

# Children and Young People Scrutiny Panel

29 March 2017

<b>Report title</b>	Update on Youth Offending Team Inspection Action Plan	
<b>Cabinet member with lead responsibility</b>	Councillor Val Gibson	
<b>Wards affected</b>	All	
<b>Accountable director</b>	Emma Bennett, Children and Young People	
<b>Originating service</b>	Youth Offending Team (YOT)	
<b>Accountable employee(s)</b>	Sally Nash	Head of Service YOT
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<b>Report to be/has been considered by</b>	People Leadership Team 13.3.2017 SEB 14.3.2017	

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## Recommendation(s) for action or decision:

The Panel is recommended to:

1. Review the progress in respect of the Youth Offending Team (YOT) Inspection Action Plan.
2. Note the Youth Justice Board responsibility for 'signing off' this plan
3. Note that some on-going actions will carry forward into the new Youth Justice planning cycle.

## **1.0 Purpose**

- 1.1 The purpose of this report is to invite members of the scrutiny panel to review the progress in respect of the YOT Inspection Action Plan, following up on the previous review in September 2016.

## **2.0 Background**

- 2.1 A full joint inspection of the Wolverhampton Youth Offending Team occurred in November/December 2015 with very positive outcomes. The report was published in February 2016. The achievements (out of a maximum of four stars) were as follows:

- Reducing Reoffending – four stars
- Ensuring the sentence is served – four stars
- Protecting Children and Young People – three stars
- Protecting the Public – four stars
- Interventions – four stars
- Governance and partnerships – three stars

This was a very high standard of performance and placed Wolverhampton Youth Offending Team as one of the highest performing units in the country.

- 2.2 Notwithstanding the level of performance any YOT subject to a full joint inspection is required to produce an Improvement Action plan. This action plan had to be submitted to the Youth Justice Board and Her Majesty's Inspector of Probation (lead inspector) for approval. The action plan is monitored via the YOT Management Board where the Youth Justice Board local performance manager is ultimately responsible for tracking progress and performance. The action plan is RAG rated and regularly reviewed at quarterly meetings for progress and update within the partnership.

- 2.3 The Inspectorate itemised six key areas for improvement which are cited in a left hand of the action plan and these are:

- Education Training and Employment for children and young people should be improved to ensure they are equipped with skills that contribute towards maximising their chances of employability
- Leaders and managers should exercise their influence at all levels to secure an improved education and training offer that meets the behavioural and vocational needs of YOT young people
- Ensure the YOT Management Board has Children and Adolescent Mental Health Services (CAMHS) representation
- Ensure child sexual exploitation is a feature on the YOT Management Board agenda
- Evaluation of intervention outcomes to understand impact
- Work to eliminate barriers to engagement and further evidence of consideration of diversity

- 2.4 It can be seen that the first two recommendations relate to the educational engagement level of YOT young people which has been a local area of underperformance for a number of years. The third recommendation relates to a gap in representation from CAMHS at the YOT Management Board which in part related to the restructure of health provision in the city.

The Inspectorate were particularly exercised and concerned to be assured about the city wide response to child sexual exploitation and therefore suggested that this receive priority attention at our Strategic YOT Management Board. The Inspectorate considered our interventions with young people to be very effective but suggested that we should look to evaluate what was effective.

The final recommendation in respect of diversity, reflects the national trend that young people from ethnic backgrounds tend to be overrepresented in the youth justice system and that there should be constant efforts to improve our engagement.

### **3.0 Progress on the Action Plan**

- 3.1 It can be seen from the attached action plan that there has been significant progress in each area. Some of the actions will not be fully completed by the end of March 2017 and are part of the on-going work of the Youth Offending Team partnership and will form key components of our next action plan. Since the last review in September 2016 it can be seen that many of the actions have turned to blue as fully completed, and the rest, with one exception, are on track/work in progress for completion. The one amber rating relates to a target that remains a priority, but there has been a delay in the setting up of a service capable of delivering on this, and this is discussed in paragraph 3.2.
- 3.2 The first two recommendations relate to the concerns in respect of educational engagement by YOT young people in Wolverhampton. Following the inspection report, the City of Wolverhampton Directors of People and Education commissioned a review into provision for those aged 14-19 years. The detail cited in the action plan relates to this work. Notable progress to date includes the development and now pilot Quality Assurance Framework standards for all alternative provision.

In addition, there has been the development of the 'Work Box' virtual careers prospectus which will enhance existing information and guidance provision. The YOT has also been successful in achieving a part time placement from the European Funded Youth Employment Initiative (YEI) scheme which should improve the intensive mentoring and support for our hard to engage young people, including into work experience placements.

The placement of services within the YOT has been part of a specific commissioning process and it is expected that this service will commence in the YOT from April 2017. This timescale has impacted on the one 'amber' rating in the report, which relates to work placements for young people. This target will be a key priority for the service once it commences. It is also of note that the Virtual Head for Looked After Children also now includes the needs of YOT young people within his portfolio of responsibility.

This is assisting communication with schools and challenging the offer available to individual young people.

- 3.3 The YOT Management Board now has representation from our local CAMHS provider – Black Country Partnership Foundation Trust (BCPFT) and as such this recommendation is flagged blue. At our most recent management board in February 2017, our CAMHS partnership was again present, and in September 2016 a presentation was received in respect of CAMHS transformation by the Clinical Commissioning Group.

It is also pleasing to report that the long standing CAMHS operational vacancy in the YOT is now filled and the worker is assisting with the progress of a unified approach to health delivery in the YOT, along with our other health partners.

- 3.4 The YOT Management Board has a standing agenda item addressing child sexual exploitation (CSE) and safeguarding matters. In March 2017, we are to receive and consider the recent problem profile that has been prepared in respect of CSE across the city. It is pleasing to report that the Head of Safeguarding is now a member of the YOT Management Board. As such this recommendation is now flagged as blue.
- 3.5 The Principal Educational Psychologist and the YOT Head of Service are ensuring that an 'in house' doctorate student undertakes her research study exploring the effectiveness of YOT evaluations. This research is now expected to take place in spring of 2017, and the research proposal is to be approved at the Management Board in March. Alongside this the YOT Head of Service and local Police Superintendent (who chairs the YOT Management Board) are currently reviewing the 'out-of-court disposal' interventions.

Given these factors we have 'RAG' rated the interventions evaluation as 'green' and consider this to be on track although will not be fully completed before Youth Justice Board (YJB) sign off this plan. The YOT Management Board will continue to receive reports and monitor the progress of these pieces of work to ensure that SMART and efficient working is sustained in the YOT.

- 3.6 The national YJB has developed a toolkit to address diversity and further analyse YOT data to understand key areas where intervention and attention is needed to address the particular needs of our community. The YOT is working with our local performance manager to ensure we progress the use of this toolkit.

The YOT Management Board welcomed a national adviser in respect of this toolkit and moving forward the Board expects to receive detailed information in respect of diversity as part of its performance framework. This framework is currently under development as part of the movement of YOT data management into the Corporate Insight and Intelligence Team. In addition, the YOT utilises local voluntary sector organisations that have particular engagement skills with hard to reach groups e.g. BASE 25 and CATCH 22. This recommendation is currently rated as blue, but there is of course recognition that the struggle for equality and diversity is on-going. Following the scrutiny panel request in September 2017, an equality impact assessment has been done in respect of the whole action plan.

#### **4.0 Financial implications**

- 4.1 There are no financial implications; work in relation to this action plan is being undertaken from within existing resources in the Youth Offending Service.  
[NM/09032017/H]

#### **5.0 Legal implications**

- 5.1 There are no legal implications in respect of this report.  
[Legal Code: TS/16032017/Q]

#### **6.0 Equalities implications**

- 6.1 An equalities analysis is being undertaken.

#### **7.0 Environmental implications**

- 7.1 There are no environmental implications in respect of this report.

#### **8.0 Human resources implications**

- 8.1 There are no human resources implications in respect of this report.

#### **9.0 Corporate Landlord implications**

- 9.1 There are no corporate landlord implications in respect of this report.

#### **10.0 Schedule of background papers**

- 10.1 The YOT Inspection report was previously considered by Cabinet on 24 February 2016 and Children, Young and Families Scrutiny Panel in September 2016.