

Appendix 1



## Youth Justice Plan 2023 – 2024

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## Introduction, vision, and strategy

Wolverhampton, a city in the West Midlands has a population of around 263,700 based on 2021 Census data, of which almost 11% of the population are young people aged 10 to 17 years. 50% of 10–17-year-olds in Wolverhampton are white and 50% are ethnic minorities, with 23% identified as Asian, 12% black, 11% mixed ethnicities and 4% identified as ‘other’ ethnic groups. Wolverhampton was ranked 19 out of 354 Local Authority Districts (with 1 being the most deprived) in 2019.

The vision of Wolverhampton Youth Offending Team fully aligns to the Youth Justice Board (YJB) “Business Plan 2023-2024 (using evidence and oversight to make communities safer)” in which we remain committed to the delivery of a youth justice service “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. The aim being to prevent offending and create safer communities with fewer victims” (pg 5)

This plan also shares its vision with the City of Wolverhampton Council’s “Our City, Our Plan” 2023-2024 to collaborate with partners and communities to “build a more prosperous and inclusive Wolverhampton where everyone can share in the opportunities and success”. This plan will contribute towards the priorities shaped by local people including “strong families where children grow up well and achieve their full potential; healthy, inclusive communities”; good homes in well connected neighbourhoods; more local people into good jobs and training; and a thriving economy

At the heart of the YOT future strategy will remain Positive Youth Justice, Child First, Offender Second principles. It is our pledge to ensure that a child never enters the Criminal Justice System (CJS) because of an unmet health need. Our approach will continue to seek to prioritise the best interest of the child, ensure our services are child-focused and developmentally informed. In addition, our work will promote children’s strengths and capabilities as a means of developing their pro-social identity for sustainable desistance. This will continue to be implemented within a blended approach to public protection, in which the needs and the voice of victims will be at the heart of promoting individual and community safety.

In addition, Wolverhampton YOT and the youth justice partnership’s future strategy will continue to promote the decriminalisation of young people where appropriate, by diverting them from the CJS and mobilising a partnership response to identified need and risk. Connected with this, Wolverhampton YOT are strategically committed to ensuring custody and the use of the secure estate is reserved for the critical few. Alongside this, future strategy will collaborate work with a range of partnership organisations to develop and support genuine early prevention projects, specifically focussing on school exclusions, exploitation, and serious youth violence. This will be strategically aligned with Wolverhampton’s legal duty to support a multi-agency response to preventing and tackling serious violence; Safer Wolverhampton partnership (SWP) and the regional Violence Reduction Partnership (VRP). Overarching all of this, Wolverhampton and its youth justice partnership will work tirelessly at both a strategic and operational level to address the disproportionality which continues to exist within our CJS, with a specific lens on the lived experience of people of colour, young women, and young people with special education needs.

The YMB has played an instrumental role in guiding and scrutinising the team’s work and priorities in the last 12 months. The continued partnership contribution to the YOT shows the

genuine local commitment from the youth justice partnership to support a multi-agency response to young people at risk or involved in the CJS in Wolverhampton.

This plan has been developed following several consultation events with the strategic members of the YOT Management Board (YMB). This provided an opportunity to review what had been learnt in the last 12 months, achievements, performance, priorities, and risks going forward. In addition, team members within the YOT; community panel volunteers and young people were asked to reflect on what had gone well, issues facing young people in Wolverhampton and priorities going forward. This feedback has been incorporated within the plan and the priorities for Wolverhampton going forward.

## Child First

Wolverhampton YOT has embraced the concept of Child First Offender Second and continues to build its vision, strategy, and practice on “Positive youth justice” (K. Haines & S Case 2015). As a response to this commitment a wide consultation has been held about the name of the team and whether it reflects a child first approach. As a result of the overwhelming outcome of the consultation with a focus group of young people, YOT management board (YMB), the team and the volunteers, a proposal will be made to change the name to Wolverhampton Youth Justice Service (YJS). In addition, YMB terms of reference enshrine these principles and throughout this plan it will be evident how the 4 tenets below are embedded in current practice and a focus for future development:

1. Prioritise the best interests of children and recognise their needs, capacities, rights and potential. All work will be child-focused, developmentally informed, acknowledge structural barriers and meet responsibilities towards children
2. Promote children’s individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work will be constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society
3. Encourage children’s active participation, engagement, and wider social inclusion. All work will be a meaningful collaboration with children and their carers
4. Promote a childhood removed from the justice system, using pre-emptive prevention, diversion, and minimal intervention. All work will minimise criminogenic stigma from contact with the system

### **Some examples of how the 4 tenets are being delivered include:**

1. The continued development of trauma informed practice and developmentally sensitive interventions, emphasising the uniqueness of each child informing assessment and delivery of bespoke packages of support.
2. Strength based models of practice, building on the factors for desistance and promoting the Good Lives Model in which the intervention trauma informed framework of Attachment, Regulation and Competencies (ARC) promotes support that builds resilience.
3. The YOT’s participation forum, opportunities for co-creation, and the feedback and evaluation framework used to improve and make practice responsive to the needs of the young people.

4. Strategic and operational commitment to reducing the criminalisation of all children evidenced by the implementation of the DIVERT scheme in Wolverhampton; the embedding of the joint protocol to prevent the unnecessary criminalisation of young people in care.

## Voice of the child

Our Participation Strategy sets out key aims for the next year, which will dovetail with the City of Wolverhampton Participation Strategy and the Youth Justice Board Strategy.

### Principles: Voices of our children & young people

As stated above, we have adopted the 'Child First, Offender Second' principle. At its heart, it encourages young people to actively participate, engage and feel supported to co-create our programmes. It is our belief that interventions are more likely to be effective if they are informed by and co-designed with young people. Therefore, asking and gathering the views and perspectives of our young people remains one of our core priorities to ensure that our services are shaped and influenced by those who engage with them.

### Evaluation and Feedback

- We routinely gather feedback for all our activities and interventions at the YOT including work in the secure estate.
- Analysis of this feedback is summarised in our 6-monthly participation and evaluation reports allowing us to prioritise, monitor and review progress, informing our participation action plan for 2023-2024
- Quarterly "have your say groups" delivered on themes identified by our young people.
- Young people's involvement in community participation, including Scrutiny Panels on Stop and Search, Office of the Police and Crime Commissioner: Youth Summit; regional Children, Adolescent, Mental Health (CAMH) transformation consultation; Court User experience

From June 2023 the YOT will be using a mobile app called 'My View' which will allow all evaluations to be completed via this app by young people themselves. Log in details will be given to all young people to access this with guidance from their case manager as well as accessing other information from the viewpoint platform (which was co-designed with a young person).

### Highlights of young person driven practice developments:

- ❖ Girls Work offer -Kick boxing and bespoke group work programme "Believe in Me"
- ❖ Development of a Black Boys Group and a Boys 2 Men programme
- ❖ Referral Panel contracts redesigned and are now co-created during panels using Planning Alternative Future with Hope (PATH) approaches.
- ❖ Expansion of the ASDAN offer
- ❖ Round Midnight -Virtual Reality Experience for Knife and gangs demonstrated within a Have Your Say group and following positive feedback 5 VR headsets and program licenses purchased for 2023-2024
- ❖ Development of an Instagram account as a new platform of communication. (wolverhampton.yot)
- ❖ Redesign of the Young People's rooms at Retreat Street.

## YOT Management Board (YMB)

Regular opportunities are created to ensure the voice of our children are heard at the most strategic level in the YOT. Members of the YMB have attended question and answer sessions at “have your say” groups. In addition, YMB have regular, short films co-produced by young people that share their lived experiences and feedback on the services they are receiving from the YOT.

## Youth Justice Plan young people consultation:

21 young people participated in a YJB Plan consultation exercise asking the questions below. The responses are a sample of direct quotes that illustrate the themes and have been used to inform and shape plan priorities for 2023-2024:

### What do you think the YOT has done well in the last 12 months (if anything?)

- Staff are good, welcoming & polite.
- listened to me and mom helped me do other things like cadets and boxing Always there for me to listen I guess
- YOT as kept me intact and dedicated. Helped me to focus on real life experiences away from virtual world.
- I find YOT has help me more to talk about my feelings and help me understand them more

### What are the key issues facing young people, like you living in Wolverhampton?

- Poverty / money problems
- lack of activities nothing to do
- Gangs and crime There is knife crime and gang culture
- Mental health issues
- Social media People targeting people on social media, leads to issues then outside
- Drugs

### What should be the YOT's focus on/priority in the next 12 months?

- ✚ Awareness on impact of drugs, weapons, social media, bullying online signs to look out for abuse and harassment
- ✚ Utilise people with real life experiences rather than showing videos
- ✚ offer more activities and rewards for YP
- ✚ Keep talking and listening to young people/educating young people then preventing crime
- ✚ Continue to help and support young people / Nothing keep doing what you are doing.

## Governance, leadership, and partnership arrangements

The work of the YOT is overseen by a well-attended strategic quarterly YOT Management Board (YMB), chaired by a Consultant in Public Health, with the local Police Superintendent as vice chair. Attendance is monitored and membership regularly reviewed. It has developed a robust set of Terms of Reference (TOR) which were reviewed in 2022-2023 using the YJB guidance on “Youth justice service governance and leadership” (2021). The TOR explicitly incorporate the requirements to set the strategic direction of Youth Justice services in Wolverhampton, promotes the principles of ‘child first offender second’; oversees, supports, and holds to account the work of the team; ensuring services are being delivered in line with the 2019 Standards in Youth Justice. The YMB is a learning meeting where partners can share collective wisdom and experience to shape the future of Youth Justice in Wolverhampton.

For the Board to effectively undertake these functions it continues to receive regular reports on:

- Resourcing: both finance and staffing including holding partners to account for any proposed changes
- Compliance with YJB grant conditions for example the timely submission of this plan and data returns
- A performance data report which is detailed in respect of key factors such as age, gender, race, offence type, Focus is on the three key national drivers and other local priorities – reducing reoffending; first time entrants to youth justice; custody rates and engagement of young offenders in education training and employment. The re-offending live tracker data is also presented to board along with a specific report on knife crime.
- Report and scrutiny over the action plan addressing issues of disproportionality
- National standards Self-Assessments, action plans and reviews
- Progress against the key priority areas identified within the YJB plan and outcomes of case audits and quality assurance processes
- Safeguarding briefing paper to allow any other Strategic or Operational safeguarding issues to be raised within this forum. Focus on Exploitation; custodial safeguarding practice and responses to serious incidents to ensure appropriate opportunities for operational and strategic learning.
- Spotlight on Practice - Operational practice presentations which bring alive the work of the YOT.
- Voice of the child, including regular films, and feedback from young people shared with the YMB.

A key part of the function of Board remains the holding to account its strategic partners to drive system improvement for children aligned to the YJB Strategic pillars to treat children as children (priority 1); promote a holistic approach to address challenges facing children in contact with YJS (priority 2); maximise opportunities for improvement (priority 3); promote sector-led practice development (priority 4) (YJB Strategic Plan 2021-2024). It provides an escalation forum for any resourcing or operational issues and ensures that its members strategically embed the work and priorities of the YOT within their partnership agency, with a specific focus on promoting desistance, keeping young people and others safe and disproportionality.

The YOT is managed by the City of Wolverhampton Council (CWC) within Children's Services and is well placed to contribute to the wider agenda of CWC and the broader Safer Wolverhampton Partnership (SWP). Reports about the work of the YOT are regularly presented to the CWC Children's Senior Leadership Team (CSLT), the Strategic Executive Board (SEB), the Wolverhampton Safeguarding Together (WST) and through Scrutiny and Cabinet. This Youth Justice Plan is approved and endorsed by CWC Cabinet and the SWP.

The Youth Offending Team has strong links with key partnerships within the Children's Services and Community Safety areas of work. The YOT Head of Service has a broad portfolio within Children's Services including edge of care support services, residential children's homes, Partnership Exploitation and Missing Hub. This broad remit fits well with the work of the YOT and has also assisted in strengthening the working relationship with Social Care. The YOT's key priorities will be identified and included in the Children's and Young People Service Plan 2023 - 2024.

Within the SWP, the YOT participates in the Partnership Board and attends the Delivery Board. In addition, the YOT is also represented at a number of other key operational and strategic meetings and boards including the Violence Prevention Group, Child Exploitation and Missing Operational Group (CEMOG), the Exploitation Priority Group (a sub-group of WST), the Children and Young People Emotional, Mental Health and Wellbeing Partnership Board, Children and Families Together Board and the Clinical Commissioning Group Risk Register meetings.

## **Board Development:**

This section of the plan has been co-developed with Bal Kaur (Chair YMB) and Simon Inglis (Vice-chair YMB). In the most recent Her Majesty's Inspectorate Probation (HMIP) 2021 it rated the arrangements for governance and leadership as "good" and partnership and services as "outstanding" The Board strives for "outstanding" on governance and will as part of its on-going development continue to focus on 2 key elements of the HMIP in which the findings:

- Considerable work has been carried out to analyse disproportionality in the numbers of black, Asian and minority ethnic children known to the YOT. Although this is encouraging from a strategic perspective, the board needs to do more to understand the experiences of these children so that the services delivered effectively support their needs.
- Although the board is presented with very comprehensive performance reports, board members' knowledge of the profile and needs of the children was not always evident during the inspection.

Significant activity has already been undertaken to ensure that Board members have a greater strategic perspective on the issues of disproportionality, and this continues to be evidenced within the strategic partnership work detailed in our Disproportionality Action plan. This work has sought to target systemic disproportionality further downstream in the Criminal Justice System, such as tackling education inequality and access to health provision, especially mental health support. In addition, the presentation of the performance report has been updated with a more accessible summary report. Alongside this, spotlights on practice and the regular input from young people has been used at each YMB meeting to emphasise and highlight the lived experiences of our children that sits behind the data.

However, there is more to be done and as cited above, future development will also be aligned with the YJB guidance on "Youth justice service governance and leadership" (2021). The priority developments for 2023-2024 will be:

- New board members will undertake a detailed and recorded induction, which ensures that all new members are clear on their roles and responsibility about key governance function and partnership contributions.
- Structure and attendance at Board meetings will ensure at least one Board is delivered face to face which will include a separate development ½ day.
- Continued development of the escalation of practice pathways for areas of concern to ensure partnerships are held to account. Currently, custody has a developed escalation pathway from the YOT Resettlement Panels. There is a need to identify a



similar escalation pathway for the YOT Education/Training forums where there are specific young people and placements of concerns.

- New template devised for strategic partnership feedback for all member to Board to evidence impact of “cross fertilisation” of the work of YMB and partnership
- Further redesign of the summary performance data to provide a more tangible picture of the profile and needs of our children.

## Resources and Services

Wolverhampton YOT partnership receives a variety of resources both financial and in kind from its partners all of which are overseen and understood within the strategic YOT Management Board. The YJB Practice Grant is a key source of financial income that is used to finance staffing to support the wide range of Youth Justice functions undertaken across the partnership. Unfortunately, the YJB grant has not been confirmed for 2023-2024. This Practice Grant is supported by the Local Authority contribution which has allowed the continued investment in Social Workers to undertake assessments, reporting and intervention planning, and delivery within the Criminal Justice setting, enhancing safeguarding and risk management practice.

Partner contributions to the youth offending partnership pooled budget 2023-2024 is outlined in Appendix 2. This indicates the finance and in-kind contributions made by local partners. This funding and the in-kind contributions enable the YOT and the youth justice partnership to concentrate on its strategic aims to divert young people from the CJS safely, reduce reoffending, promote the best outcomes for young people and protect victims and communities from future harm. In accordance with the Crime and Disorder Act 1998, Wolverhampton YOT receives contributions from all statutory partners – Police, Education, Health, Probation and Social Care. Any proposal to change the levels of resourcing are presented at YMB for discussion and ratification.

For 2023-2024 the YOT will receive direct funding from the Police and Crime Commissioner (PCC) of £66k and this funding is specifically used to support the DIVERT scheme. The use of this budget and its aligned performance indicators are reported back to the PCC on a quarterly basis. The DIVERT delivery continues to be supported by the police contribution, alongside its work with high-risk young people, Partnership Gang Forum, Deter Young Offender (DYO) scheme and the Multi-agency Public Protection Arrangements (MAPPA). The National Probation Service (NPS) contributions to Wolverhampton YOT for 2023- 2024 will be the equivalent to a full-time Probation Officer (PO). Currently, there is a PO working 3 days per week (0.60) and the YOT recharge NPS for the remaining 2 days. Initial discussions are underway to explore a different formula in which a Probation Support Officer (PSO) role could be developed to support the NPS function within the YOT. This will focus on the transition to adulthood work for 17-year-olds, custody & resettlement delivery and working with our high-risk young people.

The combined health budget has allowed the YOT to develop a sophisticated health offer within the service, which triages all young people for health issues. The aim of the YOT health offer is to ensure that no young person enters the CJS with unmet health needs. The integrated health team consists of a school nurse from Royal Wolverhampton Trust (RWT), a

Psychologist from the Child and Adolescent Mental Health Service (CAMHS), a Substance Misuse from Wolverhampton W360) and a Speech and Language therapist from RWT. The School Nurse and Substance Misuse posts are commissioned by Public Health. Unfortunately, the CAMHS position has been vacant since August 2022 with limited interim support. However, following a regional review, CAMHS are now committed to providing 0.5 Specialist CAMHS practitioner and a 1.0 Child Well-Being practitioner in 2023-2024. A performance framework has been established with the health providers and via a quarterly health summits, performance and outcomes are reviewed.

In addition, alternative resourcing has been identified and provided by CWC Social Care to fund the Back on Track (BoT) project for 2023-2025. The approved budget of £261,000 has been used to recruit 0.5 project manager and 2 full time YOT officers to facilitate the delivery of this project. The YOT has also received funding from the Ministry of Justice (MoJ) for its Turnaround Programme for 2023-2025. Initially the grant of £347,643.40 was received and has been used to recruit 0.5 project manager, 1 full-time YOT Officer, 1 full-time Family Support Worker and 1 full-time Lived Experienced Mentor from St Giles Trust. An additional £35,905.73 has been allocated via Turnaround, taking the overall budget to £372,753.58 and this will be used to recruit an additional 0.5 Family Support Worker.

### **Progress on previous plan**

The progress against the YOT Business plan for 2022-2023 has been monitored and reported at the YMB. It's been supported by several operational actions plans in which key operations managers have held responsibility for delivery within the team. The final review of the plan was completed and signed off at the last YMB in April 2023.

#### **Actions completed include:**

- YMB ToR reviewed, and data performance dashboard redesigned.
- YMB monitoring and service involvement in the implementation of the Special Educational Needs (SEN) Vulnerability Matrix and new SEND officer role linked to YOT.
- Delivery of team cultural competency training
- Embedding and continued development of DIVERT, voice of victim and restorative practice.
- Delivery of team re-fresher training on ASSETPLUS assessment with a focus on risk management and contingency planning and diversity
- Managerial Quality Assurance (QA) reviewed and new process/templates implemented following management QA training.
- Specialist resettlement and MAPPA training provided to case managers.
- Further development and embedding of trauma informed practice.
- Participation and the voice of the child further developed and evidenced in practice design and delivery.

#### **Actions to carry forward into the YOT Business Plan 2023-2024, include:**

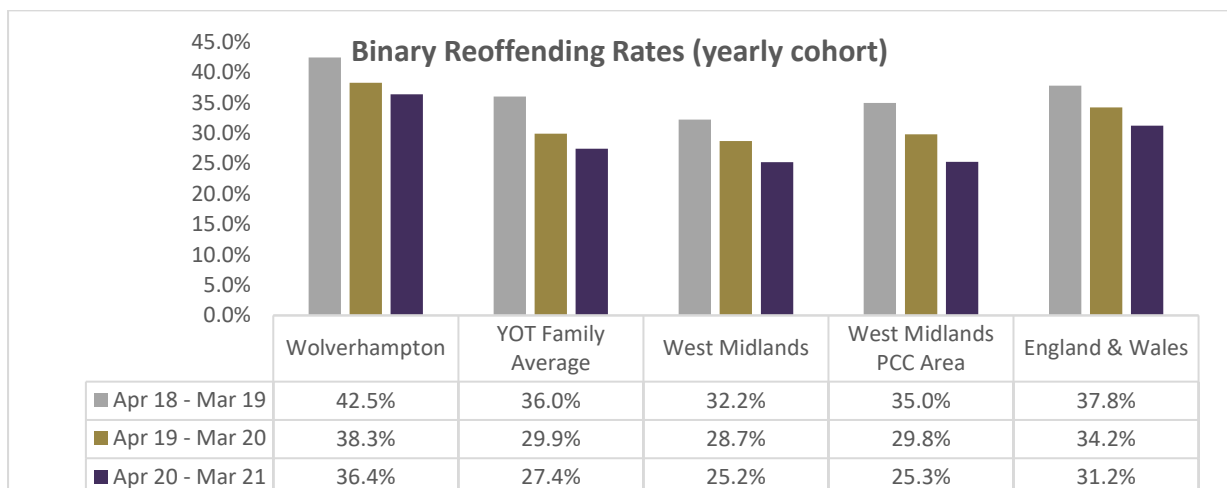
- YMB to be included within the SEND provision quality assurance framework.
- YMB to be included in the review of PRU and Alternative Provision to consider Early Intervention options and therapeutic educational placements to reduce the number of young people requiring longer term placements in AP and PRU placements

- Addressing areas of disproportionality and promoting wider partnership engagement to reduce areas of significant disproportionality
- 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.
- Ensure the integrated health offer is fully embedded in the DIVERT Joint Decision Panel (JDP) process to promote the commitment that a child will not enter the CJS because of an unmet health need.
- Extension of the whole family / carer offer within the service, with a specific focus on supporting families with Black and mixed heritage boys.
- Co-ordinated and practice response to youth violence, both strategically and operationally, promoting a public health response by all youth justice partnerships.

## Performance – National Key Performance indicators

### Re-offending Rates (YJB Data April 2020 – March 2021)

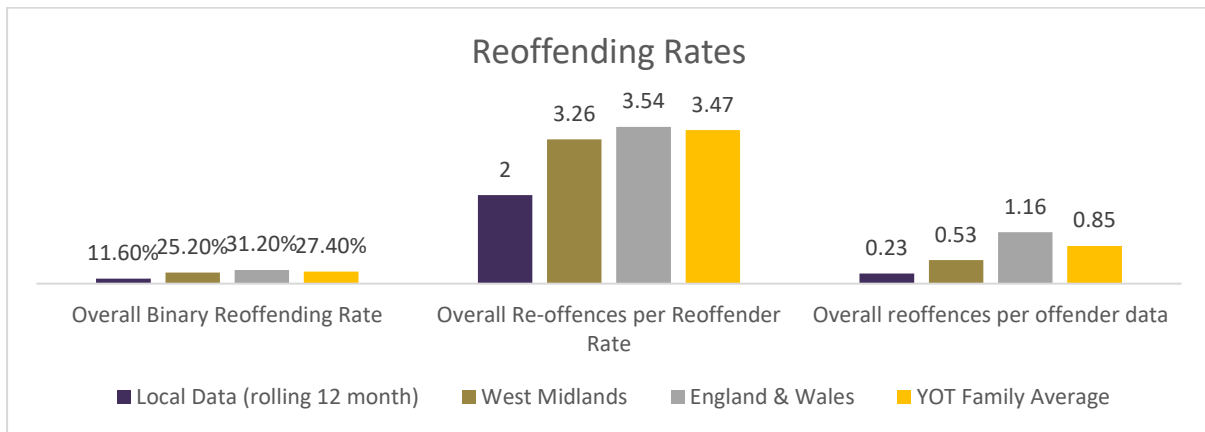
During 2020-2021 Wolverhampton recorded a decrease in the reoffending rate for the third consecutive year, reducing from 38.3% in 2019-2020 to 36.4% in 2020-2021. All other areas regionally and nationally recorded slight reductions in the yearly cohort rates.



### Reoffending Live Tracker Tool (local data)

Tracking in quarter 4 during 2022-2023 recorded a 11.6% (a reduction from 18.2% in the previous year) overall binary rate, with 2 reoffences per reoffender rate (4.50 in the previous year). The overall reoffences rate across the cohort was at a rate of 0.23 (0.82 in the previous year). All local Wolverhampton reoffending rates fell below both the regional and national performance for reoffending.

The ‘Reoffending Tracker tool’ is also used to track young people who receive an Out of Court Disposal (OCD). This tracks the reoffending rates of young people who receive Community Resolutions, Youth Cautions and Youth Conditional Cautions and all young people are tracked for a 12-month period. The data shows that for quarter 4 in 2022-2023, the overall binary rate for OCD was 13%. Overall re-offences per re-offender for Wolverhampton was 1.00 and the overall reoffences rate across the cohort was 0.13.

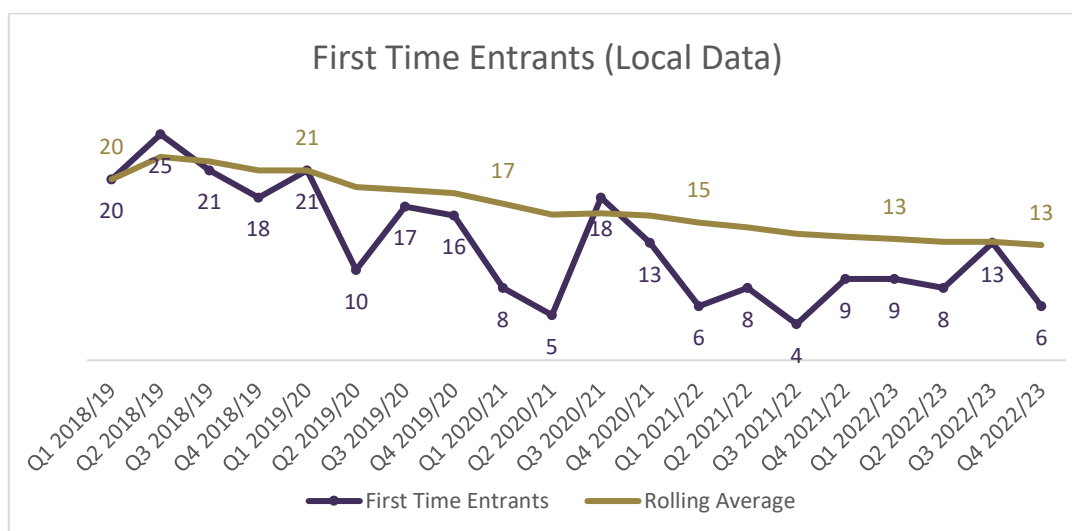


The Reoffending data for 2022-2023, especially the more up-to-date data from the “Reoffending Tracker Tool” shows that Wolverhampton has shown a significant reduction and when compared to national, regional and YOT family average rates has performed well. Wolverhampton remain focussed on bringing these rates down further by continuing with key initiatives including:

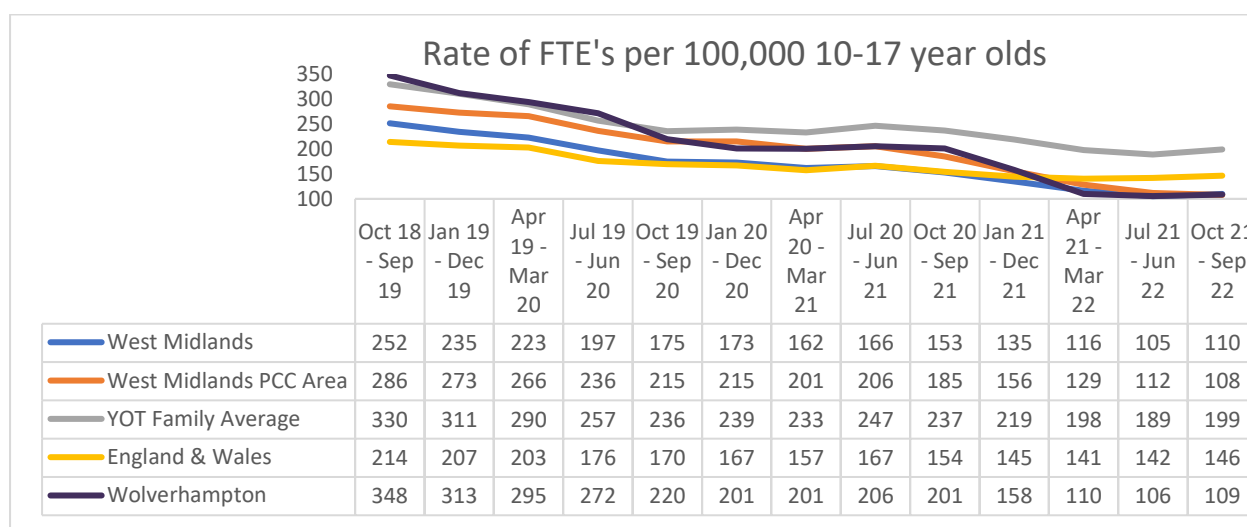
- Continued use of the Reoffending Live Tracker information to target our resources on the areas of most significant reoffending
- Improve quality of Risk Management Meetings and oversight of desistance practice.
- Greater focus on protecting the victim and ensuring appropriate measures are in place within the assessment, planning and delivery stages.
- Case management review in line with HMIP Effective case management to ensure all appropriate strategies and practices are in place to manage risk of harm and likelihood of offending.
- Further embedding trauma informed practice and the development of the ARC framework to target and develop interventions designed to adapt a more Public Health and systemic approach to reducing reoffending
- Development of proactive prevention schemes to include DIVERT, Turnaround and Back on Track to prevent young people escalating into the formal criminal justice system and increase their future risks of offending.
- Specific focus and resources to improve Education, Training and Employment opportunities and support
- Seven day per week services for our most challenging and risky service users
- Compliance meetings with young people and their carers to ensure that any deterioration in their response to YOT programmes of intervention is quickly understood, addressed, and improved
- Resettlement Support Panels to co-ordinate and deliver effective provision to reduce risks of reoffending on release from custody
- YOT led partnership 6 -weekly gang forum to identify and map young people most at risk of exploitation and gang involvement to promote a multi-agency response to managing risks.
- Proactive Police/YOT offender management for young people identified as part of the Deter Young Offenders (DYO) scheme

## First Time Entrants

(Based on local data) The total number of First Time Entrants (FTE) for Wolverhampton in 2022-2023 was 36, this is a slight increase compared to 27 in the previous year (3.7% increase) but remains lower than the three years prior to this. There has been a significant reduction over the past five years with 57% fewer FTE when compared to 2018-2019. The chart below shows the volume of FTE per Quarter between Q1 2018-2019 and Q4 2022-2023, alongside the rolling average for that period.



YJB available data (October 2021 – September 2022) reflects a reduction of 46% in the rate of FTEs per 100,000 10–17-year-olds when compared to the comparative period of the previous year; three times higher than the reduction (-16%) recorded in Wolverhampton’s YOT Family Group (made up of comparative YOTs). A reduction in the rate of FTEs has been seen nationally and regionally since 2018, Wolverhampton has recorded the largest decline amongst the comparators listed below, reducing from 348 in 2018-2019, to 109 in the most recent data set (October 2021 – September 2022), placing Wolverhampton below the national average from April 2021 – March 2022 onwards.



The YOT performance report for 2022-2023 identified that offences of violence against the person (30%), robbery (23%) and motoring offences (16%) are the most common for FTEs. The proportion of offences of violence against the person has reduced from 55% in 2021-2022 to 30% in 2022-2023, however volumes of offences have remained stable (22 in 2021-2022; 21 in 2022-2023) but are impacted by larger numbers of FTEs and other offence categories.

The trajectory for FTE in Wolverhampton continues to be downward with the data evidencing this for the last 3 years, despite the comparative impact of recorded rates during the COVID pandemic. Within a Child First Offender Second agenda, Wolverhampton will continue to proactively advocate for the non-criminalisation of young people in appropriate circumstances and further reduce the numbers entering the system. This will be done in 2023-2024 with the following initiatives:

**Further initiatives to continue to reduce FTE include:**

- DIVERT and the use of Outcome 22 to appropriately address behaviours and protect victims without the need to formally criminalisation
- Offering support & intervention earlier, via Back of Track, reduce the risk of school exclusion, especially for young people of colour and Turnaround, focussing on those young people involved in Anti-Social Behaviour and on the cusp of entering the CJS with Police No Further Actions (NFA) recorded.
- Partnership and collaborative approach on reducing unnecessary criminalisation of children and young people in care and care leavers
- Exploitation and Missing Hub and the Partnership gang's forum providing a vehicle for earlier identification of young people at risk of exploitation and offering early intervention packages of support to prevent young people entering the CJS
- Delivery of the Creating Safety Project targeted at young people at risk of exploitation prior to involvement in the CJS
- Work with the Schools and Police Panel to reduce the criminalisation of young people involved in offence related behaviours within the school setting.
- Development of a Harm Sexual Behaviour (HSB) offer to support Social Care's work and reduce the potential for criminalisation

**Use of Custody:**

**Youth Detention Accommodation (YDA)**

Five young people were subject to youth detention accommodation throughout 2022-2023, an increase of one compared to the previous year. Collectively, 593 days were spent on remand, equating to a significant reduction of 26% from 798 in the previous year.

2021/22			2022/23		
Number of young people on remand	Collective days spent on remand	Annual Remand Costs (£)	Number of young people on remand	Collective days spent on remand	Annual Remand Costs (£)
4	798	£381,018	5	685	£182,051

All five young people remanded throughout 2022-2023 were remanded in a Young Offenders Institution (YOI), with a total remand cost of £182,051<sup>1</sup>, a reduction of £198,967 compared to

<sup>1</sup> Based on rate of £307 per night (YOI)

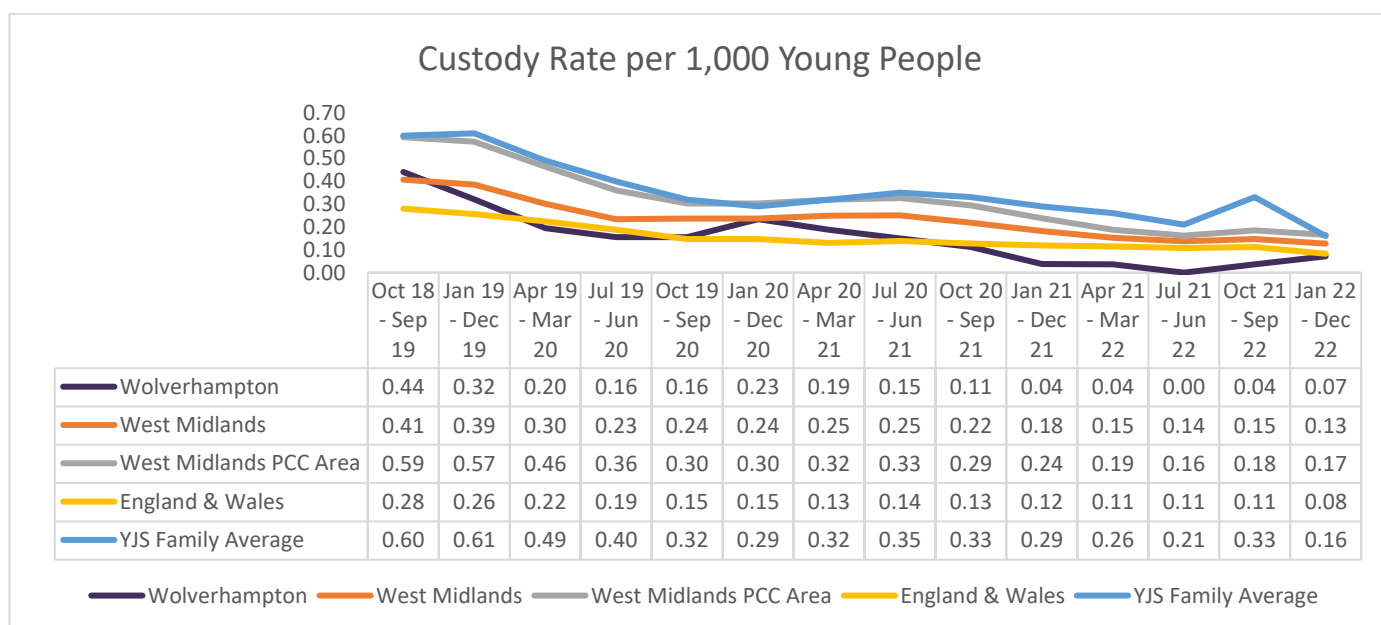
2021-2022. All five young people were male aged 16-17 years, one young person was white (20%), one was mixed ethnicity (20%) and three were black (60%).

At the end of 2022-2023, one young person remains on remand, awaiting sentencing for manslaughter. Three were sentenced for offences of violence against the person, robbery, and drug related offences; and one young person was released on conditional bail following a two-night remand episode for robbery offences and breaches of YRO.

### Custodial Sentences:

(Based on local data) three custodial sentences were recorded during 2022-2023; an increase of one compared to two recorded in the previous year, equating to a 50% increase due to such low numbers. All three sentences were received by males, aged between 16 and 17 years of black ethnicity.

The custody rate for Wolverhampton has reduced significantly since 2020 and is currently lower than the national average, West Midlands average and YOT family average.



The use of custody within Wolverhampton continues to be extremely low, lower than all its comparators. This aligns with the YOT’s ambition to ensure that the secure estate is only used for the critical few, in which the risks cannot be adequately managed in the community and the impact on the victim has been significant.

**However, the YOT will endeavour to keep working to ensure that use of custody remains low by:**

- Producing quality gatekept reports to the court, supported by proportionate and credible community sentence recommendations
- The maintenance of a robust Intensive Supervision and Surveillance scheme (ISS) offering oversight and creative interventions to address risky offending and offer real alternatives to custody and secure remands. ISS has recently been restructured to allow greater flexibility in the proposal of intensive packages and this will be utilised



within the next year to balance a programme that considers the needs and abilities of the young person.

- Provision of high-quality court officers that are responsive and proactive in tailoring bail alternatives for court, including weekends
- Maintaining the confidence of the court in all tiers of interventions and bail options e.g., Referral Order panels by offering shadow visits, presentations to Youth Court Panel meetings etc
- Clear and credible compliance and, where necessary, enforcement procedures
- A clear risk management policy that reviews and maintains management oversight
- Working closely with voluntary and community sector partners to ensure our service is relevant and responsive to all of Wolverhampton's diverse communities
- Working closely with Children's Services in the response and management of remand bail requests to avoid, where appropriate, secure remands.

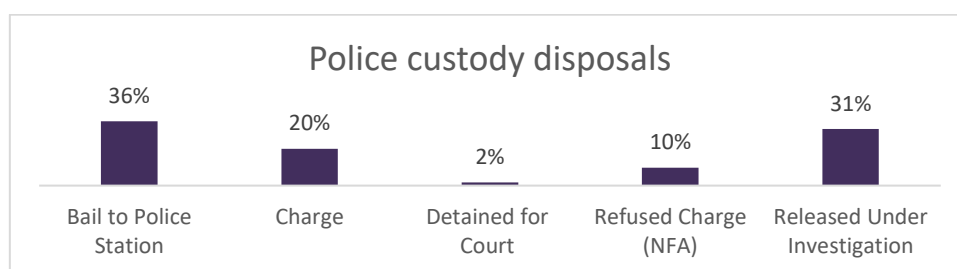
### Constructive Resettlement

With regard to constructive resettlement, Wolverhampton has continued to maintain a system of Resettlement Support Panels based on the YJB's '7 pathways of resettlement'. Our practice has embedded the key elements of constructive resettlement, ensuring it is co-created, co-ordinated, and consistent. This has resulted in the development of Education Training and Employment (ETE) and mentoring support via YOT resettlement support and partnership organisations. There has been a period of advocating for standards of education within custody to be improved to meet the needs of those young people who are able to achieve higher than the education provision is currently able to support. Werrington YOI operational lead for resettlement is also an active YMB member and the YOT are represented on Werrington's Safeguarding board. The guidance for resettlement has been refreshed within 2022-2023 and this has been identified and referenced as an example of good practice by HMIP on its practice website. Youth Custody Service (YCS) resettlement policy staff have been in dialogue with Wolverhampton YOT for the previous six months and plan to visit to observe and understand the depth of our resettlement planning.

### Detention in police custody

127 Young People were arrested in Wolverhampton in 2022-2023, 78% were male and almost two thirds (65%) were aged 15-17 years.<sup>2</sup> 38% of young people arrested were white, 27% were black, 15% were mixed ethnicity and 15% were Asian.

36% received bail, 31% were Released Under Investigation (RIU), 20% were charged and 2% were detained for court while 10% were released with No Further Action (NFA).



<sup>2</sup> Data provided by PS Morton - WMP



## PACE / Secure Beds Data

	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Full Year
Consultations	33%	83%	0%	81%	92%	83%	80%	89%	100%	94%	90%	79%	86%
Escalations	33%	67%	0%	75%	100%	43%	25%	56%	100%	100%	83%	73%	72%

The use of detention in police custody continues to fall, with only three young people out of 127 arrested in 2022-2023 being kept in police custody overnight. Wolverhampton YOT are committed to working in line with the West Midlands “Children in Police Custody: Joint Protocol for considering requests for the provision of accommodation under PACE (Police and Criminal Evidence Act 1984)” developed from the “Concordat for Children in Custody”. In practice terms should young people be kept in custody overnight and it is possible to facilitate a secure PACE bed, this process has been followed and adhered to. Should a nonsecure bed be required before court the following day, Wolverhampton children’s services have a LA provision (Upper Pendeford Farm) which is able to facilitate overnight accommodation of young people to reduce the tension in police custody.

In the absence of a suitable appropriate adult or known social care professional, appropriate adults are provided during the working day by Wolverhampton YOT. The Wolverhampton MASH24 provide all out of hours provision for appropriate adults for young people. Wolverhampton YOT always have a duty manager that is available on bank holidays and weekends to provide relevant information for EDT.

### Additional Key Performance Indicators (KPI) (from April 2023)

Preparation work has commenced for the reporting on these additional indicators. Most of this work involves ensuring that the relevant information is recorded on our case management system (childview) and data cleansing exercises to ensure the required data is captured. However, due to delays in upgrades to our system and the release of reporting tools from CACI (system provider) much of this preparation has had to use existing data tools on childview not designed for this purpose and has required manual reconciliations for data, which is clearly time consuming and unsustainable long term. However, given this the following progress has been made:

- ***suitable accommodation***

Accommodation information has been routinely recorded on Childview and has always been subject to monthly QA processes. Children in the community initial data suggests that Wolverhampton will report for Quarter 1 2023-2024 cohort suitable accommodation in approximately 90-95% of young people. Regarding young people released from custody the cohort will be so small, that it may be difficult to draw any statistical or practice themes.

- ***education, training, and employment. (ETE)***

This indicator has always been part of the performance dashboard for YMB has been included within this document. Historic counting rules have also included an analysis of young peoples ETE engagement at the end of an order. However, dashboard has been amended to count those young people currently opened in the community or on licence.

In preparation for this, a significant QA exercise has commenced to ensure that ETE is accurately recorded on Childview. There are no foreseen risks or challenges on reporting on this KPI, however engagement rates for young people at the end of their orders has shown that pre and post 16 rates have been “stubbornly” lower than targets.

- **special educational needs and disabilities/additional learning needs**

On a quarterly basis the open caseload is evaluated for inclusion in the performance reporting framework, within this the SEN status of each young person open to YOT<sup>3</sup> is reviewed and reported on. On average around 40% of the open caseload have a level of SEN need / requirement, with approximately 19% having a formal EHCP and a further 21% requiring in school SEN support across the year.

- **mental health care and emotional wellbeing (not currently measured)**

Projected cohort for Quarter 1 has been identified and a practice led QA process has begun to manually audit each young person’s records against the new measures and agree recording protocols on Childview in preparation for case management reporting tools.

- **substance misuse (not currently measured)**

Projected cohort for Quarter 1 has been identified and practice led QA process has begun to manually audit each young person’s records against the new measures and agree recording protocols on Childview in preparation for case management reporting tools.

- **out-of-court disposals (features throughout document)**

Completion rates for out of Court disposals are already part of the monthly QA process and April 2023 indicated a 99% successful completion rate.

- **Links to wider services**

On a quarterly basis the open caseload is evaluated for inclusion in the performance reporting framework, within this the social care status of each young person open to YOT<sup>4</sup> is reviewed and reported on. Throughout the year 2022-2023, an average of 33% of young people open to YJS were also open / known to social care, with around 11% Children and Young People In Care (CAYPIC), 3% on Child Protection Plans and 19% identified as Children In Need.

	Q1 2022/23		Q2 2022/23		Q3 2022/23		Q4 2022/23		YTD Average 2022/23	
<b>Total number of YP open:</b>	95		82		74		77		84	
<b>Social Care Status</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>	<b>Number</b>	<b>%</b>
CYPIC	9	11%	7	9%	11	15%	10	13%	9	11%
CIN	18	22%	15	18%	14	19%	15	19%	16	19%
CP	5	6%	1	1%	2	3%	3	4%	3	3%
<b>Total number of YP known to social care</b>	<b>32</b>	<b>34%</b>	<b>23</b>	<b>28%</b>	<b>27</b>	<b>36%</b>	<b>28</b>	<b>36%</b>	<b>28</b>	<b>33%</b>

<sup>3</sup> As per the specific date listed within the quarterly performance report

<sup>4</sup> As per the specific date listed within the quarterly performance report

- **management board attendance**

A “register” of attendance spreadsheet is kept for every YMB, monitoring partnership attendance patterns. Analysis of attendance will evidence a very high level of attendance and consistency of attendance from the partnership from the right grade. The partnership contribution to the annual disproportionality report and action plan will identify those partners that have actively contributed and those where there is a gap in their partnerships ability to report.

- **serious violence (features within document)**

This data is included within the YMB performance dashboard and includes the YJB definition of Serious Youth Violence and all offences of violence. Quarter 3 2022-2023:

Offences of Violence Analysis:	Qtr. 3	YTD	Comments:
Offences of violence (%) of overall offences	34 34/57 (60%)	112 112/201 (56%)	Qtr. 3 in line with YTD data.
Knife % of offences of violence	14 14/34 (41%)	34 34/112 (29%)	Qtr. 3 higher % of offences of violence knife related when compared to YTD.
YJB defined offences of serious violence. (Violence/ Robbery Gravity 5+)	12 12/34 (35%)	12 12/112 (11%)	Qtr. 3 higher % of offences of violence met the YJB criteria of serious violence when compared to YTD.

- **victims (developing reporting)**

Projected cohort for Quarter 1 has been identified and a practice led QA process has begun to manually audit each victim records against the new measures and agree recording protocols on Childview in preparation for case management reporting tools. The Restorative Justice Team (RJU) are confident that contact has been made with all victims who have given consent and there has been an increase in victim consent being received as part of a DIVER referral.

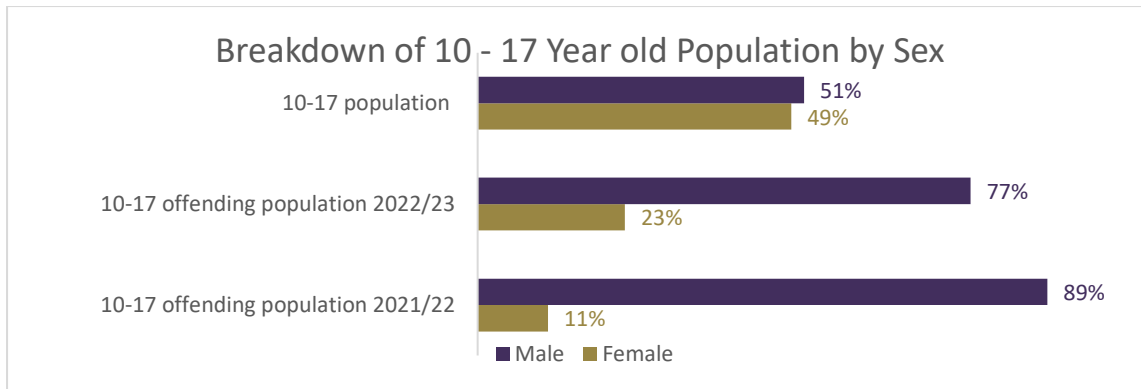
## Performance – Local Priorities

### Children from groups which are over-represented:

#### Sex

The Census 2021 data reports that the 10–17-year-old population of Wolverhampton is a relatively even split in terms of sex with 51% males and 49% females.

Males continue to account for 77% of the young people receiving outcomes in 2022-2023, this is a much higher proportion of males within the YJS population than the wider Wolverhampton 10–17-year-old population. However, 23% of the YOT population being female is a large increase from 11% recorded in 2021-2022 indicating the number of females is increasing. This is particularly apparent in the Out of Court Disposals, specifically DIVERT and Outcome 22, with 40% of young people receiving an Outcome 22 throughout 2022-2023 identified as female.

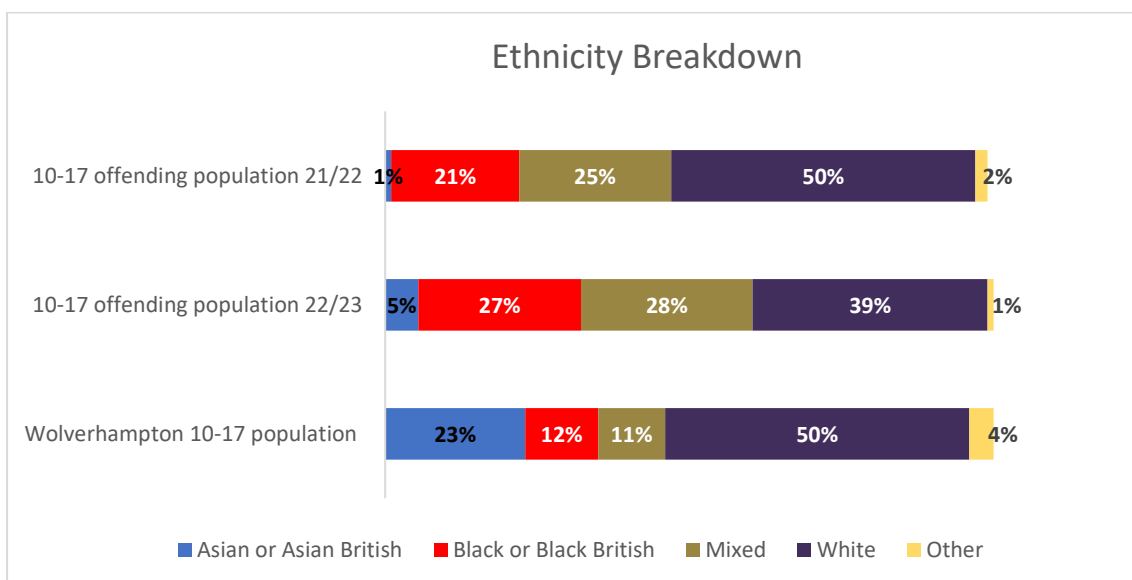


## Ethnicity

The 2021 Census data reported that the split of ethnic groups between 10 – 17-year-olds was 50% white and 50% ethnic minorities, this reflects an increase of 11% of youths of ethnic minorities when compared to the 2011 Census data for 10–17-year-olds of 39% were reported as ethnic minorities and 61% were white. Within the 2021 census ethnic minority data 12% were identified as Black, 11% mixed heritage and 23% Asian or British Asian young people.

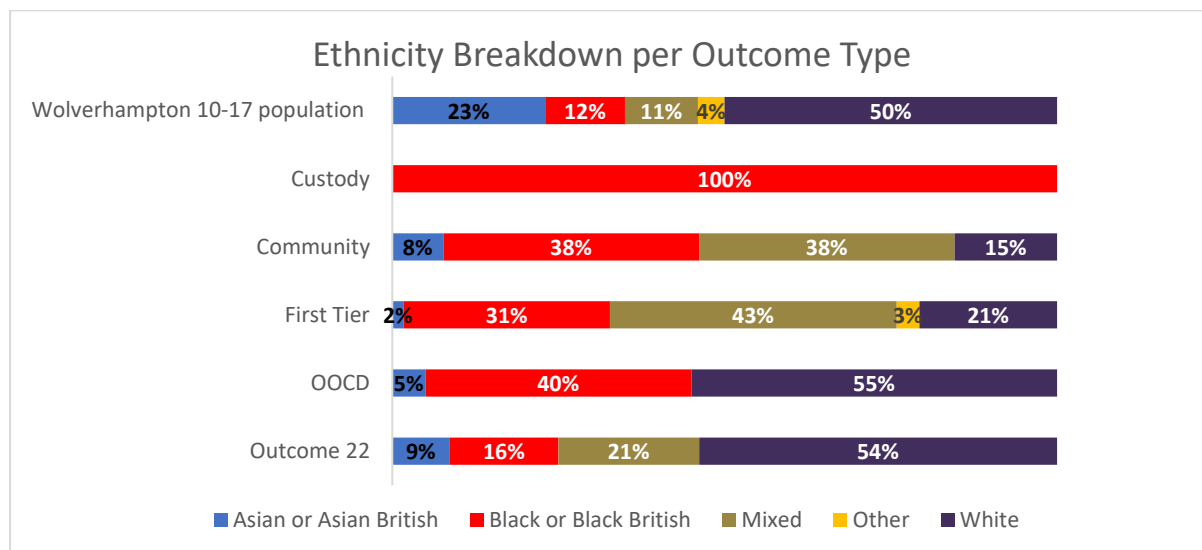
There remains therefore an over-representation of young people of black and mixed ethnicities receiving outcomes in 2022-2023 with 27% identified as black compared to 12% of the 10–17-year-old population; and 28% were identified as mixed ethnicities compared to 11% of the 10–17-year-old population in Wolverhampton.

When compared to the ethnic breakdown in 2021-2022, there has been an increase in the proportion of young people of Black and mixed ethnicities in 2022-2023, while a reduction is seen in the proportion of young white people receiving outcomes.



The over-representation of young people of Black and mixed ethnicities is more prevalent in court disposals (first tier and above), particularly in custodial outcomes, however it is noted this refers to three young people. On a positive note, the impact of DIVERT has started to filter through to the data with an increase of young people from ethnic minorities receiving Outcome 22 and Out of Court disposals, which as identified in the Lammy report has been a significant

area of disproportionality within the CJS with 46% of O OCD more in line with the 2021 census population data.



As part of the continued response to the identified areas of disproportionality Wolverhampton YOT has developed a detailed and comprehensive action plan for 2023-2024. This work will focus on the experiences of Black young people and those of mixed ethnicities in the CJS. In addition, it will ensure that young people with other protective characteristics or overrepresented in the CJS are also within scope, including embedding a regional standard of practice for working with girls; decriminalisation of children young people in care; closing the education gap for young people with Special Education Needs; ensuring our services are responsive to Lesbian, Gay, Bisexual and Transgendered young people.

Regarding the experiences of Black and Mixed Heritage boys in the CJS, the YOT has had a Task and Finish group responding to the key findings and recommendations from the HMIP thematic report, which included areas of practice that enhanced the quality of work with Black and mixed heritage boys, including:

- A clear anti-racist stance taken by leaders raises staff’s confidence to advocate for black and mixed heritage boys in their work.
- Well-coordinated work with third sector and community organisations enhances the quality-of-service delivery.
- Providing effective support to parents and carers of black and mixed heritage boys promotes their engagement.
- The effective use of data is reflected in better quality service delivery

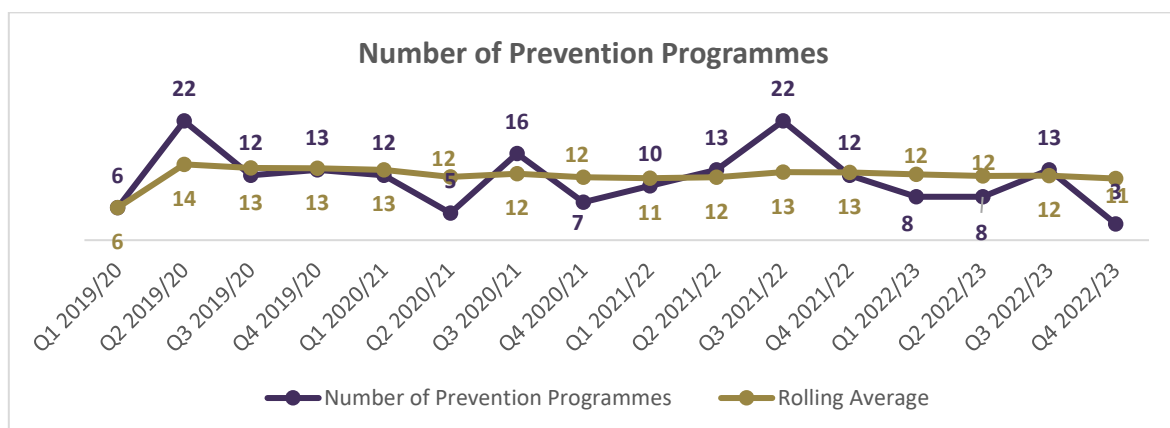
**Other initiatives and headlines from the Disproportionality Action plan 2023-2024 include:**

- YMB to be the focal platform for the youth justice partnership to understand the system areas of disproportionality and collaborate on a collective response to issues of disproportionality “down-stream” in the system i.e., education engagement, access to preventative support, including mental wellbeing services.

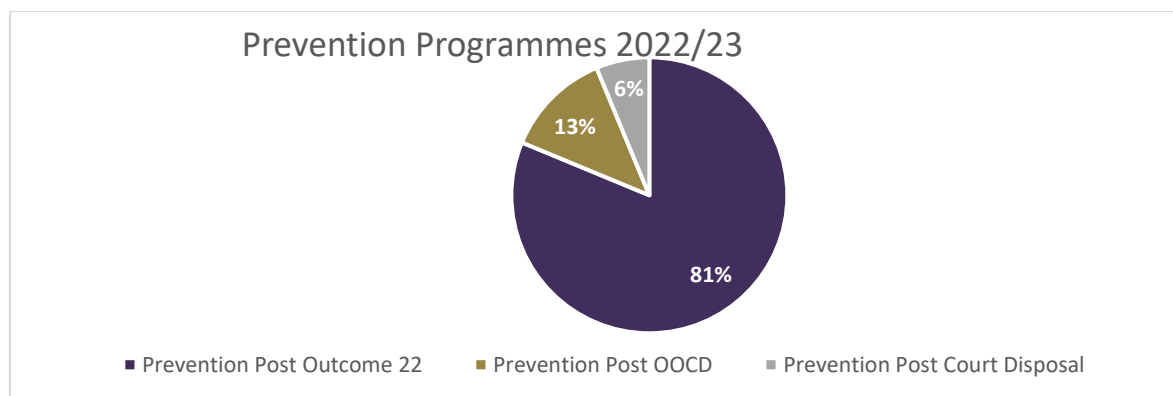
- Continued implementation of DIVERT scheme, embracing the Lammy findings on breaking the cycle of mistrust with the Police and removing the barriers for Black and Mixed Heritage boys accessing pre-court pathways for support.
- Continued development with the courts for referral back into the YOT DIVERT scheme to ensure young people, especially for those who may have not accepted responsibility at the point of arrest.
- Continue to improve the quality of assessments and court reports to cover all areas of diversity to ensure that the court have a fuller understanding on the impact of contextualised safeguarding concerns and impacts.
- Partnership gang forum and the exploitation offer by YOT to champion and advocate for the use of the National Mechanism Referral (NRM) to support young black men identified at risk of criminal exploitation and gang involvement.
- Continuation of the Back on Track programme to focus on Black and mixed heritage young people at risk of exclusion from mainstream education.
- Intense focus on the experience of all young people with SEN and EHCP entering the CJS because of unmet health needs, including speech and language.
- Development and delivery of specific groups for boys and girls addressing their key issues, including identify, lived experience, attitudes, and challenging stereotypes etc.
- Continue to embed the understanding that young people who have experienced racism have had a trauma journey, which has been intergenerational and reflect it within our assessments, reports, and interventions.
- Development of community partnerships, including the “Levelling the Playing Field” YJB project to promote and develop our work collaboratively with local third sector and community organisations
- Provision of specialist whole family working for parents of Black and Mixed Ethnic background boys
- Continue to be ensure future delivery is fit for purpose by consulting with young people about their lived experiences.

## Prevention

A total of 32 Prevention Programmes have been recorded (start date) in 2022-2023, equating to an average of eight per quarter. The majority (81%) were males, 81% were received by young people aged between 14 and 17 years. 53% relate to young white people, 28% were mixed ethnicity, 16% were black young people and 36% were Asian. Three quarters of prevention programmes recorded throughout the year relate to prevention post Outcome 22.



The majority (81%) of prevention programmes recorded throughout the year relate to prevention post Outcome 22 with 26 recorded. Four relate to prevention programmes post OOC (13%) and two were post court disposals (6%).



Wolverhampton YOT have developed a prevention strategy which will have under its umbrella the 3 key programmes summarised below. The aim for them all will be early identification of pathways into the CJS and the points at which the delivery of proportionate interventions offers a genuine opportunity to prevent escalation into offending. Also, as the data above highlights, the YOT will continue with its preventive offer for appropriate young people following their Outcome 22 via DIVERT.

**Back on Track (BOT) – Promoting School inclusion.** This programme was re-commissioned in 2023 after being evaluated in 2022. The evaluation which covered a 3-year period included 48 young people who had engaged with the project. It reported that 90% of these young people remained within their school placements and 88% did not go onto offend, despite them all being identified at risk of exclusion and entering the CJS at the point of referral. Feedback from young people was universally positive, with one commenting:

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“Everything has got better – school has got better. I don’t lose my temper as much. It’s been helpful to talk and have someone to help me with school”

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The recommissioned project 2023-2025 aims to work with 80 Year 7, 8 and 9 young people identified by their schools at risk of exclusion, has been designed to reduce the associated risks of involvement in offending behaviour. BOT will focus on reducing the disproportionate representation of Black Caribbean and White & Black Caribbean males excluded from mainstream education and subsequently entering the youth justice system, as well as those with undiagnosed SEN, which is also an overrepresented group within the Youth Justice Service.

Back on Track will focus on engaging young people in years 7, 8 & 9 from all mainstream provisions in Wolverhampton. Working in partnership with the local authority Behaviour & Attendance Team, young people will be assessed for suitability. Once screened, support is provided to address areas of need through a trauma informed lens. Young people can access support from a wide range of services to address a variety of areas including SEND, social and emotional mental health, substance misuse as well as positive activities.

**Turnaround** - Wolverhampton's YOT is taking part in the Turnaround youth early intervention programme led by the MOJ and funded to work with 127 young people over the length of the



programme. MoJ have designated a referral criteria and quarterly reporting evaluation framework. It aims to improve outcomes for children and young people who do not currently meet the threshold for statutory support but who may still be at risk of youth offending.

Although there is no single path which leads to youth crime, certain vulnerabilities are linked to an increased likelihood of being involved in offending behaviour, including mental health concerns, substance misuse, living in an unstable family setting or being in care, being a victim of crime or abuse, school absenteeism or having undiagnosed educational needs.

Children and young people in this cohort are likely to have a mixture of complex needs and so Turnaround is flexible – enabling Youth Offending Teams to design interventions that work for each youngster individually.

People referred to the programme will be given an in-depth holistic assessment of their needs and receive bespoke support from the Youth Offending Team and other agencies or partners as appropriate.

The Turnaround programme commenced in January 2023, during the first reporting quarter (January – March 2023) 30 young people were referred to the programme, the majority (23) were referred following a No Further Action (NFA) decision from the police and a further seven were referred due to anti-social behaviour.

83% of young people referred were aged 12-15 years and 80% were male. 40% were young people of white ethnicity and 47% were ethnic minorities<sup>5</sup> with 23% identified as mixed ethnicity, 10% were black, 7% were Asian and 7% were listed as 'other' ethnicities.

Of the 30 referrals, 19 did not proceed to a Turnaround Early Help style assessment, most (79%) of which were receiving support elsewhere, three did not meet the assessment threshold and one declined to participate. 11 young people proceeded to assessment / intervention, four (36%) have some level of SEND and two (18%) were identified as Children in Need (CIN).

**Creating Safety Project (CSP):** This project was piloted 2021-2022 with 11 young people all of whom had identified exploitation concerns, including gang risks, county lines and criminal exploitation. It was developed as a response to the increasing levels of young people at risk of exploitation and therefore at risk of entering the criminal justice system. The project has been designed to use the frameworks of contextualised safeguarding and through a case formulation process work with the young person to identify their safety issues, understand what safety means to them regarding physical, emotional, financial and location/place. It's a project designed to work with young people and their families to support them to create and maintain their own and others safety. Of the 11 young people identified as part of the project 7 engaged with a range of targeted support, based upon a quality assessment, 5-P's case formulation and delivery against our trauma informed framework ARC (Attachment, Regulation and Competency). The initial evaluation indicated evidence of a reduction in missing episodes; risk-based behaviours and an increase in the protective factors around the young person. As a result of this initial evaluation Children Services have requested a full review supported by a Task and Finish Group in 2023 to consider the referral pathways and options for expanding the offer. This review is also being completed along Children Services MASH24 and its Children Assessment Team (CAT) to identify young people at an early stage. As part of the review, the social work team have received training on the Power Threat

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Meaning Framework which offers a new approach to working with young people. (Further detail is provided within the Evidence-Based Practice Innovation section)

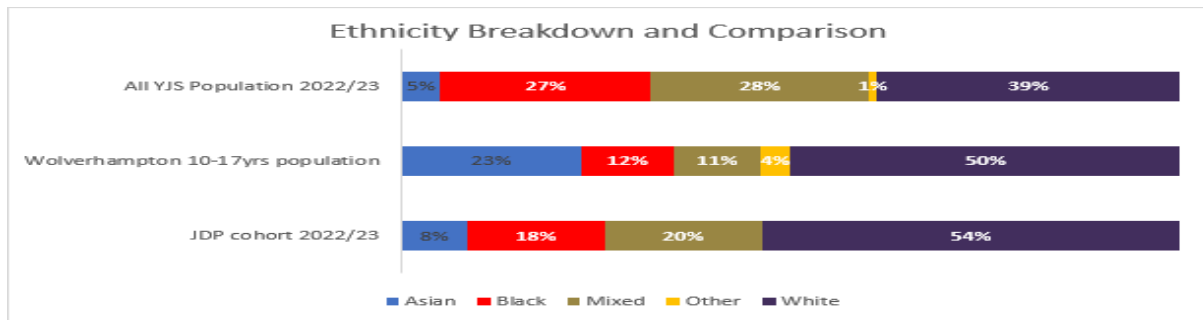
### **Diversion:**

Wolverhampton OOC provision which includes Diversion at the point of arrest scheme DIVERT, has significantly changed practice within the Out of Court arena and provision since it was established in November 2021. The DIVERT scheme is a fully embedded process which aims to systemically address disproportionality and young people entering the criminal justice system with unmet health and/or education needs in line with YJB Positive Youth Justice guiding principle 'Child First and Offender Second'. The DIVERT scheme is a joint endeavour to promote the diversion of young people away from the criminal justice system using a Joint Decision-Making Panel (JDP). The JDP aims to provide a multi-agency process with partnerships in Health, Education, Social Care and the third sector, in line with *Working Together to Safeguard Children Statutory Guidance 2018*, to agree appropriate outcomes for referred young people.

This year 2022-2023, there have been 119 young people discussed at the JDP and this has resulted in 77% of these young people receiving a deferred prosecution (Outcome 22), 15% received a Youth Conditional Caution and 4% received an Outcome 21. This demonstrates that the deferred prosecution route is the most preferred outcome and data from those who have successfully completed their Outcome 22, shows that this route has a 99% success rate. The other 1% referred to partial completion due to re-offending.

A key aim of the DIVERT scheme was to address areas of disproportionality, the demographics of young people being referred through this scheme, has shown a significant increase in females being referred in comparison to the overall YOT population in previous years (11% in 2021-2022), as 67% were males and 33% were female. In response to this increase the YOT has implemented a targeted Girls Group Intervention, aimed at this specific cohort, it will also seek to address with partners the reason for the significant increase of girls entering via this route.

There is evidence the scheme is progressing towards its aim of addressing disproportionality of young people of black and mixed heritage entering the CJS at an increased rate in comparison to other ethnicities. This year's data 2022-2023 shows young people referred through this scheme were 54% White and 46% from minority ethnic backgrounds, which is more reflective of the general Wolverhampton population but continues to be over-represented in the 10-17year old population. It is important to note that the reduction in this cohort within the court arena and increase in the OOC arena also demonstrates a success in diverting these young people from the formal CJS. The YOT will continue to embed measures to achieve this aim and continues to address this through black and mixed heritage boys' task and finish group, a dedicated participation strand in the Participation Strategy, and the re-launch of the Back on Track Project 2023-2025 with a specific focus on this cohort.



The peak ages of young people being referred by the police to this route is 14 and 59% of young people are aged between 14-16years. The YOT's consolidated prevention offer 2023-2025 of Back on Track and Turnaround has established referral pathways with Schools, ASB teams, Police and community partners with the aim to intervene early by supporting young people within schools or through a whole family approach, prior to coming to attention of the police and being referred to DIVERT.

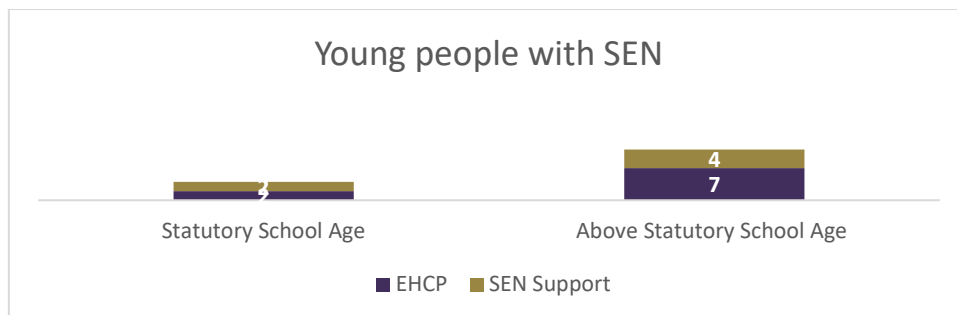
The YOTs understanding of the offences referred through DIVERT has been significant in developing appropriate interventions to meet this need. Data in 2022-2023 shows that 71% of young people referred to DIVERT from the police were for offences of violence against the person, and 13% of these offences were deemed as serious violence in relation to the ACPO gravity matrix score. The YOTs response to this data includes the purchase of key resources such as virtual reality headsets to offer bespoke interventions around youth violence and knife crime, sitting on school and partners panels including stakeholder groups, and the development of the JDP Workshops.

#### **Key Priorities moving forward from the OOCd Action Plan 2023-2024**

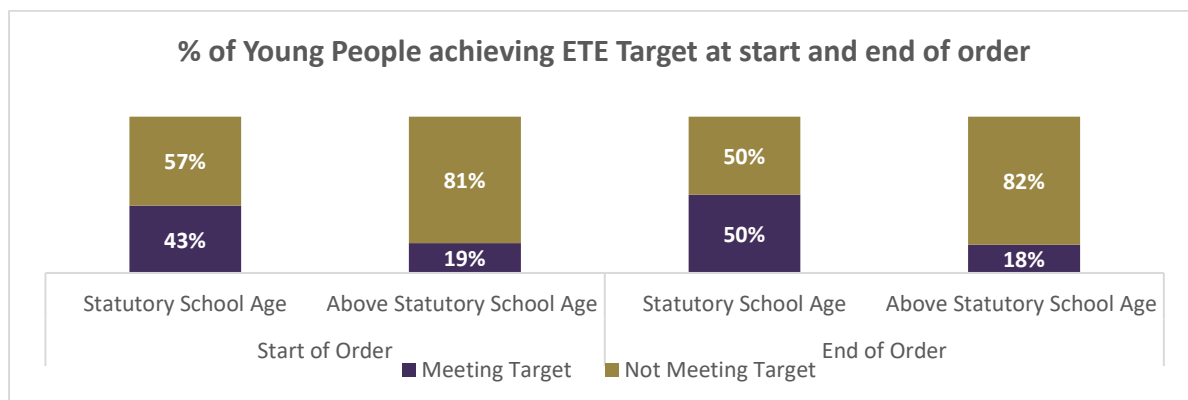
- Development of appropriate recording on Childview and ASSETPLUS to ensure the new OOCd KPIs are submitted quarterly to the YJB
- Development of JDP Workshops based on need, risk and offence data, ensuring this is integrated within young persons contracts, and outcomes measured.
- To improve the education support and collaboration with education partners, to ensure SEN needs are identified and appropriate support is provided to young people at the earliest opportunity
- To identify, understand, and address the prevalence of offences taking place within schools, and to develop pathways into the consolidated prevention Offer (BoT and Turnaround), in addition to DIVERT.
- To evaluate the effectiveness of the prevention, offer to identify the impact it has on DIVERT referrals, first time entrants' data, and disproportionality rates.
- To further explore with partners the increase of girls being referred through DIVERT, this includes evaluating existing girls' intervention to identify if it is meeting the needs of this cohort.
- To continue to ensure that the voice of the victim remains central in JDP's and identify the levels of victim satisfaction with the process through embedding an evaluative process.
- To continue to promote the decriminalisation of CYPIC where appropriate and excessive.

## Education, Training and Employment

Throughout 2022-2023, 30 young people had orders closed, 15 of those young people (50%) had some level of Special Educational Needs (SEN); nine had a formal EHCP in place and six required a level of SEN support. Most young people with SEN were above statutory school age at the point of their order closing, as shown in the chart below.



Overall, 27% of young people were achieving their target ETE hours at the end of the order in 2022-2023<sup>6</sup>. This increases to 50% for young people of statutory school age and reduces to 18% for those above statutory school age. The chart below shows the percentages of young people achieving their ETE target at the start and end of the order.



22 young people were not achieving the target ETE hours at the end of the order, of those 17 (77%) were unemployed and / or not in ETE; two (9%) were receiving ten hours of home education per week (below statutory target), two were enrolled at Pupil Referral Units but were not in attendance and one young person (5%) was receiving on remand ETE provision of 15 hours per week (just below the 16 hours target).

41% of young people not achieving ETE target at the end of their order were open / known to Social Care: four were CAYPIC (18%), one was on a Child Protection Plan (5%) and four were identified as CIN (18%). These proportions compare similarly to young people that were achieving the ETE target at the end of order where 38% were open / known to Social Care.

The ETE data for 2022-2023 has focussed on the increasingly small statutory cohort of young people with interventions closing in the period. This will be replaced by the new YJB KPI in 2023-2024 which will analyse the whole cohort of all young people in the community, including

all Out of Court and those released on licence from custody. This will provide a broader and less statistically volatile cohort to identify trends and patterns. However, the level of ETE engagement in 2022-2023 has been an enduring concern for Wolverhampton, especially the access to and quality of post 16 provision and the level of young people with SEN/EHCP within the cohort. It has remained a priority focus for the YMB with the Head of Service for Inclusion leading on several key actions in the YOT Service plan which will be carried forward to 2023-2024. This includes the introduction of the SEND provision quality assurance framework, review of the Pupil Referral Units (PRU) and Alternative school age provisions.

#### **Future improvement will be driven by:**

- YMB to continue its focus on SEN/EHCP and the availability and quality of alternative placements and post-16 provision with appropriate partners.
- ETE data analysis to incorporate the new YJB KPI to monitor and evaluate the percentage of children in the community and being released from custody attending a suitable ETE arrangement.
- To improve recording and analysis of all young people with SEN Support and undiagnosed SEN and improve educational access/outcomes for all.
- The development of YOT/Partnership SEN panel, including SEN Nurse to escalate those with undiagnosed SEN to ensure support is provided at earliest opportunity.
- Monthly YOT multi-agency pre-16 and post-16 panels to plan and identify resources to support young people to maintain ETE and/or identify a placement.
- The continued involvement of the Special Educational Needs Statutory Assessment and Review Team (SENSTART) and a specific SEND officer to have an operational link to YOT for a single point of contact for all EHCP reviews.
- To improve relationships with mainstream educational provision, Pupil Referral Unit (PRU), SEN and Alternative Provision (AP) 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.
- Both increase and improve post-16 outcomes by utilising the ETE YOT Officer and Connexions Personal Advisor to support young people to return to education, training and or education.
- Increase use of ASDAN, access to basic English and Maths to support and bridge young people back into training.
- Recommissioned Back of Track project to support Year 7,8 and 9 at risk of exclusion
- Work with Youth Custody Service to improve the education offer within the secure estate.

#### **Restorative approaches and & Victims**

Throughout 2022-2023 Restorative Justice Unit (RJU) contacted 150 victims, 91 of which were from JDP/DIVERT and 59 were from statutory interventions. Since the introduction of DIVERT the quality of victim information and level of consent to contact victims has significantly improved at the point of referral. The RJU are present at all Joint Decision-Making panels (JDP) for Divert and provide written victim reports ensuring that the voice of the victim is at the heart of the DIVERT process. In addition, the RJU has completed victim reports to be used with all assessments that support court and referral order reports. There were 5 facilitated face-to-face restorative conferences successfully convened. Another 5 anticipated face-to-face restorative conferences did not come to fruition as the injured parties changed their minds for a variety of reasons. The RJU has delivered a series of workshops to all case managers within the YOT called "It's not Rocket Science" that has provided a clear and engaging

framework to complete victim awareness work with young people. In addition, the RJU have supported case managers to complete over 25 letters of explanations from young people, 11 of which were accepted by the injured party. The RJU continues to champion a restorative approach within all areas of practice and has embedded trauma informed practice within its work with victims and young people.

In addition, the RJU during 2022-2023 has convened 82 Referral Order (RO) Panels; delivered or supported the delivery of 414 hours of indirect reparation. Unless in exceptional circumstances, all RO panels were conducted in person and the young person engaged in a pre-panel preparation session with a member of the RJU to ensure they fully understood the process of the panel. Increasingly, there is continuity with at least one of the Community Panel Members (CPM) facilitating the review or final panel of a child or young person whose panel they have previously been involved with. In addition, progress has also been made regarding the development and implementation of co-created contracts in RO panels, based on the Planning Alternative Tomorrow with Hope (PATH) framework.

Recruitment of new community panel members has also been successful during 2022-2023 in which a new cohort of 10 have been trained, who are diverse in terms of gender, age, ethnicity, and experience. These volunteers are now moving to the next stage which involves shadowing existing CPMs on RO panels.

As part of the evaluation framework for referral order panels CPM are consulted, and they fed back that by review and final RO panels young people were making positive progress from the support offered by the YOT. It was identified that there was support and effective communication between YOT and volunteers. Volunteers highlighted that they would like to see a focus on youth violence and the use of knives in the YJ plan 2023-2024.

RJU have also started work around using its interventions with children and young people to achieve ASDAN's and creating electronic routes for both victims and young people to provide feedback on their experiences with the YOT.

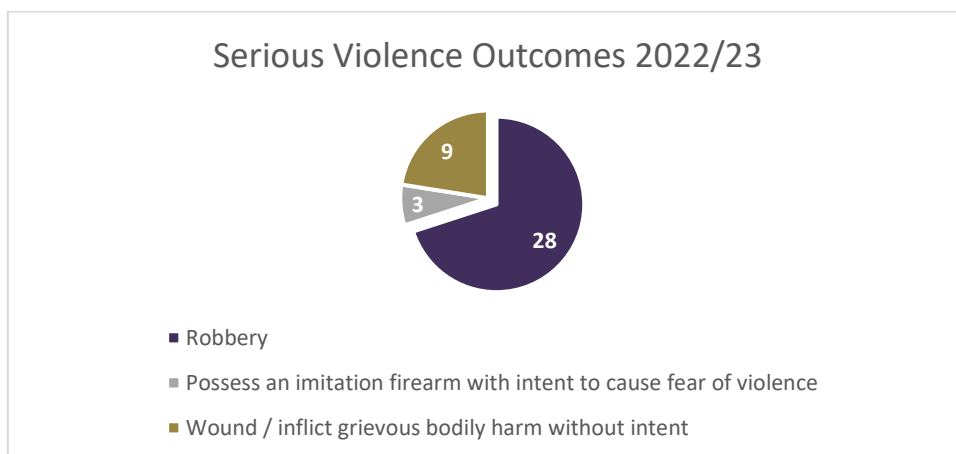
**Priorities going forward for 2023-2024 include.**

- Ensure RJU offer remains fit for purpose and continues to be in line with the Victim Code and any new legislative changes effecting victims in the CJS.
- Increase level of facilitated face-to-face restorative conferences and letters of explanation.
- Review and develop a meaningful way for victims to feedback on their experiences of working with the YOT.
- Fully embedding the co-created contracts for all RO panels including reviews and final panels.
- Fully embed the newly trained volunteers within the team.
- Supporting young people, in conjunction with the wider YOT, to achieve ASDAN's utilising their work with RJU.
- Continue to develop creative and engaging opportunities for young people to make good the harm caused through indirect reparation.
- Developing an offer for the wider YOT around the use of restorative practice and family meetings in work with young people and their families.

## Serious Violence

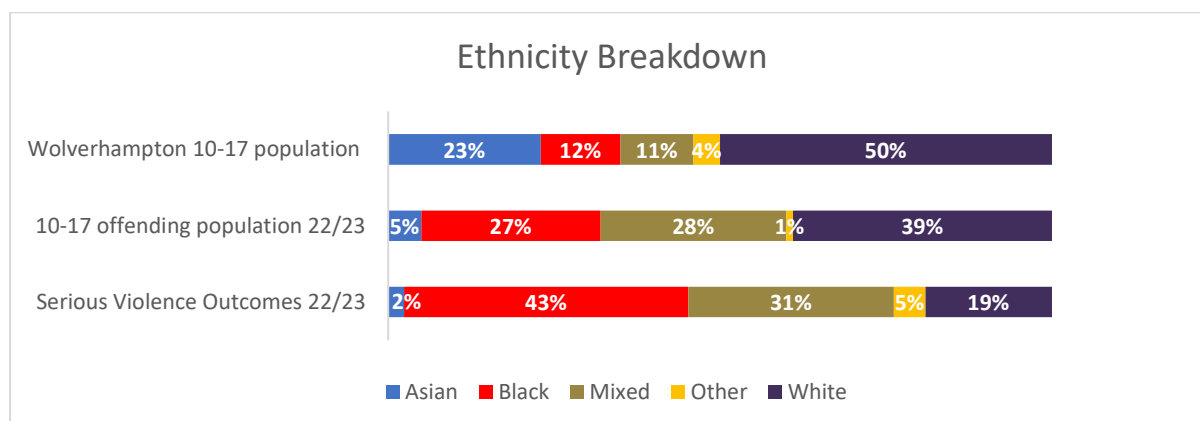
Approximately 155 outcomes were recorded for violent offences<sup>7</sup> in 2022-2023, 106 relate to Out of Court Disposals (68%) and 49 received a court disposal (32%).

Of those 155, 42 were a serious score of five or more (27% of all violence): 16 OOCD and 26 court disposals. Most offences were robbery offences (67%).



Most young people receiving outcomes for serious violence are male (86%), ages range between 11 and 17 years, with peak ages identified as 14 and 15, accounting for 57%.

43% of young people receiving outcomes for serious violence were black, 31% were mixed ethnicity, 19% were white, 5% were 'other' ethnicities and 2% were Asian. A much higher proportion of young Black people have received outcomes for serious violence when compared to both the overall YJS population of 2022-2023 and the 10–17-year-old population in Wolverhampton.



Offences of violence account for 68% of all out of court and 32% of court disposals meaning that 2023-2024 priorities will be focussed on our approach and interventions around this, but also the role we play with the broader strategic and partnership response.

From a strategic and partnership perspective we are part of the Violence Prevention Subgroup. This is a strong partnership response to violence prevention in Wolverhampton driven by the Tackling Violence and Exploitation Strategy, delivery of which is overseen jointly by Safer Wolverhampton Partnership (SWP) and Wolverhampton Safeguarding Together (WST). This strategy sets out Wolverhampton's ambition to take a public health approach to addressing the causes of violence in their entirety to deliver change at population level.

<sup>7</sup> Violence against the person and robbery offences

Delivery against this strategy has included activity such as a contextual safeguarding review and development of Wolverhampton's Partnership Missing and Exploitation Hub.

To build on existing practice, and to ensure that there is a robust violence prevention offer within Wolverhampton the violence prevention subgroup has progressed the below activity:

- Mapping of current violence prevention/support provision.
- Mechanism for monitoring, reviewing, and implementing (where appropriate) best practice around violence prevention and reduction.
- Review of area specific data and services with a focus on prevention and early intervention.
- Overseen the production of a violence needs assessment and annually refreshed problem profile.
- Ensure that the Serious Violence and Exploitation Strategy is reflective of the needs assessment.
- Action plans and performance frameworks developed to monitor delivery of the strategy.

The subgroup will report into SWP and provide regular updates to WST and YOT Management Board. YOT will make a significant contribution to this group.

## Exploitation

On a quarterly basis the open caseload is evaluated for inclusion in the performance reporting framework, within this the characteristics of each young person open to YJS<sup>8</sup> is reviewed and reported on, including Child Criminal Exploitation, Child Sexual Exploitation, County Lines, Gang involvement and modern slavery. Throughout 2022-2023, approximately 11% of young people open to YOT throughout the year were identified as being at risk of Child Criminal Exploitation. The table below shows the average numbers (per quarter) and percentages for each characteristic.

Exploitation Characteristics	Average Number	%
Child Criminal Exploitation (CCE)	10	11%
Child Sexual Exploitation (CSE)	3	3%
County Lines (CL)	4	4%
Gang Involvement	7	8%
Modern Slavery (MS / MDS)	2	2%

The concerns of exploitation, specifically Child Criminal Exploitation (CCE), County Lines (CL) and gang association continue to be managed through the city-wide Exploitation Hub and the Partnership Gang Forum. This has enabled the continued mapping and identification of young people at risk, ensuring appropriate pathways of support are in place. In addition, using the contextualised safeguarding framework, locations, potential perpetrators, disruption actions and city trends are also identified. The recent Wolverhampton Partnership Youth Gang report completed in March 2023 summarised that:

*“The profile data shows that those discussed at the gang forum are predominantly male 15yr olds of black or mixed-race ethnicity, have SEN needs, live in areas of Wolverhampton of higher-than-average depravity in the south of Wolverhampton. Of all the young people discussed in the Gang Forum only 3% have been recalled back into Multi-Agency Criminal Exploitation (MACE) meetings evidencing that the majority of those supported have sustained outcomes.”*

From a practice perspective, Wolverhampton YOT have set the following initiatives for 2023-2024:

- Further development of the Creating Safety Project and expansion of its offer.
- Ensuring that risk planning and delivery in all relevant YOT interventions include contextualised safeguarding approaches, specifically those of disrupting and protecting young people. including all collaborative working with Police and partners on Deter Young People (DYO)/ Partnership Gang Forum and Criminal Behaviour Orders (CBO)
- Investment in the early identification and a prevention offer with young people at risk of engagement in youth violence.
- Continued development of bespoke interventions around group-based violence, knife awareness and male based violence.
- Further development and delivery of ARC based and trauma informed intervention to provide young people with an understanding about their triggers, violence
- Use of Lived Experience mentors
- Develop a collaboration with key community organisations and third sector
- Close working relationship with the new Wolverhampton Community Initiative to Reduce Violence (CIRV) – a 2-year project funded by the Youth Endowment Fund (YEF) providing a Police led offer of navigators, family support workers, ETE advisors to support young people identified at risk of gang, youth violence.

### Standards for Children in the justice system



Since the initial National Standards (NS) self-assessment was completed in July 2020, each standard has had an action plan “owned” by a specific YOT Operational Manager and YMB member since this YJB submission. All NS action plans have been regularly reviewed and have been presented to YMB for monitoring and oversight. 2022-2023 final reviews and new 2023-2024 NS plans were presented and agreed at the last YMB in April 2023.



## **Standard 1 – Out of Court Disposals (OCD)**

### **Key progress against 2022-2023 priorities**

- ✓ DIVERT scheme fully operational and initial evaluation showing 99% successful completion rate and re-offending rate (Reoffending Tracker tool Quarter 3 rolling cohort) for Outcome 22 6.1% and OCD 13% (National rate 30%)
- ✓ Data evidence indicating more young people from ethnic minorities access OCD
- ✓ RJU representation at all JDP and significant increase in victim contact
- ✓ Assestplus and bespoke packages of support incorporating trauma informed practice and ARC.
- ✓ Significant improvement in quality of assessment and contingency planning identified via managerial quality assurance.

### **NS1 action plan 2023-2024 priorities going forward:**

- Improve the quality and timeliness of Police referrals into DIVERT.
- Development of DIVERT workshops
- To increase representation of Health Professionals at the Joint Decision-Making panels and in plans
- Improve the education support and collaboration with education partners, to ensure SEN needs are identified and appropriate support is provided to young people at the earliest opportunity
- Embed best practice from the YJB case Management guidance and the HMIP effective practice in assessment / planning/delivery/ Review.

## **Standard 2 – at court**

### **Key progress against 2022-2023 priorities**

- ✓ Quality Assurance of Court Pre-Sentence Reports (PSR) and feedback from court evidence extremely high quality of reports which are developmentally sensitive language, particularly around young person's experience, diversity and impact of trauma and exploitation.
- ✓ 100% pre-sentencing report (PSR)/Outcome strike rates achieved.
- ✓ Post court ASSETPPLUS QA as high quality & timeliness.
- ✓ High quality bail support offered and role of Liaison and Diversion within cells significantly improved.
- ✓ Young person user feedback on their experience of court completed and analysis shared with YMB indicating that they appreciated the support and guidance of YOT court officers and staff.

### **NS2 action plan 2023-2024 priorities going forward:**

- Continue to advocate for prior notice of Charge to court notification via the police to allow relevant information gathering and decision making to court process – to promote support for parents and young people
- Proactively promote and embed court screening – SLT /SEN/Health information available for all young people appearing in court
- Court Users – how they understand presentation – educating the court / legal advisors (Cultural competency)

- Further understand and support Ethnic Minority young people's experiences of the court process.
- Embed best practice from the YJB case Management guidance on court practice and HMIP standards framework.

### ***Standard 3 – in the community:***

#### **Key progress against 2022-2023 priorities**

- ✓ Team refresher training completed on ASSETPLUS, Risk of Harm and Safety/wellbeing, contingency planning and addressing diversity. QA feedback on assessments indicate a significant improvement in these areas of practice.
- ✓ Evidence that victims and public protection explicitly considered at assessment, planning, delivery, and review stage.
- ✓ Evidence from thematic audits that interventions are trauma informed and based on relational and restorative practice.
- ✓ Development of an electronic data base "Intervention Index" to provide a wide ranging of resources to be used with young people and families
- ✓ Managerial assessment and report QA tools reviewed and updated to focus more on judgements, desistance, Risk of harm, Safety/wellbeing, and Likelihood of offending.
- ✓ Level of young people engagement on statutory orders and successful completion 96% and reoffending rates (Reoffending Tracker tool Quarter 3 rolling cohort) reported at 12.2% (national rate 61.2%)

#### **NS3 action plan 2023-2024 priorities going forward:**

- Develop a new Intervention plan template that allows greater co-creation based on Planning Alternative Tomorrow with Hope (PATH) framework
- Review and improve Risk and Safety/wellbeing planning and management oversight processes.
- Continue to embed the Health Offer into all areas of case management practice. Improved screenings and engagement with the health consultations, ensuring health issues impacting risk and safety/wellbeing are fully addressed in assessments, planning, delivery, and review.
- Embed best practice from the YJB case Management guidance and the HMIP effective practice in assessment / planning/delivery/ Review.
- Complete a full NS audit on practice

### ***Standard 4 – in secure accommodation***

#### **Key progress against 2022-2023 priorities**

- ✓ Custody and resettlement policy guidance reviewed and was commended as an example of best practice by HMIP and is available on their website.
- ✓ Resettlement Support panels continue to be the central partnership forum for supporting young people in custody and planning release.
- ✓ ASSETPLUS assessments completed in line with Youth Custody Service recommendations on all young people.
- ✓ Significant year on year reduction of young people entering custody.
- ✓ Safeguarding Performance – Key indicators (Werrington) continue to be monitored by YMB, Individual safeguarding concerns escalated to Werrington Safeguarding

Manager, YOT social workers actively involved in custody review meetings and oversight maintained via Resettlement Support Panels

**NS4 action plan 2023-2024 priorities going forward:**

- Conclude review YOT/Social Care processes and practices for young people remand into secure accommodation.
- Advocate for the improvement of education provision within the secure estate, including those entering with EHCP.
- Establishment of pathways to access mental health support within the secure estate.
- New guidance issued via MOJ regarding young people remaining in YOI until the age of 19 due to pressures on the adult state - process between YOT and probation needs to be established
- Quarterly participation activities with all young people in custody.

**Standard 5 – On transition and resettlement:**

**Key progress against 2022-2023 priorities**

- ✓ Internal processes for Transition to Adulthood (T2A) reviewed and revised. Regional T2A meeting convened between YOT and National Probation Service (NPS).
- ✓ Joint action plan in place with CAYPIC service. Practice champions identified in YOT and CAYPIC teams and a 6-weekly review of all CAYPIC involved with the YOT.
- ✓ Transition within the secure estate to the adult estate supported by both YOT and NPS

**NS4 action plan 2023-2024 priorities going forward:**

- Ensure that the YJB National Protocol for case management responsibility continues to be fully implemented for caretaking & case transfers and support the NPS development of a dedicated 18-25 young adults' team to enhance this transition.
- Embed the Maturity Assessments within all T2A transfer decisions.
- New guidance issued via MOJ regarding young people remaining in YOI until the age of 19 due to pressures on the adult state - process between YOT and probation needs to be established
- YOT integrated health team and specialisms within the team provide practice links into transition into adult health-based services.
- 18-25 mental health transitions, establishment of 18-25 community hubs to support transitions.
- Ensure integrated support planning for CYPIC open to YOT to support them with any transitions out or into care.

## **Workforce Development**

Wolverhampton's approach to workforce development recognises that it is the people within the organisation that can make the greatest impact and change for our young people. Therefore, this "precious" resource needs to be supported and developed, to ensure that the skill base and experience remains current and effective. In line with the YJB "2023-2025 Workforce Development Strategy for the Youth Justice system" we aim to:

“Enable the YJ workforce – paid and volunteers- to be resilient as they provide opportunities for children to develop their pro-social identities and make a positive contribution to society.”  
(pg2)

Wolverhampton YOT have a range of strategies to promote workforce development including those identified below and has a workforce development action plan for 2023-2024

- Individual staff “professional conversations” to identify strengths and gaps and provide opportunities to develop skills and achieve qualifications.
- Current practitioners formal learning, 1 completing their Social Work Degree, 2 staff on Youth Justice Qualification, 1 Practice Teaching level 2. Level 7 Leadership and Management
- Promoting opportunities for career development within the service. 2 members of staff currently seconded into Assessment and Development Officer role; 2 social workers recruited as Operations Manager and a current manager promoted into the Team Manager role.
- Supervision /coaching and mentoring of practitioners to support resilience and well-being. Managers are aware of the impact of vicarious trauma and due to complete a trauma informed supervision module.
- Commissioned training, including ASSETPLUS, AIM3, Developmental trauma and ARC, MAPPA, cultural competency, exploitation, and contextualised safeguarding
- Accessing the City of Wolverhampton learning hub for mandatory learning modules and workshops, for example unconscious bias training.
- Initiative-taking involvement in the YJB Developing Practice forums, regional head of service meetings, including the regional Youth Improvement board and the Association of YOT Managers (AYM).
- Development of an organisational learning culture in which sharing, and recognition of best practice has become normalised. In addition, student placements are encouraged.
- Using the YJB Resource Hub to access up to date to practice guidance
- Using the HMIP and YJB effective practice and case management guidance as a template for best evidenced based practice.
- Network of practitioner lead task and finish groups developing practice around trauma informed practice, intervention index development, working with Black and mixed heritage young boys, development of new groups and workshops.

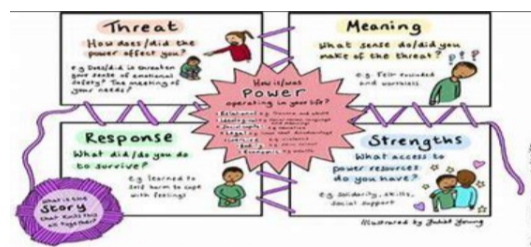
## **Evidence-based practice and innovation**

Wolverhampton has a rich history of using evidence-based practice and innovation within its service design. The Trauma Informed Practice Project commenced in 2018 following an in-depth literature review and reshaped our practice and understanding about the impact and strategies for recovery for young people who enter our service with developmental trauma. This was the pathway and frontrunner of the Child First Offender Second agenda.

There is considerable evidence that our evidence-based practice has been developed using tools such as the Youth Endowment Fund (YEF) Toolkit. An overview of existing research on approaches to preventing serious youth violence and HMIP Thematic research and effective practice guidance. In addition, contemporary research on the impact on adultification of Black young Boys in the education system and the increasing evidence that young people are

entering the CJS as a result of unmet health needs has been instrumental in the design and delivery of a range of services within the YOT.

In addition, our internal evaluation frameworks to evaluate outcomes on pilot practice ideas such as Back on Track, Creating Safety Project and DIVERT to provide an evidence base for the practice. In all these 3 examples, the evidence base provided resulted in re-commissioning the project in the case of Back on Track, promoted a further review for Creating Safety Project to test the service model on different referral pathways and in relation to DIVERT resulted in one of the most significant changes in practice ever seen within the service.



As an example of our current innovations the social workers in YOT have been trained in the use of the Power Threat Meaning Framework to use as an additional tool with young people at risk of exploitation and engaged with the Creating Safety Project. It will add an extension to our Trauma Informed Practice and Case Formulation practice, as it recognises the impact of external power on young people, such as those being groomed and exploited, how they understand their experience, i.e. many young people do not recognise they are being exploited; the threats it generates and the maladapted behaviours used by the young person to survive and ends with a focus on strengths and the young person being supported to understand their story through a new lens.

### **The Power Threat Meaning Framework: Guided Discussion**

*'What has happened to you?' (How is Power operating in your life?)*

*'How did it affect you?' (What kind of Threats does this pose?)*

*'What sense did you make of it?' (What is the Meaning of these situations and experiences to you?)* *'What did you have to do to survive?' (What kinds of Threat Response are you using?)*

*'What are your strengths?' (What access to Power resources do you have?)*

*'What is your story?' (How does all this fit together?)*

## **Evaluation**

Wolverhampton YOT has a clear internal quality assurance and evaluation framework focused on improving outcomes for young people. It also enables the service to benchmark areas of strength and areas of development across the service. The framework is focused on both team and individual level, using a range of quantitative and aggregated data methods and qualitative measurement techniques. This includes, YMB Performance Dashboard, QA process and management oversight on all stages of the case management journey from assessment, planning, delivery, and review. Thematic audits on areas of practice, including effectiveness of interventions used on working with knife related offences and an upcoming audit on interventions delivered to young people with offences of violence. Alongside this, young people's feedback is evaluated on a 6-monthly basis and has become an integral part of our evaluation process. As mentioned above, detailed, and comprehensive practice pilots

have been evaluated using both quantitative and qualitative measures to establish and evidence impact and outcomes. In addition, Wolverhampton uses a range of action planning tools and plans on priority areas such as Nationals Standards, Health, Education, Disproportionality, Participation, Interventions, Workforce Development, Turnaround and Back on Track, all of which feeds the overarching priority workstream with the service delivery plan. This allows clear targets and objectives to be set, progress rated against them, and outcomes monitored. The YMB retains the overall responsibility, using the available evaluation information to ensure the effectiveness of delivery against local, regional, and national priorities.

In addition, Wolverhampton are subject to a range of local reporting and evaluation process, including quantitative reporting on Custody, First Time Entrants, and violence/knife offences to Safer Wolverhampton Partnership, mock audits with Children Services in preparation for a possible Joint Targeted Area Inspection, the most recent one being on exploitation. On a regional level, Wolverhampton YOT are an active participant on the Youth Improvement Board, which is a subgroup of the Local Criminal Justice Board and leads sector improvement in the region. On a national level, 2023-2024 will see the introduction of the new YJB “Youth justice oversight framework Youth justice system performance: oversight, assurance and compliance” (April 2023). This framework emphasises the importance of delivery against both the local priorities agreed between local partners and the national expectations set out primarily through the standards for children in the youth justice system, the terms and conditions of the youth justice core grant, and national key performance indicators.

Wolverhampton YOT has been allocated its YJB Oversight Manager. The service will work closely to establish the Assurance Review Meetings which will seek assurance of performance against oversight fields below and the focussed review meetings that will track progress against any agreed improvement action plan.

- Service Delivery
- Service Leadership
- Local strategic priorities
- Continues improvement

### **Service Development Plan:**

This Service Development Plan for 2023-2024 has incorporated the views and priorities from consultations with young people, YMB, YOT team and volunteers. It has used the data to identify the clear practice priorities with regard to the changing demographics, risks and vulnerabilities of our young people to understand the pathways into offending. The plan has sought to incorporate the key local, regional, and national strategic and practice priorities to provide a comprehensive framework to ensure that youth justice services delivered in Wolverhampton are fit for purpose.

### **Service development plan priorities for 2023-2024**

- ✓ Co-ordinated and focussed practice response to youth violence and knife related offending, both strategically and operationally, promoting a public health response by all youth justice partnerships


- ✓ Provide young people with alternative activities, and pathways out of conflict and exploitation – Lived experience mentor / social media awareness and the provision of activities that builds resilience and ambition for the future, including the expansion of the use of accredited ASDAN awards
- ✓ Work collaboratively, both strategically and operationally to improve education engagement and the local SEND/EHCP and alternative education placements for pre and post 16-year-olds offer.
- ✓ Ensure the integrated health offer is fully embedded in all YOT interventions to promote the commitment that a child will not enter the CJS because of an unmet health need.
- ✓ Continued delivery of the DIVERT scheme to further promote the decriminalisation of young people and divert them from the CJS, reducing first time entrants.
- ✓ Implementation of the new co-ordinated prevention offer from YOT, including Turnaround, Back on Track and Creating Safety Project.
- ✓ Continue our work within the Exploitation Hub, CEMOG and the Partnership Gang Forum to promote the early identification of exploitation and gangs' risks and develop and deliver appropriate responses, co-ordinated with communities and the youth justice partnership.
- ✓ Ensuring all our work, embodies the child first offender second principles, with a specific focus on our continued development of trauma informed practice, case formulation and the delivery of interventions within the Attachment, Regulations and Competency framework (ARC)
- ✓ Restorative practice and the voice of the victim being central to all YOT interventions promoting opportunities for mediation and ensuring the victim perspective is central at assessment, planning, delivery, and review stage.
- ✓ Extension of the whole family / carer offer within the service, with a specific focus on supporting families with black and mixed heritage boys.
- ✓ Empower young people to share their views and genuinely have an influence on service design and delivery in the future through our participation offer
- ✓ Use 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.
- ✓ Address specific areas of identified disproportionality, with a partnership response to education, access to health, issues of deprivation and neighbourhood exploitation risks.
- ✓ Embed best practice from the YJB case Management guidance and the HMIP effective practice in assessment / planning/delivery/ Review.

- ✓ Promote the effective transition arrangements for young people in custody and on release; between the range of statutory services at the age of 18 to ensure individual needs and safeguarding considerations are at the forefront of these arrangements.
- ✓ YMB to focus on the areas identified for development to ensure that the Board have effective oversight and governance on the delivery of youth justice services in Wolverhampton.
- ✓ Develop reporting functionality for the new YJB KPI and ensure QA and evaluation frameworks are robust and meet local, regional, and national priorities.
- ✓ Invest and support our staff to build their own resilience and expertise in working with all our young people to affect change and promote opportunities for them to prevent or desist from offending.

### Challenges, risks and issues

- Disproportionality within our cohort of young people from an ethnicity perspective and the continued lived experience challenges facing young people of colour.
- The lack of alternative education placement for pre and post 16-year-olds and the over-representation of young people with special educational needs and Educational and Health Care Plans (EHCP) into the CJS
- Increase in youth violence and exploitation within Wolverhampton and the continued need for a public health response to the systemic issues facing young people and families within the city

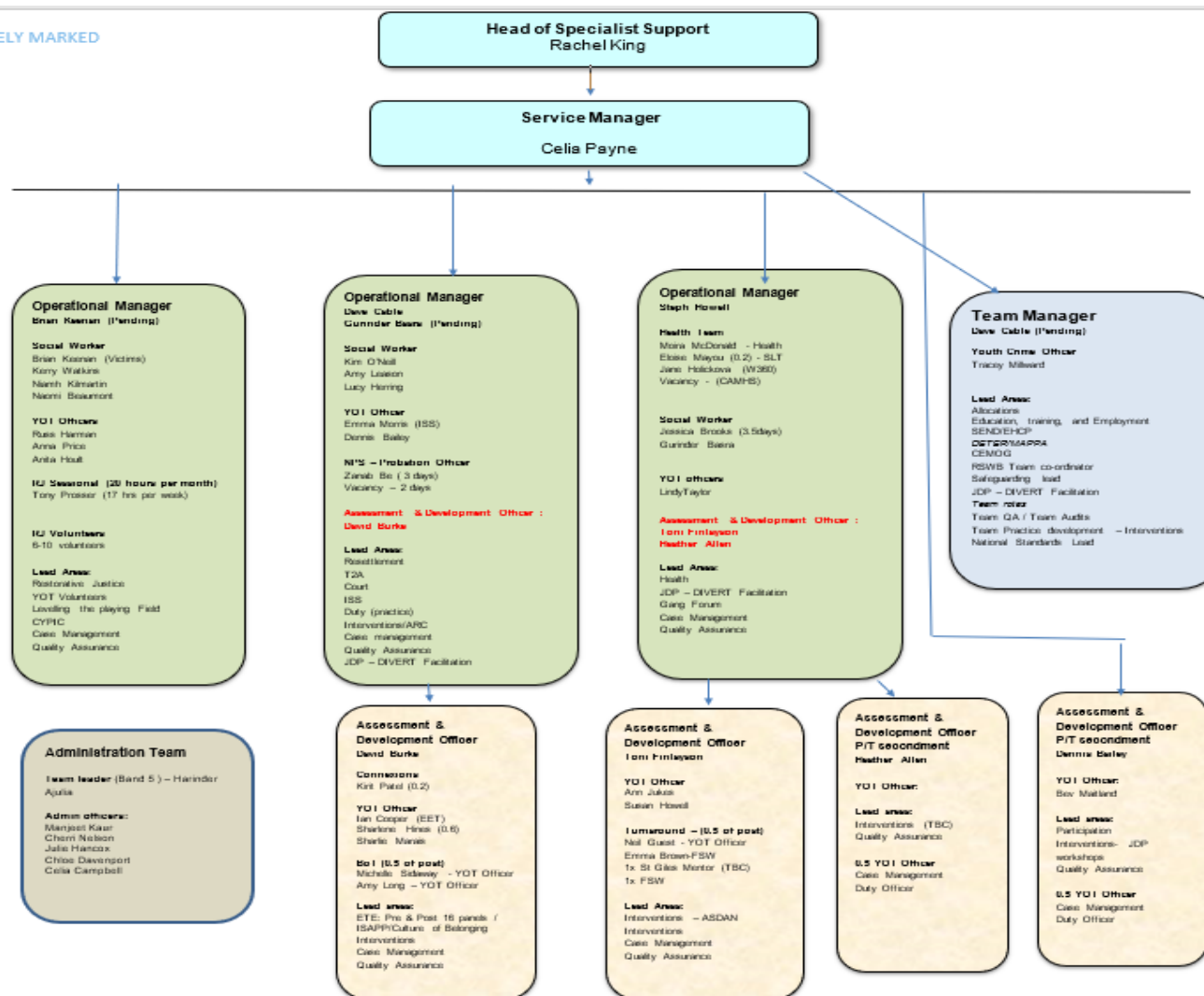
### Sign off, submission and approval

Chair of YJS Board	Bal Kaur
Signature	
Date	30.06.23



# Appendix 1 Staffing Structure

Sensitivity: NOT PROTECTIVELY MARKED  
V.19 Updated 30.05.23



## Appendix 2 Budget Costs and Contributions 2023/24

Agency	Staffing costs (£)	Payments in kind – revenue (£)	Other delegated funds (£)	Total (£)
<b>Local authority*</b>	1,082,050	£10,079	435,620	<b>1,527,749 (TBC)</b>
<b>Police Service</b>	£27,360	£73,100		<b>100,460</b>
<b>National Probation Service</b>	£ 49,554			<b>49,554</b>
<b>Health Service</b>				<b>151,554</b>
School Nurse		£51,862 (school nurse)		
CAMHS				
Substance Misuse		£62,272(CAMHS)		
Speech and Language		£15,491 (Subs) £21,929 (SLT)		
<b>Police and crime commissioner**</b>	£66,000			<b>66,000</b>
<b>YJB Practice Grant</b>	577,300 (TBC)			<b>577,300</b>
<b>Other***</b>				
<b>Total</b>	<b>1,802,264</b>	<b>234,733</b>	<b>435,620</b>	<b>2,472,617</b>