

Appendix 2: Action Plan name: Wolverhampton YOT Inspection Action Plan 2022-23

Directorate/Service Area:

Children's Services: Youth Offending Team

Lead officer: Celia Payne / Rachel King v.7

What?

Who?

Why?

When?

With What?

So What?

Action Title	Responsible Officer	Anticipated Outcome/Result	Timescales		Performance Measures	Progress Update	RAG Rating
			Proposed Start Date	Proposed End Date			
HMIP Recommendations:							
The YOT management board should:							
1. make sure that all YOT children with SEND, and especially those with an EHCP, have access to high quality education and training services that are matched to needs. (HMIP1)							
2. ensure that staff are appropriately trained and confident in having conversations to understand black, Asian and minority ethnic children's experiences in order to improve the quality and suitability of service provision. (HMIP2)							
The YOT service Manager should:							
3. improve the quality of contingency planning in all cases, when managing and mitigating a child's risk of harm to others. (HMIP3)							
Organisation Delivery – Domain 1							
Review the terms of reference for YMB in light of the YJB "Practice Guidance for Youth Offending Teams Management Boards in England and Wales" (HMIP1,2,3)	SI/BK/KL/SM /CP	To ensure ToR are fit for purpose and aligned to YJB guidance.	February 2022	April 2022	ToR reviewed and updated if required.		



Redesign the YMB data performance dashboard to ensure that key trends and YP needs are clearly identified & understood. (HMIP1 & 2)	AS/CP/BK	To ensure the YMB members have a detailed knowledge of the profile and needs of the children.	February 2022	July 2022	Redesigned YMB dashboard available for YMB 2022-23		
YMB standing agenda item for SEND/EHCP cohort analysis at each meeting. (HMIP1)	SI/BK/DM	Provide a strategic focus on the quality of provision for children with SEND & EHCP. Ensure YMB has a 2-way strategic link with the Culture of Inclusion project and the written statement of action for the recent SEND inspection.	April 22	On-going	Agenda item on quarterly boards and minutes from meeting recording analysis and progress.		
YMB to monitor development and implementation of the vulnerability Matrix to be developed across the council by Head of Inclusion & Empowerment. (HMIP1)	Helen Bakewell (HoS Inclusion & Empowerment / YMB chair (BK)	YMB chair (BK) sitting member of the SEND Partnership Board and to provide the strategic link between both boards. Linkage to be developed with the SEND Strategic Commissioning Group. The vulnerability Matrix database enables the monitoring of children and young people with or without EHCP's to track attendance, SEND support, EHCP, suspension and exclusion. In addition, identifies those at risk of other vulnerability risks.	Commenced February 2022	On-going Sept 2022	Request updates from Head of Inclusion and Empowerment (Helen Bakewell & BK) Evidence the use of the vulnerability matrix within YOT reviews and practice.		

		<p>YOT to access the vulnerability matrix for use during reviews and to help inform if children are in appropriate learning environments</p> <p>YOS workers to contribute to EHCP assessment and annual reviews and where required request TAC meetings with the schools SENCO and the SEN Officer should there be concerns about the placement</p>					
<p>YOT to be included within the SEND provision quality assurance framework. This will be co-produced with young person, parent carers, health, education and social care colleagues. This will include requirements for audit and moderation panels and include a themed audit test cycle (HMIP1)</p>	<p>Helen Bakewell / YMB</p>	<p>Themed audits to include children and young people involved with social care, youth offending, mainstream settings, specialist, alternative provision and independent providers.</p> <p>Ensure that provision for young people on EHCP and in alternative placements are in receipt of appropriate and high-quality provision. Reflecting the positive impact of co-production.</p> <p>Gaps in services, provision and plans are</p>	<p>April 2022</p>	<p>April 2023</p>	<p>Audit outcomes evidence, moderation panels and monitoring of improvements.</p>		

		responded to by services through the moderation process and improvements monitored by the audit team.					
Devise a role in SENSTART for a specific SEND officer to have an operational link to YOS for a single point of contact for all reviews. (HMIP1)	Deborah Beasley (SEND Service Manager)	<p>Improve the operational practice between YOT and SENSTART.</p> <p>Improved outcomes for young people, especially for EHCP reviews.</p>	July 2022	Sept 2022	<p>Revised Job Description for SEND Officer to include this new function.</p> <p>Recruitment to position for start of summer term.</p> <p>Evidence of improved outcomes for YOT young people via EHCP reviews.</p>		
Review PRU and Alternative Provision to consider Early Intervention options and therapeutic educational placements to reduce the number of young people requiring longer term placements in AP and PRU placements (HMIP1)	Helen Bakewell	<p>Early education options are available to support children and young people access the interventions needed to retain mainstream educational placements</p> <p>Specialist placements work collaboratively with partner agencies to meet the needs of children and young people</p>	April 2022	Sept 2023	<p>ISAP Panel ToR updated</p> <p>Alternative Provision SLA's reflect wider short term/part-time intervention support options</p> <p>Reduction in long-term placements at the PRU</p> <p>Improved educational outcomes for children and young people who attend specialist placements</p>		
YMB to receive quarterly updates from Head of Skills on progress of the 18-24 Wolves at Work initiative to address youth unemployment in the city.(HMIP1)	Julie Obada (head of Skills) /NK/DM	Post 16 provision for vulnerable learners and links with new initiative reviewed at YMB to ensure YOT cohort issues are addressed.	April 2022	On-going	Engagement levels with post 16 in provision and monitoring of data on levels of youth employment.		

YMB to explore potential funding streams to increase SLT provision within the YOT. (HMIP1)	YMB	Capacity increased to provide a greater range of developmental opportunities for further embedding SLT into YOT Practice	April 2022	September 2022	Increase in funding pathways for SLT future provision.		
Addressing areas of disproportionality and promoting wider partnership engagement to reduce areas of significant disproportionality. (HMIP2)	YMB/ Partnership	<p>Tackle issues further “upstream” which impact on risks associated with a young person’s involvement in the CJS, including SEND.</p> <p>Integrated partnership analysis and action planning for any identified areas of disproportionality.</p> <p>Increase life opportunities for Black Asian & Minority young people and prevent them entering the CJS.</p>	February 2022	On-going	<p>Reduction in the areas of disproportionality within identified practice areas.</p> <p>Ensuring interventions/support met the diverse needs of our young people.</p> <p>YMB oversight of delivery of Disproportionality Action Plan.</p>		
YMB to commission the delivery of whole team training on cultural competency. Including input from those with lived experience. (HMIP2)	YMB	<p>To promote confidence with staff to have the conversations about children’s lived experiences when considering their ethnicity.</p> <p>Participation forum and activity to provide a focus on young people’s lived experiences and provide input into selected forums and team learning to promote further understanding.</p>	February 2022	September 2022	<p>Evidence within assessment, planning and delivery of these “conversations” being had and impacting on practice.</p> <p>Thematic case audit to evidence practice.</p> <p>Young people feedback gathered from a range of participation activities.</p>		

		<p>YOT Equality Forum to provide the platform for the development, learning and practice in this area.</p> <p>Operationally, staff supervision to ensure that this practice development is a standing agenda item.</p>			Regular YMB updates on progress on developing the culture and confidence in this practice area.		
YMB to use the HMIP thematic report on the "Experience of Black & Mixed Heritage Boys in the Youth Justice System" as a basis for systemic review and implementation of the key findings. (HMIP2)	YMB	Embed best practice from the HMIP Effective Practice Guide	February 2022	September 2022			
Court Disposals – Domain 2 Out of Court – Domain 3							
Refresher training for assessment authors team on risk management assessment and practice. (HMIP)	CP/LE	<p>Training with specific focus on improving the following practice:</p> <p>ROSH – risk child poses; risk and nature of that risk.</p> <p>Victims – Concerns & risks when planning to address the ROSH</p> <p>Contingency – Ensure arrangements for SWB/ROSH are specific and detailed.</p>	May 2022	June 2022	<p>Training commissioned with Lyla Ward</p> <p>Thematic case audits focusing on these specific practice areas.</p> <p>Quality assurance processes for assessments.</p>	Assetplus Training : Learning and practice improvement from HMIP booked for delivery on 4 th /11 th /16 th /23 rd May 2022.	

Refresher training for assessment authors on improving how diversity considerations are included in all assessments. (HMIP3)	CP/LE	<p>Assessment improvement in the identification of diversity issues.</p> <p>Evidence that once identified how they contribute the assessment and analysis. How diversity consideration influence and shape delivery of interventions.</p> <p>How the above is captured and evidenced in the above</p>	May 2022	June 2022	<p>Training commissioned with Lyla Ward</p> <p>Thematic case audits focusing on these specific practice areas.</p> <p>Quality assurance processes for assessments.</p>	Assetplus Training : Learning and practice improvement from HMIP booked for delivery on 4 th /11 th /16 th /23 rd May 2022.	
Review of managerial Quality Assurance processes for Assessment / reports and Risk Management. (HMIP3)	YOT Management Team.	Improve QA and gatekeeping processes to ensure specific areas of practice identified above are key focus.	February 2022	May 2022	<p>Development of redesigned QA processes.</p> <p>Impact of revised QA on raising standards.</p>		
Management team training on QA practices for ASSETPLUS and risk management practice. (HMIP3)	CP	Improve quality of management oversight on ROSH/ Victim/Contingency planning and Diversity.	June 2022	June 2022	Training commissioned with Lyla Ward	Assetplus Training : Learning and practice improvement from HMIP booked for delivery on /23 rd May 2022.	
Improve Case Managers and Managers understanding of MAPPA processes and practice.	CP/Angie Batham	Improve team understanding on MAPPA	July 2022	July 2022	MAPPA training to be delivered by West Midlands Regional MAPPA co-ordinator.		
Provide specialist resettlement training for practitioners working with young people in the secure estate.	CP	Further improve practitioner knowledge of the best resettlement practice.	June 2022	September 2022	<p>Training to be identified.</p> <p>Resettlement Guidance/workshops/ reflective practice circles to be established.</p>	ASSETPLUS resettlement training identified for SW staff (23.05.22)	

RAG Rating:

Significant Risk that it will not be achieved



Some risk that it may not be achieved although this may be corrected by remedial action



On target to complete on or before its target date



Completed

