to the Local Authority's Children and Young People's Services of £145,933. Although the Ministry of Justice provides a grant to local authorities to cover the cost of remand placements this is only for those children/young people who are placed in Young Offenders Institutes such as Parc Prison. The position of the Ministry of Justice is that Local Authorities are responsible for the cost of placement of children in secure children's homes or secure training centres. As both of the children on remand were below a specific age, had complex needs and vulnerabilities, the appropriate remand provision were secure children's homes. Therefore no grant allocation will be awarded from the Ministry of Justice in relation to the use of the bed nights on remand and the Local Authority Children and Young People's Services will be required to cover the entire cost of the remand placements. A further consideration is that in 2018/19 no grant was awarded to the Vale of Glamorgan Council, as they have not utilised any bed nights in a Young Offenders Institute, this presents a financial risk for the Council.

Attached at Appendix C is a table outlining the Partner Contributions to the YOS Partnership Pooled Budget for 2019/2020.

Partnership Arrangements and Risks to Future Delivery

The Youth Justice Plan outlines how statutory partners view and deliver their responsibilities to ensure the YOS is adequately resourced. Agencies have started to move towards commissioning models which requires the delivery of services rather than the secondment of posts. This is evidenced in the work undertaken by Cardiff and Vale of Glamorgan UHB in relation to the development of a commissioning strategy for delivery of emotional wellbeing and mental health services. The UHB continues to provide a part time physical health nurse provision; although this post is currently vacant; the YOS now receives a monthly consultation session from a CAMHS Consultation, who is undertaking the role of the Mental Health Advisor and can access CAMHS Tier 3 Forensic Services. The UHB also provide a Tier 2 Substance Misuse Worker and access to the Tier 3, Young People's Drug and Alcohol Service (YPDAS)

HM Prison and Probation Service (HMPPS) conducted a review of the contribution made by National Probation Service to the YOS during 2017/18. Based on the numbers of children supervised by the YOS and those transitioning to Probation, the allocation of officer time remained the same at 0.5. HMPPS also provide a cash contribution to the YOS of £5,000 per seconded officer. This position is not the same across all YOS,

with some areas losing resources as a result of the review. HMPPS are planning to conduct a further review during 2019/20 to inform the YOS contribution for 2020 onwards. Whilst it is accepted that HMPPS like all other public sector organisations needs to identify savings, it is important that HMPPS also recognise that Youth Offending Services are operating as preventative services for the adult criminal justice system. As a result of the work undertaken by YOS to address behaviours there are now fewer children transitioning into adult services. Continued reductions in YOS funding could result in a reversal of this trend.

South Wales Police continue to work in partnership with the YOS providing a seconded Police Officer and a cash contribution to support this role. In addition they engage proactively in the operation of the out of court disposals framework. Working with Media Academy Cardiff, who currently deliver the diversion service operating in Cardiff Bay Custody Suite and the YOS in providing policing resources for out of court disposal decision making meetings. The disposals agreed are administered within Neighbourhood Resolution Panels.

The introduction by South Wales Police of Community Resolutions into the menu available for out of court disposals saw a reduction in referral of approximately 30% to the diversion services since September 2016. The changes introduced by the Police and Crime Act 2015 which makes a presumption in favour of releasing without bail and bail only being imposed when necessary and proportionate has also affected how children and young people are processed by South Wales Police in relation to low level crime. With some children now being dealt with via voluntary attendance interviews and postal requisitions. Initially changes to working practices caused considerable delays in information being provided to the YOS. Some children appeared in Court by passing the out of court disposal processes and the Court returned them for consideration of an out of court disposal where appropriate. A review of working practices has been completed with South Wales Police to ensure that children are not escalating unnecessarily through the Youth Justice System.

The reduction in the number of referrals to diversion services coincided with the requirement for Cardiff Council to renew the contract for the commissioned services by March 2018. Work was undertaken to redesign the service specification and re-commission services between September 2017 and March 2018. Unfortunately due to capacity issues, the re-tendering exercise was not completed until June 2018. Media Academy Cardiff was the successful organisation operating a reduced service based on the volume of need identified.

Key priorities of the South Wales Police and Crime Commissioner are to work with partners to ensure that people receive the support they need, when they need it, to prevent them from becoming victims or offenders. The Police and Crime Reduction Plan 2017 – 2021 highlights that early intervention and prompt positive actions build safe, confident and resilient communities and is crucial to reducing the demand on all public services. These principles are in line with the Vale of Glamorgan Council's principles of invest to save and the drive toward providing preventative and early intervention services.

The Police and Crime Commissioner in association with Public Health Wales and the YJB are providing additional resources to pilot an enhanced case management model based on the trauma recovery model. The aim of the pilot is to assist YOTs across South Wales to tackle the underlying causes of children and young people with complex needs' offending. YOTs receive additional resources through access to psychology and social

work services to undertake case formulations and develop new ways of working with children to help them to move towards crime free lives in the future. New referrals to the project ceased in October 2018 and an external evaluation is taking place during 2019/20.

During 2015, the Vale of Glamorgan Council working with partners and providers made a decision to open residential homes for children and young people with complex needs. The aim was to bring children placed out of area back into the Local Authority area to enable them to be supported more effectively and facilitate longer term planning for their reintegration into their communities. An unintended consequence of this decision, was that the YOS and Children and Young People' Services saw an increase in looked after children being brought to the attention of South Wales Police for low level anti-social behaviour and criminal offences. Although these children were often receiving out of court disposals in relation to the incidents, concerns were being raised that looked after children were disproportionately being criminalised as a result of being in a residential setting.

Evidence from Lord Laming review "In Care and Out of Trouble" also supported these findings. In order to try and tackle this emerging issue, the YOS applied to Welsh Government as part of its annual business case for Promoting Positive Engagement Grant for children and young people at risk of offending, to secure funding to develop restorative approaches for residential providers to reduce the number of children being criminalisation. Discussions are taking place currently with residential providers within the Vale of Glamorgan regarding the delivery of restorative approaches training to staff operating within the provision in order to avoid the criminalisation of children. A training programme for supervising social workers and foster carers within the Vale of Glamorgan commenced in May 2019. Discussions are also taking place with South Wales Police regarding Police input into the training and in relation to the YOS delivering training to Police Officers regarding the implementation of the Policing of Looked After Children Protocol.

Performance in relation to Education, Training and Employment (ETE) has been identified as a priority for the YOS Management Board. A task and finish group has developed an action plan based on the recommendations made within the Estyn Report "The quality of education and training for young people engaged with Youth Offending Teams" dated September 2018.

The Local Authority Learning and Skills Directorate continues to provide a part time YOS Education Welfare Officer, but this role is focused on identifying placements and flagging up attendance issues as well as providing YOS performance information. Due to concerns regarding sustainability, and reductions overall in the YOS budget, a decision was made not to re-commission the part time Careers Wales worker. Although arrangements have been made with Careers Wales to continue to provide face to face engagement with YOS clients in the community via their core services; the additional support which was previously provided via Careers Wales is no longer available. The YOS has sought support through the ESF funded Inspire to Work employees. The Learning and Skills Directorate and the YOS have appointed a YOS Youth Mentor through the use of grant funding to support children and young people pre and post 16 to access education, training and employment opportunities. The introduction of the Additional Learning Needs Act places additional duties on the Learning and Skills Directorate and providers of education for all children and young people up to the age of 25, who require additional support to remain in education or training. The majority

of YOS service users fall within the category of School Action Plus.

In May 2015, Deloitte's published a report in relation to the YOT Stocktake commissioned by the Ministry of Justice, Youth Justice Policy Unit. The purpose of the stocktake was to establish a picture of how the YOT Model had evolved locally and nationally including looking at the organisational structures, how they operated, were funded and the spending decisions being made. The aim of the report was to assist the Ministry of Justice in understanding where YOTs focused their resources, how they worked with other agencies, their levels of accountability and ultimately their value for money.

Following the publication of the Deloitte report, a review of the Youth Justice System was commissioned to examine the evidence and practice in preventing youth crime and rehabilitating young offenders, how the system can interact more effectively with wider services for children and young people, and whether the arrangements were fit for purpose. The Youth Justice Review forms part of a wider government aim of a "smarter state", looking at reform, devolution and efficiency.

The final report, published in December 2016 acknowledged the success of both the Youth Justice Board and Youth Offending Services in formalising partnership working and ensuring that there is a focus on children who offend as children first and offenders second. Despite the successes however, the report also highlights tackling the numbers re-offending remains a priority whilst recognising that many of the children come from the most dysfunctional and chaotic families which have multiple and complex needs and that the Youth Offending Services alone cannot address all the underlying issues.

The UK Government is now in process of implementing some of the recommendations within the report with a focus on reviewing the governance and performance standards of the Youth Justice System, reviewing how Police deal with children, the operation of the Court system and the use of Youth Custody.

Welsh Government which has devolved responsibility for Social Services, Health, Education in Wales, but not Policing or Justice has launched a Youth Justice Blueprint for Wales. One of the aims of which is to align devolved and non-devolved services through a shared vision, values and approach which underpins the design and delivery of services.

Currently the risks facing Youth Offending Services are that with all the uncertainty and the continued austerity measures, the expertise, professionalism and knowledge which exist within services could be lost due to uncertainty regarding the structure and funding of Youth Offending Services in the future.

The YOS has faced an additional challenge during 2018/19 with limited management capacity and practitioner vacancies. Over a period of 4 months during 2018, the YOS Manager had to focus on the YOS statutory operational functions, ensuring the safety of the service and oversight and quality assurance of practice in the absence of any practitioner managers. As a result it was not possible to progress a number of the

priorities outlined in the 2017/18 plan or to implement the reducing re-offending action plan previously agreed by the Board. Although appointments were made to both Practitioner Manager posts; other vacancies have arisen within the team which will continue to impact on management capacity for a period of time, until the service is fully staffed.

PSB Well Being Objectives

- Enable people to get involved, participate in their local communities and shape local services
- Reduce poverty and tackle inequalities linked to deprivation
- Give children the best start in life
- Protect, enhance and value our environment

Service Objectives

- Improve the assessment of risk and needs of young people who have offended, and their access to specialist and mainstream services once these have been identified.
- Reduce the number of first time entrants to the youth justice system
- Reduce re-offending
- Reduce the use of custody and remands to custody
- To work with universal or specialist services to help deliver effective resettlement for children and young people being released from custody
- Identify and manage the risk of serious harm to others
- Ensure that children and young people at risk of entering or in the youth justice system are kept safe from harm
- Increase victim and public confidence
- Maintain governance, leadership and partnership arrangements (interface with key strategic plans)

Vale of Glamorgan Council Wellbeing Objectives

Integrated Planning Objectives

- Reducing poverty and social exclusion
- Providing decent homes and safe communities
- Promoting regeneration, economic growth and employment
- Raising overall standards of achievement
- Valuing culture and diversity
- Encouraging and promoting active and healthy lifestyles
- Safeguarding those who are vulnerable and promoting independent living

- Reshaping Services
- Workforce planning and PDRS
- Financial Planning
- Wellbeing Assessment with Partners
- Consultation and engagement
- Collaboration and partnerships
- Performance Management
- Scrutiny and Challenge
- Risk Management

Section 1

Cross Cutting Objectives

Financial Management: Exercise robust financial management and explore all opportunities to improve efficiency and service quality including collaborative working.

Risks

Risk Reference	Risk to this Objective	Control	Likelihood	Impact
FMR1	Insufficient financial resources to deliver effective youth justice services in line with national standards in the Vale of Glamorgan	Careful oversight of budget; review of services provided, additional external funding sought	2	4
FMR2	Prevention and Diversion funds reliant on short term grant funding	Production of a business case to secure funding. Reinforcement of need for funding to be ring fenced to avoid dilution of grant linked to Flexible Funding Agenda	4	4
FMR3	Reduction in Youth Justice Grant funding based on Government spending review	Careful oversight and planning of budget allocations from all sources	2	4
FMR4	Recommendations to change how and who delivers Youth Justice services based Youth Justice Blueprint for Wales	Careful planning for reduction and/or transfer of services to alternative providers	3	4
FMR5	Partners contributions to YOS reduces due to financial austerity and future direction of Youth Justice	Aligning partners objectives with YOS evidencing need of resources in Vale of Glamorgan	3	4
FMR6	Responsibility for cost of remands or alternatives to remands duty of Local Authorities	Work in partnership with other service areas to identify preventative measures and alternatives to remand	2	4

Actions to Address the Risks (complete for new actions to address the risk – new table for different risks)

Action Ref No	Actions against this Risk	Outcome	Priority	Updater	Start Date	Finish Date	Progress
FM 1	Allocate budget in line with terms and conditions of funding	Budget allocated and any shortfalls identified	H	PB	01/04/19	30/09/20	Completed
FM 2	Consider external funding streams that meet priorities within service area need	Increased budget to deliver services	M	PB	01/09/18	31/03/20	Funding bid submitted to PCC re training for practitioner re understanding violent behaviours; Work in progress to develop bid to the Home Office Youth Endowment Fund when second round of funding opens
FM 3	Forward planning for continuation of Promoting Positive Engagement grant	Continuation of prevention and diversion services	H	PB	01/11/18	31/03/19	Completed, YOS Manager part of Children and Communities Project Leads Group
FM 4	Undertake a review of structure of YOS based on future demand and outcome of Youth Justice Blueprint for Wales	Effective use of resources and YOS future proof	H	PB	01/09/18	31/03/20	
FM 5	Partners understand the level of service and resources required	YOS sufficiently resourced	H	YOS MB	01/10/18	31/03/20	Completed
FM 6	YOS budget monitored on a monthly basis	Ability to meet financial commitment and balance budget	M	PB	01/04/18	31/03/19	Completed
FM 7	Cost of remand	Awareness of resource	M	PB	01/04/18	31/03/19	Completed

	placements monitored and reported	implications					
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People Management: To implement effective and sustainable workforce planning

Risks

Risk Reference	Risk to this Objective	Control	Likelihood	Impact
PMR 1	Retention of YOS Practitioners across all service areas during period of uncertainty	Maintain open and honest communication of potential changes within Youth Justice system and their likely impact	2	4
PMR 2	Reduction in level/number of partnership staff as result of collaboration agenda, changes in statutory duties, austerity measures, outcome of Youth Justice Blueprint for Wales	Represent/negotiate YOS interests during collaboration, commissioning arrangements, promote expertise of YOS in delivering prevention and early intervention	3	4
PMR 3	Insufficient capacity within case management team to meet identified need if workload associated with statutory cases increases due to removal of preventative services	Represent/negotiate YOS interests, utilise YOS Management Board to support adequate resourcing	3	4
PMR 4	Austerity measures impact on capacity of Local Authority to sustain level of Youth Justice provision	Participate in baseline assessment reshaping services agenda	2	4

Actions to this objective

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
PM1	Communicate potential changes in Youth Justice system and their likely impact to all	Retention of practitioners longer term	H	YOS MT	01/09/18	30/09/19	Updates discussed in Team Meetings

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
	practitioners						
PM2	Monitor availability of seconded partnership provision, evidence any gaps in service	Sufficient capacity to meet identified need.	H	PB	01/09/18	30/09/19	Completed and in progress
PM3	Review capacity within team taking into account workload, expectations for duty/Court cover etc	Sufficient staffing levels available to meet demand	H	YOS MT	01/09/18	30/09/19	In progress
PM4	Further develop quality assurance framework in line with ASSETPlus	Audit will identify workforce development needs	M	CC	01/09/18	31/03/20	Quality assurance training, completed. Development of new QA tool in progress
PM5	Identify how staff can participate proactively in continuous service improvements	All staff are aware of quality standards and able to implement	M	CC	01/09/18	31/03/20	Staff developed service interventions (i.e. ASB), and task and finish groups associated with National Standards 2019
PM6	Refresh YOS Workforce Development Plan	Staff effectively trained to meet the needs of the service	H	PB	01/04/19	31/03/20	
PM7	Recruit and train volunteers across service areas within the YOS	Sufficient volunteers available to deliver services	M	CD/NW /LB/NP/	01/09/18	31/03/19	Round of recruitment completed January 2019, second round due to commence Winter/Spring 2019/20
PM8	Undertake observations of staff practices as part of management oversight of quality	Staff are trained effectively to undertake areas of work	M	YOS MT	01/09/18	31/03/20	

Sustainability and Equalities: To improve citizen engagement by ensuring residents' views are used to inform service development and improvement. Further developing opportunities/mechanisms for residents to influence decision making

Risks

Risk Reference	Risk to this Objective	Control	Likelihood	Impact
SER.1	The service is unable to meet the requirements of both national strategies and changing needs of local population	Analysing existing resources, securing funding, adapting the delivery of interventions to meet local need	2	3
SER.2	Overrepresentation of specific groups within Youth Justice Services	Monitor diversity and disproportionality within the YJS	2	3
SER3	Service is unable to meet the needs of young people with complex or acute needs	Staff adequately trained in recognition of ACEs, impact of trauma and how to tailor interventions based on need	2	4
SER4	Lack of robust evaluation methods to ensure services are designed to meet the needs of both males and females within the service	Utilise programmes designed to address issues specifically experienced by genders	2	3

Actions to this objective

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
SE1	Utilise prevention and re-offending analysis to inform service delivery	Services developed to meet the needs of the local population	H	YOS MT	01/09/18	30/09/19	Focus currently on analysing re-offending. Analysis of FTEs due to commence later in 2019.
SE2	Utilise data from variety of sources to inform service development	Increased understanding of future demands	M	GW	01/09/18	30/09/19	In progress, utilising OOC analysis and victim consultation report to inform service developments

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
SE3	Revisit Assetplus training with focus on ACEs and trauma, theme identified in quality assurance	Good quality assessments inform appropriate interventions	M	CC	01/09/18	30/09/19	AssetPlus training delayed due to turnover of practitioners, to be delivered in 2020
SE4	Undertake consultation regarding delivery of interventions by all service areas within the YOS	Increased engagement of service users	M	YOS MT	01/09/18	30/09/19	In progress, victim consultation completed, consultation with children and young people planned for Winter 2019
SE5	Utilise service users feedback to implement service improvements	Services designed to meet need	M	YOS MT	01/09/18	31/03/20	Discussions taking place with Children and Young People's Services Consultation Officer re consultation with children late 2019
SE6	Undertake consultation to examine effectiveness of partnership working	Improved partnership working, working relationships and shared objectives	M	YOS MT	01/09/18	31/03/20	

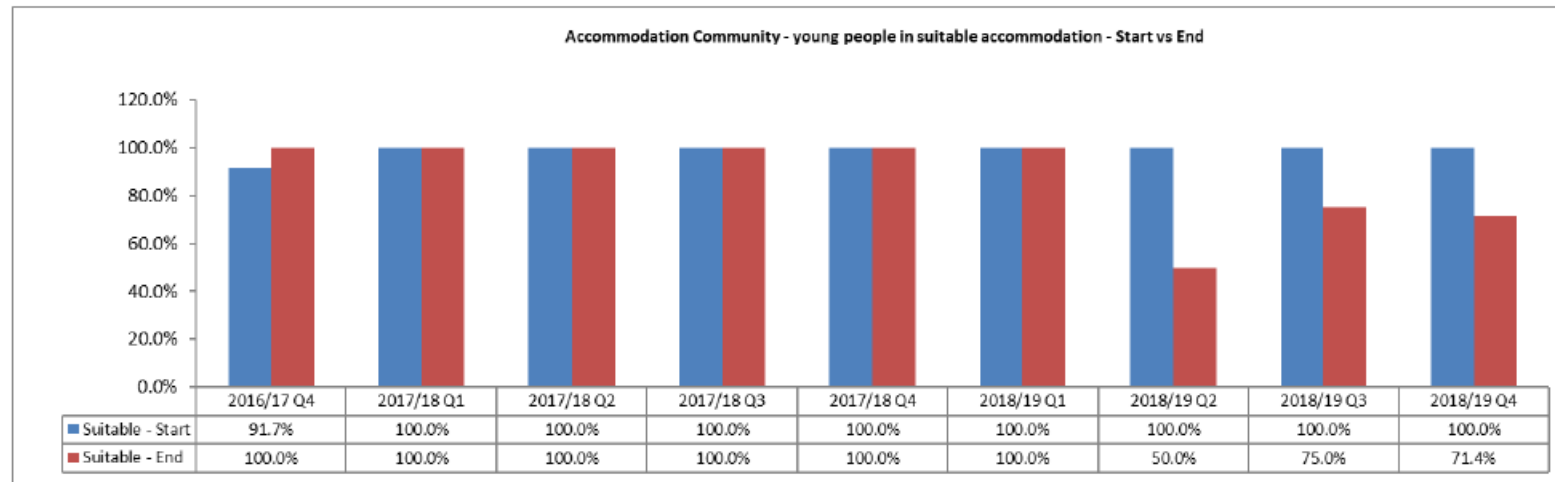
Section 2

Service Plan Objective: APIS - Improve the assessment of risk and needs of young people who have offended, and their access to specialist and mainstream services once these have been identified

Performance : Year 2018/19

Accommodation

	VoG	Wales	S.Wales
Suitable Accommodation at the Start	23	484	195
Suitable Accommodation at the End	19	484	195
Percentage Change Start/End	-17%	0%	0%



Education Training and Employment

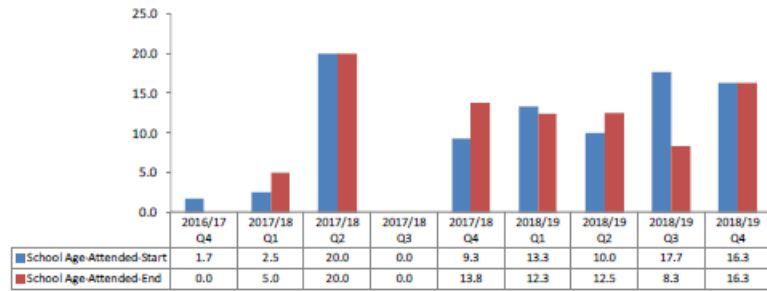
Statutory School Age

	Start Average Hours		End Average Hours	
	Offered	Attended	Offered	Attended
VoG	18.4	14.8	19.3	12.7
Wales	16.9	12.1	16.5	13.8
S.Wales	16.1	12.7	16.4	12.2

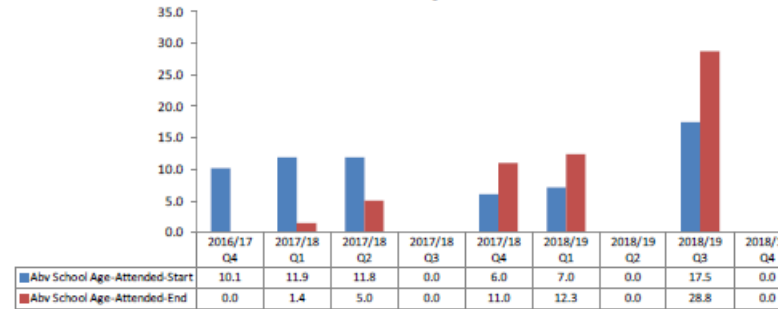
Above Statutory School Age

	Start Average Hours		End Average Hours	
	Offered	Attended	Offered	Attended
VoG	9.1	9.1	15.2	15.2
Wales	12.8	10.6	14.5	13.0
S.Wales	9.5	8.5	11.4	10.5

ETE School Age Average Hours Attended - Start vs End



ETE Above School Age Attended - Start vs End



Actions to this objective

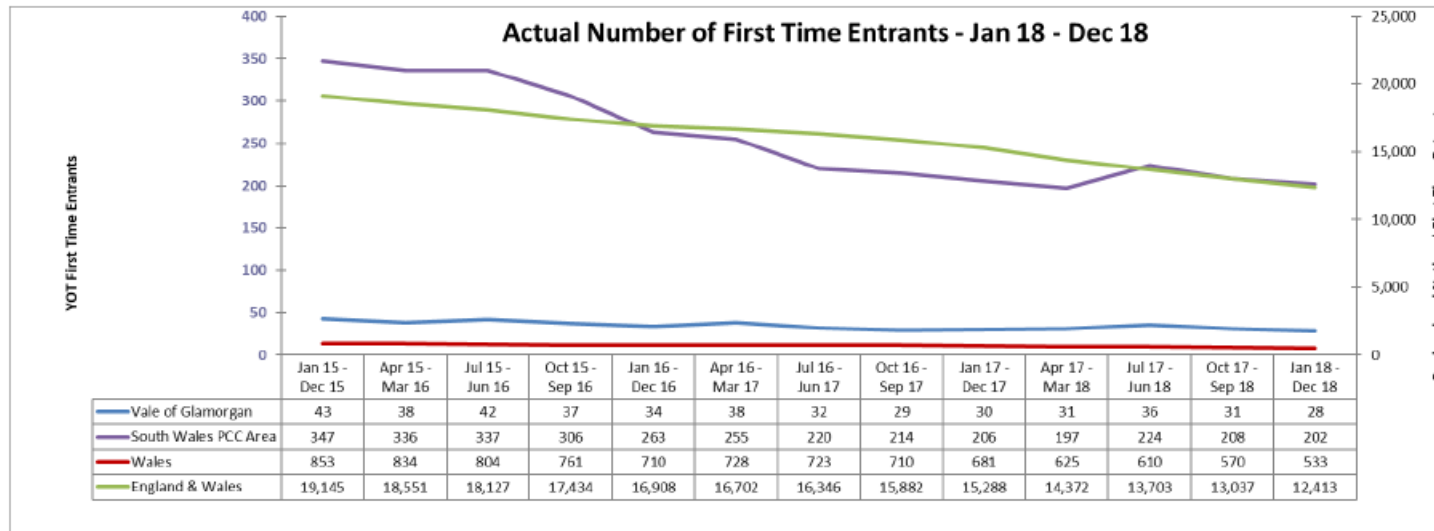
Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
APIS1	Implement Assetplus workshops based on themes identified within quality assurance processes	Good quality assessments inform intervention planning	M	PB/CC	01/09/18	30/09/19	To be discussed following Assetplus training
APIS2	Review access to provision of Health Services across the YOS	Referral pathways to Health Services in line with level of need	M	YOS MT	01/09/18	30/09/19	In progress, CAMHS consultant providing monthly sessions at YOS, referrals to Tier 3 Forensic Service now available; discussions taking place re YOS Nurse role
APIS3	Ensure adequate specialist provision is in place to support young people with specific needs in YOS	Health services across the tiers available within the YOS	H	PB/RW	01/09/18	30/09/19	In progress as above
APIS4	Participate in ETE Key Professionals Meetings re level of provision available	Children access 25 hours of provision	H	CC/CD	01/09/18	30/09/19	In progress
APIS5	Work collaboratively with ETE Professionals to reduce risk of exclusions, reduced timetables etc	Children achieve their full potential through engagement in ETE	H	PB	01/09/18	30/09/19	In progress
APIS6	Establish links with Housing Services re debt	Young people sustain tenancies	M	PB	01/09/18	31/03/20	

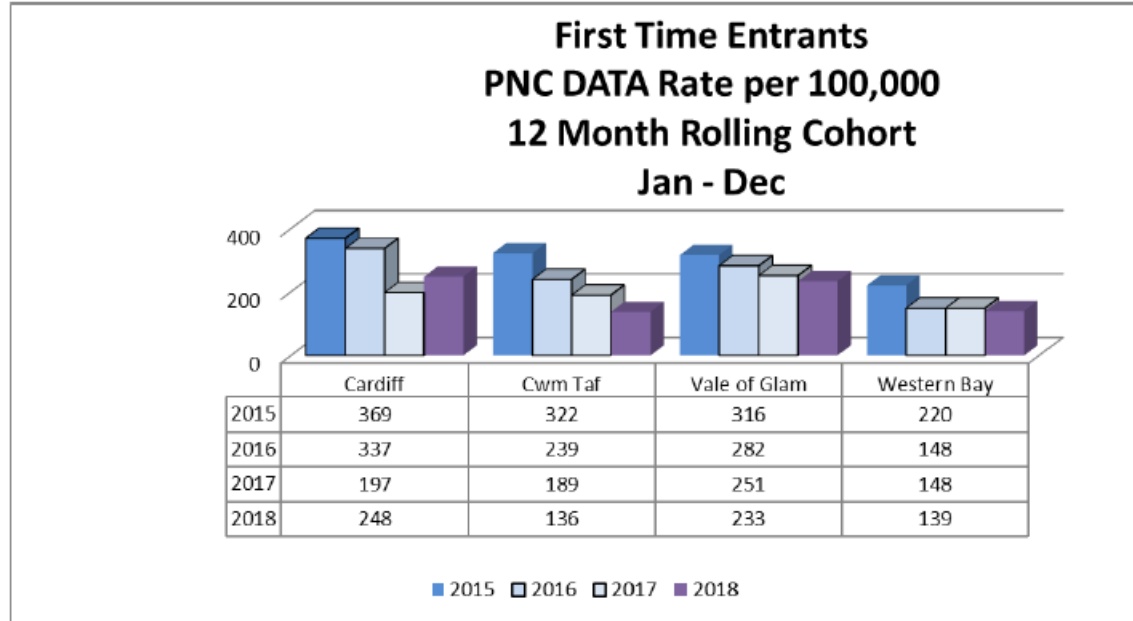
Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
	management and independent living skills for young people in social housing						
APIS7	YOS Practitioners trained in assessment and programmes for children who exhibit violent indicators	Reduction in number of violent offences	M	YOS MT	01/09/18	30/03/19	Completed

Service Plan Objective: Reduce the number of first time entrants to the Youth Justice System

Performance – Jan to Dec 2018

FTE's Current Position





* Performance measure changed in 2011 as data now collected and analysed using PNC information.
Data is presented in a 12 month rolling cohort.

Risks

Risk Reference	Risk to this Objective	Control	Likelihood	Impact
FTER1	Outcome and recommendations of Youth Justice Blueprint for Wales may recommend delivery of prevention and diversion by alternative organisations	Raise awareness of effectiveness of YOS Prevention Service and specialist knowledge in addressing risks of offending	3	4
FTER2	Prevention and Diversion services are dependent on short	Submission of annual	3	4

	term external funding sources.	business case to Children and Communities Fund lead		
FTER3	Diminishing Youth Service Provision	Evidence impact of service delivery to retain funding	3	3
FTER4	Sustaining level of FTEs following initial substantial reductions	Local Authority continue to see prevention as priority	3	3
FTER5	Ring fencing of funding for delivery of preventative services as part of Social Services and Well Being Act 2014	YOS recognised as part of prevention and early intervention services	2	3

Action to address the risk

Action Ref No	Actions against this Risk	Outcome	Priority	Updater	Start Date	Finish Date	Progress
FTER1	Raise awareness of specialist knowledge and expertise in addressing risk of offending within partners. Highlight YOS position within the preventative agenda associated with SSWB Act 2014	Preventative services are retained within YOS	H	PB/CC/SM	01/09/18	30/09/19	Completed, funding for preventative services confirmed with move to Children and Communities Grant
FTER2	Continuation of diversion service contract with Cardiff YOS	Diversion services available beyond 31/03/2018	H	PB/NC	01/09/18	31/03/20	Regional arrangements broken down, exploration options for continuation of provision beyond March 2020
FTER3	Submission of business	Services remain viable	H	PB/SM	01/11/18	31/03/19	Completed, funding secured under

	case to WG to sustain funding for ongoing projects	beyond 2019					Children and Communities Grant.
FTER4	Evaluate targeted Youth Service provision regarding effectiveness in prevention of ASB/offending	Evidence supports continuation/removal of service	H	PB/SM	01/11/18	31/03/19	Remove – provision ceased to operate following Youth Service restructure.
FTER5	Consult with partners to develop a refreshed Prevention Strategy	Level of FTEs maintained at under 50 children per year	H	PB/CD	01/09/29	31/03/20	
FTER6	Work with partners to ensure that risks associated with welfare and risk of offending are referred to appropriate agency	Children and young people access services based on need	M	CC/SM	01/09/18	31/03/19	Completed, referral form revised and promoted amongst partners
FTER7	Engage in development of parenting/family support services across Local Authority area	Implementation of tiered parenting interventions	M	PB/EB/MD	01/06/18	31/03/19	Completed, networking and training opportunities provided
FTER8	Deliver training re childhood development, trauma to foster carers	Increased awareness of impact of trauma and its influence on children's behaviours Reduction in LAC entering YJS	M	PB/EB	01/06/18	31/03/19	Completed
FTE9	RP training made available to CYPS, foster carers and residential providers	Reduction in looked after children entering Youth Justice System	M	CD/NW/NP	01/09/18	31/03/19	In progress, commenced May 2019 and ongoing

		Reduction in breakdown of placements					
FTE10	Facilitate Respect programmes on behalf of YOS and partner agencies re adolescent to parent violence and impact	Reduction in re-offending Improved parent and child relationships	H	PB/CC	01/12/18	01/12/19	

Service Plan Objective: Reduce re-offending

Performance – Comparison period July 16 / June 17 – July 15 / June 16 * Re-offending data has an 18 month tracking period

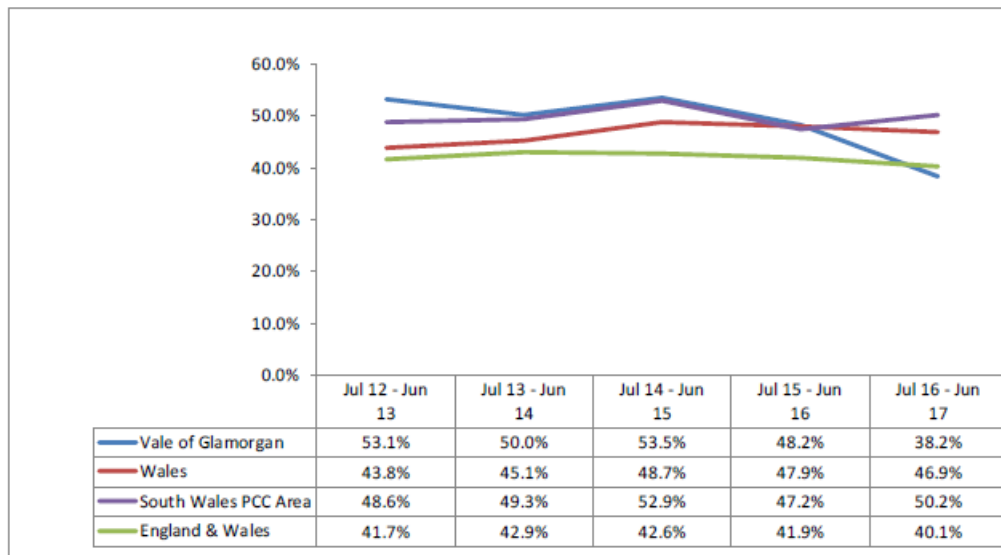
Reoffending

Reoffending rates after 12 months - Aggregated quarterly cohorts			
	Vale of Glamorgan	Wales	South Wales
Reoffences per reoffender Jul 16 - Jun 17 cohort (latest period)	7.65	4.19	4.32
Reoffences per reoffender Jul 15 - Jun 16 cohort	3.29	3.94	3.79
change from selected baseline	132.45%	6.32%	14.07%
Binary rate - Jul 16 - Jun 17 cohort (latest period)	38.24%	46.89%	50.19%
Binary rate - Jul 15 - Jun 16 cohort	48.24%	47.94%	47.20%
percentage point change from selected baseline	-10.00%	-1.06%	2.98%

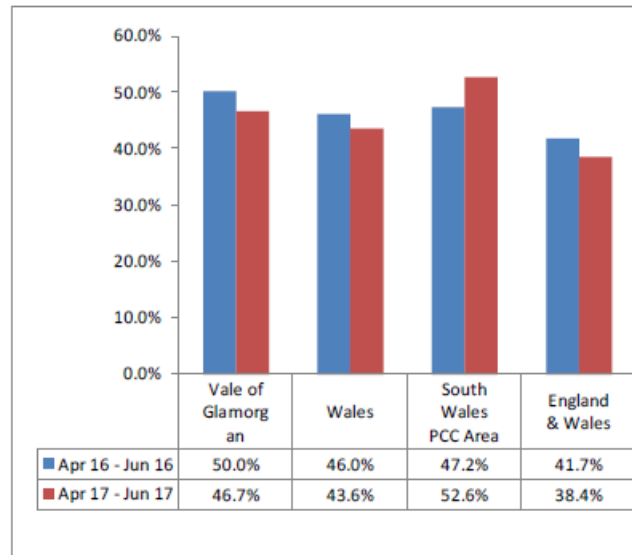
*The Ministry of Justice changed the methodology for measuring reoffending in October 2017 to align the measure with that used for adult reoffending. Under the new methodology, a three month cohort rather than a 12 month cohort is used. The cohort is still tracked over 12 months. Changing from 12 month cohorts to three month cohorts results in a greater proportion of prolific offenders and hence higher reoffending rates, though both measures show similar trends over time. However the cohort reflected in the above performance includes one individual, who appears in all 4 quarters and committed 41 offences in the 12 month period, thus increasing the frequency rate.

Reoffending rate (Reoffenders / Number in cohort)

Annual weighted average

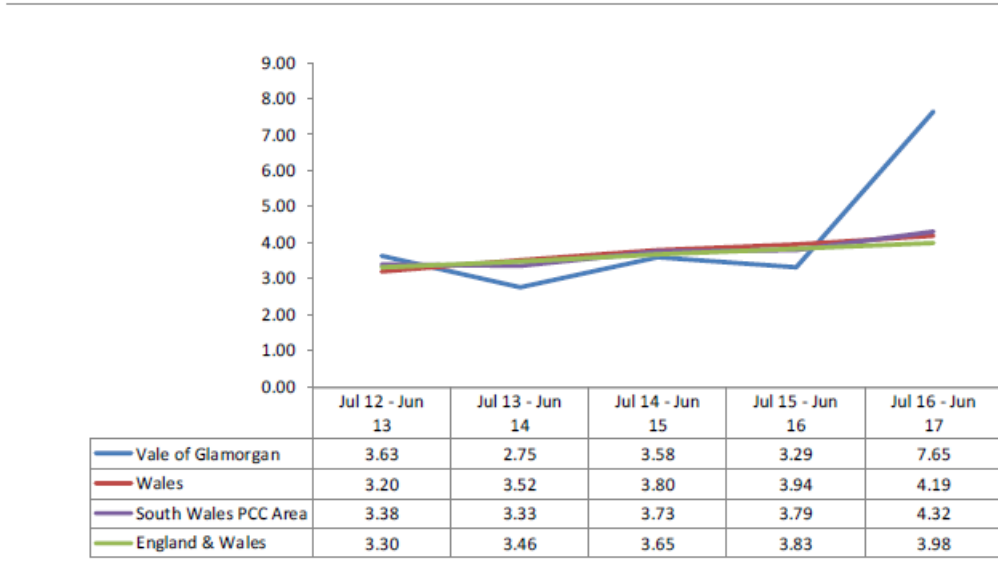


Quarterly cohort - year on year comparison

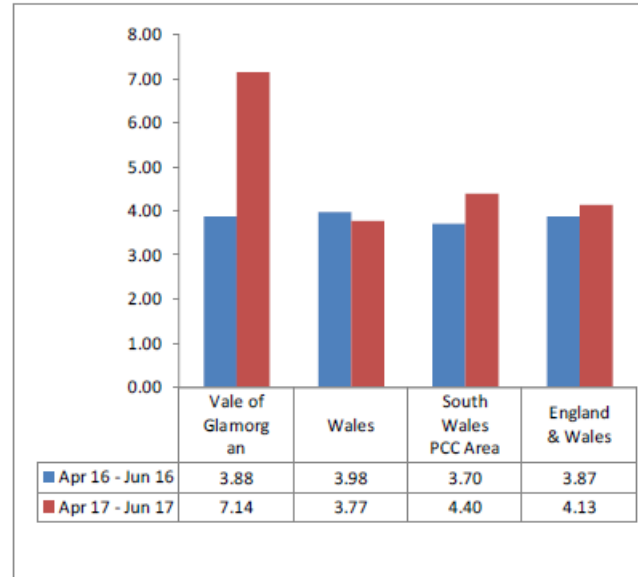


Reoffences / Reoffenders

Annual weighted average



Quarterly cohort - year on year comparison



Risks

Risk Reference	Risk to this Objective	Control	Likelihood	Impact
RROR1	Increased complexity of needs of children/young people entering the Youth Justice System	Analysis of service delivery ensure resources are addressing the needs	3	3
RROR2	Changes to delivery landscape for prevention and diversion by alternative organisations could increase YOS caseloads	Raise awareness of effectiveness of YOS Prevention Service and specialist knowledge in addressing risks of offending to retain service	3	4
RROR3	Reduced number in statutory cohort effects re-offending performance	Robust evaluation of interventions delivered to children and young people who re-offend	4	4
RROR4	Increase in the use of custody as a result of persistent and/or serious re-offending	Improve relationships with Magistrates Court, increased understanding of complexities of young people and need to use custody as last resort	2	3
RROR5	Over-representation of Looked After Children within re-offending Cohort	Utilise learning from Thematic Inspection for Looked After Children and Lord Laming Report to review CYPS/YOS systems	3	3

Actions to this objective

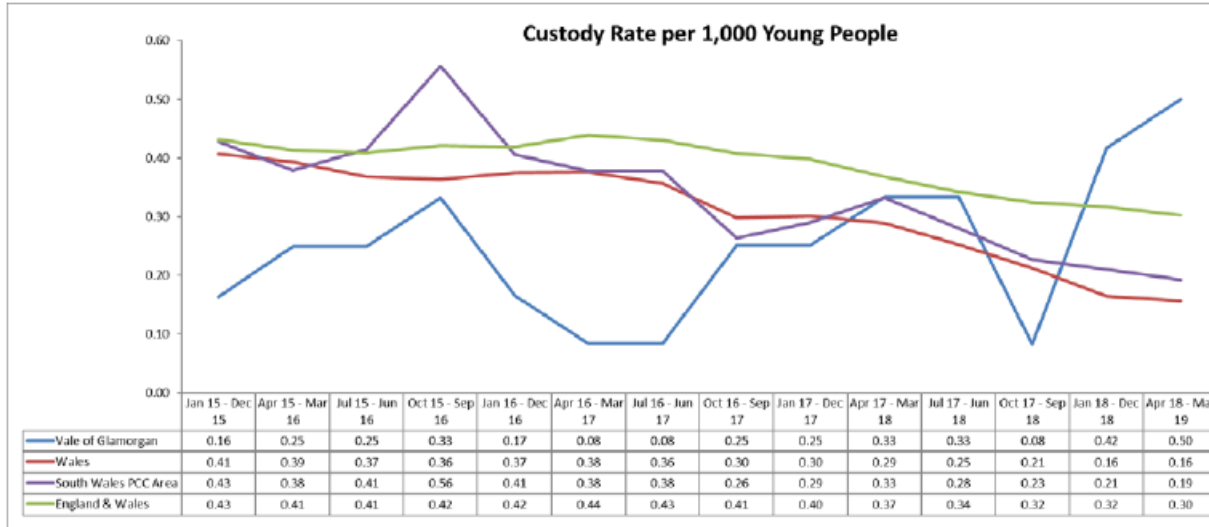
Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
ROR1	Utilise local reoffending analysis to determine whether trends identified in patterns of offending	Resources targeted to address identified need	H	PB/GW	01/09/18	30/09/19	In progress

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
ROR2	Track children and young people subject to Prevention, diversion and out of court disposal interventions for period of 12 months	Ability to measure the effectiveness of interventions and utilise this information to continue funding of service	H	CD/CC/GW	31/03/19	01/04/20	In progress
ROR3	Review assessment and intervention plans of young people who have re-offended	Assessments are of sufficient quality and level of intervention appropriate	H	YOS MT	01/09/18	30/06/19	Audits completed in June 2019. Limited insights gained, need to identify alternative tool for use in future audits.
ROR4	Ensure plans are updated with impact of delivered interventions	Young people's progress and success on programmes are evaluated	H	YOS MT	01/09/18	31/03/20	
ROR5	Participate in YJB/Public Health Wales/PCC enhanced case management approach pilot	Utilise lessons learnt to reduce re-offending rates	H	YOS MT	01/11/17	31/03/19	In progress, external evaluation of project taking place during 2019/20
ROR6	Identifying ACEs utilising tool within supervision with practitioners	Assessments are informed by significant life events	M	YOS MT	01/11/17	31/03/19	In progress
ROR7	Ensure recommendations contained in assessments, reports by professionals are	Tailor made interventions delivered to children	M	YOS MT	01/11/17	31/03/19	In Progress / On-Going

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
	actioned within CPF forums						
ROR8	Review the Breach, Enforcement and Revocation Policy and effectiveness of Breach Panel Process	Children and young people effectively engaged and successfully complete Orders	H	CC	01/09/18	30/09/19	In Progress
ROR9	Track and monitor young people who have transferred to Probation	Lessons learnt from the transition arrangements	H	PG/GW	01/09/18	31/03/20	In progress
ROR10	Increase use of restorative alternatives within residential, foster care, to assist staff to manage children's behaviours	Reduction in the number of Looked After Children prosecuted for offences "in the home"	H	YOS MT/ CYPS	01/09/18	31/03/20	In progress, initial training delivered to foster carers, supervising social workers during May 2019. Training to be rolled out through remainder of 2019
ROR11	Engage with Learning and Skills Directorate to highlight requirements of children within YJS	Increased access to full time education provision for all young people in YJS	H	YOS MB	01/09/18	31/06/19	ETE Action plan developed and agreed at Board February 2019, to be monitored 6 monthly
ROR12	Monitor access to Careers Wales Services in the community	Access to appropriate post 16 ETE provision	M	YOS MT	01/09/18	31/03/20	In progress
ROR13	Utilise lessons learnt from Thematic Inspection reports to reduce re-offending	Reduction in numbers of young people becoming persistent offenders	H	YOS MT	01/09/18	30/09/19	In progress, OOC and Estyn Inspection reports informing service developments

Service Plan Objective: Reduce the use of custody and remands to custody and to work with universal or specialist services to help deliver effective resettlement for children and young people being released from custody

Performance – Year 2018/19



	Custodial Sentences 2018/19	Rate per 1.000 of 10-17 population
Cardiff	3	0.33
Cwm Taf	0	0.00
Vale of Glamorgan	6	0.50
Western Bay	6	0.13
South Wales	15	0.19

Risks

Risk Reference	Risk to this Objective	Control	Likelihood	Impact
RRUC1	Cost of Youth Remands devolved to Local Authority. Inappropriate use of remand places financial burden on Local Authority	Redirecting existing YOS resources to support the use of alternative placements. Work in partnership with other service areas to identify preventative measures and alternatives to remand	3	3

RRUC2	Inappropriate use of Custody, failure to use custody as "last resort"	Increased awareness of Youth Court Magistrates of alternatives to custody, YOS resources and Sentencing Council's Guidelines	2	3
RRUC3	Capacity and performance issues across secure estate increases risks to children in maintaining links with family. Distance from home to secure estate impacts upon resettlement back into community	Promote use of alternatives to custody wherever possible, advocate for placements within Wales, seek to secure transfers as soon as possible if placed outside Wales	3	3
RRUC4	Expansion of Local Justice areas and merger of Courts and Youth Benches could decrease Magistrates confidence in Youth Justice Services	Development of Court Protocol and shared documentation, engagement in Magistrates training to raise awareness of services available within each local area	2	3
RRUC5	HMCT's Prison and Court Bill legislation introduces greater emphasis on use of on-line technology to make Court processes more effective – failure to develop appropriate Youth Court model	Contribute to design of model through representation by YMC on Youth Business Process Design Working Group	2	3
RRUC5	Custody seen as only option for children who persistently and wilfully fail to engage in supervision	Effective management oversight of breach processes and interventions used, recommendations made to Court	2	3
RRUC6	Lack of appropriate resettlement services delivered to young people upon release from custody increase chances of young people being re-sentenced to remand and custody	Greater partnership working between YOS and other statutory agencies as part of resettlement planning	2	3
RRUC7	Implications of Southwark judgement placing responsibility on Local Authority to	CYP Homelessness and Support Action Plan implemented and	2	3

	accommodate young people both in community and upon release	monitored		
RRUC8	Extended Licence period for young people aged over 18 subject to a DTO – potential strain on YOS resources	Collaborate with NPS regarding supervision by most appropriate agency	2	3

Action to Address the Risk

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
RUC1	Monitor effectiveness of Remand Placement Policy to ensure practitioners adhering to procedures	Children receive appropriate care and services whilst in custody	M	PB/CYPS	01/04/19	31/03/20	
RUC2	Respond to consultations on Court changes and highlight impact on all service users and YOS	Impact on stakeholders taken into consideration in decision making	M	PB	01/04/18	31/03/20	Completed
RUC3	Analyse non compliance and breach action undertaken over 12 months period	Identification of trends barriers to engagement	M	YOS MT	01/09/18	30/09/19	
RUC4	Refresh engagement and compliance procedures for YOS	Case managers understand and implement procedures appropriately	M	CC	01/09/18	30/09/19	In Progress
RUC5	Deliver tiered and structured violence offending behaviour	Young people desist from offending at earliest opportunity	M	CM Team	01/09/18	30/09/19	In progress

	programmes to prevent re-offending/escalation of young people through YJS						
RUC6	Conduct survey with Magistrates on quality of PSRs in Court	Increased confidence in sentencing options by Magistrate's	M	YOS MT	01/09/18	30/09/19	Feedback forms provided with Court report, continued need to promote completion of feedback forms
RUC7	Engage in Magistrates events to increase confidence in community interventions	Reduction in use of custody	M	YOS MT/ YOS Practitioners	01/09/18	30/09/19	
RUC8	Utilise lessons learnt from Thematic Inspection for Resettlement to promote issues facing young people prior to release and risk of re-offending	Partners involved in resettlement planning and increased access to services both for ROTL and on release	H	YOS MT	01/09/18	30/09/19	In progress, currently utilising ROTL to visit educational placements for release
RUC9	Implement National Protocol for Children detained in Police Custody Monitor requests for and provision of PACE 38/6 beds by Police	Children not detained unnecessarily in Police cells overnight	H	YOS MT/ CYPS/ EDT/ SW Police	01/09/18	30/09/19	Discussions ongoing related to authorisation to use secure beds
RUC10	Monitor capacity of appropriate adult services. Deliver training to volunteers to support services	Sufficient resources available to meet demand for appropriate adult services	M	PB/NW/ NP/LB	01/09/18	30/09/19	In progress, practitioners received AA training, arrangements being made for volunteers to complete training and visit Custody Suite

RUC11	Contribute to APB re-commissioning arrangements	APB Commission services to meet identified need of children including transitions to adult services	M	PB/APB	01/09/18	01/04/20	In progress, YOS Manager part of project re-commissioning group
RUC12	Ensure all young people sentenced to custody receive family support during custodial element	Risk of reoffending and resettlement needs reduced prior to release	H	CC/EB	01/09/18	30/09/19	In progress

Service Plan Objective: Identify and manage the risk of serious harm to others

Actions to This Objective

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
ROSH1	Review QA systems based on introduction of Assetplus audit tool and establish a baseline for quality of assessments and plans	Assessments and plans are quality assured at the time of countersignature. Ability to identify training needs	M	YOS MT	01/09/18	30/09/19	In Progress
ROSH2	Assessments and plans are reviewed at timely intervals by CMT	Young people managed appropriately in line with assessed risk levels	H	CC	01/09/18	30/09/19	In Progress

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
ROSH3	Recommendations following assessment by psychology services are implemented and monitored through CPF planning processes	Risk Management plans reflect psychology recommendations and actions taken to mitigate where possible risks	H	PB/CC	01/09/18	30/09/19	In Progress
ROSH4	YOS PC attends tasking and briefing regularly to share intelligence with SWP and YOS Intelligence is recorded on both YOS and Police systems	YOS PC Role operates in accordance with ACPO guidance	H	PB/KP/JL	01/09/18	30/09/19	In progress
ROSH5	Engage with Strategic MAPPA re monitoring of high risk offenders and performance monitoring and outcome of serious case reviews	Improved awareness of risk factors, robust risk management plans developed	H	YOS MB	01/09/18	30/09/19	In progress
ROSH6	Ensure appropriate quality assurance of MAPPA referrals by YOS Managers	Children and young people screened by MAPPA accurately in relation to risk management levels	M	YOS MT/CMT	01/09/18	30/09/19	In progress YOS managers and practitioners attended MAPPA 4 Pillars refresher training
ROSH7	Monitor number of sexual offenders within	Strategic oversight of quality of work being	H	YOS MB/RSCB	01/09/18	30/09/19	Performance framework currently under development by RSCB

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
	community at a strategic level	undertaken and evaluation of outcomes					
ROSH8	Utilise tiered and structured offending behaviour programmes designed to address risk	Practitioners have range of tools to address risk factors	M	CC	01/09/18	30/09/19	In progress

Service Plan Objective: Ensure that children and young people at risk of entering or in the youth justice system are kept safe from harm

Performance – Year 2018/19

Substance Misuse

	Vale of Glamorgan	South Wales	Wales
Number referred for a SM Assessment	22	116	248
Number refusing a service	3	18	31
Number commencing an assessment within 5 days (excl. those refusing/receiving service)	15	74	189
% commencing within 5 days	83%	76%	88%
<i>Number identified as requiring treatment</i>	17	96	199
<i>Number receiving treatment within 10 days of assessment</i>	17	91	191
% commencing within 10 days	100%	95%	96%

Risks

Risk Reference	Risk to this Objective	Control	Likelihood	Impact
SFHR1	Promotion of prevention and early intervention by others in line with Social Services and Well Being Act 2014, may result in children/young people's care and support needs not being met at earliest opportunity	YOS participate in reshaping of prevention and early intervention services	2	4
SFHR2	Children and young people presenting at YOS with high level of complex needs	Staff appropriately trained and risks identified and managed appropriately	2	3
SFHR3	Increase in females identified both in prevention and statutory cases	Develop staff awareness of how to engage with females	2	3
SFHR4	Increased risk of children and young people becoming exploited through involvement in organised criminal activity, sexually exploited and at risk of being trafficked	Developing staff awareness and sharing intelligence with partner agencies	3	4

Action to address the risk

Action Ref No	Actions against this Risk	Outcome	Priority	Updater	Start Date	Finish Date	Progress
SFH1	Raise awareness of YOS and CYPS Protocol incorporating policy and practice guidance	Staff have clear guidance in relation to roles and responsibilities	M	PB/OM CYPS	01/09/18	30/09/19	In progress, included as part of YOS Practitioners induction programmes
SFH2	Ensure YOS practitioners comply with Corporate Safeguarding Policy	Staff understood role in safeguarding	M	PB	01/09/18	30/09/19	Completed

SFH3	Develop with CYPS performance monitoring mechanisms for oversight of young people who display sexually harmful behaviour	MAPPA/RSCB/YOS Management Board have strategic oversight of sexually harmful behaviour	M	PB/OM CYPS	01/09/18	30/09/19	
SFH5	Promote RSCB/Social Services Training Programme and ensure staff complete mandatory training	Increased awareness of sexual exploitation, sexually harmful behaviour, impact of neglect, etc	M	YOS MT	01/09/18	30/09/19	Completed
SFH6	Utilise external intervention programmes re sexual exploitation	Young people able to access appropriate services	M	CC/YOS Practitioners	01/09/18	30/09/19	
SFH7	Monitor with partner agencies exit strategies for young people with identified need/ risk or transitioning to adult services	Support mechanisms remain in place following end of YOS interventions	M	YOS MT	01/09/18	30/09/19	
SFH8	Engagement in CSE Taskforce Meetings to share information, intelligence re risks in Local Authority areas	Children and young people at risk of CSE are identified and protected	M	CC	01/09/18	30/09/19	In progress
SFH9	Participate in Review of All Wales	Needs to children within Youth Justice setting	M	PB	01/09/18	30/09/19	YOS Manager contributed to specific sub groups, but

	Protection Procedures	reflected within procedures					capacity issues prevented full engagement in review process
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Service Plan Objective: Increase victim and public confidence

Actions to this objective

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
IVPC1	Promote RJ interventions through the use of variety of media	Increased engagement of victims and increased public confidence	M	PB/NW/ NP	01/09/18	30/09/19	
IVPC2	Update content of YOS Web Site	Information for public up to date and relevant	M	GW	01/09/18	30/09/19	
IVPC3	Undertake observations of NR and RO Panels	RJ interventions are carried out safely and in line with NOS for RJ	H	NW/NP	01/09/18	30/09/19	In progress as part of observations of volunteers conducting panels
IVPC4	Evaluate effectiveness of NRP/OOCD processes by academic researchers	Evidence to support continuation of delivery of model	M	YOS MT/YJB	01/09/18	30/09/19	Discussions taking place with YJB re identification of a researcher
IVPC5	Review Restorative Justice strategy	RP is promoted and delivered across LA	M	YOS MT	01/09/18	30/09/19	
IVPC6	Promote with CST identification and engagement of victims of ASB in restorative	Increased victim satisfaction and community confidence	M	CD/NP// DG	01/09/18	30/09/19	In progress

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
	processes						
IVPC7	Implement recommendations from Thematic Inspection for Referral Orders	Public are aware of work within YOS. Victim engagement on RO increased	H	PB/CD/NW/NP	01/09/18	30/09/19	In progress, via task and finish group including managers, practitioners and volunteers
IVPC8	Revise victim satisfaction surveys to measure effectiveness of delivery	Victim services designed and delivered based on service user feedback	M	PB/NW/NP/LE	01/09/18	30/09/19	Completed and used as part of victim consultation process
IVPC9	Conduct victim consultation through one to one meetings or focus groups	Service user feedback informs service improvements	M	PB/NW/NP/LE	01/09/18	30/09/19	Completed, highlight report presented to YOS Management Board
IVPC10	Revise restorative practices information for victims	Victims able to make informed choice re participation	M	PB/NW/NP/LE	01/09/18	30/09/19	Completed, new leaflet produced
IVPC11	Identify opportunities to celebrate success/nominations	Increase in public confidence and awareness of YOS	M	CD/NW/NP	01/09/18	30/09/19	

Service Plan Objective: Maintain governance, leadership and partnership arrangements (interface with key strategic plans)

Actions to this objective

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
GLP1	Monitor engagement of partners at YOS Management Board	Partner Agencies continue to meet obligations under C&D Act 1998 in relation to support and scrutiny of YOS	H	YOS MB	01/09/18	30/09/19	In progress
GLP2	Monitor resources partners providing to YOS	YOS sufficiently resourced to deliver services	M	YOS MB	01/09/18	30/09/19	In progress
GLP3	Utilise YOS Management Board self assessment outcomes and Welsh Management Board Guidance to develop induction pack and training	Board can evidence strengths and areas for improvement, using evidence based tools	M	YOS MB	01/09/18	30/09/19	Draft Induction Package presenting to YOS Management Board May 2019
GLP4	Participate in Area Planning Board to develop/monitor services for children across all tiers	Children able to access substance misuse services when needed	M	PB	01/09/18	30/09/19	In progress, YOS Manager part of APB re-commissioning project group

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
GLP5	Develop closer links with Housing managers to identify young people at risk living in areas of social deprivation	Children and young people sustain tenancies and accommodation	M	YOS MT	01/09/18	30/09/19	
GLP6	Participate in accommodation task and finish group to reduce use of B&B provision within Vale	Eradication of use of B&B where possible Identification of options to expand range of accommodation for move on	H	PB/CYPS /Housing	01/09/18	30/09/19	Completed
GLP7	Work with PCC Office to develop bids for addressing impact of domestic abuse, adolescent to parent violence	Adolescent to parent violence services available within local area	M	PB/PCC	01/09/18	30/09/19	Completed, bid not successful, alternative funding streams being identified
GLP8	Work with SWP following changes to Bail Act to avoid unnecessary delays in information sharing, availability of AA services outside of formal custody suite setting	Bail is only used where appropriate SWP confident in diversionary model Children can access AA services where and when required	H	YOS MT	01/09/18	30/09/19	In progress, changes to YOS PC searches completed, Appropriate Adult Protocol under review

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
GLP9	Participate in Mental Health Partnership meetings and continue to raise awareness of health needs for CYP in Youth Justice System	Health needs of CYP are met across Cardiff and Vale	H	PB/RW	01/09/18	30/09/19	In progress
GLP10	Implement National Protocol for Children in Police Custody and monitor provision of appropriate adult services and undertake regular meetings with SWP/EDT/CYPS and Cardiff YOS	Overnight detention of children and young people in Police Custody is monitored	H	YOS MT	01/09/18	30/09/19	Discussions ongoing re authorisation of use of secure beds
GLP11	Contribute to revision of the National Protocol with Probation Trust for Youth to Adult transitions	Young people supported in the transition process effectively to adult services	M	YOS MT	01/09/18	30/09/19	In progress, awaiting sign off
GLP12	Liaison with Probation re offenders aged 18 and over for information on previous YOS involvement	Young adult offenders are assessed and supervised more effectively	H	HW/PB/C C/GW	01/09/18	30/09/19	
GLP13	Develop understanding with CYPS, Private and	Children in the care system are not	M	YOS MB	01/09/18	30/09/19	In progress, awareness raising completed, training in use of

Action Ref. No	Action	Outcome	Priority	Updater	Start Date	Finish Date	Progress
	LA care placements of the need to avoid criminalisation of CYP	disproportionately represented in the YJS					restorative approaches being roll out
GLP14	Utilise Thematic inspection recommendations to inform service improvements	YOS involved in continuous service development and promotion of effective practice	M	YOS MB/PB	01/09/18	30/09/19	In progress, OOC and Estyn Inspection reports being utilised to inform service improvements

Consultation - What Will We Do 2018/19

Stakeholder	Purpose	Method	Sample	Success Criteria	Complete	Officer
Young People	Ascertain satisfaction & service improvement	Consultation events and self assessments	All YP	Increase in service user satisfaction. Interventions delivered to meet service user needs	March 2020	CC
Victims of crime	Ascertain satisfaction & service improvement	Questionnaires, one to one meetings and focus group with Social Services Consultation Officer	All victims of crime use service	Victim satisfaction rate maintained.	March 2019	NW
Volunteer feedback on training courses	Ascertain satisfaction of training course and delivery	Post course evaluation sheet	All volunteers attending training	High standard of training delivered	March 2019	NW/NP

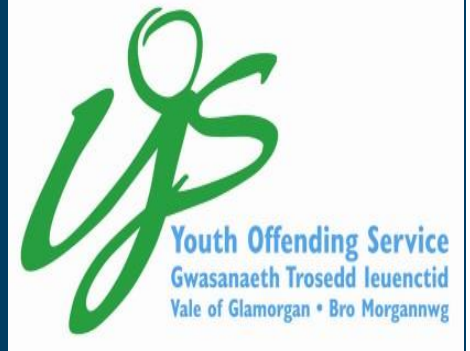
Parent/carer consultation	Ascertain satisfaction & service improvement for parenting programmes	Questionnaire at beginning and end	All Parents/carers who use service	Parents more confident and satisfied with service	September 2019	EB
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**Plan signed off by Chair
on Behalf of YOS Management Board : ...**

Plan signed by YOS Manager:



Date : 23 October 2018 – Updated September 2019



Vale Youth Offending Service

Quarter 4 Highlight Report

1



12th April 2022 Management Board

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Risk Profile Qtr4

Funding risks

Risk description	Qtr4 Risk Status	Direction of Travel (Compared to previous quarter)	Forecast direction of travel
Risk 1: The volatility of short term funding arrangements as a result of reliance on annual contributions from local authority and partners and the uncertainty grant funding from different sources impacting on long term planning and sustainability.	3 Medium/low	↓	↔
Risk 2 Inability to take full advantage of opportunities to secure additional grant funding to support service activities, due to a lack of capacity within the team validated evidence and expertise to submit grant applications.	3 Medium/low	↓	↔
Risk 3: Impact on the welfare of children remanded in custody over lengthy periods of time, the cost implications of YOS high cost placements and the lack of availability of suitable alternative placements nationally. Unpredictable nature of need for such placements and increased complexity of need. There also a risk associated with the provision/reinstatement of services to enhance their rehabilitation following release.	6 Medium	↔	↔



Risk Profile Qtr4

Capacity & resilience

Risk description	Qtr4 Risk Status	Direction of Travel (Compared to previous quarter)	Forecast direction of travel
<p>Risk 4: Workforce pressures impacting on our strategic and operational capacity and resilience within the YOS and our partners to deliver youth justice services and meet priorities as set out in the Youth Justice Plan. There are challenges that relate to increased demand, staff absences (standalone posts/small teams), recruitment and retention, succession planning and building resilience within the management team.</p>	<p>6 Medium</p>		







4

4



Risk Profile Qtr4









Complexities of cohort & transition

Risk description	Qtr4 Risk Status	Direction of Travel (Compared to previous quarter)	Forecast direction of travel
<p>Risk 5: Cohort:Inability to meet the challenging and often multifaceted complex needs of a small cohort of children and young people due to a lack of accessible and coherent referral and support pathways to enable children and young people to improve their health, wellbeing, educational and employment life chances.</p>	<p>6 Medium</p>		
<p>Risk 6: Cohort—Risk that BAME and CLA are disproportionately represented in YOS cohorts whether this be the result of disadvantage, unconscious bias in the criminal justice system or due to a lack of access/availability of appropriate early intervention/prevention support services to address antisocial/offending behaviours.</p>	<p>6 Medium</p>		
<p>Risk 7: Transition/resettlement:Risk that partners do not work effectively together to co-ordinate and deliver a full range of health, education, housing, and social care support that focuses on the production of outcomes to enable successful transition and resettlement of children and young people exiting the Youth Offending Service.</p>	<p>6 Medium</p>		



Risk Profile Qtr4

Resources & Operations

Risk description	Qtr4 Risk Status	Direction of Travel (Compared to previous quarter)	Forecast direction of travel
<p>Risk 8: Impact pandemic has had on our reach and engagement with children and young people in the Youth Justice System. Relevance of ensuring effective operating model that supports collaboration, engagement, and enables access/engagement in interventions at the earliest opportunity.</p>	<p>6 Medium</p>		
<p>Risk 9: Challenges associated with the pandemic to effectively operate our services and manage expectations has the potential to damage our reputation with the Courts and their level of confidence in low-level interventions. This could result in cost/resource implications for the YOS and have a detrimental impact on the wellbeing and outcomes of children and young people, especially if the Courts impose more stringent Court Orders/custodial sentences.</p>	<p>4 Medium</p>		
<p>Risk 10: Inability to engage and inspire confidence in our restorative approach to encourage victims to participate, have their voices heard, questions answered and activities completed to repair the harm caused.</p>	<p>6 Medium</p>		
<p>Risk 11: Hesitancy/availability of volunteers to participate and support the child/young person's journey and reduce their risk of reoffending.</p>	<p>6 Medium</p>		



Risk Profile Qtr4

Quality assurance & evaluation

Risk description	Qtr4 Risk Status	Direction of Travel (Compared to previous quarter)	Forecast direction of travel
Risk 12 If the additional capacity created through the quality assurance post is removed, this would challenge management capacity to undertake quality assurance, auditing and reflective evaluation to support practice and enhance service improvements.	6 Medium	↓	↔
Risk 13: Challenges associated with securing feedback from children, parents, victims and partners to evaluate and improve the quality of services.	6 Medium	↔	↓

Youth Justice Plan: Qtr4 Status

Overall
Amber
Status

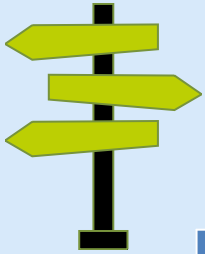
Cross cutting objectives status

OBJECTIVE	OVERALL RAG STATUS	DIRECTION OF TRAVEL
Cross-cutting Objective 1: Financial Management	GREEN	↔
Cross-cutting Objective 2: People Management	GREEN	↑
Cross-cutting Objective 3: Sustainability & Equalities	AMBER	↔

YOS Service Plan objectives status

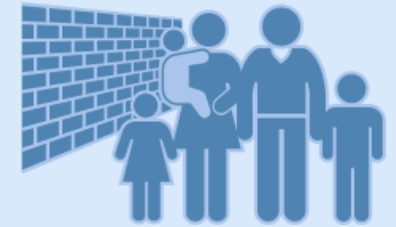
OBJECTIVE	OVERALL RAG STATUS	DIRECTION OF TRAVEL
Objective 4: - Improve the assessment and access to services.	AMBER	↔
Objective 5: Reduce first-time entrants to Youth Justice System	AMBER	↔
Objective 6: Reduce reoffending	AMBER	↔
Objective 7: Reduce use of custody and remand and deliver effective resettlement on release from custody.	AMBER	↔
Objective 8: Identify and manage risk of serious harm to others.	AMBER	↔
Objective 9: Ensure CYP at risk of entering YJS are safe from harm.	AMBER	↔
Objective 10: Increase victim and public confidence.	AMBER	↔
Objective 11: Maintain governance, leadership and partnership arrangements.	AMBER	↔





Action Status by Objective

There are **153** actions within the Youth Justice Plan. Of these actions a RAG status could be assigned to **149** of these actions as follows: **71.8%** (107) were allocated a **Green** status, **18.8%** (28) were allocated an **Amber** status and **9.4%** (14) were allocated a **Red** status. Where it has not been possible to assign a RAG status to an action, this is noted as N/A (Not applicable). The overall status of the Youth Justice Plan during Qtr4 is **AMBER**.



OBJECTIVE	GREEN	AMBER	RED	N/A Status	TOTAL ACTIONS
Cross-cutting Objective 1: Financial Management	86% (6)	14% (1)	-	-	7
Cross-cutting Objective 2: People Management	100% (9)	-	-	-	9
Cross-cutting: Objective 3: Sustainability & Equalities	63% (5)	-	38% (3)	-	8
Objective 4: - Improve the assessment and access to services.	82% (14)	18% (3)	N/A	2 (N/A)	19
Objective 5: Reduce first-time entrants to Youth Justice System	62% (8)	15% (2)	23% (3)	2 (N/A)	15
Objective 6: Reduce reoffending	79% (15)	16% (3)	5%(1)	-	19
Objective 7: Reduce use of custody and remand and deliver effective resettlement on release from custody.	61% (11)	22% (4)	17% (3)	-	18
Objective 8: Identify and manage risk of serious harm to others.	75% (9)	25% (3)	-	-	12
Objective 9: Ensure CYP at risk of entering YJS are safe from harm.	78% (7)	22% (2)	-	-	9
Objective 10: Increase victim and public confidence.	70% (7)	20% (2)	10% (1)	-	10
Objective 11: Maintain governance, leadership and partnership arrangements.	59% (16)	30% (8)	11% (3)	-	27





Youth Justice Plan Action Exceptions

Outlined below are the exceptions (red actions) where slippage has been reported during the quarter, grouped by objective

OBJECTIVE	ACTION	COMMENTARY	CORRECTIVE ACTION REQUIRED
Cross-cutting objective 3: Sustainability & Equalities	SE5: Undertake consultation regarding effectiveness of delivery of interventions by physical and remote options across all service areas within the YOS.	Some participation groups have taken place but further work is required.	This work will further developed to be included as part of a wider participation strategy.
	SE6: Utilise service users feedback to implement service improvements.	Some participation groups have taken place.	This work will be further developed to be included as part of a wider participation strategy and linking in with the corporate Public Participation Strategy.
	SE7: Undertake consultation to examine the effectiveness of partnership working.	This work will be an area of focus during 2022 to look at how collectively we can improve participation/engagement. There needs to be a strong focus on the voice of a child/young person to embed participation in shaping service delivery. We will be looking at the most effective ways of engaging with children and young people to promote participation.	Continue to develop the Task and Finish group to take stock of our position and to look at ways to embed participation and voice of the child/young person at all stages. This area of work will have a much wider focus across the whole of YOS services/work and not just partnership working.





Youth Justice Plan Action Exceptions

Outlined below are the exceptions (red actions) where slippage has been reported during the quarter, grouped by objective

OBJECTIVE	ACTION	COMMENTARY	CORRECTIVE ACTION REQUIRED
Objective 5: Reduce first-time entrants to Youth Justice System	FTER11: Explore options for virtual restorative approaches, training for residential practitioners/foster carers and other external placements.	This action may not be able to progress currently, as unable to deliver Restorative Justice training virtually. In addition January foster training has been delayed due to long term sickness.	Foster training to be progressed as soon as practical.
	FTER12: Engage in development of virtual and physical parenting/family support services across local authority area.	Links have been developed with the Vale Parenting Service. However, the foster care training has not been able to progress due to long term sickness.	Foster training to be progressed as soon as practical.
	FTER13: Deliver training regarding childhood development trauma to foster carers.	Progress delayed with foster care training due to long term sickness.	Foster training to be progressed as soon as practical.





Youth Justice Plan Action Exceptions

OBJECTIVE	ACTION	COMMENTARY	CORRECTIVE ACTION REQUIRED
Objective 6: Reduce reoffending	ROR12: Track and monitor young people who have transferred to Probation. Produce performance report for YOS Management Board on 6/12monthly basis.	Follow up has taken place with HW, NPS reports are available and a date has now been agreed for presentation to Board.	Action will continue forward into 2022. Further work will look at YOS children and young people who reach 18 years old and do not transfer. To include looking at recording of reasons, monitoring numbers and outcomes, if following up post 18 re-offending to measure savings to NPS and effectiveness.
Objective 7: Reduce use of custody and remand and deliver effective resettlement on release from custody.	RUC5: Liaise with YCS and regional RSCB regarding sharing information, intelligence with Cardiff and Vale RSB for secure establishments in Wales.	Progress in this area has been limited.	Work to be incorporated into the Resettlement Plan.
	RUC6: Review with YJB secure estate arrangements and paperwork for planning and resettlement meetings.	Progress in this area has been limited.	Work to be incorporated into the Resettlement Plan.
	RUC15: CYPS/YOS representation on task and finish group regarding National Protocol for children detained in Police custody. Monitor requests for and provision of PACE 38/6 beds by Police.	Proposals for piloting a single bail/remand bed in Newport for demand across South Wales and Gwent is due to commence in July for 3 months.	CYPS/YOS to ensure receive feedback/outcomes from pilot to identify any potential implications on resources.





Youth Justice Plan Action Exceptions

OBJECTIVE	ACTION	COMMENTARY	CORRECTIVE ACTION REQUIRED
Objective 10: Increase victim and public confidence.	IVPC5: Review Restorative Justice Strategy	Progress was delayed due to insufficient capacity. Practitioner Manager for Case Management has started work on this action.	Action to be carried forward for 2022 and progressed.
Objective 11: Maintain governance, leadership and partnership arrangements.	GLP11: Finalise SLA regarding YOS Tier 2 substance misuses services and explore possibility of expanding access to substance misuse services linked to CYPS.	Awaiting further confirmation on the commissioning of services for 2022/23.	Work to be progressed once position regarding commissioning intent for 2022/23 is confirmed.
	GLP12: Finalise protocol regarding YOS Tier 3 and above substance misuse services.	Protocol has been drafted following discussions with YPDAS Doctor and Nurses, but delay experienced as awaiting Clinical Board agreement.	For discussion at Management Board to identify steps required to gain approval.
	GLP23: Review YOS Protocol to reflect changes in working practices.	No further progress has been made in this area.	Action to be carried forward for 2022 and progressed as an area of focus.



Quarter 4: Youth Justice Plan Action Monitoring

Objective 1: Financial management

Action ref	Action	Updater	Start date	Finish	RAG Status	Qtr4 Progress Update
FM 1	Allocate budget in line with terms and conditions of funding	RE	01/04/21	30/09/21	GREEN Completed	In progress, awaiting monitoring reports
FM 2	Consider external funding streams that meet priorities within service area need	RE	01/04/21	31/03/22	GREEN/N/A	Following consideration, decision made not to progress with Youth Endowment Fund Grant.
FM 3	Forward planning for continuation of Promoting Positive Engagement grant	RE	01/04/21	31/03/22	GREEN	In progress via participation in Children and Communities Grant Programme Project Group meetings.
FM 4	Undertake a review of structure of YOS based on future demand and outcome of Youth Justice Blueprint for Wales	LC/RE/ Business Improvement	01/02/21	31/03/22	GREEN Completed	Recruitment to the management team has been completed.
FM 5	Partners understand the	YOS MB	01/04/21	31/03/22	AMBER	Work is in progress with the performance framework,

Action ref	Action	Updater	Start date	Finish	RAG Status	Qtr4 Progress Update
	level of service and resources required					including the health of the wider organisation and thematic reviews.
FM 6	YOS budget monitored on a monthly basis	RE	01/04/21	31/03/22	GREEN	Arrangements are in place.
FM 7	Cost of remand placements monitored and reported	RE/GW	01/04/21	31/03/22	GREEN	Currently no remands to report against. Monitored via external placement budget.

**Objective
2: People**

Management

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
PM1	Communicate any potential changes in Youth Justice system and the likely impact to all practitioners	RE/ACS/DM/LR	31/03/20	31/03/22	GREEN	Youth Justice Blueprint discussed in YOS Team Meeting and updates provided.
PM2	Monitor impact of pandemic on practitioner wellbeing and emotional health; workload and methods of delivery	ASC/DM/LR/ GW	31/03/20	31/03/22	GREEN	Information re wellbeing resources circulated to practitioners; impact of pandemic monitored through supervision; practitioners consulted regarding potential recovery planning
PM3	Monitor availability of seconded partnership provision, evidence any gaps in service	RE/ ASC/DM	01/04/21	31/03/22	GREEN	Seconded practitioners continue to undertake face to face and/or virtual meetings with children, seconded practitioners returned to working from YOS building on bookable basis

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
PM4	Review capacity within team taking into account workload, expectations of duty/Court cover etc	RE/ASC/DM/ Business Improvement	01/02/21	31/03/22	GREEN	No capacity challenges currently identified.
PM5	Further develop quality assurance framework in line with ASSETPlus and impact of virtual assessments/interventions	ASC/DM/CC/GW	01/04/21	31/03/22	GREEN	On track for imminent completion of the framework for dissemination across the team.
PM6	Identify how staff can participate proactively in continuous service improvements	ASC/DM/CC/LR/ GW	01/02/21	31/03/22	GREEN	Mechanisms and opportunities are in place to enable staff members to participate in feeding back service developments. Regular meetings have taken place within individual teams, so engagement is positive although needs to be encouragement.
PM8	Refresh YOS Workforce Development Plan	RE/ASC/DM/CC	01/02/21	31/03/22	GREEN	Training needs analysis is completed and the objective will be carried forward as a new workforce development plan.
PM9	Recruit and train volunteers across service areas within the YOS with	DM/MR SF/ JE	01/09/21	31/03/22	GREEN	Volunteer training completed July 2021, additional volunteers available to cover AA and restorative meetings. Volunteer training will be

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
	particular focus on AA duties and facilitation of restorative approaches					placed on hold until at least mid-2022. Volunteers need to be observed to sign off training before complete.
PM10	Undertake observations of staff practices as part of management oversight of quality	ASC/DM/CC	01/09/21	31/03/22	GREEN	Observations of practice taken place and this will continue to develop.

Objective 3: Sustainability & Equalities

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress Update
SE1	Analyse effectiveness of children's engagement with remote delivery methods and their impact on outcomes	ASC/DM/LR/GW	31/03/20	31/03/22	GREEN	Ongoing risk assessment and thematic observations of how best to engage with children and young people that meet their needs and achievement of outcomes.
SE2	Utilise prevention and re-offending analysis to inform service delivery, impact of reduced face to face contact	ASC/DM/CC/LR/GW	01/02/21	31/03/22	GREEN	This will be embedded further within the performance and quality assurance framework. Increase use of stage 1 and 2 warnings, stage 3 reduced as better liaison has increased.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress Update
	during the pandemic					
SE3	Utilise data from variety of sources, including breach outcomes to inform service development	ASC/DM/CC/LR/GW	01/02/21	31/03/22	GREEN	Further utilise as part of the quality assurance framework.
SE4	Revisit Assetplus training with focus on ACEs and trauma, SLC, themes identified in quality assurance	ASC/DM/CC/LR/GW	01/04/21	31/03/22	GREEN	<p>In progress, quick tips re sections of assessment identified as part of quality assurance circulated to practitioners.</p> <p>Practitioners are undertaking training in relation to the enhanced case management model where those identified for that model are associated with ACEs and trauma.</p>
SE5	Undertake consultation regarding effectiveness of delivery of interventions by physical and remote options across all service areas within the YOS	ASC/DM/CC/LR/GW	01/09/21	31/03/22	RED	Participation groups have taken place, and this will be included in the wider participation strategy
SE6	Utilise service users feedback to implement	ASC/DM/CC/LR/GW	01/02/21	31/03/22	RED	Participation groups have taken place and this will be included in the wider participation strategy. Linking

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress Update
	service improvements					in with the corporate Public Participation Strategy.
SE7	Undertake consultation to examine effectiveness of partnership working	YOS MB/	01/04/21	31/03/22	RED	<p>Consultation aimed at children and young people in receipt of YOS services. Our usual methods of engagement have been more challenging in the course of the pandemic. This work will be an area of focus during 2022 to look at how collectively we can improve participation/engagement. There needs to be a strong focus on the voice of a child/young person to embed participation in shaping service delivery. We will be looking at the most effective ways of engaging with children and young people to promote participation.</p> <p>Continue to develop the Task and Finish group to take stock of our position and to look at ways to embed participation and voice of the child/young person at all stages. This area of work will have a much wider focus across the whole of YOS services/work and not just partnership working.</p>

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress Update
SE8	Proactive offer made to victims of youth crime re engagement in restorative options by range of methods	DM/SF/ JE/GW	31/03/20	31/03/22	GREEN	Review of Victim engagement methods, offer and local performance indicator needs to take place to ensure actively promoting restorative approaches and to reflect compliance with Victim Code of Practice Wider victim plan will be taken as a new action plan going forward. Currently all identified victims are offered a restorative option – including face to face.

Objective 4: APIS- Improve the assessment of risk and needs of young people who have offended, and their access to specialist and mainstream services once these have been identified.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
APIS1	Review capacity for effective management/peer oversight of quality assurance	RE/ASC/DM/LR/ GW	01/02/21	31/02/22	GREEN	Temporary Quality Assurance Practitioner appointed to enhance capacity for quality assurance activity.
APIS2	Initial, review and closure assessments are completed within	ASC/DM/CC/LR/GW/Case Management Practitioners	01/02/21	31/02/22	GREEN	Local Guidance reflects agreed timescales, Practitioners are aware

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
	timescales for all YOS active cases, i.e. Prevention, Diversion and Court Orders					and weekly performance reports to support this.
APIS3	Children and parents are proactively offered opportunity to complete self-assessment forms as part of assessment processes	ASC/DM/LR/GW/Case Management Practitioners	01/02/21	31/02/22	GREEN	<p>Task and finish group set up to review self-assessment forms for children and parents to support increased completion and value. This will involve promotion of UNCRC and to undertake consultation/participation exercises/ roll out tools/processes and develop reports to monitor completion</p> <p>Next step to consult with practitioners to ensure aware of requirements.</p>
APIS4	Covid-19 risk assessment tool utilised to determine whether face to face or remote/virtual assessment and intervention programmes delivered	/ ASC/DM/LR/All Practitioners	01/05/20	31/03/22	GREEN	Completed and on going

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
APIS5	Implement Assetplus workshops based on themes identified within quality assurance processes	ASC/DM/CC	01/09/2021	30/09/22	GREEN	Quality assurance and practitioner forums are ongoing to identify themes and feedback. Identified external training to support.
APIS6	Review Quality Assurance Framework document and re-circulate to practitioners	RE/ASC/DM/CC/ LR/GW	01/09/2021	30/09/22	GREEN	Initial meeting 05 October 2021 to take work forward. Final document to be disseminated.
APIS7	Assessments to reflect detailed analysis of risks; needs of children and factors supporting desistance	ASC/DM/CC/ LR/GW	01/09/2021	31/03/2023	GREEN	Desistance focus as part of the quality assurance process remains ongoing and is a key feature within our assessments.
APIS8	Impact of offence on victims evidenced within assessments	ASC/DM/CC/GW	01/09/2021	31/03/2023	GREEN	Ongoing - All victims views are sought for sentencing and planning of all disposals/orders and an active offer made to victims in relation to direct and indirect reparation. Where victims do not feel able to participate, signposting information provided for ongoing support. Victim Officer offer support to attend or engage with restorative meetings, and where

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						<p>possible, semi-virtual options explored to adhere to covid guidance.</p> <p>Within the quality assurance there is a victim impact assessment included. Next step will be to look at how to embed engagement of the victim with restorative justice as part of the quality assurance tool.</p>
APIS9	Intervention and exit planning to be explicit and evidence co-ordination with other agencies plans	ASC/DM/CC/ LR/GW	01/09/2021	31/03/2023	GREEN	Pathway and planning needs to form part of review of assessment process to ensure reflecting other agencies actions, contingency planning and exit planning.
APIS10	Refresh induction pack for children and families to reflect expectations of behaviour and levels of engagement; outlining how services will be delivered during pandemic	CC/YOS Practitioners	01/09/2021	31/03/2023	N/A Not commence; deadline 2023	N/A Not commence; deadline 2023

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
APIS11	Review Care Taking Policy to ensure outlines sufficiently requirements prior to acceptance of cases	ASC/GW	01/09/2021	30/09/22	AMBER	New manager took up post in Sep 21. This will form part of work tasks identified through NS Audit.
APIS12	Refresh Case Recording Guidance to reflect statutory and non-statutory appointments, breach recording etc.	ASC/DM/CC/LR/ GW	01/02/21	31/01/22	GREEN	Work has been completed and the work is ongoing as guidance changes.
APIS13	Ensure adequate specialist provision is in place to support young people with specific needs in YOS, including access to covid secure assessed meeting rooms	RE/RW, Health Manager	01/11/20	31/03/21	GREEN	Completed and ongoing, mental health and substance misuse nurses and workers available to meet face to face with children and young people in covid secure locations and outside; access to wider health services under review Further work to be completed ensuring pathways to physical health and wider health services available
APIS14	Participate in ETE Key Professionals Meetings re level of provision available	ASC/DM/GW/ KMcd/ MD	01/01/21	31/03/22	GREEN	In progress, members of YOS Management Team attending SEMPH and monthly ETE meetings taking place.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
APIS15	Work collaboratively with ETE Professionals to reduce risk of exclusions, reduced timetables etc	ASC/DM LR//CMs	01/01/21	31/03/22	GREEN	In progress as above, in addition YOS case managers will be invited to Pastoral Support Plan Review meetings Pastoral Support Plan (PSP) training also offered to all practitioners. Practitioners are aware that they should be invited to PSP meetings. There has been further development with the increased interface with YOS and Education.
APIS16	Engage with Careers Wales to identify provision/services available for post 16 education	YOS MT	01/01/21	30/09/21	AMBER	Careers Wales have been invited to attend YOS meetings. Further work to embed this approach. There are practitioner professional relationships with Careers Wales, which are positive.
APIS17	Establish links with Housing Services re debt management and independent living skills in social housing	YOS Manager/ASC	31/03/21	01/04/23	N/A	Deadline is 2023. There is the need for a exploratory discussion could take place with Mike Ingram, Housing as part of NS5 Transitions and Resettlement

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
APIS18	YOS Practitioners trained to identify Speech, Language and communication difficulties	YOS MT/ Health	01/11/20	31/03/21	GREEN	Completed, SLC training took place beginning of 2021.
APIS19	YOS Practitioners to continue to undertake peer reviews of assessments and plans	ASC/DM/CC/ LR/GW / CMT	01/01/21	31/12/22	AMBER	This will be a key feature of the new quality assurance framework that is under development. Discussions underway to embed this approach with practitioners over the next quarter.

Objective 5: Reduce the number of first-time entrants to the Youth Justice System

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress Update
FTER1	Raise awareness of specialist knowledge and expertise in addressing risk of offending within partners. Highlight YOS position within the preventative	RE/YOS MB	01/11/20	01/04/21	GREEN	In progress, YOS has continued to offer a Preventative Service during the pandemic and secured funding via the Children and Communities Grant for continuation of the service into 2021/22.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress Update
	agenda associated with SSWB Act 2014					Completed but an ongoing priority that will continue going forward.
FTER2	Develop contract for provision of MAC diversion service	RE/NC/Vale Contracts	01/04/20	31/03/21	AMBER	Contract is currently in draft
FTER3	Submission of business case and monitoring reports to Children and Communities Grant Leads to sustain funding for ongoing projects	RE/DM/LR/GW	01/04/20	31/03/21	GREEN	Confirmation of funding is confirmed for 2022
FTER4	Explore with Community Safety and other partners levels of ASB and effectiveness of interventions to reduce/prevent ASB/offending	DM/LR – RE if required	01/04/20	31/03/21	GREEN	Protocol has been reviewed with no further changes required. The implementation of the weekly ASB meetings was proposed and is ongoing with CSP. Problem Solving Group meetings attended on a regular basis.
FTER5	Consult with partners to develop a refreshed Prevention Strategy	DM/LR/YOS MB	01/09/20	31/03/21	GREEN	Work is in progress to review and refresh the Prevention Strategy. Awaiting review and ratification.
FTER6	Work with partners to ensure that risks associated with welfare and risk of	DM/LR/YOS MB	01/09/20	31/03/21	GREEN	Work is in progress to review and refresh the Prevention Strategy. Awaiting review and ratification.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress Update
	offending are referred to appropriate agency					
FTER7	Refresh OOCB Protocol with SW Police to reflect operational practice, recording requirements and escalation process	YOS MT/ SWP Inspector/Sgt	01/11/20	31/03/22	GREEN completed	Completed, Protocol updated including an escalation process. OOCB Protocol re-circulated to YOS practitioners highlighting roles within the process.
FTER8	Participate in the development and operation of OCCD Scrutiny Panels for Youth OOCB across Cardiff and Vale	ASC/DM/GW/ PCC Office, SWP Inspector, Cardiff YOS	01/11/20	31/03/22	GREEN	In progress, OOCB Youth Scrutiny Panels established and taking place quarterly Case studies presented at meetings and performance reporting being developed
FTER9	Explore physical and virtual NRPs to support use of restorative approaches	DM/ SWP Inspector/Sgt	01/11/20	31/03/22	GREEN	Risk assessments completed and approved; partial virtual and physical meetings taking place Need to explore return to more face-to-face meeting dependant on availability of larger community venues
FTER10	Fully implement Policing of Children Looked After Protocol YOS PC and YOS Victims Officers support delivery of	DM/SF/JE/ SWP Inspector/Sgt/ YOS PC	01/04/21	31/03/22	GREEN	In progress, YOS PC and Victim Officers recommenced engagement with residential homes within Vale and renewed offer of training to all residential homes.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress Update
	restorative approaches to address behaviours in residential settings					Headlands has also been included in the offer. DM has followed up with Victim Officers/YOS PC progress, with GW has submitted performance information and supported the collection of data for WG/YMC group on CLA.
FTER11	Explore options for virtual restorative approaches training for Residential practitioners/foster carers and other external partners	DM/SF/JE/ YOS PC	01/04/21	31/03/22	RED	This action may not be able to progress as unable currently to deliver Restorative Justice training virtually. January foster training has been delayed due to long term sickness for bereavement.
FTER12	Engage in development of virtual and physical parenting/family support services across Local Authority area	/RE/DM/EB/JC	01/04/21	31/03/22	RED	Links developed with Vale Parenting Service. January foster training has been delayed due to long term sickness for bereavement.
FTER13	Deliver training re childhood development, trauma to foster carers	DM/EB/ CYPS PM	01/04/21	31/03/22	RED	January foster training has been delayed due to long term sickness for bereavement.
FTE14	Facilitate Respect programmes on behalf of YOS and partner agencies	RE/CYPS OMs	01/04/22	31/03/23	N/A	N/A- Action not due to be completed until 2023.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress Update
	re adolescent to parent violence and impact					RE – decision whether applying for Youth Endowment Grant Funding. YOS use the MAC already for adolescent to parent violence to support programmes.
FTE15	Identify external domestic abuse; adolescent to parent violence services	RE/CYPS OMs	01/04/22	31/03/23	As above	As above

Objective 6: Reduce re-offending

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
ROR1	Utilise local reoffending analysis to determine whether trends identified in patterns of offending. level of engagement impacted by operating model during pandemic	ASC/DM/CC/ /GW	01/01/21	31/03/22	AMBER	Due to capacity restraints within the service, progress with this action has been delayed. Some analysis work has commenced in relation to female reoffending patterns. We utilise a 12-month reoffending tracker to assist us with this analysis.
ROR2	Track children and young people subject to Prevention, diversion and out of court disposal interventions for period of 12 months	DM/LR/ GW	31/03/21	01/04/22	AMBER	Ongoing – Cohort tracking is reviewed on a quarterly basis.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
	Measure impact of changes to operating model and remote working					
ROR3	Review assessment: intervention plans and levels of engagement of young people who have re-offended	ASC/DM/CC/LR?	01/09/21	31/03/22	GREEN	Audit tool is currently in draft and further development
ROR4	Ensure plans are updated with impact of interventions delivered	ASC/DM/CC/LR?	01/09/21	31/03/22	GREEN	This is part of the audit tool and the QA feedback process.
ROR5	Communicate operating and recovery models effectively to partners and external stakeholders during pandemic	YOS MB/ RE/ASC/DM/LR	01/01/21	31/03/22	GREEN	In progress, information re continuity and recovery plans shared with members of YOS Management Board and other stakeholders.
ROR6	Review Court Protocol between HMCTS, Bridgend, Cardiff and Vale YOS. Review Court monitoring paperwork/processes/ feedback mechanisms	ASC/ HMCTS/ Cardiff, Bridgend YOS	01/03/21	31/03/22	AMBER	The first part of the action hasn't been actioned, but the second part of the action has been reviewed.
ROR7	Explore with YJB/Health introduction of enhanced case management light approach	YMC Rep/YJB/ Health/ ASC/ CMs as champion	01/04/21	31/03/23	GREEN Completed	In progress, information sharing documentation signed off, pilot commenced in September 2021. YOS Manager represents YOS Managers Cymru on Youth Justice Blueprint Workstream.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						Case management light approach is now live. Two practitioners have attended training to take lead on this across the YOS and ensure consistent roll out.
ROR8	Ensure recommendations outlined in assessments, reports by professionals are actioned within CPF forums	ASC/DM/CC/LR	04/01/21	31/03/22	GREEN	Managers/CC/LR to ensure taking place in CPFs
ROR9	Evaluate the effectiveness of breach/compliance panels taking into account impact of pandemic on operating models and level of engagement	CC/GW/ASC/DM	04/01/21	30/06/21	GREEN and ongoing	Compliance policy updated, new PMs have commenced facilitation of engagement meets as required
ROR10	Review case recording guidance and ensure breach, compliance recording processes by management and practitioners outlined to reflect changes in working practices and quality assurance oversight processes	ASC/DM/LR/GW	31/03/21	30/09/21	GREEN and ongoing	Breach, Engagement and Revocation Policy refreshed and recirculated to practitioners. Monitoring of recording practices to take place to support embedding changes in practice. Baseline to be established and monitoring impact

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						Case recording guidance is under development.
ROR11	Implement Revised Youth to Adult Transitions Guidance for Wales to support transition to NPS services	ACS /HW/LJ/ VD	31/01/21	31/01/22	GREEN	<p>Youth to Adult Transition Guidance presentation has been presented to YOS Management Board in July 2021.</p> <p>Transition and resettlement national standard presented to YOS Management Board in October 2021.</p> <p>Ongoing discussions of PM ASC/VD deliver presentation to CM Team and CC for awareness purposes, also make link to Y2A inspection and NS 5, Transitions and Resettlement. Progress against this to be made in the New Year.</p>
ROR12	<p>Track and monitor young people who have transferred to Probation</p> <p>Produce performance report for YOS Management Board on 6/12 monthly basis</p>	RE/ASC/GW/ HW/LJ/ VD	31/01/21	31/01/22	RED	<p>Follow up with HW, NPS performance reports available and agree date for presentation to Board, small numbers may be 6 monthly</p> <p>Also look at YOS children and young people who reach 18 and do not transfer, have we recorded reasons, can we monitor</p>

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						<p>numbers and outcomes if following up post 18 re-offending to measure savings to NPS and effectiveness.</p> <p>This will be carried forward as part of the 2022 objectives.</p>
ROR13	Increase use of restorative alternatives within residential, foster care, to assist staff to manage children's behaviours	DM/SF/JE/YOS PC/ CYPS/ SWP	01/09/21	31/08/22	GREEN	<p>Ongoing – active offer to all residential homes in the Vale (including Headlands) for support with facilitation of restorative meetings, monthly support and drop ins offered by Victim Officers and YOS Police Officer, and training offered in restorative approaches and AA/PACE.</p> <p>PM DM link with Victim Officers and GW to produce reports for grant monitoring and baseline for YOS of how many children and young people diverted and/or charged and outcomes</p>
ROR14	Engage with Learning and Skills Directorate to highlight requirements of children within YJS;	ASC/DM/GW/ MH/MD	01/09/20	31/03/22	GREEN ongoing	<p>Education update was provided presented to Board in November 2021 meeting.</p> <p>Discussions take place regarding specific children</p>

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
	Measure impact of pandemic; access to digital technology, home schooling and attainment on disadvantaged children re access to Education					and SEMHP meetings and monthly meetings. Work was undertaken to ensure access has been provided to young people regarding digital technology to support them with their home schooling during the pandemic.
ROR15	Engage with Careers Wales Services to refresh Memorandum of Understanding re access to post 16 provision in the community	ASC/GW	01/01/21	30/09/21	GREEN and ongoing	Completed, MOU shared with YOS Management Board April 2021, Careers Wales attended YOS Team Meeting June 2021 to promote services available with practitioners PM ASC/GW to monitors referrals to Careers Wales/12W etc and outcomes. Ongoing need to ensure referrals are effective and made and recorded to Careers Wales.
ROR16	Engage with YEPF strategic group. Increase access to Aspire to Achieve/Work and Communities at Work provision	ASC/MH/MD	01/09/20	31/03/22	GREEN	In progress, presentation re: work of YOS and ETE performance delivered by YOS Manager to Group in April 2021 New PM has been linked to group until appointment of YOS Manager

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
ROR17	<p>Evaluate effectiveness of YOS Education Mentor role; pre and post pandemic</p> <p>Identify any potential overlap in provision available via LA Mentors and Aspire to Achieve/Work provision</p>	YOS MT/ MD	31/03/20	30/06/21	GREEN	<p>Completed, evaluation identified volume of work required only part time post; or closer liaison with Careers Wales, LA Mentors and Aspire to Achieve/Work provision; post has ceased at end of pilot; work ongoing with managers of services to support access</p> <p>ASC to monitor effectiveness of referral pathways and access to services</p>
ROR18	Utilise lessons learnt from Thematic Inspection reports to reduce re-offending	ASC/DM/CC	01/04/21	31/03/23	GREEN	Ongoing thematic inspections. Service ensures it reviews inspections to identify and embed lessons learnt.
ROR19	Utilise lessons learnt from HMIP Thematic re operating models of YOS during pandemic	ASC/DM/CC	01/01/21	31/03/22	GREEN and ongoing	<p>In progress, findings and recommendations from thematic discussed in both YOS Management Board and YOS Team meeting</p> <p>Ongoing further work re impact to be explored longer term</p>

Objective 7: Reduce the use of custody and remands to custody and to work with universal or specialist services to help deliver effective resettlement for children and young people being released from custody

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtrt4 Progress update
RUC1	Monitor effectiveness of Remand Placement Policy to ensure practitioners aware of and adhering to procedures	ASC/CYPS	01/03/21	31/03/22	AMBER	Policy due to be reviewed that will take into account any changes in relation to placements, introduction of WCCIS and expectations linked to NS4 and 5 Secure, Transitions and Resettlement.
RUC2	Representation by YOS at Pan Wales Criminal Justice and Local Criminal Justice Groups to highlight operating and recovery models	YMC Rep/ASC	01/04/20	31/03/22	GREEN	In progress, representative from YOS Manager Cymru attends meetings; information sharing and identification of issues takes place prior to and following meetings Links have been made with YMC.
RUC3	Engage in discussions re potential roll out of remote remand and other Court hearings for youths	ASC/MR/GW	01/04/20	31/03/22	GREEN	In progress, YOS Manager and YOS Practitioner representative in meetings. Courts are operational now and there has been no further requirement for them to be remote at present.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtrt4 Progress update
RUC4	YOS engagement with Youth Custody Service pre and post pandemic.	YOS MB/ ASC /YCS	01/04/20	31/03/22	GREEN	Due to no custody cases unable to evidence
RUC5	Liaise with YCS and regional RSCB regarding sharing information, intelligence with Cardiff and Vale RSB for secure establishments in Wales	YOS MB/ RE/YCS	01/04/21	31/03/22	RED	This will be incorporated into the resettlement plan
RUC6	Review with YJB/secure estate arrangements and paperwork for planning and resettlement meetings	YOS MB/ ASC/YCS	01/04/21	31/03/22	RED	This will be incorporated into the resettlement plan
RUC7	Update YOS Case Recording Guidance to reflect resettlement planning including agenda setting for meetings, partnership agency involvement; rationale re consideration of ISS on licence conditions, completion of resettlement checklist	YOS MB/ ASC/YCS	01/04/21	31/03/22	AMBER	This will be incorporated into the resettlement plan
RUC8	Ensure post custody resettlement meetings scheduled as part of resettlement planning with secure establishment and partners	YOS MB/ ASC/YCS	01/04/20	31/03/22	GREEN	This is a key feature of custodial planning meetings already. Currently no children in custody, so no requirement for

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtrt4 Progress update
						resettlement meetings to take place
RUC9	Analyse non-compliance and breach action undertaken over 12 months period, examine impact of changes in operating model	ASC/DM/CC/GW	01/04/20	31/03/21	GREEN	The framework is in place and it will be part of the performance framework in 2022.
RUC10	Refresh Engagement and Compliance Policy and procedures for YOS Ensure revised procedures are incorporated into YOS Practitioners induction programme	CC/ASC	01/01/21	30/06/21	GREEN	Breach, Engagement and Revocation Policy updated and circulated to Board and practitioners. Monitoring of implementation in practice to be undertaken. Monitoring work needs to commence.
RUC11	Ensure custodial cases are listed within CPF processes to enable effective risk management and resettlement planning including MAPPA oversight	YOS MB/ASC/YCS	01/04/21	31/03/22	GREEN	Managing Risk Policy will reflect that CPFs from custody are arranged 6 months prior to release to support resettlement planning
RUC12	Conduct survey with Magistrates on quality of PSRs in Court	ASC	01/04/21	31/03/22	AMBER	Discussions underway to progress this to ensure that PSR feedback forms accompany reports to court.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtrt4 Progress update
RUC13	Engage in Magistrates events where possible to increase confidence in community interventions	ASC/ YOS Practitioners	01/04/21	31/03/22	AMBER	This is being explored as part of work to review Court Protocol to identify topics Magistrates would find beneficial and link with YOS who share Court. This work will be progressed in collaboration with Bridgend and Cardiff.
RUC14	Utilise lessons learnt from Thematic Inspection for Resettlement to promote issues facing young people prior to release and risk of re-offending	YOS MB/ ASC/YCS	01/04/21	31/03/22	GREEN	Ongoing thematic inspections. Service will review inspection to identify how it can embed lessons learnt.
RUC15	CYPS/YOS representation on tasks and finish group re National Protocol for Children detained in Police Custody Monitor requests for and provision of PACE 38/6 beds by Police	ASC/ YMC Rep / CYPS/ EDT/ SW Police	01/12/20	30/11/21	RED	Proposals for piloting a single bail/remand bed in Newport for demand across South Wales and Gwent to commence in July for 3 months. CYPS/YOS to ensure receive feedback/outcomes from pilot to identify potential implications on resources

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtrt4 Progress update
RUC16	<p>Monitor capacity of appropriate adult services; impact of pandemic on availability of volunteers</p> <p>Deliver training to practitioners/volunteers to support services</p>	ASC/MR/DM	01/09/20	31/03/22	GREEN	<p>In progress, YOS volunteer training completed July 2021, small number added to volunteer rota.</p> <p>Monitoring of requests for AA in development.</p> <p>AA training offered to partners to increase confidence to provide AA support for children/young people known to their service, if appropriate.</p> <p>Oversight of AAs, request to review AA Protocol and guidance re covid to be progressed into New Year. Would be helpful to ensure AA monitoring forms completed, including for VA.</p>
RUC17	Contribute to APB re-commissioning arrangements	RE/APB	01/03/20	31/03/22	GREEN	<p>In progress, YOS Manager part of Recommissioning Subgroup of Area Planning Board.</p> <p>Consideration on how to progress to be made</p>

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						by new YOS Manager in the New Year.
RUC18	Ensure all young people sentenced to custody receive family support during custodial element	DM/EB	01/04/21	31/03/22	GREEN	No current custody cases for support to be offered Need to consider whether this should part of transitions and resettlement and NS Strategic Leads involved in work, as wider than just YOS delivering services.

Objective 8: Identify and manage the risk of serious harm to others

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
ROSH1	Review QA framework; establish a baseline for quality of assessments and plans; identify common themes for training	ASC/DM/CC/LR/GW	01/12/20	31/11/21	GREEN	Quality Assurance Framework under development and subject to ratification in New Year.
ROSH2	Assessments and plans are reviewed in timely manner and where any significant change takes place by case managers	ASC/DM/CC/LR/GW	01/01/21	31/12/21	GREEN	Performance Team running assessment reports to highlight actions required, this is showing early signs of improvement. Further work to be progressed to enhance this reporting in the New Year.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
ROSH3	Recommendations following assessment by psychology services are implemented and monitored through CPF planning processes	ASC/DM/CC/LR/	30/09/20	01/10/21	GREEN	Health are represented on CPF as required. Enhanced case management training is ongoing for practitioners.
ROSH4	YOS PC engages with SWP colleagues remotely to share intelligence with SWP and YOS Intelligence is recorded on both YOS and Police systems	DM/JL/ RF/MB	01/10/20	30/09/21	GREEN	In progress, YOS PC sharing intelligence and recording on Police systems PB requested YOS PC circulate daily flag report to new PMs, and update with monitoring/outcomes of children and young people released under investigation. PB requested GW develop report to look at timeliness of offences, charging and referral to YOS Link to NS1 Strategic Leads
ROSH5	Engage with Strategic MAPPAs re monitoring of high-risk offenders; performance monitoring and	SW YOS Managers	01/12/20	31/11/21	GREEN	In progress, YOS Manager attends SMB MAPPAs representing South Wales YOS Managers; Practitioner from Cwm Taf YOS attends MAPPAs Operational Group

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
	outcome of serious case reviews					<p>participating in audits/reviews etc.</p> <p>YOS Manager to liaise with SW YOS Managers re alternative representative on MAPPA SMB</p>
ROSH6	Ensure appropriate quality assurance of MAPPA referrals by YOS Managers	ASC/DM/CC/CMT	01/09/20	31/08/21	GREEN	<p>Limited number of MAPPA cases, new process introduced to ensure informing MAPPA Co-ordinator of cases. Every MAPPA referral requires counter signature from manager.</p>
ROSH7	Contribute performance information to YOS Management Board re transitions and MAPPA oversight of youths	ASC/CC/GW/HW/VD	01/04/21	31/03/22	AMBER	<p>Discussions have taken place with HW/GW re developing performance information/case studies. Awaiting on return of information. Work to be progressed with new YOS Manager, HW and GW into the New year.</p> <p>To be followed up as part of NS Audit and links to NS 5 transitions and resettlement</p>
ROSH8	Liaison with Probation re offenders aged 18 and over for information on previous YOS involvement	HW/ASC/CC/GW	01/04/21	31/03/22	AMBER	As above

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
ROSH9	Review Delivering Risk Led Services Policy to reflect up to date guidance for risk management	YOS MBRE/ASC/DAM/ CC/ CMT	01/09/20	31/08/21	GREEN and completed	Final draft produced and subject to ratification by the YOS Board.
ROSH10	Utilise face to face and remote tiered and structured offending behaviour programmes designed to address risk	ASC/DM/LR/Case Managers	01/09/20	31/03/22	GREEN and ongoing	Liaise with GW regarding request for referral to MAC re APV, CSE etc, how recorded on CV to reflect prevalence. Further work to be revisited in the New Year.
ROSH11	Monitor and address the impact of adolescent to parent violent MARAC referrals submitted where criteria met	ASC/DM/GW	01/04/20	31/03/21	AMBER	YOS collaborating with MAC and CYPS in relation to individual specific cases, but analysis of prevalence yet to be undertaken. Analysis and monitoring/re-establish links to MARAC to be developed.
ROSH12	Explore with external stakeholders access to remote services to address adolescent to parent violence	RE/ CYPS OMs/ASC/DM	01/04/20	31/03/21	Green	Collaborating with MAC regarding delivery of services.

Objective 9: Ensure that children and young people at risk of entering or in the youth justice system are kept safe from harm

Action ref	Action	Updater/s	Start date	Finish date	RAG status	Qtr4 Progress update
SFH1	YOS Practitioners have guidance and room booking processes to support access to covid secure meeting rooms	YOS MT	01/04/20	31/03/2022	GREEN completed	Completed, 2 covid secure meeting rooms have been identified within the YOS, further meeting rooms are available across CYPS for use by both YOS and CYPS practitioners Exploration now taking place in relation to large meeting rooms to support more face-to-face interactions
SFH2	Raise awareness of lessons learnt from operating practices undertaken during covid pandemic	RE/ASC/DM/LR/GW	01/01/21	31/12/21	GREEN	HMIP inspection report reworking during pandemic discussed in Team Meeting, YOS operating model and wider WG models also discussed in team meeting Consider as part of NS 5 resettlement and transitions the impact of new models on access and support through services
SFH3	Ensure YOS practitioners comply with	RE/ASC/DM/LR	01/01/21	31/12/21	GREEN	

Action ref	Action	Updater/s	Start date	Finish date	RAG status	Qtr4 Progress update
	Corporate Safeguarding Policy					
SFH4	Promote RSCB/Social Services Training Programme and ensure staff complete mandatory training	ASC/DM/LR	01/01/21	31/12/21	GREEN	Practitioners aware of and book places on training, new PMs in role, need to be aware of system and courses available
SFH5	Utilise external intervention programmes re sexual exploitation	ASC/DM/YOS Practitioners	01/01/21	31/12/21	GREEN	Services currently being provided via 3 rd sector organisations St Giles Trust and MAC This needs to form part of NS 5 Transitions and Resettlement planning
SFH6	Monitor with partner agencies exit strategies for young people with identified need/ risk or transitioning to adult services	ASC/DM/CC/YOS Practitioners	01/04/21	31/03/22	GREEN	At the end of intervention there's an exit plan to identify need and support them post intervention. There is also a case closure check list.
SFH7	Engagement in exploitation meetings to share information, intelligence re risks in Local Authority areas	RE/ASC/DM	01/01/21	31/12/21	AMBER	In progress for individual cases and ongoing This is a wider Safeguarding issue, OM Safeguarding is going to look at overarching exploitation

Action ref	Action	Updater/s	Start date	Finish date	RAG status	Qtr4 Progress update
						process/meetings as part of RSB processes.
SFH8	Increase understanding of contextual safeguarding	ASC/DM/AD	01/01/21	31/12/21	AMBER	<p>YOS Champion delivered presentation to YOS Practitioners during Team Meeting, resources also purchased for use by service</p> <p>Further work required in relation to increased understanding of contextual safeguarding and how this informs assessment of risks, but work by RSB currently not progressing</p>
SFH9	Ensure all YOS Practitioners complete training; access All Wales Protection Procedures online	ASC/DM/LR/GW	01/01/21	31/12/21	GREEN	

Objective 10: Increase victim and public confidence

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr 4 Progress update
IVPC1	Promote RJ interventions through the use of variety of media	DM/SF/ JE	01/01/21	31/12/21	AMBER	<p>Ongoing - Direct and Indirect Reparation opportunities offered to all victims, and where face to face is requested semi-virtual option have been risk assessed and are available.</p> <p>Performance shows a decrease in engagement of victims, need to review offer made re restorative approaches and support; also review recording and local KPI to be carried forward as part of a the wider RJ plan</p>
IVPC2	Update content of YOS Web Site	ASC/DM/GW/ LW	01/01/21	31/12/21	GREEN	Staff are trained and awaiting update of content.
IVPC3	Undertake observations of NRP and RO Panels operating remotely/physically including measures re victim safety	DM/YOS Practitioners	01/01/21	31/12/21	GREEN	<p>In progress: YOS Practitioner Manager Prevention & Resources has started observing new and experienced volunteers in practice at NRP & RO Panel.</p> <p>Victim safety is considered through risk assessments before the panel and in consultation with Victim Officers and Victim.</p>

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr 4 Progress update
IVPC4	Evaluate effectiveness of NRP/OOCD processes undertaken in both physical and virtual locations	DM/YJB/JL SW Police	01/01/21	31/12/21	AMBER	<p>A full evaluation process needs to be devised but would include conclusions from observations of panels, feedback from participants (debriefs), longer term feedback from the victims and the young person who committed the offence as well as possibly some analysis of those who have participated in panels and whether they have reoffended. This would also link in with the QA framework.</p> <p>Currently observations of panels (NRP & OOCD) have started and are ongoing.</p> <p>This should be linked with NS Strategic Lead for OOCD to also support evaluation of effectiveness</p>
IVPC5	Review Restorative Justice strategy	YOS MT	01/06/21	31/05/22	RED	<p>The new Service Manager will have a view on this and how this should be done. The temporary Practitioner Manager (Prevention & Resources) can complete this Review as otherwise it will mean waiting til May 2022.</p> <p>This action is on hold due to insufficient capacity, query whether dates should be pushed back to allow return of CD as lead</p>

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr 4 Progress update
IVPC6	Promote with CST identification and engagement of victims of ASB in restorative processes	DM/LR/ SF/JE/DG	01/01/21	31/12/21	GREEN	<p>In progress – At Stage 3, victims details are passed to Victim Officers for an active offer to be made, to include offer of face-to-face reparation and representation at the NRP. There have been very few Stage 3s recently for which this offer can be made to victims. Practitioner Manager (Prevention & Resources), Prevention Coordinator & Victim Officers involved will review Stage 3 cases in the last 12 months</p> <p>Offer is being made, but need to explore how offer is being presented due to limited take up of restorative approaches</p>
IVPC7	Implement Referral Orders Action Plan developed from Thematic Inspection of Referral Orders	DMD/SF/ JE	01/01/21	31/12/21	GREEN	<p>In progress – Volunteer recruitment and processes reviewed and update in line with the recommendations. Observations of practice in process. Referral Order Guidance has been reviewed locally.</p> <p>Volunteer observations continue to take place, but</p>

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr 4 Progress update
						reduced number of panels has resulted in this taking place over longer period of time The above is still correct
IVPC8	Revise victim satisfaction surveys to measure effectiveness of delivery methods	CD/SF/ JE	01/01/21	31/12/21	GREEN	Ongoing – survey currently reviewed with a view to have an online option of completing the survey. Online survey is now available through a QR code on letters sent to victims at the end of an intervention, along with printed surveys sent out for completion and return.
IVPC9	Revise restorative practices information for victims	DM/SF/ JE	01/01/21	31/12/21	GREEN	In progress, documentation reviewed in line with Victim Code of Practice 2020 All letters and leaflets now include additional signposting information for ongoing support, or if YOS support is declined, alternative avenues for appropriate support if desired later. Further meeting has taken place to explore victim engagement and the offer being made by the YOS, as victim involvement reduced considerably and need to explore reasons. An outcome is that the format of letters to victims has been updated to reflect

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr 4 Progress update
						Victim Code of Practice as above.
IVPC10	Identify opportunities to celebrate success/nominations	DM/SF/JE	01/01/21	31/12/21	GREEN	

Objective 11: Maintain governance, leadership and partnership arrangements (interface with key strategic plans)

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
GLP1	Monitor engagement of partners at YOS Management Board	YOS MB LC/RE	01/01/21	31/12/21	GREEN	For all YOS Management Board activities outlined in this section, consider whether NS Lead or organisational lead on Board should take the lead for specific areas of work identified, rather than YOS

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						To develop YJ Plan, guidance issued after we had developed plan for this year, recommended workshops and themes to explore as part of sessions by Board members to support them in taking ownership of actions and take lead in areas, O&D are involved in YOS Review work and able to support this
GLP2	Monitor resources partners providing to YOS Review structure and capacity associated with quality assurance systems/delivery	YOS MB	01/01/21	31/12/21	GREEN	In progress, review of YOS structure underway; appointment of temporary Quality Assurance Practitioner to support capacity for quality assurance purposes Review underway, contributions made for 2021, but cycle of identifying contributions for 2022 will begin again in January 2022
GLP3	Implement YOS Management Board Induction Package and training	O&D, RE/CC	01/01/21	31/12/21	GREEN	Draft induction has been completed.
GLP4	Schedule YOS Practitioners attendance at Management Board meetings	RE/ASC/DM	01/01/21	31/12/21	GREEN	Schedule for next year needs to be considered and there have been different practitioners invited currently.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
GPL5	Develop and implement escalation policy between YOS, YOS Management Board and external partner organisations	YOS MB LC/RE/ Business Improvement	01/04/21	31/03/22	GREEN	Risk log and exception report has been designed. New reporting format was presented to Board in November for the Qtr2 period. Board will need to consider escalation of actions identified
GLP6	Performance reporting to Board incorporates case study information	ASC/DM/CC/ LR/GW	01/04/21	31/03/22	GREEN	
GLP7	Management Board members take strategic lead in relation to NS improvements	YOS MB/ OD/ Business Improvements	01/04/21	31/03/22	AMBER	NS Lead identified and participated in audit in 2020, report; and actions to promote improvements development, some partners have progressed actions but not all, there is a need to revisit this work
GLP8	Develop Protocol/Agreement between Health and YOS outlining referral pathways into health services	RW/RE/ YOS MB	01/11/20	31/03/21	GREEN and on going	Completed, Health Service Support Protocol presented YOS Management Board January 2021, work ongoing operationally in relation to referral pathways/access to physical and mental health services Work is ongoing in relation to the development of referral pathways and access to physical health and wider

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						health services, new nurse recently appointed as SPOC for YOS, this needs to be developed further.
GLP9	Engage with WG/YJB/YMC re psychology input required to support Enhanced Case Management (ECM) model	YMC Rep/ASC/WG/YJB/YMC	01/04/21	31/03/22	GREEN	<p>YOS Manager represents YOS Managers Cymru on Youth Justice Blueprint Workstream re trauma informed practice</p> <p>The EMC(Lite) model has now been reintroduced through the YJB. ASC appointed as YOS Lead along with 2 x YOS Practitioners as champions to take forward this work internally. The 2 x Practitioners have been attending the ongoing workshops provided by the YJB.</p> <p>Clarification needed on the interventions eligible for ECM support due to this being limited on the initial re-introduction.</p>
GLP10	Participate in Area Planning Board to develop/monitor services for children across all tiers	RE	01/04/20	31/03/22	AMBER	<p>In progress, YOS Manager sits on APB Main Board; Commissioning Finance and Delivery Group and Recommissioning Group.</p> <p>No alternative YOS representative identified following vacancy of YOS Manager. Decision will need</p>

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						to be made if the alternative CYPS representative will also act for YOS - if this is to be effective then liaison would need to take place with ASC within YOS in relation to substance misuse services.
GLP11	Finalise SLA re YOS Tier 2 substance misuse services and explore possibility of expanding access to substance misuse services linked to CYPS	ASC/LS	01/04/20	30/06/21	RED	Subject to confirmation to the commissioning of the services for 2022/23
GLP12	Finalise Protocol re YOS Tier 3 and above substance misuse services	ASC/IA	01/04/20	30/06/21	RED	Protocol has been drafted following discussions with YPDAS Doctor and Nurses, delay has been experienced due to awaiting agreement from Clinical Board. There has been no confirmation made.
GLP13	Develop closer links with Housing managers to; identify young people at risk living in areas of social deprivation.	RE/ASC/MI	01/04/21	31/03/22	AMBER	This work has not progressed due to insufficient capacity and no children resettling from secure estate in last year

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
	support resettlement from secure establishments					<p>To be considered under NS 5 Resettlement and Transitions Lead</p> <p>Work on NS 5 resettlement and transitions is underway now that capacity issues are resolved.</p> <p>Still no young people in secure placements.</p>
GLP14	Work with SWP to identify any backlog of cases during pandemic	DM/ JL/RF/ MB	01/02/21	30/06/21	GREEN	<p>Completed, new searches introduced by SWP to monitor progress of cases</p> <p>YOS PC now tracking and monitoring progress of cases, need to ensure following up those where drifted is identified. Practitioner Manager also monitoring progress.</p>
GLP15	<p>Review OOCB Protocol and evolve operating models based on level of restrictions during the pandemic</p> <p>Engage in OOCB Youth Scrutiny Panels</p>	PB/CD/ JL/RF/ MB	01/04/21	31/03/22	GREEN	<p>Completed and ongoing, OOCB Protocol revised; YOS Managers engaging with OOCB Scrutiny panels</p> <p>Recovery planning needs to support more face-to-face NRPs</p> <p>Protocol complete, need to follow up on delivering more face-to-face NRPs. Work on delivering more face to face</p>

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						is ongoing with Case Managers and Victim Officers. Feedback is that a lot of victims do not want to be involved in the process as they do not want the young person concerned to see how their actions have affected them and sometimes the emotions are still too painful or cause too much upset. Victim Officers continue to work to encourage victims' engagement and Case Managers likewise for the young people they are working with.
GLP16	Review Appropriate Adult Protocol to correspond with revised guidance for YOS Practice in undertaking duties during the pandemic	DM/ SWP Chief Inspector/JL/YOS MB	01/04/21	31/03/22	GREEN	<p>All AAs aware of revised guidance for attendance at Police Custody Suites, ongoing discussions with SWP re any issues or concerns, physical Protocol remains to be updated.</p> <p>Although guidance in relation to how to operate within the pandemic is available, the wider AA Protocol including how support is provided to voluntary attendance interviews and changes introduced by the Bail Act needs to be revised</p>

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						Case Managers and volunteers to are aware of the above
GLP17	Review Anti-Social Behaviour Protocol with partners to ensure both informal and formal processes outlined and opportunities explored to engage of victims in restorative approaches	RE/DM/ LR/SWP JL/RF	01/10/20	31/03/21	GREEN	Protocol has been reviewed at meeting on 22 October 2021.
GLP18	Implement National Protocol for Children in Police Custody when finalised Participate in monitoring meetings with SWP/EDT/CYPS and Cardiff YOS	RE/ASC/GW	01/04/21	31/03/23	AMBER	Work ongoing on a national basis, YOS Manager representative sits on workstream Protocol has not yet been signed off by AWHOS so unable to implement. There used to be a working group that met to discuss all young people who had been through police custody and compliance with the protocol and where difficulties had occurred to explore the reasons. We need to explore if such a group is ongoing.
GLP19	Implement National Protocol with Probation for Youth to Adult transitions	HW/ASC/VD	01/02/21	31/01/22	GREEN	Youth to Adult Transitions presentation to be delivered to YOS Management Board July 2021.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						ASC/VD to present information re Y2A audit undertaken in case managers meeting to share good practice and learning
GLP20	Develop performance monitoring reporting for YOS Management Board in relation to NPS MAPPA, transitions and re-offending post 18	RE/HW/ASC/GW	01/02/21	31/01/22	AMBER	Discussions have taken place with HW/GW re developing performance information/case studies but this has not progressed – links will need to be re-established with HW replacement. To be followed up as part of NS Audit and links to NS5 transitions and resettlement
GLP21	Continue rollout of Policing of Looked After Children Protocol to support increased understanding with CYPS, Private and LA care placements of the need to avoid criminalisation of CYP	DM/SF/ JE/SWP JL/MB	01/02/21	31/01/22	AMBER	In progress – active offer of ongoing support and restorative training offered to all residential homes in the Vale, including Headlands. YOS Police Officer and Victim Officer offering drop ins and virtual calls to increase visibility and confidence. This is ongoing DM to follow up with Victim Officers/YOS PC progress, liaise with GW re performance information and collection of data for WG/YMC group on CLA. Victim Officers are keeping a

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						record of their contact with home providers and outcomes. There should be monthly contacts and a reboot of contact in the New Year. The data needs to be captured in some sort of performance report format
GLP22	Finalise Education Protocol to incorporate introduction of SEMPH panel and changes to operating model	MH/MD/ ASC	01/04/21	31/03/22	GREEN	To be signed off this week
GLP23	Review CYPS and YOS Protocol to reflect changes in working practices	OMs CYPS/ASC/Legal Services	01/04/21	31/03/22	RED	No progress made
GLP24	Partner agencies to identify key performance information for reporting to YOS Management Board	YOS MB/RE	01/04/21	31/03/23	AMBER	Initial discussions have taken place with some partners, Learning and Skills, Health and Probation. Template has been developed to inform a data mapping exercise. Work to be progressed on development of a localised performance framework. Action Points: 1) Utilise feedback from partners regarding types of data to inform the development of a new localised data set for

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
						YOS reporting. 2) Work with our partners e.g. Community Safety and Learning and Skills to join up data sets to present a data rich picture of priority areas/harder to reach areas. 3) Develop a more thematic approach to our data observations to inform understanding of issues around the data.
GLP25	Utilise Thematic inspection recommendations to inform service improvements	YOS MB/RE/ASC/DM	01/04/21	31/03/23	AMBER	<p>Inspection reports reviewed, compared and contrasted against Vale YOS Practice as and when published</p> <p>Capacity issues have impacted on monitoring of progress against actions identified for improvements in some areas</p> <p>Need to identify thematic inspection areas that have reported on, actions taken and further thematic areas that have yet to be addressed.</p>
GLP26	Risk and Issues Log to be developed for YOS Management Board	YOS MB/LC/RE	01/04/21	31/03/23	GREEN Completed	Risk log developed in combination with action monitoring in the form of a highlight report. The new style highlight report was presented to Management Board in November 2021.

Action ref	Action	Updater/s	Start date	Finish date	RAG Status	Qtr4 Progress update
GLP27	Review capacity and suitability of YOS premises to support remote and physical working	YOS MB/RE	01/04/21	31/03/23	GREEN	<p>Review/risk assessment completed by LA Facilities Department; plans developed identifying capacity within the building; recovery guidance out for consultation with practitioners July 2021</p> <p>Work being undertaken as part of the Local Authority space project and formalisation of hybrid working models.</p>



Vale of Glamorgan Youth Offending Service

Post Inspection Action Plan

(Draft version 1)

(July 2022)

Vale of Glamorgan Youth Offending Service (VALE YOS) underwent an inspection by HM Inspectorate of Probation (HMIP) during the 25th – 29th April 2022. This plan has been developed in response to the recommendations made in the report which is currently embargoed and is due for publication on 16th August 2022.

Rec No.	Recommendation	Response Action Taken/Planned	Responsible / Policy Lead	Target Date
1	Establish the vision and ambition of the organisation within the next 12 months		Lance Carver	June 2023
1.1		Identify YOS Manager, Board and staff leads	LC/KD	Completed
1.2		Wider Team and Management Board Consultation via workshop on vision and new name, which focusses on justice, is more representative and moves away from labelling children as 'offenders'	YOS Team/Management Board (YMB)/ Participation	TBC
1.3		Ensure that through planned consultation processes that young people and carers on vision and new name	Participation (LR)	TBC
1.4		Review opportunities for community consultation regarding vision and purpose (Community Groups/Care leavers forum/youth forum etc)	Participation (LR)/Alex Thomas	TBC
1.5		To produce a 'Child Friendly version' of agreed statement	Participation (LR)	June 2023
1.6		VOG Comms Dept to publicise agreed vision and mission statement	VOG Comms/ASC/CD/KD	June 2023
1.7		Launch of vision/mission statement and 'new' name	YOS Team/YOS Management Team/YMT/YMB/VOG Comms	June 2023
1.8		Establish routine systems to utilise young persons and parent feedback to review organisation priorities, and improve practice	LR/YOS Management Team (YMT)	TBC

1.9		Management Board to undertake Gate reviews of vision/mission statement via performance data	YMB/GW/KD	Bi-annually
1.10		Frequency of BYJS Management Board meetings to be reviewed and considered in line with Operational Leads meeting	YMB	Feb 2023
1.11		Strengthen and explore contingency arrangements for Board, to review arrangements and consider the potential of a Deputy Chair	YMB	TBC
Rec No.	Recommendation	Response Action Taken/Planned	Responsible / Policy Lead	Target Date
2	Ratify and effectively implement a resettlement (and wider Transitions) policy within the next 12 months.		Mike Ingram	June 2023
2.1		Identify YOS Manager, Board and staff leads	ASC/Mike Ingram(MI)	Completed
2.2		Consult with Staff, Partners, and young people in reviewing the draft resettlement policy	ASC/Mike I/YOS staff	Feb 2023
2.3		Review of best practice in relation to constructive resettlement, to include YJB guidance and learning from peers	ASC/MI	Feb 2023
2.4		Link YOS Lead ASC with existing strategic housing CYPS group	ASC/MI	Feb 2023
2.5		Outline draft resettlement policy to existing strategic group – identify YOS policy needs and areas of commonality	ASC	Feb 2023
2.6		Identify and contact leads within health, Housing, CYPS, Youth Custody Services, Education, Substance Misuse Services, Benefits (Resettlement Consortium?)	ASC/Mike Ingram	Feb 2023
2.7		Identify links with existing strategic partnership plans	ASC	Feb 2023
2.8		Identify links with wider transitions for young people	ASC	
2.9		Ratify with partners including roles, responsibilities, escalation processes	ASC/KD/GW/C CC	TBC
2.10		Review existing policy/SLA arrangements with partners to ensure that resettlement/transitions commitment and processes are clearly evidenced.	KD/YMT/YMB	TBC
2.11		Link to other relevant recommendation plans (disproportionality/vision/participation/QA)		

Rec No.	Recommendation	Response Action Taken/Planned	Responsible / Policy Lead	Target Date
3	Adopt a disproportionality policy with attendant action plans within the next 12 months		SWP/Mathew Cox	June 2023
3.1		Provide information in relation to Stop and Search and other data including street RJs and time in custody	SWP/Jeff Burton	Sept 2022
3.2		Update extended YOS infographic to include SWP data (Protected Characteristics)	GW	Sep 2022
3.3.		YOS forum/cohort to give views on the impact of being involved in the YJS including the impact of labelling, ASB, disproportionate impact	YOS YPs and LR	Oct 2022
3.4		Staff Group and Management Board to participate in consultation on views regarding impact of disproportionality as above	YOS staff Group/YMC/LR	Nov 2022
3.5		YOS Team to engage with Disproportionality training	Whole YOS	March 2023
3.6		Review of CYPS and Educations Disproportionality Policies to feed in to YOS policy	CD/KD/JB	Dec 2022
3.7		Review draft Girls Action Plan and feed into Disproportionality policy	CD/KD/JB	Dec 2022
3.8		Review draft disproportionality policy considering all above information	CD/KD/JB	Feb 2023
3.9		Additional speech and language provision is required to address the needs of the children and young people involved with VYOS Review opportunities to progress additional SLCN resourcing.	KD/YMB/Health	Jan 2023
3.9		Revise O OCD Process to include Disproportionality	CD/KD/JB	March 2023
3.10		Final Disproportionality and attendant Disproportionality action plan to be ratified	YMB	March 2023
Rec No.	Recommendation	Response Action Taken/Planned	Responsible / Policy Lead	Target Date
4	Develop methods of incorporating the perspectives of children and their parents or carers into		Martin Dacey/LP/KD	June 2023

	the Board's development of the YOT's work over the next 12 months.			
4.1		Board to develop a process which will allow the voices of children and families to be heard	MB	
4.2		Consultation/Review of draft Participation policy	LR/KD/JL/NC	Dec 2022
4.3		Developments session for whole staff group facilitated by MAC, to include MB lead and partners	JL/NC/MB	Dec 2022
4.4		Final participation policy to be ratified	MB	April 2023
4.5		Explore opportunities for establish a forum for Youth Justice staff and young people to share ideas and discuss interventions/support needs. Forums to include listening to, and planning discussions based on feedback from all involved. To consider <ul style="list-style-type: none"> • How often? • Held at YOS/Community venue • Including Partnerships agencies 	LR/KD/JL/NC	June 2023
4.6		Produce, and make readily available, child-friendly documents of visions, mission statements and policies.	LR	June 2023
4.7		Ensure perspectives of children/families are captured, evidenced, and reported to the management Board on a quarterly basis to further feed into the strategic planning of the service.	GW/LR	Feb 2022
Rec No.	Recommendation	Response Action Taken/Planned	Responsible / Policy Lead	Target Date
5	Develop methods of engaging staff		Rachel Evans	June 2023

	members in the development of policy and services within the next 12 months			
5.1		<p>YOS plan staff engagement development session</p> <ul style="list-style-type: none"> Views and ideas of YOS Practitioners on how to increase their involvement in the development and review of policies and services. YOS Practitioners identifying their interest in being involved in development and review of policy and services 	KD/CC/GW/LR /ASC/CD	Took place 14/07/22
5.2		<p>Identify Practitioner group/sessions to</p> <ul style="list-style-type: none"> Take forward the outcomes of the above to identify policies and services for review and/or development Linking this in with information from any young people participation outcomes identifying services for review or development. Identifying how to review and develop services Agreeing a process for continuous monitoring of policies and services for development or review. Linking with the YMB in undertaking the above, including attending YMB meeting(s) for discussion of the above, and to discuss YMB members taking part in these processes. 	KD/CC/RC	Dec 2022
5.3		Ensure identified staff members are linked in with managers and Board leads in relation to each of the workstreams identified for development	KD/YMT/Staff	Dec 2022 Completed
Rec No.	Recommendation	Response Action Taken/Planned	Responsible / Policy Lead	Target Date
6	Improve the quality of management oversight of cases to address shortcomings in the		Sian (P&C) / Eirian Evans (Probation)	June 2023

	management of the safety and wellbeing of the children and the risk of harm to others			
6.1		<p>YOS Development sessions to include ideas for:</p> <ul style="list-style-type: none"> Increasing YOS Practitioner understanding of what is required to ensure assessment and planning for identifying and reducing risk and safety and wellbeing. ensuring management oversight promotes identifying and planning for reducing safety and wellbeing and risk of serious harm to other. Increasing rigour and challenge within oversight and supervision processes. Develop solutions to take these ideas forward. 	<p>YMB: Sian (P&C) / Eirian Evans (Probation)</p> <p>YOS: CC/KD</p>	Dec 2022
6.2		<p>Ensure YOS Practitioners are aware of the processes and expectations for identifying risk and safety and wellbeing, and the planning to reduce risk and concerns:</p> <ul style="list-style-type: none"> Internal Training Practitioners Forums to discuss these Monitoring and feedback/learning from QA and audit processes to feed into the above. 		Oct 2022
6.3		Further specialist asset plus remaining to be undertaken with Lyla Wards Associates for managers and team- Focus on professional curiosity and recommendations of inspectorate		
6.4		Review the quality assurance processes and improve the effectiveness of management oversight in all cases	KD/CC/YOS managers	Oct 2022
6.5		<p>Embed the QA framework into everyday YOS practice</p> <ul style="list-style-type: none"> Timetabling of processes from the QA Framework including feedback of outcomes. Monitoring of learning by timetabling ongoing comparison between ongoing feedback and learning. 	KD/CC/YOS Managers	Oct 2022
6.6		Ensure the management oversight across the YOS is consistent and of a high level	KD/CC	Current

		<ul style="list-style-type: none"> • Assessment QA Consistency Exercises to ensure awareness of expected levels, specifically relating to safety and wellbeing and risk of harm to others. Initially taking place every three months involving all those who QA assessment, planning and review. • Audit of Asset QA Tools and feedback 		
6.7		<p>Day-to-day oversight and Supervision Processes for the identification and planning to reduce risk and safety and wellbeing:</p> <ul style="list-style-type: none"> • Discussion on how to monitor rigour and support for case manager curiosity in day-to-day oversight/discussion and in case supervision <p>Review approach to staff supervision, processes, policy and recording to support great reflection and professional curiosity</p>	KD/CC	Dec 2022
6.8		Explore best practice for effective recording of management oversight and implement a 'template' approach to ensure consistent recording.	CC	
6.9		Explore opportunities for QA audits and learning with peer networks in other YOS's	KD/CC	
6.10		Reporting to the Board on indicators as agreed bi – annually	GW	Ongoing

EXAMPLE OF GOOD MULTI-AGENCY PRACTICE.

Collaborative working between Prevention and Inclusion Services in relation to specific case.

Young person opened to inclusion on 23/09/21 with a school attendance of 21%.

Young person opened to Prevention 08/10/21 following an incident with a BB gun.

- Initially difficult to engage with parent, no response to door knocks, phone calls. Held an initial meeting at school to meet with mum, child, headteacher, Coralie (Prevention Officer). Was able to introduce Coralie to family. Both Prevention and Inclusion attending core group meetings, school frequently inform Prevention/inclusion of absences.
- Coralie's appointments with the child are at school but are flexible. For example: recently the child was engaging so well in school project that the decision was made to postpone the Prevention session which resulted in effective engagement with school and in the next Prevention session.
- Attendance has improved, the child works well with Coralie at school. This encourages attendance on the days which the sessions take place. Coralie reiterates attendance message within her sessions. Engagement vastly improved.
- Inclusion, Prevention, and school frequently discuss concerns as they present themselves i.e., bad behaviour within school.
- Current attendance has increased between October 2021 and March 2022 to 46%.

CASE STUDY EXAMPLE OF INTERVENTIONS RECENTLY COMPLETED.

Background



Intervention

- Completed the ASB awareness programme
- Completed work around widening understanding of cannabis use.
- Completed work around cannabis harm reduction.
- Completed work around cannabis and impacts on mental health.
- Completed restorative work to repair the relationship with a YP where regular fights/arguments were taking place.
- Conversations to reinforce grandparents' boundaries at home around curfew times.
- Work around identifying positive/negative peer influences.
- Intervention was young person and family led via the Prevention Case Meetings structure

Outcomes



Appendix 8 - Reparation Project (local press report)

Youth offending service help clear an overgrown area in St Athan

Young people working with the Vale of Glamorgan's Youth Offending Service (YOS) have cleared an overgrown site in St Athan

• Thursday, 27 January 2022 Vale of Glamorgan



Made up of representatives from the Police, Probation Service, Social Services, and professionals in health, education, drugs and alcohol misuse, the YOS aims is to improve opportunities for the young people it works with to promote the best outcomes.

The team work with children aged eight to 17 from across the Vale who have offended or are at risk of offending to support them to desist from offending or other negative behaviour in the community.

The service promotes community values and actively encourages young people to give back to their local community in reparation projects.

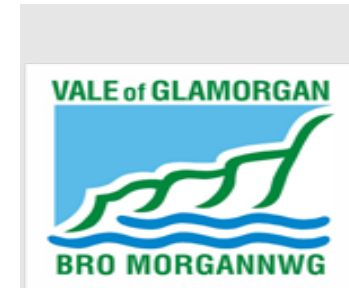
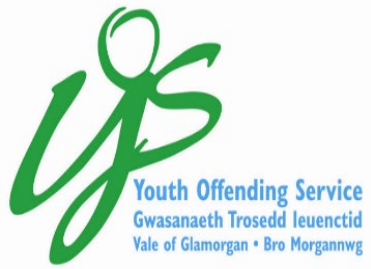
Participants carry out a variety of tasks on community reparation including graffiti cleaning, litter picking, beach cleaning and footpath clearing.

Recently, members of the YOS have been working in St Athan. The team worked to clear an area of the village centre that had become overgrown and had been a problem for several years.

The team left the site looking much tidier and cleaner and members of the community have reached out to thank them for their hard work.

After the project's success, the YOS is already in talks about carrying out further work in the St Athan area and getting involved with the community council. Cllr Kathryn McCaffer, Vale of Glamorgan Council Cabinet Member for Leisure, Arts and Culture, said: "This project demonstrates the great work of the Youth Offending Service in getting young people to give back to their communities and understanding the impacts of their actions.

"I look forward to seeing more of the great work and community benefits the YOS brings in the future."



Vale of Glamorgan Youth Offending Service

Post Inspection Action Plan

July 2022

Introduction and Context

Her Majesty's Inspectorate of Probation is the independent inspector of youth offending and probation services in England and Wales. They report their findings on the effectiveness of probation and youth offending service work with adults and children. The Vale of Glamorgan Youth Offending Service was inspected on the 25th – 29th April 2022, and overall received a **Good** rating.

1. Organisational Delivery

- 1.1 Governance and Leadership- Requires Improvement
- 1.2 Staff- Good
- 1.3 Partnerships and Services- Good
- 1.4 Information and facilities- Good

2. Court Disposals

- 2.1 Assessment- Good
- 2.2 Planning- Good
- 2.3 Implementation and delivery- Outstanding
- 2.4 Reviewing- Good

3. Out-of-court Disposals

- 3.1 Assessment- Inadequate
- 3.2 Planning- Good
- 3.3 Implementation and delivery- Good
- 3.4 Joint Working- Good

This plan has been developed in response to the recommendations made in the report published on 16th August 2022. All recommendations have been considered and agreed by the Service.

The Vale of Glamorgan Youth Offending Team and Management Board should:

1. Establish the vision and ambition of the organisation within the next 12 months
2. Ratify and effectively implement a resettlement policy within the next 12 months
3. Adopt a disproportionality policy with attendant action plans within the next 12 months
4. Develop methods of incorporating the perspectives of children and their parents or carers into the board's development of the YOT's work over the next 12 months
5. Develop methods of engaging staff members in the development of policy and services within the next 12 months
6. Improve the quality of management oversight of cases to address shortcomings in the management of the safety and wellbeing of the children and the risk of harm to others

	Task Completed – No further update required
	Task on target
	Risks identified and action might be required to achieve target
	Requires immediate action to remain on target

Rec No.	Response Action Taken / Planned	Responsible Policy Lead	Target Date (By end of)	Progress Update / Evidence
1	Establish the vision and ambition of the organisation within the next 12 month			
1.1	Identify Board Member, Management and staff leads for task and finish/operational groups, to action work streams flowing from each of the six key HMIP recommendations	Board Chair (LC) Service Manager (KD)	Completed	Identified at Management Board Workshop (June 2022) and Team Development Day (July 2022)
1.2	Wider Team and Management Board Consultation via workshop on vision and new name, which focusses on justice, is more representative and moves away from labelling children as 'offenders'	YOS Team, Management Board (YMB), Participation	June 2023	Discussed at Management Board Workshop (June 2022) and Team Development Day (July 2022)
1.3	Ensure that through planned consultation processes that young people and parents carer views are represented	Board Lead, Service Manager, Management Staff lead	June 2023	Completed and also to be discussed at IAP recommendation subgroup 22.03.2023 Case manager discussed with young people and families on her case load and brought back a number of thoughts and words they associated with YOS – positive and some negative. These were shared with the group and used in producing an initial draft service name, vision, and

				ambition statements at meeting on 03.02.2023
1.4	Partnership Consultation regarding Name change	Board Lead, Service Manager, Management, and staff leads	Sept 2023	To be discussed at the next meeting 15.6.23 then completed and moved to Participation group for action.
1.5	To produce a 'Child Friendly version' of agreed statement	Board Lead, Service Manager, Management, and staff leads.	June 2023	<p>It has been agreed that there will be only one 'child friendly version of the agreed statement.</p> <p>03.02.2023: This has been produced in Draft and circulated to YOS staff for comment. To date, limited response offering suggested amendments. This has been forwarded to KD and LC</p> <p>ASC will chase up further, collate and forward and further comments for discussion at the next meeting</p> <p>To be agreed at 15.6.23 and ratified by board (email)</p>
1.6	Agreed YOS vision and mission statement to be publicised widely	YOS Team, YOS Management Team, YMB, VOG Comms	Sept 2023	On track for completion
1.7	Frequency of Vale YOS Management Board meetings to be reviewed and considered in line with Operational Leads/Task and Finish meetings	Management Board, Service Manager	Oct 2022	Completed

Rec No.	Response Action Taken / Planned	Responsible Policy Lead	Target Date (By end of)	Progress Update / Evidence
2	Ratify and effectively implement a resettlement (and wider Transitions) policy within the next 12 months.			
2.1	Identify YOS Manager, Board and staff leads		Completed	Board Lead (MI)
2.2	Consult with Staff, Partners, and young people in reviewing the draft resettlement policy	Board Lead, Manager and staff lead	Feb 2023 Date to be extended to end May 2023	<p>Ongoing but will require further consultation as further drafts produced.</p> <p>Initial meeting held 16.01.2023. minutes and actions agreed:</p> <p>Was due to be held Dec 2022 but was postponed due to diary difficulties.</p> <p>A number of actions need to be taken to IAP recommendation meeting (22.03.2023) regarding consultation.</p> <p>Deb Gibbs (Community Safety) has been contacted re: implications of/for MARAC/MAPPA. Awaiting responses</p> <p>Meeting held with HMPYOI PARC to discuss resettlement planning processes.</p> <p>Meeting held with Hillside and Vinny Green SCH Discuss Resettlement planning.</p> <p>Practitioner Manager ASC has been invited to, joined, and attended supporting people gateway</p>

				<p>group and provided input regarding Resettlement policy requirements.</p> <p>Follow up meeting 22.02.2023 – actions ratified.</p> <p>Next meeting 29th March – deadline for all actions agreed.</p> <p>7.6.23 Policy is currently being drafted by ASC</p>
2.3	Review of best practice in relation to constructive resettlement, to include YJB guidance and learning from peers	Board Lead, Manager, and staff lead	<p>Feb 2023</p> <p>Date to be extended to end March 2023</p>	<p>Completed</p> <p>Tasked to group members during initial meeting.</p> <p>Meeting has taken place with Darryl Gregoire regarding latest Resettlement developments in the London area. Copies of resettlement policies have been forwarded for reference</p> <p>Teams resource hub still to be created to collate all info/docs etc. where best practice examples can be posted for the group to access.</p> <p>Vale YOS representatives attended Welsh YOS Open day at HMPYOI Parc 21st April 2023. – to meet transitions and resettlement team and network with YOS' nationally</p> <p>YJB, Case Management Guidance (including new Welsh Context has been reviewed for inclusion in the policy</p>
2.4	Link with existing strategic partnership groups. To include housing/CYPS/Health/Education/Probation/	Board lead, Service Manager and	<p>Feb 2023</p> <p>Date to be extended to</p>	<p>Completed</p> <p>Membership of this work stream has been identified with health practitioner identified but not yet</p>

	Police groups. Identify YOS policy needs and areas of commonality	Management Lead	end March 2023	<p>represented strategically (Jane Jones has been invited but has not attended meetings to date)</p> <p>Amanda Geddes has been included as education representative but has not yet attended any meetings.</p> <p>14+ team manager Ceri O'Dare and been identified as CYPS link and has agreed to attend future meetings.</p> <p>Housing represented by Mike Ingram (Board Member and group lead)</p>
2.5	Ratify with partners roles, responsibilities, escalation processes for policy	Board lead, Service Manager, Management Lead	Sept 2023	<p>Ongoing</p> <p>Resettlement policy will include all relevant referral pathways and gateways for all agencies. This will include consideration of escalation processes.</p> <p>substance misuse referral and pathway information (including discussion with wider substance misuse partners) has been requested (CAVDAS representative has agreed to chase up)</p> <p>ASC is exploring links with Citizens Advice Bureau.</p> <p>Housing pathways being collated By Mike Ingram</p> <p>deadline set for 29th march to identify escalation leads etc</p>
2.6	Review existing policy/Service Level Agreements arrangements with partners resettlement/transitions commitment and processes are clearly evidenced.	Board lead, Service Manager,	May 2023	<p>Ongoing – awaiting discussion with Ceri O'Dare and Mike Ingram regarding service level arrangements relating to housing and young people in the Vale. (POBLR/Llamau)</p>

		Management Lead		<p>Deadline set for 29th March for all relevant SLAs to be forwarded to YOS for review by end May.</p> <p>YOS Probation Y2A processes for resettlement have been reviewed and updated.</p>
2.7	Resettlement Policy ratified/implemented		September 2023	Currently on schedule for September 2023 (being completed by ASC)

Rec No.	Response Action Taken / Planned	Responsible Policy Lead	Target Date (By end of)	Progress Update / Evidence
3	Adopt a disproportionality policy with attendant action plans within the next 12 months.			
3.1	Identify YOS Manager, Board and staff leads	Board Lead (MC)	Completed	
3.2	Enhance data sets within performance reporting by obtaining additional police data in relation to Stop and Search, street RJs and time in custody	SWP (MC) Management, Performance Team Manager (GW)	July 2023	Ongoing. GW and CD met with MC in January to refine the Power BI searches for information on the Police Computer. Due to extended leave (MC) still awaiting the data. Work on deprivation index and cohort information
3.3	Update extended YOS infographic to include SWP and other partner key data (Protected Characteristics)	Management, Performance Team Manager (GW)	April June 2023	To be updated once data received from SWP – Likely April 2023 ready for June 2023 plan.
3.4	Staff Group and Management Board to participate in consultation on views regarding impact of disproportionality as above.	Board lead, management and staff leads.	Feb 2023	Discussed at Management Board Workshop (June 2022) and Team Development Day (July 2022) Includes Inspection workstreams.
3.5	YOS Team to engage with diversity and wider disproportionality training	YOS	Sept 2023	


3.6	Review existing policy/Service Level Agreements arrangements with partners in line with the Disproportionality policy and attendant action plans	Board, Service Manager, Management and staff lead	Sept 2023	Await update from Service manager
3.7	Ensure a continuous cycle of thematic reviews and learning (example Girls Action Plan) to feed into Disproportionality policy/attendant action plans.	Board, Service Manager, Management, and staff lead	March 2023	Diarised reviews and policies in draft/or in place
3.8	Review draft Disproportionality policy considering all above information	Boards, Management, and staff lead	July 2023	In draft
3.9	Additional speech and language provision is required to address the needs of the children and young people involved with VYOS. Review opportunities to progress additional SLCN resourcing.	Chair, Board, Service Manager, Health	June 2023	This will be referenced in the policy as an ongoing area for discussion
3.10	Revise OOCN Process to include Disproportionality	Board, Service Manager, Manager and staff leads	August 2023	This will be reviewed following data analysis and writing of disproportionality policy.
3.11	Final Disproportionality plan and referenced in the YJS plan.	YMB	August 2023	August 2023

Rec No.	Response Action Taken / Planned	Responsible Policy Lead	Target Date (By end of)	Progress Update / Evidence
4	Develop methods of incorporating the perspectives of children and their parents or carers into the Board's development of the YOT's work over the next 12 months.			

4.1	Identify YOS Manager, Board and staff leads	Board lead (MD)		Completed
4.2	Ensure perspectives of children/families are captured, evidenced, and reported to the management Board on an annual basis to further feed into the strategic planning of the service.	Board, Service Manager, Management, and staff leads	Sept 2023	Forms have been produced Due date to feed back to board extended. Feed back returned as summarised context from findings and any actions or steps being taken as a result. Promote feedback through intervention and parent/carers perspectives recorded.
4.3	Ensure that Participation policy and framework is to be ratified and underpinned in practice.			Participation Policy (including parent/carers/families) draft in process. With MAC since March 2022 Youth Service have shared Participation Policy for context, and good practice. Agreed to Progress with this internally
4.4	Explore opportunities for a regular forum for staff and young people to share ideas and discuss interventions/support needs. To include Consultation/Review of draft Participation policy.	Board, Service Manager Management, and staff leads	June 2023	This will be included in the YOS plan
4.4 to be removed	Use the expertise of third sector partners in establishing best practice. To include a Participation development session for whole staff group facilitated by MAC, to include MB lead and partners.	MAC, Board, Service Manager Management lead	June 2023	One ½ session to be arranged following policy and framework being confirmed.
4.5	Final participation policy to be ratified/implemented.	MB	September 2023	As above
4.6	Cross over from Recommendation One Partnership Consultation regarding Name change	Board Lead, Service Manager,	Sept 2023	To be discussed at the next vision meeting 15.6.23 then will be part of the Participation action group

		Management, and staff leads		
4.7	Cross over from Recommendation Three Seek views of children and families on the impact of becoming involved within the CJS/YOS including the impact of labelling, ASB and disproportionate impact	Board lead, Service Manager, Management, and staff leads.	May 2023	Awaiting Participation workstream as well as case manager feedback.
4.8	Cross over from Recommendation One Establish routine systems to use young persons and parent/carer feedback to review organisation priorities, and improve practice	Service Manager, Management Team, YMB	June 2023	On track for completion Clear link to participation work stream for discussion at IAP recommendation subgroup 22.03.2023

Rec No.	Response Action Taken / Planned	Responsible Policy Lead	Target Date (By end of)	Progress Update / Evidence
5	Develop methods of engaging staff members in the development of policy and services within the next 12 months			
5.1	Identify YOS Manager, Board and staff leads	Board Lead (RE)		Completed
5.2	Team development/engagement day to feed into the YOS plan, in reviewing services, future planning. Focus on staff engagement in action planning around HMIP recommendations involvement in the development and review of policies and services, identify staff leads in relation to each recommendation/area.	Service Manager Management, and staff	Took place 14/07/22	Completed July 2002

5.3	Establish a framework of development sessions, to include whole team and staff/practitioner leads to ensure in reviewing/developing services, policies, and procedures	Board, Service Manager management, and staff	Jan 2023	 Developing methods of engaging staff men Work stream group chaired by RJE on 06.12.22. Shared with Board including staff representatives in January 2023 Completed although will remain an area of ongoing development. 7.6.23 – Review with wider team suggests this is an area than need further clarification and development.
5.4	Ensure identified staff members are linked in with managers and Board leads in relation to each of the workstreams identified for development	Board, Service Manager management, and staff		Completed

Rec No.	Response Action Taken / Planned	Responsible Policy Lead	Target Date (By end of)	Progress Update / Evidence
6	Improve the quality of management oversight of cases to address shortcomings in the management of the safety and wellbeing of the children and the risk of harm to others.			
6.1	Identify YOS Manager, Board and staff leads	Management Board Lead (EE/PCC)		Completed

6.2	<p>Framework of YOS Development sessions to include ideas for: Increasing YOS Practitioner understanding of what is required to ensure assessment and planning for identifying and reducing risk, safety, and wellbeing. ensuring management oversight promotes identifying and planning for reducing safety and wellbeing and risk of serious harm to other. Increasing rigour and challenge within oversight and supervision processes. Develop solutions to take these ideas forward.</p>	<p>Management Board Leads, Service Manager Management and staff lead YMB: Sian</p>	<p>Current and Ongoing</p> <p>April 2023</p> <p>May 2023</p>	<p>Completed</p> <p>All YOS day looked at this on 28 Feb 2023</p> <p>QA Tool Audits beginning March 2023</p> <p>Reviewing/Auditing of case supervision in discussion</p>
6.3	<p>Ensure YOS Practitioners are aware of the processes and expectations for identifying risk and safety and wellbeing, and the planning to reduce risk and concerns:</p> <p>Internal Training Practitioners Forums/Development sessions Monitoring and feedback/learning from QA and audit processes to feed into the above. YOS training plan/'It's about me' appraisal process.</p>	<p>Management Board Lead, Service Manager, Management Lead</p>	<p>Current and Ongoing</p>	<p>Completed</p> <p>This will be part of the YOS plan</p> <p>YOS day 28 Feb 2023 Restarting – first one 7 March 2023</p> <p>Audit processes have started for re-offending.</p> <p>Audit processes for interventions agreed and to be started.</p>
6.4	<p>Further specialist asset plus training to be undertaken with Lyla Wards Associates for managers and team- Focus on professional curiosity and recommendations of HMIP</p>	<p>All staff</p>		<p>Ongoing assetplus workshops are taking place. This will be detailed in the plan. If specialised training is required, this will be actioned as identified.</p>
6.5	<p>Review the quality assurance processes and improve the effectiveness of management oversight in all cases</p>	<p>Service Manager Management Lead</p>	<p>July 2023</p>	<p>QA framework has been reviewed and updated. Audit/review of interventions to take place bi-annually Consistency exercises take place regularly.</p>

			May 2023	This will be included in the plan.
6.6	Embed the updated QA framework into everyday YOS practice. Timetabling of processes from the QA Framework including feedback of outcomes. Monitoring of learning by timetabling ongoing comparison between ongoing feedback and learning.	Service Manager Management Team	July 2023	Completed Intervention and QA Reviews/Audits beginning March 2023. Reoffending Audits taking place. Outcomes from above to be discussed at manager meetings and plan for practitioner feedback discussed/agreed. Ongoing development
6.7	Review supervision, processes/templates, policy and recording to support/evidence reflection and professional curiosity.	Service Manager Management Lead	May 2023	Completed Ongoing development
6.8	Explore best practice for effective recording of management oversight and implement a 'template' approach to ensure consistent recording.	Service Manager Management lead and team staff	July 2023	Completed
6.9	Review the management oversight across the YOS to support if it is consistent and of a high level. Assessment QA Consistency Exercises to ensure awareness of expected levels, specifically relating to safety and wellbeing	Service Manager Management lead		Completed and will be part of Yos plan and ongoing development

	and risk of harm to others. Initially taking place every three months involving all those who QA assessment, planning and review. Audit of Asset QA Tools and feedback Monitoring of Intervention Supervision			
6.10	Explore opportunities for QA audits and learning with peer networks in other YOS's	Service Manager Management lead	September 2023	In progress discussion has already started and framework to be explored
6.11	Reporting to the Board on indicators as agreed bi – annually.	Service Manager Manager lead, Performance Manager	September 2023	Completed and ongoing
6.12	More focused individual supervision review findings reported to the board as agreed by working group.	Service Manager Management lead	September 2023	Completed
6.13	Crossover from Recommendation One Establish a process for the Management Board to undertake oversight of practice in line with the vision/mission statement via Reporting	Management Board, Service Manager, Team	Sept 2023	On track for completion. Clear link to oversight and staff engagement work streams for discussion at IAP recommendation subgroup 22.03.2023
6.14	Crossover from Recommendation One Strengthen and explore contingency arrangements for Board.	Management Board	June 2023	Monitored ongoing in light of new KPI for Board attendance. Agenda for next Board Meeting 18.04.2023

Recommendation	Staff Resource
1. Establish the vision and ambition of the organisation within the next 12 months	Lance Carver Andrew Stephens-Collins Kirsty Davies Gemma Williams Lewis Roberts Paul Tinkler Amanda Geddes Isabella White
2. Ratify and effectively implement a resettlement policy within the next 12 months	Mike Ingram Andrew Stephens-Collins Marc Richards Paris Anderson Ceri O'Dare Amanda Geddes Naomi McGarrigle Emma Orchard Anna Lewis Jane Jones
3. Adopt a disproportionality policy with attendant action plans within the next 12 months	Matthew Cox Carys Davies Gemma Williams

	<p>Mark Bowring Emma Orchard Rhian Jones Marc Richards Kelly Howells</p>
<p>4. Develop methods of incorporating the perspectives of children and their parents or carers into the board's development of the YOT's work over the next 12 months</p>	<p>Martin Dacey Lewis Roberts Joseph Lloyd Rhys Jones Sophie Perry Coralie Thiriet Mark Robertson Rhian Jones Gemma Davies</p>
<p>5. Develop methods of engaging staff members in the development of policy and services within the next 12 months</p>	<p>Rachel Evans Kirsty Davies Gemma Williams Angharad Dando Paul Tinkler Stephanie Fox Kelly Howells</p>

	Chris Carroll Isabella White
6. Improve the quality of management oversight of cases to address shortcomings in the management of the safety and wellbeing of the children and the risk of harm to others	Eirian Evans Sian Rees Chris Carroll Gemma Davies Naomi McGarrigle Paul Tinkler Coralie Thiriet Marc Richards

Submitted 2.9.22.
Reviewed 06.06.23.

To be reviewed 18.07.23
 17.10.23



YJESS Prevention Strategy

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1. Introduction

The aim of this strategy is to ensure that services in the Vale of Glamorgan are tailored to meet the needs of its population of children and young people.

Its purpose is to prevent children and young people from entering the criminal justice system by identifying those at risk of offending or committing anti-social behaviour and provide evidence-based interventions designed to reduce the likelihood of offending. In line with this, the service aims to inform and educate children and young people; increasing their resilience and empowering them to make better decisions.

The Vale of Glamorgan **Youth Justice and Early Support Service (YJESS)** made considerable achievements in the reduction of First Time Entrants (FTE) in the **Criminal Justice System (CJS)**; this strategy aims to continue the encouraging work that has been completed in previous years and have a positive impact of the desistance of committing anti-social behaviour and offending by young people within the Vale of Glamorgan.

Local data collected from VoG YJESS case management and assessment system (Childview) between 2017 and 2020 (*fig. 1*) shows there has been a 24% reduction in FTEs in the Vale of Glamorgan.

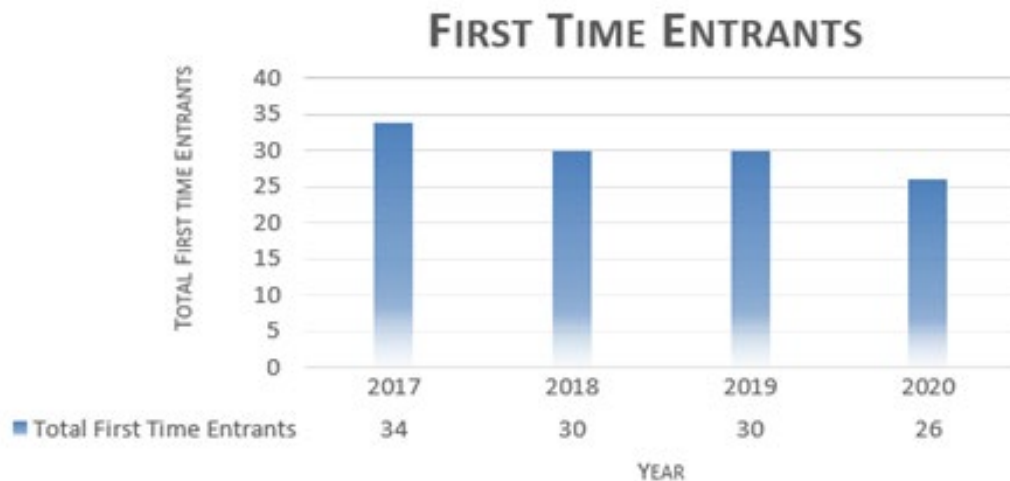


fig. 1

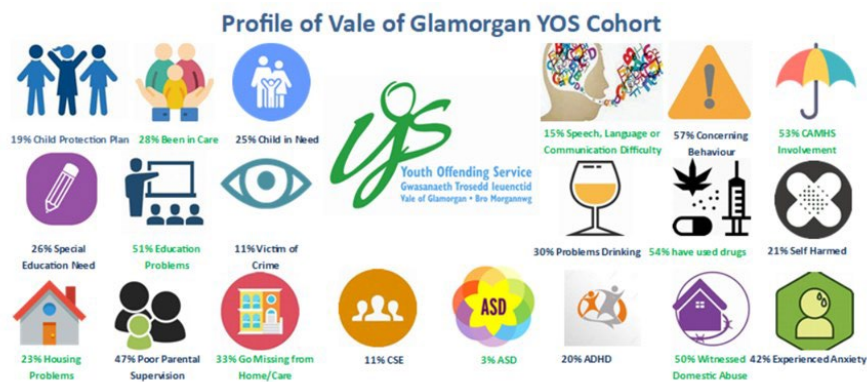
2. Arrangements for Prevention Youth Offending

The Welsh Government and Youth Justice Board (YJB) developed a **joint** Youth Justice Strategy entitled '*Children and Young People First 2014*'. The strategy set priorities for Youth Justice areas within Wales, with the prevention of youth offending being one of the Welsh Government's priority areas as stated below.

"We expect children and young people who are at risk of entering the criminal justice system... to be able to access support services no matter where they live in Wales. We also expect services to work together to provide coordinated, multi-agency, wrap-around support which is consistent across Wales so young people do not fall into 'service gaps'; or move back and forth between services where there are disputes with regard to who is responsible for providing the relevant support"

The best way to **protect** children and young people from the factors which increase the risk of involvement in anti-social and offending behaviour is to secure access to the **right support services** capable of meeting their needs. These factors are not only associated with offending but also with vulnerability and exclusion, and if not addressed early can have devastating implications for the individual, their families, and the wider community.

3. What do we know already?



Vale of Glamorgan YJESS Cohort 2020

The information interpreted in this section has been taken from statistics collected by the **Vale of Glamorgan Youth Justice and Early Support Service** and **partnership agencies**.

The Profile of Vale of Glamorgan YJESS Cohort was compiled after analysing re-offending trends within the Vale of Glamorgan. Young people who commit violent offences or offences of public order are more likely to reoffend than those who enter the criminal justice system committing other offences. The YJB completed research and analysis on young people committing multiple offences and classified as a Priority Prolific Offender, in order to try and identify if there were common characteristics which place young people at greater risk of re-offending. The key findings from this research are as follows:

The young person/child is or has been...

- **Known to Children's Services whether that be supported through a Child in Need plan, a Child Protection Plan or looked after by the Local Authority.**
- **Experiencing housing problems and/or receive poor parental supervision.**
- **Reported missing.**
- **Witness to domestic abuse**
- **Experiencing Child Sex Exploitation (CSE)**

These characteristics are found within the Vale of Glamorgan YJESS Cohort (2020).

Whilst *fig. 1* displayed there were accumulatively **56 First Time Entrants** in 2019 (30) and 2020 (26), *fig. 2* highlights, between 2018-20, **256 Diversionary outcomes** have been issued, resulting in young people avoiding entering the CJS. The average age of the young people entering the CJS from the Vale of Glamorgan for the same period (2018-20) has been **15 years old**, however, those young people who were **aged 16 and 17 represented 46% of first-time entrants.** (*fig. 3*)

DIVERSIONARY OUTCOMES 2018-2020

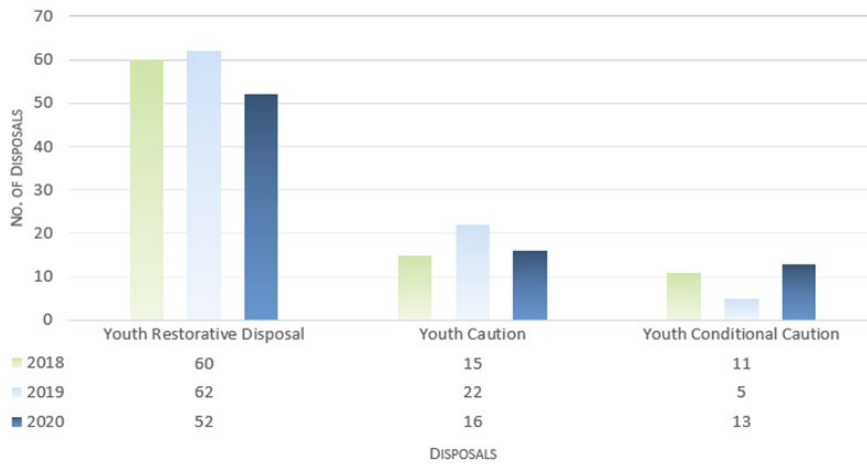


fig. 2

AGE

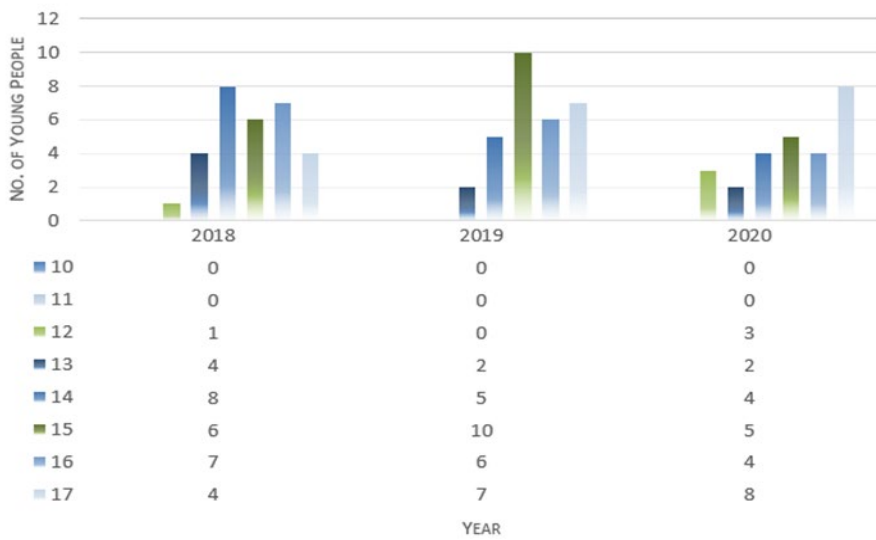


fig. 3

Females make up 37% of all young people who have committed offences (fig. 4) with 20% having been diverted out of the Criminal Justice System and 17% becoming a first-time entrant. The types of offences committed by females do not differ from those committed by males; **violence against the person offences** is the most common offence committed by both gender types accounting for 42% of all offences between 2018-20.

GENDER

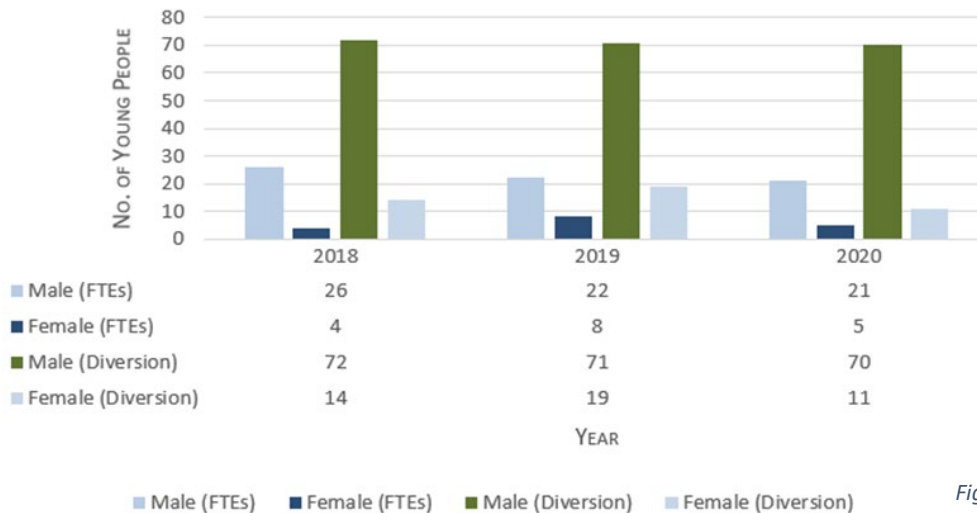


Fig. 4

“Girls in the Criminal Justice System”, a Criminal Justice Joint Inspection Thematic Report published December 2014 states : “(Girls) offending is often a response to emotional problems and relationship difficulties, with parents, partners and friends. Because of their relatively low number the distinct needs of girls sometimes get overlooked in a juvenile criminal justice system primarily designed to deal with offending by boys.”

“some girls drank to excess as a way of coping with the difficult situations in which they found themselves. But what we were extremely concerned about, and in the light of recent revelations about the extent of child sexual exploitation, was that many of the girls we came across during this inspection were vulnerable to exploitation. Many had experienced situations and circumstances which they were struggling to understand and come to terms with. These individuals are children and, especially in this context, subject to particular vulnerabilities. They are entitled to the rights and protection a child should receive.”

The females who have committed the public order and violence offences as highlighted in the graphs above all share the characteristics highlighted by the Joint Inspection report, i.e. they are known to Children Services, are experimenting with substances and/or alcohol or have similar risk factors to those at risk of sexual exploitation.

As mentioned previously, Violence against the person is the most common offence committed by young people (42%). Whereby offences such as Theft and handling stolen goods and Non-domestic burglary numbers have reduced between 2018-20. Other offences such as drugs, criminal damage and public orders may fluctuate slightly, but remain a concern, whilst motoring offences, robbery and sexual offences have been slowly increasing during the same period. (fig. 5)

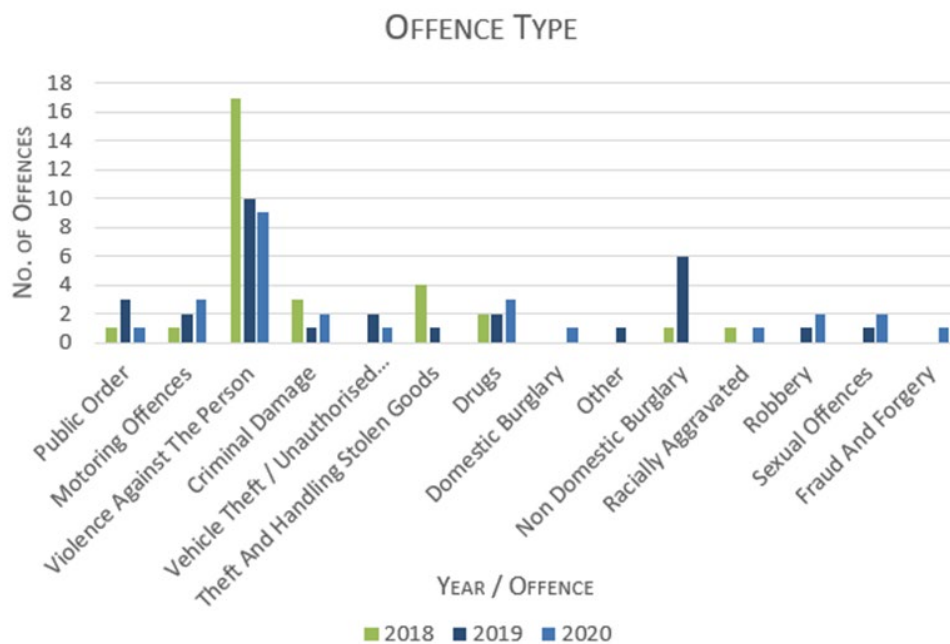


fig. 5

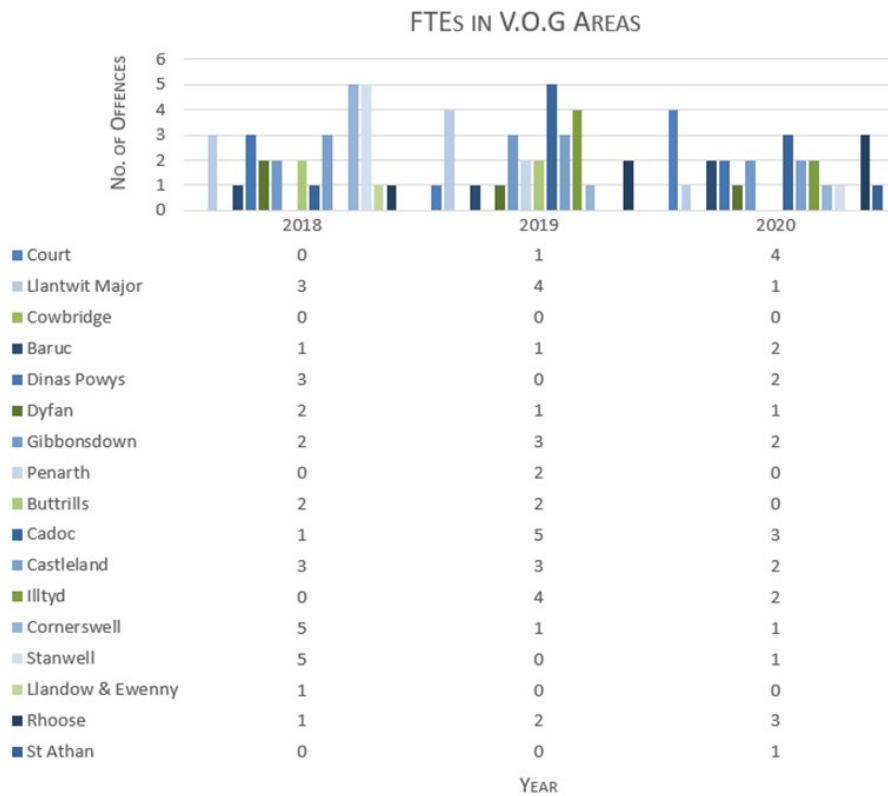


fig. 6

It is not surprising that the majority of first time entrants reside within the areas of the Vale of Glamorgan (fig. 6) which are the most socially deprived, with 46% of young people committing either a first time offence or diverted out of the criminal justice system coming from the 5 most deprived areas.

Anti-Social Behaviour within the Vale of Glamorgan.

The Vale of Glamorgan **Community Safety Partnership** operates to an ASB protocol which includes a 4-stage system. A young person would escalate up the stages if they were to be involved in an incident of ASB within the 6 months following their previous warning. Each young person's circumstances differ greatly and are discussed at a service level before a warning is administered in order to determine what support may be needed to prevent further negative behaviours. In a 12-month period (Jan-Dec 2020) there was a distinct increase in reported ASB incidents during the spring and summer months. (fig. 7)

In comparison to the numbers of young people entering the **Criminal Justice System**, the reports of young people committing anti-social behaviour has increased over the past 12 months. However, what is noted is that those young people committing anti-social behaviour who have more complex needs see a faster escalation to their behaviours. This corresponds with an increase in the use of **Acceptable Behaviour Contracts** as a more formalised approach to preventing anti-social behaviour which calls for more preventative interventions earlier within the ASB warning system.

ASB WARNINGS 2020

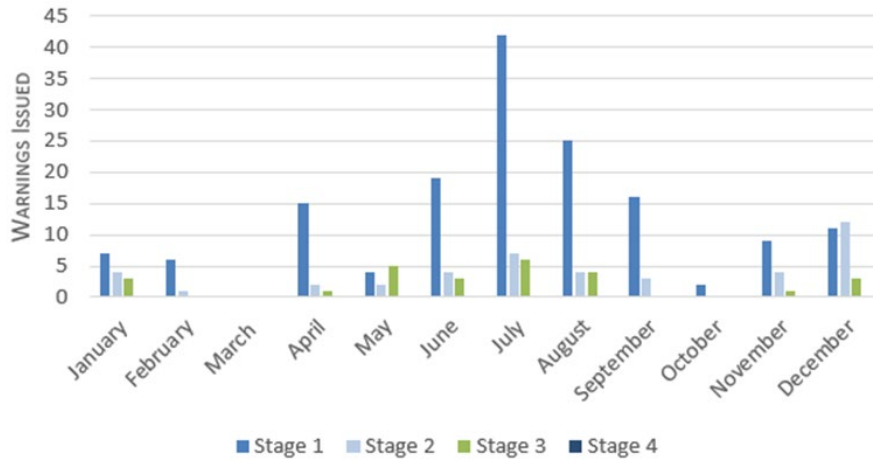
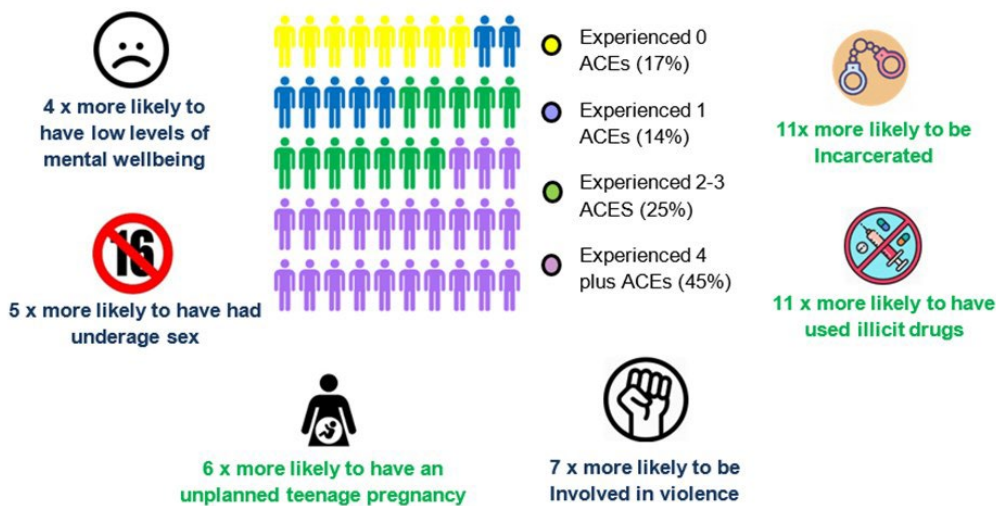


fig. 7

Adverse Childhood Experiences (ACEs)

ACEs can negatively impact a child's development, their relationships with others and increase the risk of engaging in health harming behaviours as well as experiencing poorer mental and physical health outcomes in adulthood. Outlined in the **Profile of Vale of Glamorgan YJESS Cohort**, compared with people with no ACEs, those with 4+ ACEs are:

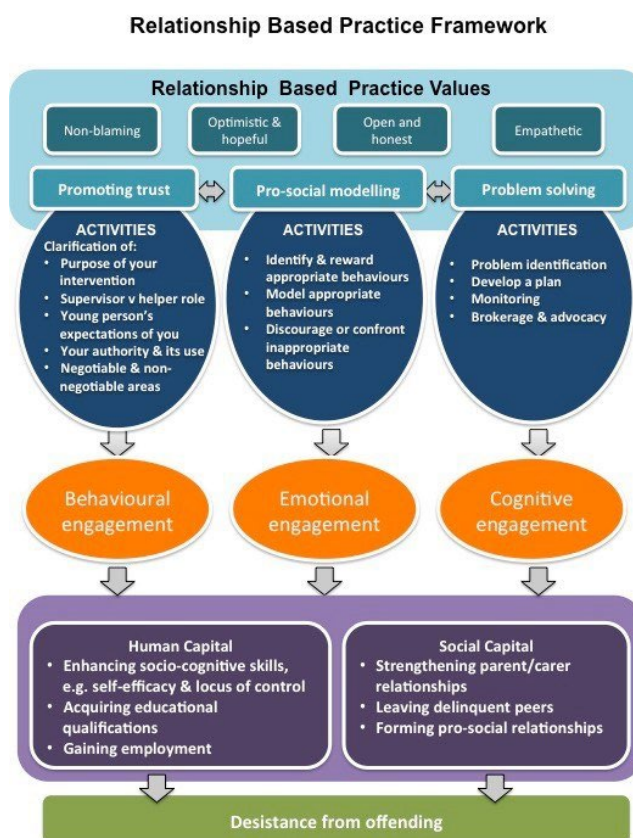


4. How do we approach Prevention of offending in the Vale of Glamorgan?

Relationship Based and Child Focused Practice

The YJESS Prevention Service has piloted a process of support for the young people in which it called the **Prevention Case Meeting**. This process will look to replace the current **Youth Inclusion Support Panel**. The aim of the pilot was to further encourage the child/young person's participation within the intervention plan and highlight praise and concerns raised throughout the assessment process through a Child Focused approach. Increased inclusion of the child/young person within the planning process of the intervention would likely lead to a higher understanding of why the intervention is in place. This scheme uses the *Relationship Based Practice Framework's* (fig. 8) 4 base values of being **Non-Blaming, Optimistic & Hopeful, Open & Honest and Empathetic** and works towards further promoting trust, displaying pro-social modelling and assisting in problem solving which will further

build human and social capital from within the young person. This in turn would increase the likelihood of a young person desisting from offending.



1 - fig. 8 - Stephenson M and Dix H (2017) 'Relationship based Practice' in Stephenson M and Allen R (eds) *Exploring Youth Justice*, Norwich: Unitas

The Children and Young People First strategy for Wales

This approach has developed a tiered approach to the prevention of youth offending which we have adopted in The Vale of Glamorgan.



Tier 1: Early Intervention and Preventative Service (Universal services)

The Crime and Disorder Act 1998 set a statutory responsibility on all agencies to prevent offending, this includes the prevention of youth offending. Having identified the characteristics of children and young people who are at risk of offending or who have offended, it is evident that this is not a single agency responsibility.

The overarching aim for universal services, early intervention and preventative services in the Vale of Glamorgan is to ensure services better meet the needs of children and young people who are at risk of entering or already in the **Youth Justice System**.

The relevant outcomes from '*Children and Young People First*' which this strategy is aiming to achieve are:

- Children and young people are engaged in mainstream services through access to *high quality prevention, treatment, and support*.
- All services work in a *holistic, multi-agency partnership* and are *accountable for meeting the needs* of children and young people.
- Children and young people are *not unnecessarily brought into* the **Youth Justice System** and are *diverted* into services which are accountable for and able to meet their needs.
- The *values, attitudes, knowledge, and skills* of practitioners enable young people to stop offending and lead to crime-free lives.
- Children and young people make a *seamless transition* between Youth Justice services and an independent, crime free life.

Statutory services such as **Education, Health, Social Services, Police, Youth Service** and **Probation** have a duty under the *United Nations Convention on the Rights of the Child* to ensure the needs of Children are met. Those children whose needs are not met are more likely to offend in the future. This is reinforced within Wales by legislation within devolved areas such as *Mental Health (Wales) Measure 2010* which places duties on Health Boards and Local Authorities to deliver primary and secondary mental health services and subsequent guidance from the Welsh Government and YJB; ensuring that children and young people at risk of entering and within the **Criminal Justice System** have access to mental health services. The new *Social Services and Wellbeing Act (Wales) 2014* places additional duties on all service areas working with children and young people to ensure that their **wellbeing, care** and **support needs** are met and the *Education Act* places duties on Local Authorities and education providers to promote the wellbeing of children and young people.

The Vale of Glamorgan has adopted an 'invest to save' model for working with children and their families, which promotes the ethos that investment in early intervention will prevent the need for acute, intensive intervention in the future, a position that has produced positive outcomes within the Youth Justice arena. In order to prevent children and young people from entering the Criminal Justice System, those working with children and young people need to **understand the risks associated with offending behaviour** and **understand their responsibilities in identifying the risks** and intervening appropriately.

Tier 2 & Tier 3: Targeted Youth Justice and Early Support Service Prevention & Diversion

The YJESS Prevention Service has already adopted a tiered support system based on the needs identified from the referral and the risk level indicated through the verification process. This includes educational work around Anti-Social and Criminal Behaviour for children/young people at lower risk, to a full Prevention assessment and unique intervention for those with a higher risk.

The Prevention Team has helped develop and maintain a positive rapport with fellow early intervention services in the Vale of Glamorgan, such as **FACT, Families First Advice Line** and **Youth Wellbeing services**. It is important to ensure that services are referring children and young people to the correct agency for additional support based on their identified needs. The YJESS will ensure information and advice in a variety of formats is available to practitioners within the Vale of Glamorgan

to ensure that they meet their responsibilities as a Tier 1 preventative service but are also aware of the additional support service provided by the YJESS.

Each intervention plan in YJESS is developed by using the ASSET Plus model which is unique to the child/young person and their family however, identifying the common characteristics of the children and young people referred to the service, will enable the YJESS to provide appropriate interventions, both 1:1 and in a group setting. The YJESS will actively promote the use of evidence-based interventions and approaches to meet changing needs specifically violent behaviour, including specific interventions for children committing violent behaviour to family members.

Children whose parents are known prolific offenders or who are serving a custodial sentence will be a priority area for the YJESS Prevention Service. Therefore, the **YJESS** and **Integrated Offender Management Unit** will ensure processes are in place for automatic referral pathways to the YJESS for these children and young people utilising the seconded Probation Officer within the YJESS.

Restorative Justice

This approach has become an integral part of youth offending work. The need for the use of restorative practices in preventative and early intervention work has become more evident over recent years. Children and young people referred to the YJESS have often caused harm to others despite not being reported to the Police and charged for their behaviours.

The YJESS Prevention and Divert interventions will ensure that children and young people have an opportunity to repair this harm as much as possible and increase the opportunities for those harmed by children's behaviours to have their voices heard. This will increase the children and young people's understanding of the impact their behaviours have on people whether within a family context or in the community. Both agencies will promote the use of the Vale of Glamorgan **Neighbourhood Resolution Panels** (NRPs) to address anti-social behaviour committed by children and young people. Where **Acceptable Behaviour Contracts** are required, the Panel will include the **young person, their parents and the wider community** in the formulation of the agreement which, in turn, will increase the chances of engagement of the young person and their families in any interventions.

5. Performance Management, Monitoring and reflection.

This strategy and any actions contained within it are supported by the **Vale of Glamorgan Youth Justice Plan** which is overseen by the **Vale of Glamorgan YJESS Management Board** and **Housing and Public Protection Scrutiny Committee**.

The monitoring of performance outcomes of the reduction of FTEs into the **Youth Justice System** is reported to the YJB as a key performance indicator for both England and Wales and is reported locally to the YJB Wales and the Vale of Glamorgan YJESS Management Board on a quarterly basis.

Reflection of these findings will help focus resources and highlight areas of need within the organisation for further service development and improve support offered to the children and young people of the Vale of Glamorgan.

6. Our Plan

Prevention Service Action Plan

Action	Outcome
Develop a process to further include and improve young people and families' engagement and participation throughout the service.	We will have a service directly informed and influenced by those who we work with and benefit from the service.
Review YOS Prevention verification tool and incorporate additional characteristics identified from the YOS Cohort 2020.	Children and young people with recognised characteristics are prioritised for YOS Prevention Service intervention.
Prevention Service to use YOS Data and Community Safety Partnership Data to target resources in the community.	Evidence based targeted tier 1 work is delivered within the community.
Review Pilot Prevention Case meeting process.	An effective, child focused support plan working towards desistance from offending with the children and young people engaged with the service.
Identify community-based referral pathways for young people and families undertaking and exiting prevention and diversionary services.	Young people and families would have access services in the community to meet individual needs.
Ensure YOS is represented at practitioner's events.	The factors affecting the risks of offending/re-offending are highlighted to others.
Hold regular training/briefing events to practitioners promoting Prevention Strategy and its findings.	Partnership agencies and organisations within the Vale of Glamorgan such as schools and third-party agencies are aware of the Prevention Service and how we can work together to meet the needs of the children and young people.
Develop or source programmes relating to exploitation and group related violence which are based on research.	The reduction in children and young people's likelihoods of committing or further committing violent offences.
Undertake research in specific characteristics of child criminal exploitation, child sexual exploitation, group violence and gang related behaviour.	YOS practitioners can assess and address exploitation and violent behaviour.
Maintain staff training around Asset+ within YOS.	The outcome of the action would be the improved assessment of risk and needs of children and young people at risk of offending.
Develop or source programmes for girls in the Youth Justice System based on research.	The reduction in the likelihood of commit or further commit violent offences within the female population known to the Youth Offending Service and Prevention Team.
Dynamically review YOS Protocol for Anti-Social Behaviour (ASB).	Changes to ASB legislation implemented in VoG and reduce the number of Children and young people escalating through the system.
Restorative Meetings/Neighbourhood Resolution Panels utilised for responding to ASB for children and young people.	Children and young people develop greater empathy skills as well as community and victim led interventions being part of the planning process.
Review this strategy on a yearly basis in line with the potential changing needs of young people and families identified as at risk of offending within the Vale of Glamorgan.	A current and relevant Prevention Strategy in place.

7. Conclusion

Objectives Summary:

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- *To support Children and young people within the Vale of Glamorgan to **understand their behaviour, recognise their strengths and make positive decisions.***
 - *To work closely with partnership agencies in order to **provide holistic support to families and young people***
 - *To continue the **reduction of First Time Entrants** within the Vale of Glamorgan.*
 - *To monitor and **identify trends and patterns** within the Vale of Glamorgan and ensure young people are being referred into the service for support.*
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YOS Prevention - Case Study 1 March 2023

Background

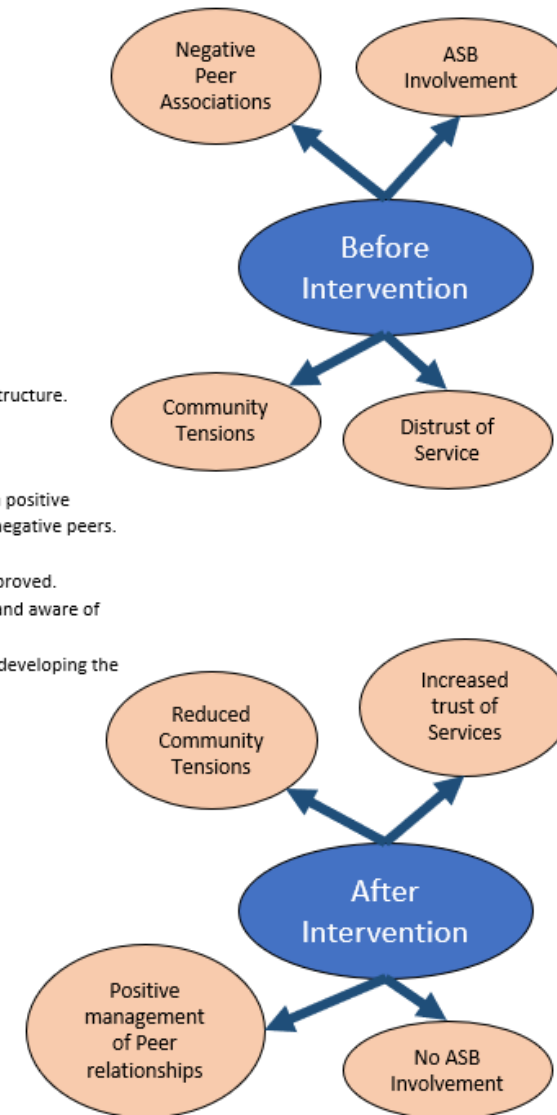
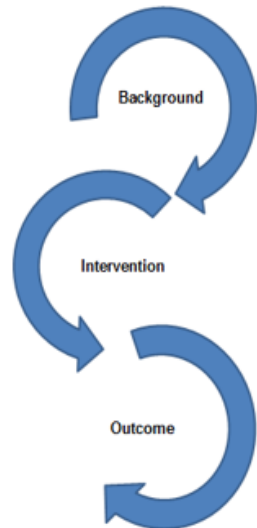
- Associating with negative peer influences in the local community.
- Taking part in ASB in the local community.
- Increasing tensions within the community relating to behaviours.
- Family distrust of services

Intervention

- Completed the ASB awareness programme
- Completed restorative work to repair the relationship
- Conversation completed to repair relationships within the family home
- Work around identifying positive/negative peer influences.
- Intervention was young person and family led via the Prevention Case Meetings structure.
- Participated in Interview process to develop the service.

Outcomes

- YP has not started to associate with a more positive peer group who he feels are a positive influence on him but feels able to manage his behaviour with those identified as negative peers.
- YP has had no further incidents of ASB/offending in the local community.
- YP repaired relationship within the family home and communication is greatly improved.
- Community tensions reduced and all parties were accessing appropriate support and aware of those needed to contact should concerns rise again.
- Young person's views of services is positive to the point whereby they assisted in developing the service.





YOS Prevention - Case Study 2 March 2023

Background

- High ASB levels leading to Acceptable Behaviour Contract being issued.
- High Community Tensions.
- Negative peers associations.
- Not attending education.

Intervention

- Anger awareness
- Consequential thinking
- Gaining more communication skills in order to appropriately express feelings and negative thoughts.
- Acceptable Behaviour Contract.
- Ongoing support to adhere to contract with weekly contact.
- Supporting education to promote attendance.

Outcomes

- Attending education (college) full time
- No reported incidents of ASB in the community.
- No reports of negative peer associations.
- Reduced community tensions related to this young person.
- Family feel capable to address needs with little no support now.

