

Nottinghamshire Youth Justice Strategy 2015-18

Annual update 2018



Executive Summary

Youth Justice Services in Nottinghamshire are made up of three multi-agency locality Youth Offending Teams (YOTs) and a county wide Interventions team all of which are located in the “Family Service” provision. The service meets all of the statutory requirements of a YOT as set out in the Crime and Disorder Act 1998 and includes seconded staff from Police, Probation, Health, and Futures (Education, Training and Employment).

The aims of the YOTs are to:

- Reduce the number of young people entering the criminal justice system;
- Reduce the frequency and rate of reoffending by children and young people who are already within the youth justice system; and
- Keep the numbers of young people experiencing custody – either on remand or as a sentence of the court - to a minimum.

Performance against these measures is strong and remains consistently below the national average:

- First time entrants to the youth justice system has reduced dramatically since 2008/9 and remains below national average levels.
- Rates of re-offending and numbers of re-offences committed by re-offenders has reduced steadily since 2008/9, whilst there has been some fluctuations, it remains lower than national re-offending rates.
- Numbers of young people remanded and sentenced to custody has reduced significantly since 2009, meaning that fewer young people are experiencing a period of incarceration than was previously the case.

In addition to the multi-agency make-up of the teams, the service works closely with partners and commissioned providers at a strategic and operational level to achieve its outcomes and aims. The Service links closely with the Troubled Families agenda and acts as the lead professional where the young person committing crime or anti-social behaviour meets the triggers.

A new service delivery model was implemented in April 2017 and whilst a minimum operating model was implemented Nottinghamshire retained its commitment to crime prevention services and have not had to alter thresholds for service delivery as was envisaged may be the case.

The YOTs continue to monitor their activities via quality assurance; in order to align the Youth Justice quality assurance process more closely with that operating in other areas of Children's Services its quality management framework is now managed by the Quality Improvement Group; ensuring assessments, plans and work with children and young people remains of a high quality. It continues to seek feedback from children and young people, parents and carers regarding the service they have received and gathering suggestions for improvement.

The YOTs continue to try to ensure that the needs of children and young people are met within an ever challenging budgetary environment. It will therefore continue to work with partners (such as Children's Social Care and the Police) to ensure that children are not criminalised or remanded unnecessarily, whilst the Board works with strategic partners to ensure that the health provision offered to young offenders provides them with equality of access that the general population experiences.

Introduction

Youth Justice Services in Nottinghamshire are made up of three multi- agency locality Youth Offending Teams (YOTs) and a county wide Interventions Team, providing support with interventions and crime prevention work to the locality teams and carrying out detached youth work in areas of high crime and deprivation. The service meets all of the statutory requirements of a YOT as set out in the Crime and Disorder Act 1998 and includes seconded staff from Police, Probation, Health, and Futures (Education, Training and Employment advisors).

In addition to the multi-agency teams, the service commissions specialist external providers from the voluntary, public and private sectors to help it deliver key statutory functions, such as substance misuse, reparation services, victim contact and appropriate adult work. The key aims of the YOTs are to:

- reduce the number of young people entering the criminal justice system;
- reduce the frequency and rate of reoffending by children and young people who are already within the youth justice system; and
- Keep the numbers of young people experiencing custody – either on remand or as a sentence of the court - to a minimum.

In working towards these targets, the YOTs work ensures that the needs of the child are at the centre of what they do and they work holistically, with both the child and their family to seek the best outcomes. Working with other teams, departments and partners is key to ensuring that the best outcomes are secured for children and young people. It is clear that key stable factors that many take for granted, such as stable and suitable accommodation, positive and enduring personal relationships, full participation in education, training or employment, feeling safe, secure and loved and a healthy lifestyle free from substances, exploitation, or unaddressed health needs drastically improve a child's ability to integrate successfully into society and lead a law abiding and productive life as an adult.

It is vital that there is partnership working to ensure that every child has maximum access to available resources and opportunities to achieve these outcomes regardless of their place within the criminal justice system - as a child on the cusp of offending, or a young person in youth detention accommodation with numerous offences. In adopting this approach the case manager will work with the child to tailor a programme individual to their needs to identify ways to build upon their strengths, develop their potential and identify strategies to reduce the negative factors in their life which may be pulling them into offending or increasing the risk of harm to either themselves or the public.

Whilst the YOTs strive to keep the child or young person safe and free from harm and will work to improve their life outcomes, it cannot be forgotten that the young person has offended and has caused harm to individuals and communities through their actions. Keeping individual victims and the public safe will therefore always remain an equal priority. Ensuring that victims have a voice and feel listened to is also an important aspect of the YOTs work and for that reason an independent organisation is used to deliver a service to victims and to support them in explaining the impact that the offence has had upon them to the young person and suggesting suitable reparatory activities where appropriate. In accordance with the Victim's Code of Practice, victims who have consented to their information being shared are contacted by the provider and offered the opportunity to participate as much as they wish with the youth justice process, being offered a range of restorative options. This can range from voicing the impact that the offence has had upon them, to suggesting reparative activities in which they would like the young person to participate in, through to engaging in direct reparation or mediation with the young person. Equally many would just like to be kept informed of the progress of the order in accordance with data protection considerations. Being listened to and being able to express their feelings in the aftermath of an offence and the court process can be beneficial for many victims and allows them to seek answers to the questions that may have been plaguing them since the offence, allowing them to obtain closure to the process.

Review of Youth Justice Plan 2017/18

During 2017/18 the service set out to:

Actions to be completed in 2016/17	Update on Progress
FTEs Review the strategy to better target crime prevention resources	Completed The interventions team have continued to target their resources, working with individuals and groups who have been identified as causing anti-social behaviour in the local community. They are actively tailoring their resources in order to meet local demand in accordance with areas of deprivation/crime/asb. The team have provided training to youth groups to broaden the delivery of early crime prevention intervention and are working with partners to address local issues associated with knife crime.
FTEs and Re-offending – Data analysis Analyse FTE data on a quarterly basis to understand profiles and hotspots to target resources; Analyse re-offending data to identify profiles, hot spots and trends;	Completed First Time Entrant and re offending data is produced for discussion at the YOT Partnership Board on a quarterly basis. In an attempt to reduce FTE, in conjunction with the police, the YOT have altered their approach to Out of Court Disposals, making better use of the available resources. Looked After Children have received a focus from the YOT given their over representation in the YOTs reoffending figures. Knife crime is identified as being on the increase locally which is also being given an increased YOT focus.
Service User evaluations Team Managers to seek young person feedback at compliance panels, following resentence for new offences, for ISS cases and for young people in custody Case managers to collect service user feedback as per the Asset Plus framework	Completed Team Managers continue to seek the views of young people who have re offended/not engaged with their orders and this is collated on a quarterly basis. Case Managers continue to seek service user feedback at the start, review and end of a young person's intervention.
Review Service User feedback quarterly	Completed Service user feedback is collated by the Quality Improvement Group and produced alongside case management audit reports on a quarterly basis. The YOT Management team are able to scrutinise service user feedback and identify emerging themes to assist in developing good practice within the YOT.
Service Delivery - Remands Maintain close links with Children's Social Work Services to reduce instances of inappropriate remand Managers to review all remands locally to identify any inappropriate remands	Completed Over the past year there has been increased communication with Childrens Social Care in relation to young people at risk of remand/re remand. All remands are reviewed by the locality manager and discussed at a wider management meeting in order to identify issues which may require further scrutiny, address procedures/processes which aren't working or causing barriers to young people being granted bail.
Service Delivery – Asset Plus Embed Quality Assurance processes	Completed Quality Assurance processes are now fully embedded within the three locality teams with the assistance of a central duty rota. These processes are actively monitored and reviewed in line with changes in local practice to ensure that they remain effective. The Quality Improvement group is responsible for collating quarterly audits completed by managers/middle managers from across the Family Service and YOTs; performance is also monitored during regular staff supervision.

Review all policies and procedures incorporating the Asset Plus framework and new service quality standards	<p>Completed</p> <p>All policies and procedures were reviewed with the introduction of Asset Plus; incorporating new national and local practice.</p> <p>These policies and procedures are now being reviewed to take into account changes that have occurred as a result of a new case management recording system (CAPITA).</p>
<p>Service Delivery – Speech Language and Communication Needs</p> <p>All eligible young people receive a communicate assessment, those eligible receive further intervention or information passed to education providers</p>	<p>Completed</p> <p>All eligible young people continue to be allocated for a communicate assessment and, if identified, receive further intervention as part of their statutory intervention programme.</p> <p>For those young people in full time education, education providers continue to receive the outcome of communicate assessments to assist them in addressing that young person's needs. There is now an established flow of information to education providers.</p>
<p>Service Delivery – Health</p> <p>YJ Service Manager to work with key partners to review the business case for increased YOT Nurse capacity</p>	<p>Not achieved</p> <p>Whilst it was acknowledged that the YOT nurse capacity was not sufficient to meet the needs of all young people within the YOT there has been no further progress in securing additional resources in this area.</p> <p>Additional funding secured by the YOT will aim to boost the available resources in relation to young people and health.</p>
<p>Service Delivery – LAC prosecutions</p> <p>CSC link manager to work with CSC, police and CPS to embed the LAC Prosecution policy for County LAC</p>	<p>Completed</p> <p>Nottinghamshire YOT have signed up to a joint working protocol with CSC, Police, the CPS and Nottingham City YOT to reduce the unnecessary criminalisation of children in care. This protocol has been widely distributed and work is ongoing to raise awareness of the protocol to ensure that it is both understood and embedded within practice.</p>
<p>Service Delivery – Junior Attendance Centre's (JAC)</p> <p>Review best practice for the Junior Attendance Centre and embed best practice approaches</p>	<p>Completed</p> <p>The areas JAC's are run by the interventions team. The work of the JAC's has been reviewed and the team are now delivering 1-1 bespoke packages of intervention in addition to incorporating local issues into intervention programmes with young people.</p>
<p>Service Delivery – Victim Services, Unpaid Work and Restorative Justice</p> <p>Complete revised specification and re-commission services</p>	<p>Completed</p> <p>Restorative Justice, reparation and victim services has been recommissioned for the next 5 years.</p> <p>Remedi have once again secured the contract and will continue to build upon the good work that they were already completing within the service.</p>
<p>Service delivery – Offenders as Victims</p> <p>Continue liaising with Remedi/H2H regarding young offenders who are also victims of offending to ensure they receive appropriate intervention.</p> <p>Work with the Office of the PCC to further analyse this area of work.</p>	<p>Completed</p> <p>Remedi ensure that they address the individual needs of young offenders who are also identified as victims.</p> <p>Work is ongoing with the PCC to explore the needs of offenders who are also victims of crime. This work has received support from Nottingham Trent University and appropriate methodology is currently being explored.</p>
<p>Service delivery – Addressing Harmful Sexual Behaviour</p> <p>Ensure the workforce are sufficiently equipped to work with young people who have displayed harmful sexual behaviour</p>	<p>Completed</p> <p>All relevant staff from across the YOT have been trained in Harmful Sexual Behaviour foundation, 'Good Lives' interventions and planning work with children and young people with complex needs to assist them in working with young people who have displayed harmful sexual behaviour.</p> <p>The Brook Sexual Harm Traffic Light has been rolled out to staff as a structure for helping all professionals make initial assessments of sexual harm.</p>

Governance and Structure

Nottinghamshire YOTs are part of the Local Authority's Children's, Families and Cultural Services department. Line Management of the service flows up through the department to the Corporate Director for Children's Services. The activities of the YOTs are monitored and directed by the Nottinghamshire Youth Justice Partnership Board, which is chaired by the Service Director for Youth, Families and Social Work. All key partners are represented at a senior level at the board. The Board reports to the Safer Nottinghamshire Board, which feeds into the Health and Wellbeing Board.

The Nottinghamshire Youth Justice Partnership Board holds the YOTs to account by ensuring that it meets its key statutory aims of reducing first time entrants, reducing re-offending and reducing the numbers of young people experiencing custody or remand.

It does this by:

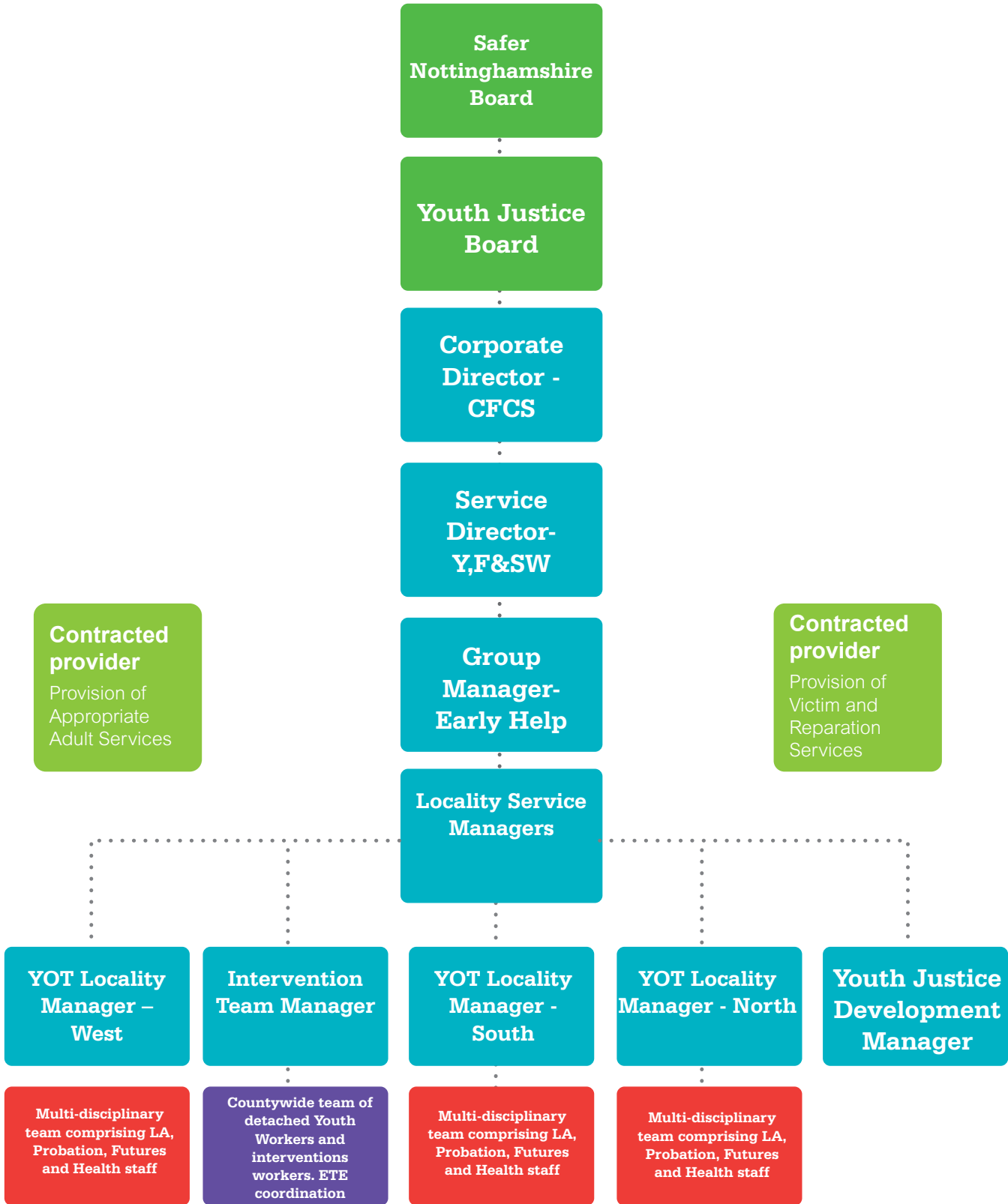
- Receiving quality assurance activity reports and quarterly performance reports, highlighting performance to date, areas of opportunity and risks to performance;
- Reviewing resources on a regular basis to ensure these are being effectively deployed;
- Benchmarking the practice of the YOTs and the Board against thematic inspections and the recommendations within these;
- Reviewing every Concise Incident Report along with details of any subsequent progress made against actions set.
- Reviewing any barriers to operational delivery which could impact upon performance or service delivery and identifying solutions to overcome these;
- Agreeing and signing off improvement/action plans from Inspections and monitoring progress against these;
- Holding partners to account for any deficits in their operations or practice which is highlighted in any of the above.

The terms of reference for the Board are attached at Appendix 1.

Nottinghamshire has three core YOT locality teams, covering the assessment and case management of young people involved in the criminal justice system or on the edge of offending. There is also a county wide Interventions Team, which provide interventions and support for the locality teams, co-ordinates the work of the JAC's and provides assertive outreach to children and young people in areas of high crime and deprivation. Information around staffing and volunteers is attached in Appendix 2.



Governance of the Youth Justice Service



Resources and Value for Money

Youth Justice Services in Nottinghamshire are funded from a variety of funding streams; both direct monetary payments and seconded staff.

Agency	Staffing costs (£)	Payments in kind – revenue (£)	Other delegated funds (£)	Total (£)
Local Authority		763,638		763,368
Local Authority - Public Health	120,000			120,000
Nottinghamshire Police	78,000	59,038		137,038
Office of the Police and Crime Commissioner		109,000		109,000
National Probation Service	45,000	5,000		50,000
Clinical Commissioning Group	173,000			173,000
YJB Good Practice Grant		937,419		937,419
Reserves		50,000		50,000
Total	416,000	1,924,095		2,339,825

The Youth Offending Teams (YOTs) receive additional ‘in kind’ services from the County Council in terms of infrastructure (accommodation, IT support), assistance with quality and performance monitoring/ administration and business support.

Senior representatives at the Nottinghamshire Youth Justice Partnership Board value the contribution that the YOTs make in reducing crime and anti-social behaviour and, in 2017, reached an agreement with partners that, as part of moving to a ‘minimum operating model’, they would provide a commitment of stable funding until 2020. Whilst this has resulted in little variance in grants, in March 2018 a joint national review of partnership arrangements between Probation Trusts and YOTs reconsidered the National Partnership Framework and the resources allocated to each YOT. As a result of this review, from July 2018 Nottinghamshire will see a reduction in NPS resource

by 1 member of staff, and an equivalent reduction in on-cost grant contributions. Given the reduction in NPS resource the YOT are now reviewing how NPS staff are deployed across the county alongside the transition arrangements for those turning 18.

Courts and case managers continue to make good use of the Junior Attendance Centres (JACs) to address the needs of young people on statutory Orders. The service is making use of the JAC for the delivery of tailored 1-1 sessions e.g. knife crime, relationship work and to deliver interventions that address locally identified issues.

Partnership Arrangements

As well as working closely with partners operationally to deliver its key objectives, the YOTs engage with partners at a strategic level to ensure that youth issues are represented within Nottinghamshire priorities. The Service Director responsible for the service chairs the Nottinghamshire Youth Justice Partnership Board and the YOTs are represented by the Group Manager (Early Help) on the Nottinghamshire Safeguarding Children's Board, the Safer Nottinghamshire Board and Reducing Reoffending Board.

The YOTs engage with local partners around key crime priorities as these develop and link in with local Community Safety Partnerships. There is YOT representation across all localities on Local Multi Agency Problem Solving (LMAPS)/Vulnerable Persons Panels (VPPs) to ensure that they are able to contribute to addressing local issues relating to crime and anti-social behaviour that include children and young people.

The YOTs also commission services to ensure effective delivery in relation to their appropriate adult and victim service obligations. Following annual extensions the contract for Appropriate Adult Services was extended in May 2018. This will be the last extension and the service will be retendered in 2019. The YOTs also commission a specialist provider to deliver its victim and reparation services. Following the re tendering of this service provision, in April 2018, Remedi were successful in once again securing the contract which will remain in place for the next five years.

Since November 2015, the Troubled Families agenda has been absorbed into a mainstream service under the Family Service within Nottinghamshire County Council. The YOTs are closely aligned with the Family Service within all three localities and where they are already engaged with a young person who is eligible for support under the Troubled Families Criteria, the YOT will remain the lead professional and co-ordinate an agreed plan of work and activities. Working in conjunction with the Family Service gives access to increased resources for the individual child and ensures that appropriate support can also be accessed for the wider family.

Whilst the number of young people remanded to youth detention accommodation has increased from last year the figure remains lower than the national average. Nottinghamshire is committed to ensuring that remand is only used for those young people where the level of risk is too great to manage them in the community; managers continue to routinely

review all remands, ensuring that they are both appropriate and unavoidable. Working together with Children's Social Care (CSC) ensures that any issues can be rectified in a timely manner. In 2017/18 all remands were felt to be appropriate and there were no remands due to a lack of suitable accommodation; this has been assisted by YOTs developing closer working relationships with CSC. Closer working relationships have also been formed in relation to Harmful Sexual Behaviour (HSB) with new joint working practices being introduced across Children and Family Services.

Nottinghamshire continues to offer an enhanced level of service to children and young people in custody. As these are some of the YOTs most vulnerable young people Nottinghamshire have continued to make all visits face to face; this also assists in establishing close working relationships with secure establishments. Young people in custody are visited by their case manager and are also allocated an interventions worker and Education, Training and Employment (ETE) advisor, who visit them outside of formal reviews and work with them alongside the case manager planning for their transition into the community. ETE advisors also co-ordinate the initial request, implementation and review of Education Health Care Plan's (EHCP) for young people in custody. This ensures equality of access to appropriate educational provision whilst in custody and upon release into the community.

Meaningful full time engagement in ETE remains one of the most significant protective factors to reduce re-offending for young people. The YOTs acknowledge this and ensure that all young people who are supervised on statutory court orders have equal and equitable access to information, advice and guidance. Qualified specialist advisers (seconded from Futures) are based within each of the three localities to provide a bespoke package of support for those who are not accessing full time ETE provision. The team's policies and procedures are aligned with the wider Nottinghamshire County Council's Children Missing Education policy and they take an active role in the Vulnerable Children's Education Commissioning group, providing multi agency solutions in relation to the education provision of vulnerable groups.

In addition to the support of the case manager, ETE and interventions worker, case managers within the YOTs are able to make direct referrals to Head2Head to access emotional wellbeing and mental health services and there are established

working agreements in place to ensure that this partnership working is effective. The substance misuse contract has been awarded to a new supplier who will take over delivery of this service from CAMHS in September 2018. If accommodation is identified as a potential issue, where the child is of statutory age, the YOTs will work closely with CSC to identify appropriate accommodation placements. If the child is approaching their 18th birthday they will be referred to the Homelessness team within the Family Service to identify appropriate supported accommodation.

Nottinghamshire have the benefit of having a YOT nurse specialist for all three locality teams providing young people with a health needs assessment and a care plan for care/or referrals on to services to meet unmet health needs. The YOT nurse continues to provide opportunities to assess those young people who are hard to engage and have refused health assessments from other services. There have been recent developments in practice to ensure that case managers are alerted when young people have accessed emergency services which is assisting workers to address issues of safety and wellbeing.

In order to keep a focus on reducing the number of young people entering the criminal justice system, the YOTs continue to work with key partners such as the police and community safety teams to identify appropriate young people for crime prevention activities. There has been recent partnership working with the police, and other agencies, addressing the issue of knife crime with young people who may, or may not, be already known to YOTs. This, and other initiatives, has also resulted in the YOTs developing closer links with the Tackling Emerging Threats to Children's team to develop further the early intervention that is available to young people outside of the criminal justice service.

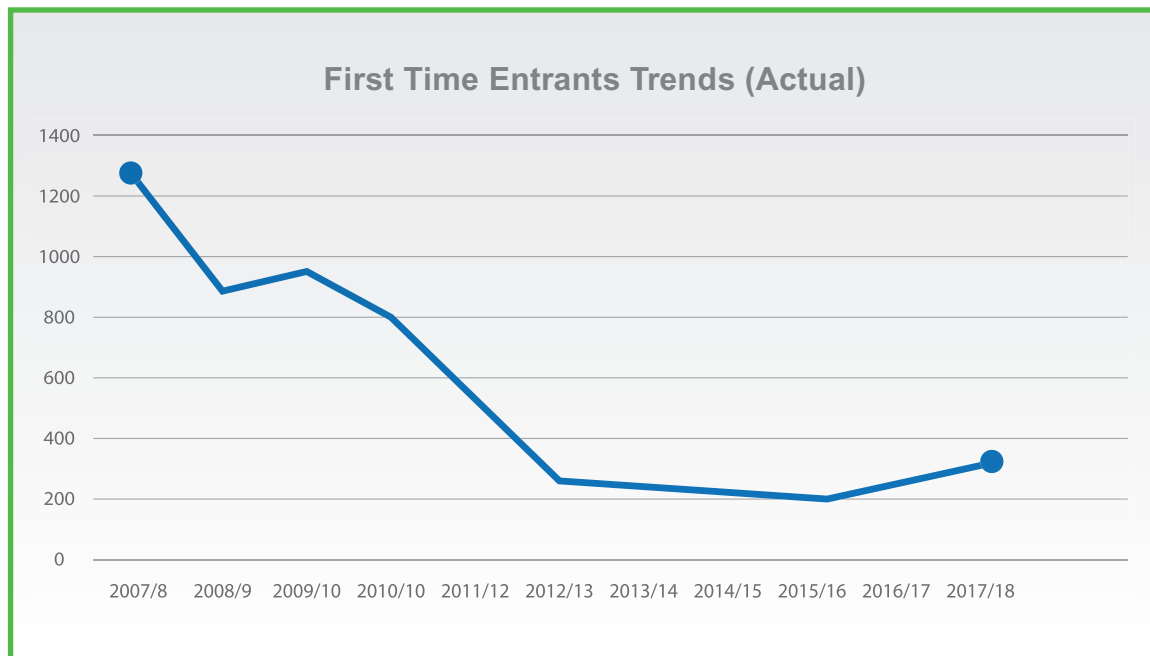
The YOTs continue to provide representation on the Channel Panel, providing advice and guidance regarding young people who are displaying concerning behaviour, which could be indicative of early radicalisation. Where the behaviour is low level, and does not meet the thresholds for a referral to PREVENT, the YOTs will work with the young person as part of a crime prevention referral.



Performance and Risks to Future Delivery

Performance: First Time Entrants to the Youth Justice System

During 2017/18 there were 322 actual First Time Entrants (FTEs), whilst slightly higher than last year this does not exceed the national average.



Re-offending Rates

From 2010/11 reoffending rates of young people within the youth justice system has steadily fallen. Whilst Nottinghamshire YOTs reoffending figures had last year increased in line with the national average (37.9%), full year data for 2017/18 suggests that Nottinghamshire has a lower reoffending rate than the national average at 34.4%. Re offending from young people subject to pre-court disposals remains high and, as will be discussed, closer working with the police in an attempt to provide YOT interventions to young people prior to them entering the criminal justice system, and to facilitate diversionary interventions to those who receive lower level sanctions, is being progressed.

Custodial Sentences / Remands

Performance Measure	Notts current or projected performance 2017/18	Target/Status
First Time Entrants: Number per 100,000 of 10-17 population	322	The national average (322)
Re-offending- Binary (reported 3 months in arrears)	34.4%	Lower than the national average (37.9)
Re-offending – Frequency re-offences per offender (reported 3 months in arrears)	0.82	Lower than the national average (1.24)
Re-offending – Frequency re-offences per re-offender (reported 3 months in arrears)	2.38	Lower than national average (3.30)

Custodial Sentences / Remands

There have been significant reductions in the number of young people experiencing a custodial remand or a custodial sentence within Nottinghamshire since 2009/10 and this year has seen further reductions.

Remands

2009/10> 2017/18

38



13



-66%

Custodial Sentences

2009/10> 2017/18

68



19



-72%

Risks to Performance and Service Delivery

The YOTs have seen a reduction in its income from both Local Authority and Youth Justice Board streams over the last decade which has resulted in a reduction of its case managers and a new “minimum operating” model being implemented from April 2017 to ensure that service functions continued. The Youth Justice Partnership Board were keen to protect the crime prevention element of its work and this is in line with the work under development this year in respect of Out of Court Disposals.

A change in practice across the police has meant that young people committing certain offences (e.g. sexual/knife/violence etc.) have been referred to the YOT for an Out of Court Disposal (OOCd) assessment. A review of referrals to Nottinghamshire YOT for OOCd for 1st September - 31st December 2017 identified that there had been an 86% increase in the number of referrals from the same time period in the previous year, and OOCd's assessments and interventions, had made up over half of the services overall workload.

A small rise in FTE's across both Nottingham City and Nottinghamshire County has led to a further agreement that all young people being considered for a Youth Caution be referred to the YOT. It is hoped that this will assist in diverting young people into Community Resolutions/Restorative Justice interventions prior to them entering the criminal justice system, and facilitate diversionary interventions to those who receive lower level sanctions; placing an additional strain on the workloads of case managers. A review of the current OOCd practice in light of the HMIP thematic inspection report has led to the introduction of a desk top triage exercise and a new shortened assessment level. This has streamlined the OOCd assessment process to allow for increased capacity. The changes were agreed by the partnership board and introduced in July 2018. Any risk of a fall in the standard of assessments is mitigated by local checks and balances being put in place.



Developing and Improving the Service

As with other areas of Children's Services, the YOTs are now under the auspices of the Quality Management Framework (QMF), managed by the Quality and Improvement Group and case file audits are reported on, on a quarterly basis.

Over the past year (April 2017-2018) there have been 60 cases audited and performance within each of the locality teams remains positive. 55% of cases audited were found to be good (the highest grade), 40% satisfactory and just 5% of cases audited throughout the year were unsatisfactory. The coming year will see a full review of the YOTs internal audit tool to mirror changes in the new inspection framework implemented by HMIP. This will include a change in the current grading system, aligning with those used by both Ofsted and CSC (Outstanding, Good, Requires Improvement, and Inadequate). An additional change will be the introduction of a YOT action plan taking into account identified areas for improvement from case file audits; this will be produced alongside the quarterly audit report.

An analysis of a cohort of offenders and re offenders within Nottinghamshire found that the number of young people offending in care settings was significant and Looked After Children (LAC) were over represented. Nottinghamshire YOT has worked closely with Nottingham City YOT, the Police, CSC and the Crown Prosecution Service to agree a local protocol regarding the behaviour management of children and young people who are Looked After. This has been communicated to the relevant parties across children's services and work is continuing to ensure that this is clearly understood and embedded within practice. It is hoped that this will assist to prevent the criminalisation, or further criminalisation, of children in care for behaviour that would not lead to prosecution if they were residing within a family home.

All relevant YOT staff have now completed Harmful Sexual Behaviour (HSB) foundation and training in Good Lives; interventions and planning work to address HSB and Complex Needs in Young People. This has upskilled our staff to deal more effectively with the needs of the more complex cases. The YOTs are also fully involved in work to address the wider HSB processes across Children's and Families Services with the recent introduction of the HSB panel; a multi-agency approach to early identification and addressing the needs of young people who have

committed HSB. This aims to ensure that the needs of young people engaging in HSB are identified, and addressed, earlier than had previously been the case.

Knife and weapon enabled crime in Nottinghamshire has seen significant increases in the last four years which reflect, to some extent, national trends and concerns. Locally, 14% of the suspects/offenders are 16yrs or under; 50% are 24yrs or under, so not surprisingly there is a strong youth focus to the Home Office's Serious Violence Strategy. To improve the local collective response to knife and weapon enabled crime, Police and Crime Commissioners Office has appointed a Police Detective Superintendent knife crime lead and commissioned the development of a 'Knife Crime Strategy' for Nottinghamshire, (currently in draft form).



Bringing together a 'Youth Violence and Criminal Exploitation Group' for Nottinghamshire is a step towards fulfilling the authority's obligations in meeting the demands of the overarching Knife Crime Strategy. This will enable effective communication with internal and external partners to identify young people at risk of becoming involved in violent crime, diverting where possible and managing the risk and safety of those who escalate into the criminal justice system.

The Intervention Team within the YOT are looking at the resources and interventions they deliver and adopting a tiered approach to ensure that the correct level of intervention is delivered to young people, depending on their personal circumstances and where they are at in the criminal justice system.

The YOT are also involved in assisting with the co-ordination of, and sharing of good practice, in delivering weapons interventions across the county with different organisations. They have shared relevant resources with the youth service to assist in the delivery of knife crime intervention to a wider cohort of young people, and have been actively involved with the police and the Tackling Emerging Threats to Childrens Team in developing resources that can be delivered in schools and to other young people who may, or may not, be known to the criminal justice service.

It is accepted that social media plays an increasingly important part in the lives of young people. Research into social media use indicates that 15 and 16 year olds spend an average of 4.4 hours per day online, with 89% of 15 year olds having a social media profile. Recognising that the use of social media is often integral to young people's offending and their safety and well-being, in the past year, the YOT has identified a Social Media Champion to ensure that staff are kept informed of the latest trends in social media and the role that it plays with young people.

There has been little research into how social media and offending are linked, and YOT assessments do not incorporate any specific questions about social media in terms of analysing offending, risk of harm or safety and wellbeing; however, Nottinghamshire YOT believe that increasing staffs knowledge and understanding of social media and the online world, and incorporating this into interventions with young people, is essential.

With the aforementioned in mind, four strands of work related to social media have been developed into a proposal for actions.

- 1 - How social media influences and interacts with the offending of young people and how the YOT address this.
- 2 - How the YOT uses social media to connect with young people
- 3 - How the YOT uses social media to monitor young people in relation to risk of harm and their own safety and wellbeing. This includes the development of practice guidance as to how the YOT use social media platforms to gather information on YOT clients.
- 4 - How the YOT educates young people about social media for their own safety and wellbeing, and to reduce the risk of offending that can be attributed to social media.

Many of the young people with whom YOTs work have some form of Speech, Language or Communication Need (SLCN), but given the age of the young people, unfortunately, there is often

a lack of specialist provision to address this need. Nottinghamshire YOT screen all young people on statutory orders using the Communicate screening tool; assisting in the identification of speech, language and other communication needs. This is used to inform case managers on how to work with the young person to best meet their individual needs; the screening results are also fed back to school/education providers. For young people post year 11 experiencing issues, communicate sessions are completed in order to improve young people's communication skills and their ability to engage with future employment and training opportunities. In recognition of Nottinghamshire YOTs commitment to this area of work, they are one of only four YOTs across the country who have been awarded the 'gold star' AFA/AYM Quality Lead status in acknowledgement of securing better outcomes for young people with special education needs in the youth justice system; a fantastic achievement.

Developing upon this area of work, Nottinghamshire YOT have been part of a joint bid for funding for a NHS England Health and Justice CAMHS Transformation Innovation Project to be implemented across the Sustainability and Transformation Plans (STP) footprint (Nottingham City and Nottinghamshire). The money will be used to employ a speech and language therapist who will sit within the CAMHS Head2Head team and work across both City and County YOTs.

The speech and language therapist will deliver consultation with staff and direct 1:1 work with young people with high levels of need or particular complexities (where clinically appropriate). The post holder will assist in the identification of a SLCN lead within the YOTs; working alongside them and wider speech and language therapy services to develop a SLCN Strategy and Clinical Pathway. They will provide assistance with evaluating the skills and knowledge of the YOTs around identifying and supporting young people with SLCNs, identify skill gaps and training needs within the teams which will assist in the development and delivery of training to staff. There will be an evaluation and final report on the outcomes of this project, including the relevant Health and Justice KPIs

Another joint City and County YOT initiative, is the establishment of a Clinical Psychology post within Head2Head to focus on improving the care to young people who have experienced trauma. A training and consultation model will be implemented to enable YOT case managers, and others working in the youth justice system, to develop a better understanding of trauma, including the use of trauma informed practice and psychologically informed work to support young people who are already in contact with the police and are at risk of continued, escalating offending behaviour.

Action Plan for 2017/18

Actions to be completed in 2018/19	Person responsible	Timescales
FTEs To ensure that new processes in relation to OOCd are fully implemented To review the impact of the new OOCd processes and the impact on FTE's Targeted crime prevention resources	YJ Management Team YJ Team Manager (North)	31/03/19
FTEs and Re-offending – Data analysis Continued analysis of FTE data on a quarterly basis to understand profiles and hotspots to target resources Analyse re-offending data to identify profiles, hot spots and trends	YJ Management Team	31/03/19
Service User evaluations Team Managers to seek young person feedback and complete in-depth service user evaluations to identify what service users identify as 'good practice'	YJ Management Team	31/03/19
Service Delivery - Remands Maintain close links with Children's Social Care to reduce instances of inappropriate remand Managers to continue to review all remands locally to identify any inappropriate remands Bail and Remand policy to be reviewed to make better use of partnership working arrangements	YJ Management Team	31/03/19
Service Delivery – Asset Plus A revised internal audit tool to be implemented as part of the QMF Operating guidance available to staff which incorporates new processes as a result of the implementation of CAPITA (the new case recording system)	YJ Management Team YJ Development Manager	31/03/19
Service Delivery – SLCN To work with the SLCN lead within the YOT to assist in developing a SLCN Strategy and Clinical Pathway Develop YOT staffs skills and knowledge in relation to SLCN	YJ Management Team	31/03/19
Service Delivery – Health YOT to support the appointment of a clinical psychology post within CAMHS A training and consultation model to be implemented within Nottinghamshire to enable workers to develop a better understanding of trauma, including the use of trauma informed practice and psychologically informed work to support young people	YJ Management Team YJ Case Managers	31/03/19
Service Delivery – LAC prosecutions YOT to continue to actively promote the LAC prosecution protocol with partner agencies Evaluate the impact of the protocol upon police call outs and prosecution	YJ Development Manager	31/03/19
Service Delivery – JACs Continue to review practice for the Junior Attendance Centres', embedding best practice approaches	Intervention Team Manager	31/03/19
Service Delivery – Victim Services and Restorative Justice To review training/processes in relation to Referral Orders To ensure the workforce are sufficiently equipped to ensure a more restorative approach is adopted for Referral Orders	YJ Team Manager (West)	31/03/19
Service delivery – Offenders as Victims Work with the Office of the PCC to further analyse this area of work as is require	YJ Development Manager	31/03/19
Service delivery – Addressing Harmful Sexual Behaviour To remain active within HSB panels and be part of the evaluation process	YJ Team Manager (West/North)	31/03/19
Service delivery – Youth Violence Develop work streams, policies and procedures regarding the criminal exploitation of young people and issues associated with youth violence (e.g. knife crime)	YJ Development Manager/YJ Team Manager (North)	31/03/18

Appendix 1

Terms of Reference

Nottinghamshire Youth Justice Board

1. Purpose of the Board

The purpose of the Nottinghamshire Youth Justice Board is to provide strategic oversight and direction to the Youth Offending Teams and to coordinate the provision of youth justice services by the Youth Offending Teams and partner organisations.

2. Status of the Board

The Board is made up of senior representatives of partner organisations. It is the governance group for the Youth Offending Teams and acts on behalf of the County Council and partner organisations. The Board reports to the Safer Nottinghamshire Board.

3. Aim of the Board

To ensure that the Youth Offending Teams:-

- prevent offending, thus reducing first time entrants to the Youth Offending Teams;
- reduce re-offending of those within the Youth Offending Teams;
- keeps numbers of children and young people remanded into custody or sentenced to custody to a minimum;
- safeguard children and young people;
- protect the public from harm

4 Main Tasks of the Board:

- Set the strategic direction of the Youth Offending Teams and wider youth justice services via the agreement and review of strategic plans;
- Ensure that the Youth Offending Teams and partner agencies meet their statutory obligations via the appropriate allocation of resources;
- Provide support and guidance to the designated YOT manager;
- Review the performance of the Youth Offending Teams via the quarterly performance report and commit resources to understand and remove any barriers to performance within their own agencies;
- Review the position of the Youth Offending Teams in line with national and local policy drivers;
- Review any operational issues/barriers impacting upon the delivery of youth justice services which could impact strategically or upon performance and identify solutions to overcome these;
- Determine and agree funds and resources necessary to provide effective Youth Offending Teams;

- Oversee reviews following Community Safeguarding and Public Protection Incidents or Serious Case Reviews and assist in the dissemination of learning or challenging of service provision/delivery;
- Ensure that the local youth justice system is safely managed, with particular reference to the management of risk and safeguarding of young people.
- Ensure that the services for young people who offend are an integral part of the services and provision for Nottinghamshire children and young people.

5. Membership of the Board

- Service Director, Youth, Families and Social Work (NCC) (Chair)
- Group Manager, Early Help (NCC) (YOT Head of Service)
- Service Manager (lead on YOTs) (NCC)
- Group Manager, Children's Social Work Services (NCC)
- Principal Educational Psychologist, (NCC)
- Superintendent - Nottinghamshire Police
- Head of Nottinghamshire Probation Service - Nottinghamshire Probation
- Corporate Director - District Council (Representing District Councils)
- Chief Executive - Police and Crime Commissioner's office
- Senior Public Health and Commissioning Manager – Children's Integrated Commissioning Hub (representing Clinical Commissioning Groups)
- Service Manager (Homelessness Commissioning Manager) (NCC)

In order to be quorate, there must be representation from at least three statutory partners. A YJB representative is invited to each Board meeting.

6. Frequency of Meetings

The Board will meet quarterly, following the production of quarterly performance information. Additional meetings will be held as necessary.

7. Review

The terms of reference will be reviewed on an annual basis.

Appendix 2

Nottinghamshire Youth Justice Service Staffing Information

Ethnicity	Manager Strategic		Manager Strategic		Managers Operational		Managers Operational		Practitioners		Practitioners		Administration		Sessional		Student		Volunteers		Male		Female	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British	1	1	1	1	1	1	14	26	1	1	1	1	1	1					3	13	20	45		
White Irish					1																0	1		
Other White																					0	0		
White & Black Caribbean					2		1														2	1		
White & Black African																					0	0		
White & Asian																					0	0		
Other Mixed					1		1														1	1		
Indian																					0	0		
Pakistan							1														0	1		
Bangladeshi																					0	0		
Other Asian					1																0	0		
Caribbean					1																1	1		
African																					0	0		
Other Black					1																1	1		
Chinese																					0	0		
Any other ethnic Group					1																0	1		
Not known																					0	1		
Total	1	1	1	1	4	19	31	1	1	1	1	1	1	1	0	0	0	0	3	16	25	53		
Welsh Speakers																					0	0		

Please note that these are individual workers and volunteers. They are not full time equivalents.

This annual refresh of the three year strategy was approved at the Nottinghamshire Youth Justice Board on and has been signed off by the Board pending final approval at Nottinghamshire's Children and Young Person's Committee and Full Council later in the year.

Signed:

Steve Edwards
Chair of Nottinghamshire Youth Justice Board.

Dated:



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County Council**

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