



Nottinghamshire Youth Crime Strategy 2010 – 2013

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Nottinghamshire Youth Crime Strategy 2010 – 2013

Executive Summary

All children in Nottinghamshire need support and opportunities to help them attain success, develop into good citizens and to eventually become mature, responsible and independent adults. During adolescence a minority of young people may, either despite that support or because of a lack of it, engage in risky behaviours which place them in contact with the youth justice system. For most of them brief and carefully targeted support, punishment or opportunities for reparation will deter them from further anti-social behaviour. A small minority of young people who have complex needs and may have experienced abuse or neglect, have emotional or mental health problems or who have received inconsistent or deficient parenting may need much more specialist and long term intervention to change and control their behaviour so that they too can play a full part in society.

This strategy, incorporating the Youth Justice Plan and the Youth Crime Prevention Plan, lays out how the agencies across Nottinghamshire will work together over the next three years to prevent young people from becoming involved in crime, to provide a proportionate response to those engaged in anti-social behaviour and to provide care, control and where appropriate punishment for those who have offended. We also know that where there is a pattern of offending through adolescence this very often continues into early adulthood and the strategy will begin to explore the issue of how agencies can better manage the transition between the youth and adult justice systems. We recognise that the victims of youth crime, particularly when they are vulnerable, need to be placed at the heart of the Youth Justice System and services must be in place to support them as well as the offenders.



Cllr Philip Owen
Chair of the Children's Trust

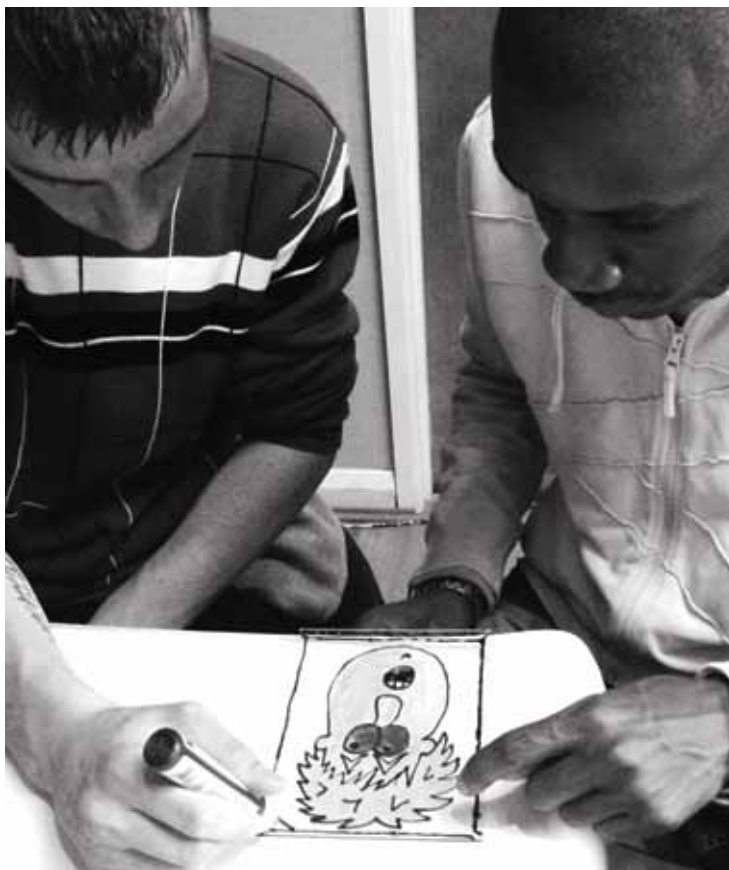


Mick Burrows
Chair of the Safer
Nottinghamshire Board

Target 1: To reduce the number of victims of youth crime

“AUDIT COMMISSION FIGURES SUGGEST THAT EACH YOUNG PERSON IN THE CRIMINAL JUSTICE SYSTEM COSTS THE TAXPAYER OVER £200,000 BY THE AGE OF 16. BUT ONE GIVEN SUPPORT TO STAY OUT COSTS LESS THAN £50,000.”

Audit Commission 2009, Tired of Hanging Around



“Where people do become victims we will allow them a say in what can be done to make amends and to be involved in a process such as mediation when they wish to and where it is appropriate. Where victims are vulnerable we will provide them with the extra support they need so that they can feel safe doing this.”

Why?

We know that the most vulnerable in society are the most at risk of becoming victims of crime and anti-social behaviour. Becoming a victim of crime can have devastating, long term consequences for both physical health and psychological wellbeing. Children and young people are significantly more likely to be the victims of youth crime and being a young victim is itself a risk factor for becoming an offender. Those aged over sixty are the least likely to be a victim of offending by young people but often fear this the most.

How will we do it?

We will put our efforts into making sure that young people have clear alternatives to being involved in crime through the provision of positive activities and clear information on the consequences of crime. We will support parents and carers who are struggling to provide the right balance of care and control to help their children stay out of trouble. Where young people are, or at risk of becoming, involved in crime we will help them stop by involving them in education, training, employment, help them build positive relationships and support them to sustain stable housing. We know from evidence those with steady lives, good relationships and engagement in purposeful activity are the least likely to offend again. Those committing the most serious crimes or who persistently offend will be closely monitored and have their liberty restricted through intensive intervention programmes and, where unavoidable, through using secure settings.

Where people do become victims we will allow them a say in what can be done to make amends and to be involved in a process such as mediation when they wish to and where it is appropriate. Where victims are vulnerable we will provide them with the extra support they need so that they can feel safe doing this.

“Of the 515 young people receiving an “outcome” of a reprimand or warning from the police, or a court conviction between January and March 2008, only 155 went on to commit another crime.”

Where are we now?

In 2009 there were 1,185 children and young people entering the justice system for the first time from 78,000 ten-to-seventeen year olds in Nottinghamshire. “First time entrants” are measured against the youth population as a whole and Nottinghamshire is in the quarter of the local authority areas with the lowest rates of young people entering the youth justice system across England and Wales.

For those young people who have committed a crime the system works well in stopping them committing more crimes when compared to similar authorities across the country and it is getting better. Of the 515 young people receiving an “outcome” of a reprimand or warning from the police, or a court conviction between January and March 2008, only 155 went on to commit another crime. This equates to a 21% reduction when compared to the same measure carried out on a group who received “outcomes” in 2005. Similar authorities averaged a reduction of only 13%.

How will we measure change?

We will continue to use the current measures through the National Indicator set for reducing first time entrants and proven re-offending to measure whether rates of offending overall are reducing. We will use existing measures on public perception to see whether the public feel safer as a result of interventions being put in place, including children and young people. We will contact every personal victim of youth crime and offer a service and ask them how satisfied they are at the end of the process.

**Target 2: To reduce the number of
violent crimes committed
by young people**

**“PROTECTING THE
PUBLIC FROM HARM
IS A PRIORITY FOR ALL
AGENCIES WORKING TO
PREVENT AND REDUCE
OFFENDING BY CHILDREN
AND YOUNG PEOPLE.”**

Why?

Violent crimes normally have the most serious impact on victims and also the most far reaching consequences for young people who commit them and are rightly a cause of huge public concern. Protecting the public from harm is a priority for all agencies working to prevent and reduce offending by children and young people.

How will we do it?


Where young people are convicted of an offence of violence a comprehensive risk assessment will be undertaken and plans put in place to manage the risk. All agencies will look to identify young people who are not yet convicted of violence but there is a known risk of aggressive behaviour and clear procedures will be put into place to manage this risk. All agencies working within the field of youth crime have agreed to work together under the Multi-Agency Public Protection Arrangements (MAAPA) which promote joint working to manage those who are assessed as a risk of committing violence or other serious crimes. Specialist interventions will be available where required, including programmes to address weapon crime and violent behaviour. Where the misuse of alcohol or mental health difficulties are risk factors for offending treatment programmes that can be accessed immediately will be in place. There will also be provision for tailored programmes to address sexual offending and fire setting.

Where are we now?

Violent crime in Nottinghamshire is reducing, but still remains at higher levels than in similar areas elsewhere in the country. Whilst it is difficult to accurately say what proportion of violent offending is attributable to young people, we know that 487 young people from Nottinghamshire received a police Reprimand, Final Warning or conviction for a violent offence in 2009. There is also massive public concern about the use of weapons. In 2009 twenty-nine young people received an outcome for an offence involving a knife.

How will we measure change?

We will measure the number of young people entering the justice system for the first time with outcomes for violence and also the number of young people convicted for violent offences. The number of young people committing arson or criminal damage by fire will also be monitored and we would hope to see reductions in all of these areas.

A close-up photograph of a hand holding a large, dark-colored knife. The hand is positioned in the upper right corner of the frame. The knife has a long, curved blade and a dark handle. The background is a solid, vibrant green. The lighting is dramatic, with strong highlights and shadows, emphasizing the texture of the skin and the metallic surface of the blade.

**“In 2009 twenty-nine of 78,000
young people in Nottinghamshire
received an outcome for
an offence involving a knife.”**

Target 3: To reduce the number of young people experiencing custody

“HOLDING A CHILD IN PRISON COSTS ABOUT £100,000 A YEAR AND THE CONSEQUENCES OF IMPRISONMENT RESULT IN AT LEAST £40,000 OF FURTHER INDIRECT COSTS TO THE TAXPAYER.”

New Economics Foundation 2010

Why?

The UN Convention on the Rights of the Child states that children and young people must only be arrested or locked up as a last resort, for the shortest possible time and that Courts should always try to avoid sending children and young people to institutions. Although in some cases secure settings have to be used to protect the public, we know that custody rarely works in reducing the long term risk of re-offending and has a negative impact on young people's relationships, housing, health and chances of achieving educational outcomes or finding a job. There is also wide agreement that the cost of youth custody should be devolved to local areas, and if this does occur, minimising custody use will help to fund youth crime prevention within communities.

How will we do it?

To reduce the use of custody there needs to be sentencing options available in the community which provide appropriate rehabilitation, punishment, chances to make amends and protection of the public. These need to be supported by excellent assessment of individual young people and clear plans for each young person in the system. We will provide all legally available sentences to the Court including treatment for drug, alcohol and mental health problems, education and training programmes and interventions that change thinking, attitudes

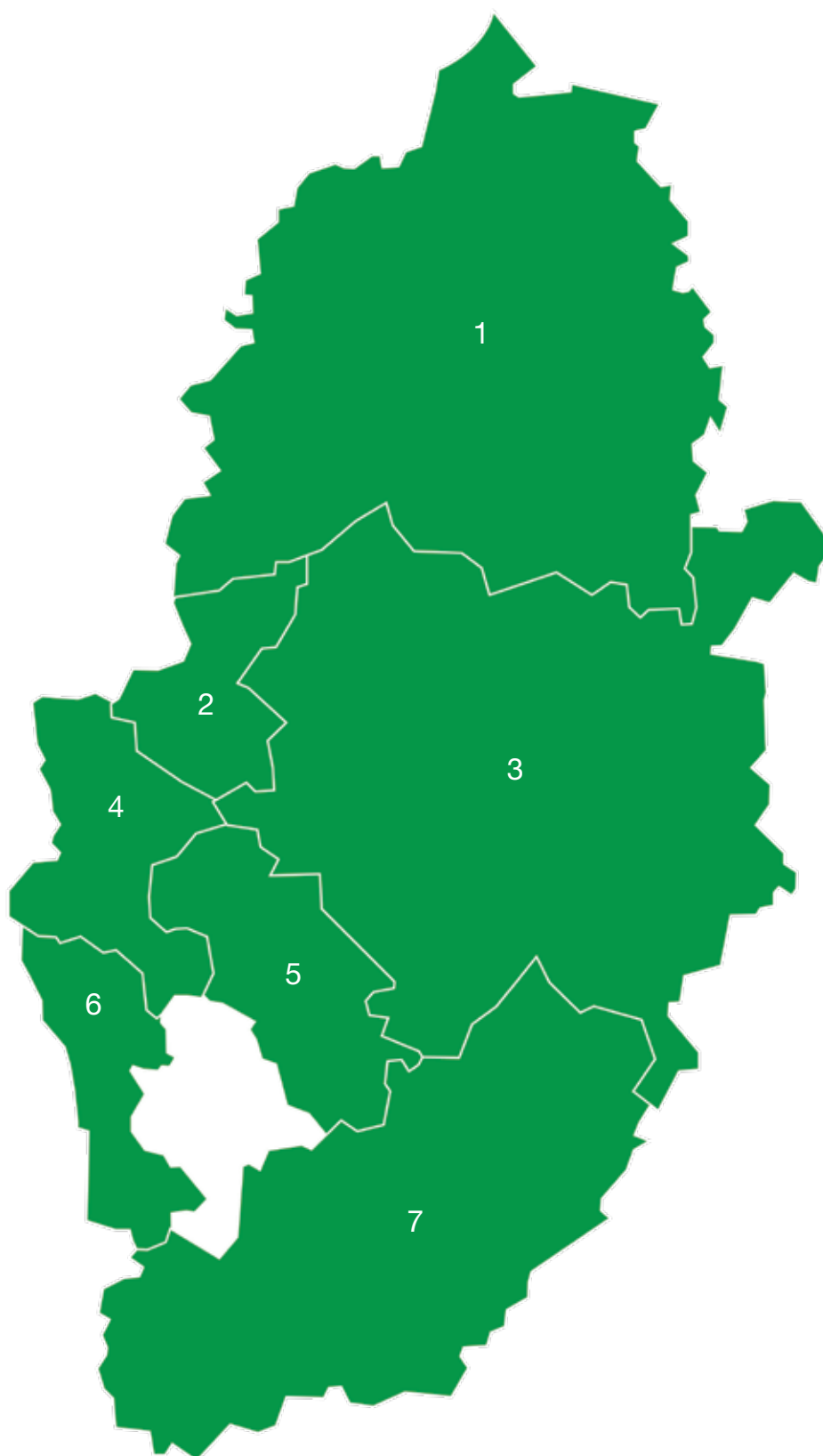
and behaviour. For the most prolific young people a range of controls will be available including curfews, drug testing, intensive monitoring and intervention involving warranted police officers. Clear options for supervising, monitoring and supporting young people on bail also need to be in place. We also need to make sure that the system is fair and that young people are treated equally no matter where they live or what their background. To do this we will monitor all sentencing information carefully and have an ongoing dialogue between all the agencies across the youth justice system to identify and address any disproportionality.

Where are we now?

In 2009 the Courts sentenced Nottinghamshire young people to custody on 68 occasions compared to 84 occasions in 2008 and 96 in 2007. We monitor the whole youth justice system for disproportionality in terms of ethnicity and we know in the past young black men have been more at risk of custody.

How will we measure change?

National indicators look at the proportion of Court sentences that are custodial sentences, but in Nottinghamshire we want to focus on the numbers of young people experiencing custody, both through remand and sentence, and to provide robust alternatives whenever it does not compromise public safety to do so.



1// Bassetlaw

Number of young people aged 10-17: 11,700
Number of first time entrants in 2009: 88
Number of young people who committed a crime in 2009: 242
Number of young people who committed a violent crime in 2009: 81

2// Mansfield

Number of young people aged 10-17: 10,700
Number of first time entrants in 2009: 186
Number of young people who committed a crime in 2009: 324
Number of young people who committed a violent crime in 2009: 124

3// Newark & Sherwood

Number of young people aged 10-17: 11,500
Number of first time entrants in 2009: 117
Number of young people who committed a crime in 2009: 253
Number of young people who committed a violent crime in 2009: 71

4// Ashfield

Number of young people aged 10-17: 11,800
Number of first time entrants in 2009: 167
Number of young people who committed a crime in 2009: 275
Number of young people who committed a violent crime in 2009: 79

5// Gedling

Number of young people aged 10-17: 11,000
Number of first time entrants in 2009: 123
Number of young people who committed a crime in 2009: 193
Number of young people who committed a violent crime in 2009: 58

6// Broxtowe

Number of young people aged 10-17: 10,600
Number of first time entrants in 2009: 88
Number of young people who committed a crime in 2009: 144
Number of young people who committed a violent crime in 2009: 35

7// Rushcliffe

Number of young people aged 10-17: 10,600
Number of first time entrants in 2009: 96
Number of young people who committed a crime in 2009: 140
Number of young people who committed a violent crime in 2009: 39

“MOST YOUNG PEOPLE ARE LAW ABIDING, THEY UNDERSTAND WHY LAWS ARE NECESSARY FOR AN ORDERLY SOCIETY AND SUPPORT THE AGENCIES AND ORGANISATIONS THAT DELIVER, MONITOR AND ENFORCE THOSE LAWS.”

What are we trying to achieve

The Nottinghamshire Youth Crime Strategy necessarily has Prevention as a key theme. This section of the strategy has as its principle objective a reduction in the number of young people (aged under 18) committing crime or anti social behaviour (ASB) and entering the youth justice system. Through this we can help reduce victims and promote better outcomes for young people. Delivering this objective will require the engagement of a significant number of agencies who can provide the necessary interventions via targeted or universal services.

This part of the strategy has its origins in some of the key outcomes from Every Child Matters. For children and young people to thrive and achieve their potential they need to feel safe, they need to enjoy and achieve in a positive environment and society wants to see them make a positive contribution in their community and achieve economic well being. The chances of children and young people achieving any or all of these if they are involved in crime or anti social behaviour are slight.

This strategy is prefaced on the knowledge that most young people are law abiding, that they understand why laws are necessary for an orderly society and support the agencies and organisations that deliver, monitor and enforce those laws.

Key to the prevention strand of this strategy is early intervention. Research has shown that young children can understand concepts of right and wrong early on in their development but only if their parents and guardians are clear about the importance of this to the positive development of their children or the children in their care.

Being a good parent or guardian is difficult. Bringing up children provides enormous challenges which require a skill set that few people have when they first become parents or guardians, but it is possible to learn parenting skills. Identifying parents who are struggling as a parent or guardian is difficult, but failure to support these parents can result in adverse outcomes for their children and in many cases a future involving crime and anti social behaviour.

The delivery of parenting skills via Sure Start, Think Family Projects, Youth Inclusion Support Panels, Family Intervention Projects, Respect Specialist Parenting Practitioners and other agencies is a key part of this early intervention approach.

Crime data within communities often identifies families for whom each generation produces another family member, or members, breaking the law. This cycle of offending behaviour can be broken if the correct interventions are put in place at the right time: the chances of success are much greater the earlier this happens.

Whilst targeted services such as parenting are vital to the prevention agenda, universal services such as education, youth service provision and careers advice all have a role to play. Giving young people aspirations, often beyond those of their parents or guardians, is a key element in keeping young people out of crime.



What do we know about young people in Nottinghamshire and the risk of being involved in crime and Anti Social Behaviour?

Recorded crime in Nottinghamshire has fallen between 2004 and 2008 by 13 per cent (or 10,655 offences). Over the past five years theft offences fell by 20 per cent (or 6,325 offences) and more recently (over the past two years) violent and criminal damage offences have fallen by 12 per cent (or 1,419 offences) and 17 per cent (or 3,064 offences) respectively. Bearing in mind that young people are disproportionately involved in these types of offences, and that the British Crime Survey shows that national reporting and recording rates were stable over this period, these figures suggest there have been real falls in youth crime.

Youth detections rose 19 per cent between 2004 and 2006, and then declined at a greater rate

than adult detections (38% or 1,910 compared to 9% or 1,159). For violent and theft offences, detections rose between 2004 and 2006, and in the following two years fell by 42% and 33% respectively. Detections for the other major youth crime category, criminal damage, have – with the exception of a small rise in 2006 – fallen in consecutive years since 2004, dropping a total of 45% (or 461 detections). Within Nottingham county, Broxtowe Crime and Disorder Reduction Partnership (CDRP) area saw the greatest reduction in youth crime detections, falling by over half (55%). Newark and Sherwood had the smallest reduction (21%).

Offences committed by young people who received a pre-court or court outcome jumped to a five-year high of 4,260 offences between 2004 and 2005. In the four years since then, the number of offences that led to a criminal justice outcome fell by 46 per cent (or 1,965



offences). The main offence groups associated with young people – criminal damage, theft and violence – all peaked in 2005 and have fallen year-on-year since; violent offences show the largest reduction (52% or 569 offences), followed by criminal damage (49% or 351 offences), and then theft (43% or 403 offences). Youth offences in Bassetlaw, Broxtowe, Gedling and Mansfield have fallen by over half from their most recent peak. Ashfield recorded the smallest reduction of 105 offences, nevertheless a decrease of 20 per cent, since 2005.

The proportion of offences committed by female offenders fell in 2006 to 20.1 per cent, but then rose to 22.7 per cent in 2007 and then 23.1 per cent in 2008. The proportion of females committing crime is therefore both increasing and above the most recent reported national average (20.1%). Since 2005 the mean age of involvement in offending has risen by almost a third of a

year, jumping from 15.14 to 15.47 years in 2008, which is largely due to proportionate falls in the number of 11, 12 and 13-year-olds committing offences. This trend provides some evidence that interventions are becoming increasingly effective in targeting under-14s at risk of offending and involvement in ASB. Overall though, there has been change in the seriousness of youth offending.

Data from ONSET assessments of young people at risk of offending shows that thinking and behaviour, family and interpersonal relationships, engagement in education, lifestyle and emotional mental health problems are the factors most often associated with a risk of involvement in crime across Nottinghamshire. Outcome data shows that the risks in all of these areas and the likelihood of re-offending can be considerably reduced by using targeted interventions.

“The County Council Youth Service provides extensive opportunities for young people to engage in positive activities and provides a range of services for all young people which reduce the risk of young people becoming drawn into anti social behaviour.”

What do we know about where Anti-Social Behaviour occurs?

Data sets available through the Jupiter in Nottinghamshire (JiN) information hub give a good picture of where reported incidents of anti social behaviour happen. Anti social behaviour can be broken down into a range of categories – the Home Office recognises 7 categories whilst Jupiter in Nottinghamshire has some 18 categories. The heat map showing perceptions of the problem of “young people hanging around” is shown in appendix 4.

However, since much anti social behaviour is reported but few perpetrators are caught, the break down of data on reported incidents into those aged under or over 19 is impossible to report accurately. Age related data is available on those identified perpetrators who receive Anti Social Behaviour Orders (ASBOs) and Acceptable Behaviour Contracts and other sanctions.



The role of universal services in preventing young people becoming involved in crime

Integrated Youth Support (IYS) arrangements are being developed in Nottinghamshire to support the attainment of PSA 14 targets. This will incorporate the development of integrated and equitable arrangements for young people's personal and social development, advice, information and guidance, personal support and advocacy, and access to positive leisure time activities across Nottinghamshire. These will include:-

- The development and delivery of a clear "Youth Offer" that is effectively communicated to young people, families and carers
- Ensuring that the delivery of multi agency targeted youth support takes place within a universal framework of successful unified young people's services
- The provision of access for young people to a full range of universal/targeted provision, which is personalised where appropriate
- Opportunities for young people and their families to influence provision

During their transition to adulthood, every young person in Nottinghamshire will be entitled to, and be able to shape;

- Personal, social and educational development opportunities;
- Independent and impartial information, advice and guidance;
- Appropriate personal support and advocacy; and
- Positive leisure time activities and facilities,

with whatever level of individual support is needed to enable each of them to achieve and progress to their full potential.

IYS will prioritise resources for young people aged 13 to 19, especially those young people facing key transitions in their lives or who have additional needs. This includes risk of becoming involved in anti-social behaviour or crime. The successful establishment of IYS arrangements will bring about a commonly branded range of services that are easily accessible for young people, and which will be focused on providing access to a range of effective responses to young people's needs, both short term (and requiring minimum advice and support) and long term (complex and requiring significant levels of intervention).

The provision of support services - both targeted and universal – such as diversionary activities, family support services and the Youth Inclusion Support Programme (YISP) – is generally a matched geographical spread for the anti social behaviour incidents recorded by JiN.

The County Council Youth Service provides

extensive opportunities for young people to engage in positive activities and provides a range of services for all young people which reduce the risk of young people becoming drawn into anti social behaviour. Mapping of Youth Support Service provision against ASB hot spots shows a reasonable match, but arrangements need to be strengthened to ensure that at least one of either Police, Youth Support Service or Community Protection Officers are at known hot spots at key times.

The planning of services is critical. The Youth Support Service is increasingly making its detached workers available at earlier times to intervene when some young people begin consuming alcohol. To protect all service users the Youth Support Service will not allow young

people who have been drinking into their youth centres and events. The other key time is when a youth centre closes for the night, or an event ends, and a lot of young people are on the streets making their way home. Plans will be put into place in all localities to make sure a uniformed presence is available to deter young people from anti social activities and to ensure young people get home safely.

As identified above, the great majority of young people in Nottinghamshire are well behaved and law abiding. Provision of challenging programmes, such as the Duke of Edinburgh Award Scheme, is one of the many opportunities for young people to grow as individuals and develop confidence and skills.

National Centre for Citizenship and the Law (NCCL) Project

A project, funded by the Cultural Services portfolio of the County Council, was delivered by the NCCL located in Nottingham City Centre at the Galleries of Justice between April and December 2009. It has recently been completed and has provided very positive evaluation results. A total of 2098 pupils participated in the “Learn from the Past” project. It provided a comprehensive set of resources for schools to introduce the topic of crime and justice into the curriculum. An initial set of activities was provided for the students to undertake before the visit to the Galleries to provide background information on the criminal justice system and a ‘real-life’ case example was given. Then during the visit to the Galleries a number of activities were conducted around the building involving the students taking part in investigations and trials. Once the students returned to school they then followed up with a series of activities discussing issues about crime and the law. The evaluation indicates that, not only were the sessions enjoyed by pupils, staff and parents but also that much of the key information imparted was retained over many months indicating an effective learning tool.

The development of diversionary services for young people is increasingly focusing on those areas where anti social behaviour is an issue. The development of services, with consultation with young people as a key element, uses detached youth workers to try and engage those young people identified by agencies as on the cusp of involvement in low level crime and anti social behaviour.

Service development has focused on those at risk of offending to avoid alienating the 'well behaved' majority – and some young people have voiced concerns that they are scared to go to some young people's events because of the attendance of others. It reinforces that fact that the most likely victim of youth crime – particularly violence – is another young person. A key focus for the immediate future will be more effective communication with young people about what is available, when and where. The increased use of social messaging sites such as Facebook will assist this process.

School based learning within Personal, Health and Social Education (PHSE) classes is playing a key role in raising young people's awareness of the risk and threats to their health and well being. The Educational Psychology Service delivers training in "staying safe" to all primary school pupils. Drug and alcohol education along with knowledge on sexual health is contained within the Healthy Schools programme. Most schools in Nottinghamshire are engaged with this work. Initiatives such as Prison Me, No Way and other prison encounter programmes within school PHSE settings all deliver strong cognitive messages about actions having consequences and will be continued whilst funding allows.



“The YISP has been set up to help young people living in Nottinghamshire aged 8 to 15 years old who may be starting to get involved in crime and anti social behaviour.”

Targeted Services, what they are, how they will be funded, how they will work together

The services working with young people in Nottinghamshire are working more closely now than 5 years ago. The involvement of the Children and Young People's Social Care Services, Youth Service, Youth Offending Service and Health in the Crime and Disorder Reduction Partnerships and Children's Local Strategic Partnerships has provided new opportunities for preventing ASB and crime amongst young people.

The promotion of successful parenting support work has given an increased profile to early intervention with problematic young people and their families. This work is based upon a belief that early intervention is a resource effective way of dealing with crime and disorder and also offers sustainable solutions beyond the enforcement options. Further development of pathways for vulnerable children and increased use of the Common Assessment Framework across all agencies should continue to improve identification of those who are vulnerable and the allocation of resources accordingly. Asking fundamental questions about why young people offend and using ONSET assessment scoring to identify those at particular risk of offending has allowed early interventions to be effectively targeted. Work to prevent young people engaging in ASB and crime is now focused on the need to share information, to respond quickly and early and to offer clear alternatives to young people and their families.

The work of the YISP has shown impressive results in working with young people at risk of offending. Intervention plans are drawn up with

the young people and their family to address the main risk factors identified during the assessment. The YISP has been set up to help young people living in Nottinghamshire aged 8 to 15 years old who may be starting to get involved in crime and anti social behaviour. The aim is to help these young people at an early stage so that they can stay out of trouble and keep on track to achieve positive outcomes. Any young person who agrees to use this service does so on a voluntary basis. Following assessment a YISP intervention plan is put in place based upon a set of risk and protective factors agreed by the YISP worker and the young person and their family. Each programme is individual and may contain a range of activities such as positive parenting, increasing school engagement, developing emotional literacy and building confidence and self esteem. Many programmes also include referrals to other agencies to ensure that families receive the support that they need to sustain positive change. As the funding streams for youth crime prevention work evolve, decisions will be required regarding how the successes of the YISP can be maintained.

Jess is aged 10 years of age. Her mother was escaping Domestic Violence and Jess had started to become involved in anti-social behaviour, smoking and was at risk of offending. Due to her life experiences and exposure to domestic violence, she was also harming herself and being aggressive within the home, school and community.

YISP and Parenting workers supported Jess and her mother in the home, community and school. Jess's YISP worker met with her school, explained her complex issues and developed an appropriate plan of work which would link in with any difficulties in school. Jess's issues were also explained clearly to the police, and they have adapted their approach with her accordingly, taking her history into consideration. Jess was introduced to positive community activities and was referred to a Child and Adolescent Mental Health worker to address her issues. Since YISP involvement, Jess's behaviour has improved in school, there has been no anti-social behaviour reported in the community and no recent self harm incidents.

Jess's mother is working well with the parenting worker. She is now becoming more confident, building her self esteem and offering much more consistent parenting towards Jess. Both mum and Jess have commented on how their relationship has improved and how their home is a "happier one". This current piece of work is still in its infancy however evidence would indicate that Preventative involvement is already making positive changes for the family.

Government research has identified an interrupted education as being a major factor in a young person's offending behaviour. Truancy and underachievement often lead to a sense of failure and low self esteem which, in turn, can contribute to a downward spiral into the Youth Justice System. YISP includes a specialist Education Liaison Officer (ELO) who works with schools and the range of Behaviour, Attendance and Inclusion Support services to ensure young people at risk can engage in a full time education package. This role will provide a key link with the new Behaviour and Attendance Service.

The Crime and Disorder Reduction Partnerships (CDRPs) are the statutory body required to deliver crime and disorder reduction outputs and outcomes through partnership working.

Within this statutory framework the work to get all services to see their role in crime reduction has been important. S.17 of the Crime and Disorder Act 1998 requires partners to consider issues of crime and disorder in all they do. There are currently four partnerships across Nottinghamshire. The CDRPs all have ASB Officers. They provide a key co-ordination and response role to locality based ASB and low level crime. Despite the perception in communities that young people are the key perpetrators of ASB, much of this relates to concerns about young people "hanging about". ASB incident spikes in the last two years have focused on periods of heavy snow where snow balling has been identified as ASB. The ASB Officers provide a key link between the Local Area Tasking (LAT) which identifies a response to

neighbourhood based problems and the broader CDRP.

ASB officers have good working knowledge of some tools and powers for enforcement (Anti Social Behaviour Orders (ASBOs) and Acceptable Behaviour Contracts (ABCs) for example) but also know the referral routes to agencies such as the YISP, Family Intervention Programmes and Behaviour and Attendance services. This awareness of what services such as Highways (road layout), Planning (designing out crime) and Adult Social Care and Health can contribute to the action planning process has improved in recent years. Cases such as the Pilkington's in Leicestershire have shown how assessing the risk to victims and witnesses of ASB and low level crime is vital if dreadful outcomes such as that in the Pilkington case are to be avoided and all services will be involved in completing the multi-agency work being led by adult services to protect those who are most vulnerable.

“Young people who go missing from home are extremely vulnerable and can also be involved in crimes.”

Many of the cases that have made headline news in relation to ASB and young people's involvement in crime have identified lack of information sharing as a problem. There is local evidence that this area has shown significant improvements. The development of co-located teams offers hope for better and quicker information sharing and greater scope for preventative work. In Nottinghamshire co-located teams are developing and it is hoped that these will encompass partners from not only different organisations but also different services within the same organisation. Whilst this is a model which merits further investment there is a significant number of posts and projects that are on short term funding streams and these may be at risk in the longer term.

Nottinghamshire Fire and Rescue Service (NFRS) are taking the lead on reducing anti social behaviour in Nottinghamshire. Within its own service the Fire and Rescue are delivering some

strong preventative projects. Secondary fires are a key indicator for anti social behaviour and can be used as a predictive tool for developing areas of anti social behaviour. NFRS run the Prince's Trust Team Programme, a twelve week programme working with young people aged between 16 and 25 incorporating instruction about life skills and team work in order to support them in to employment. The Youth Offending Service and the Youth Service will work more closely NFRS to commission diversionary activities targeted in anti-social behaviour hot spots.

Data on anti social behaviour helps identify clear spikes of activity at certain times of the year. Lighter evenings always show an increase in anti social behaviour with end of term dates before Easter and summer often the focus for unruly and alcohol fuelled anti social behaviour. Forward planning – up to 3 months in advance – at locality level is needed to ensure all relevant agencies are co-ordinated in their response to anti social behaviour at peak times. This planning has seen Bonfire Night become significantly less of a problem, although Halloween and Mischief Night still can cause problems. The weather is a strong determinant factor in all anti social behaviour spikes.

All of the services mentioned above, and others, are involved in the Joint Access Teams (JATs) at family of schools level and in the developing multi-agency case conferencing work on individuals regularly engaged in ASB. The JATs have a key role in identifying gaps in service delivery for young people with problem of all types, not only those who have raised concerns about crime and anti social behaviour.

The JATs will, in some cases, identify the need for a CAF (Common Assessment Framework) Assessment. This should identify the additional needs of the young person and establish an

action plan for service delivery. The number of CAFs completed in Nottinghamshire has been lower than that in comparative areas and new guidance is being developed to promote their use. The Connexions service will be transferring to CAF as their primary assessment tool from April 2010.

Young people who go missing from home are extremely vulnerable and can also be involved in crimes. The police will pass information on children who have gone missing to involved agencies on a daily basis so that appropriate follow up action can be taken. Every young person will be interviewed when they are found or return home, where possible by a professional who knows them well, and plans will be put into place to try and prevent them going missing again.

The development of a single anti bullying strategy across Nottinghamshire has raised the profile of the many forms bullying can take including “cyber bullying”, bullying outside of the school environment and racist incidents. There is a widespread recognition of the serious long term impact bullying can have on a young person's development. Whilst protection of the victim is at the heart of the anti bullying work, targeted work on the bully – particularly using restorative justice – can prevent bullying developing into other forms of negative behaviour, including crime and ASB. Widening the use of restorative disposals will form part of a longer term plans to increase young people feeling safe both in and out of school.

Cotgrave Positive Futures

The Positive Futures programme is a national initiative designed to give direction to 11-19 year olds identified as being at risk of committing crime or behaving anti-socially. Funded from 2009 until 2012 and operated by the Trent Bridge Community Sports Trust, the charitable arm of Nottinghamshire County Cricket Club, a full-time co-ordinator and an extensive team of specialist coaches and leaders offer recreational sports sessions to boost the self-esteem of young people and give them access to positive role models; this in turn helps them become more resilient to the kind of peer pressure that can lead to crime, drugs and anti-social behaviour.

Whilst the activities are open to all young people resident in Cotgrave, a core group are given close attention after signing a commitment to work towards achieving agreed outcomes in partnership with their schools and their families.

Young People and Public Spaces – what are the problems, how will we manage them?

There is no evidence that “gangs” – groups of young people with a primary identity around criminal acts – are a significant issue in Nottinghamshire. Although informal networks of young people exist and sometimes engage in anti-social behaviour this does not represent a significant problem. The use of open spaces by young people is encouraged and applauded by those with a healthy living agenda but is often seen as a fear of crime issue by local residents.

Young people tend to want to meet in places that are dry and well lit where they feel safe. The kinds of places that attract young people are often places used by other members of the public – bus and tram stops in the winter for example and parks and open spaces in the summer. Not getting expensive trainers dirty is a key consideration for some young people in choosing a meeting place.

Most young people use open and public spaces responsibly. Open spaces, particularly parks, are also likely to be attractive to those wishing to drink alcohol, smoke, or engage in risky sexual activity. Detached youth workers have a role in managing these potentially hazardous situations but joint agency problem solving is essential if outcomes

which are positive for both young people and wider communities are to be achieved. The befriending of groups of young people and discussions about engagement in alternative, positive activities is core business for the youth service.

Where diversion of young people cannot be achieved enforcement powers, or a uniformed presence, are sometimes needed. The work to make open and public spaces available to all without fear of crime or ASB requires good, early partnership planning, particularly at hot spot times such as the end of school terms and the periods of better weather. Interventions in public areas need to be careful not to displace young people to places where they can avoid adult attention but that are inherently risky, for example wasteland or railway embankments.

Mediation between young people and local residents can play a key role in reducing intergenerational problems and has already been used successfully in some parts of the county. Bringing young people and complainants together to discuss concerns, solutions and to establish common ground and interests can provide positive outcomes for all concerned. There is a need to increase knowledge across all partners of this model as a cost effective and sustainable model of solving local problems.

Operation Stay Safe

Whilst Nottinghamshire was not one of the areas receiving funding from central government for Youth Crime Action Plan activity, agencies have worked together to pilot a version of the Operation Stay Safe model in the county. At its most basic, this uses police powers to remove children from public places who are felt to be at risk of coming to harm through risk taking behaviour and returns them to their parents. The Nottinghamshire model will involve Youth Workers, Social Workers, Youth Offending and health staff alongside the police providing positive activities for young people in an area and immediate assessment of needs for young people still choosing not to engage and putting themselves at risk on the streets. Examples of this might include under age young people using alcohol or those too young to be out without supervision. These young people are removed to a place of safety until they can be reunited with their parents or carers.

Children within the Care System

Whilst the level of young people in care entering the youth justice system in Nottinghamshire for the first time is low and decreasing, the rates of re-offending of these children is a cause of concern. We know that many of these young people will have significant problems with developing appropriate relationships, understanding and keeping to boundaries, and managing their emotions; this can present a significant risk of risky and criminal behaviour. The care system itself can further compound the risks and there is a strong correlation between placement instability, rates of re-offending and the risk of receiving a custodial sentence.

The stability of placements of looked after children is reviewed quarterly by the Safeguarding Children's Board and improving this is a priority within Social Care. An improvement plan is in place to revisit and refine the placement management strategy to ensure that external placements are commissioned and monitored efficiently and effectively.

In Local Authority residential settings the use of restorative justice principles and effective parenting techniques is already being used and these will continue to be supported by the Youth Offending Service and the police. Rates of offending in private children's homes, often with young people placed from other counties, will be monitored every six months through the police database and the police and YOS will offer guidance to any homes where patterns of offending cause concern.

Behaviour due to emotional or mental health problems or developmental disorders

A range of Child and Adolescent Mental Health Service (CAMHS) provision is available across Nottinghamshire from Universal provision to help all children and young people to deal with emotions appropriately through to highly specialist services for highly complex problems which are resistant to interventions. For young people at risk of offending, specific mental health support is commissioned by the YISP to ensure swift assessment and a response to any presenting issues. It is proposed to continue this commissioning and to evaluate its effectiveness each year. When young people are felt to be vulnerable on arrest the police or appropriate adults are able to access swift CAMHS assessments via the Youth Offending Service.

There has been increasing concern about the number of young people with developmental

disorders, in particular Autistic Spectrum Disorders, who are assessed to be at risk of offending or entering the Youth Justice System. The number of young people in the county diagnosed with such disorders has increased significantly over the last ten years. In order to ensure that these young people are receiving the correct services to prevent them being criminalised unnecessarily, a task and finish group with representatives from health, youth justice and education will conduct “deep dive” reviews on eight cases, including interviews with professionals, parents and carers. Recommendations will be made to the Children’s Trust if areas are found which require improvement. Discussions will also be held with the Police and Crown Prosecution Service to ensure that suitable advice is available when making decisions about arrest and charging.

Alcohol, drugs and the risk of crime

A young people's needs assessment was conducted during September 2009 – January 2010, steered by the Safer Nottinghamshire Drug and Alcohol Action Team (DAAT) Young People's Joint Commissioning Group (JCG), in line with National Treatment Agency (NTA) guidance and with the multi agency support of the Young People's Expert Group, Drug and Alcohol Safeguarding Steering Group and the Transitional Pathways Working Group. The views of young people are central to the gathering of intelligence. Needs assessments are completed annually and the resulting treatment plan is overseen by the JCG.

There were a total of 500 young people in specialist substance misuse treatment in 2009, an increase of 15% from the previous year. The primary substances for which young people are receiving specialist treatment continue to be alcohol and cannabis. The majority of referrals are still through the criminal justice route and evidence suggests that more young people would benefit from and should be receiving earlier interventions. A&E attendances recorded as alcohol or violence related accounted for 2.2% of all A&E attendances. Over a quarter of those were young people under the age of 19 years.

Whilst ONSET assessment data shows that significant substance misuse problems are uncommon in young people at risk of entering the criminal justice system or committing their first offence, outcomes show that timely interventions by substance misuse professionals or other skilled workers can reduce this as a risk factor for future offending.

“There were a total of 500 young people in specialist substance misuse treatment in 2009, an increase of 15% from the previous year. ”

Domestic Violence and Young People

Domestic violence is often defined as violence between adult partners. This does not reflect reality with many teenagers experiencing violence from partners. Violence within the home between young people and their parents is also increasingly becoming identified as an issue. Experiencing or witnessing domestic abuse can significantly increase a child's risk of involvement in violent crime but there is evidence that early intervention to support young people who have lived with domestic violence has a positive impact on outcomes.

Research with young people age 13-17 about violence in teenage relationships shows very low reporting to the police but 25% girls and 19% boys had experienced physical violence in intimate relationships. This was much higher, 70%, for girls in relationships with boys or men 2 or more years older than them. 31% of all girls had experienced sexual violence and 17 % of boys, again higher for girls with older partners - 80%. Girls demonstrated the same psychological impact on their self esteem and identity that adult women experience: shame, self-blame, low self esteem etc following an abusive relationship. Boys did not demonstrate this kind of impact – they are generally more able to move on from these experiences (McCarry 2009, Bristol University).

Four key areas have been identified which need embedding across agencies involved in youth justice and crime prevention through training and policy development:

- Safeguarding where young people are at risk from family or partner including the active engagement of youth justice agencies in Multi Agency Risk Assessment Conference (MARAC) processes and a defined role in Child Protection Plans.
- Education through school settings about healthy relationships and challenge to gender stereotypes, assumptions, controlling behaviour through use of emotional literacy techniques.
- Practical and emotional support for children and young people to talk about their experiences and to help them understand and stay safe in the future, including during criminal proceedings.
- Ensure partner agencies identify violence within families as a key risk factor, do not accept it as normal, share information and make appropriate referrals.

Work is taking place in Nottinghamshire schools to provide information and learning about the issue of teenage domestic violence and links to adult behaviour. Currently secondary schools in Ashfield, Rushcliffe and Bassetlaw are being targeted. In April 2010 Mansfield secondary schools will be involved. Evidence shows that this programme has a powerful impact on attitudes and understanding for both girls and boys involved.

An age appropriate programme is also available for primary schools. This focuses on healthy relationships, anti bullying and family violence. Young people are taught about respectful relationships and also about the support available to children living with domestic abuse.

Both these school programmes result in disclosures about domestic violence in families that are not known to Social Care. Several cases a year are serious and require safeguarding assessments. A limited outreach service and group work programme is provided by voluntary sector domestic violence services for children who have lived with domestic violence and need help to make sense of their experiences. This work receives limited short term funding, however, it is a vital service used by Joint Access Teams as a key signposting pathway.

A further problematic area identified by parents and agencies is violence from teenagers against parents and carers. This is being taken up as part of the Parenting Strategy, looking at help for families in this situation, but the issue needs to be acknowledged as a youth crime issue also. Police are aware of this violence which is very common. Usually it is not possible to prosecute alleged offenders because carers are unwilling to criminalise their children.

Preventing Violent Extremism

There is a wide recognition that vulnerable young people can be drawn into extremism as a result of their beliefs and for some this can come with the risk of becoming involved in violence or supporting violent acts by others. Young people who are specifically at risk need to be identified as soon as possible by universal services and proportionate interventions put into place to allow young people to evaluate their beliefs and to find ways to influence change through democratic, non-violent means. To undertake this there needs to be an ongoing awareness raising across universal agencies with recourse to specific advice to help with risk assessment. There is a necessity for professional training for practitioners involved in interventions and access to very specialist interventions where there is a significant risk of harm.

The established multi-agency “Prevent” working group will lead on this work reporting to the Joint Youth Crime Group and feeding into the Black and Minority Ethnic Sub-Group of the Safeguarding Children’s Board where related matters such as racist bullying are monitored. The members of the working group will be available to give advice to universal services and will coordinate a programme of awareness raising. Access to assessment for young people at risk will be undertaken through the Youth Inclusion Support Panel and strong links will be maintained with the CHANNEL project, East Midlands Community Contact Unit, Youth Justice Board Preventing Violent Extremism (YJB PVE) Coordinator and local policing units. The working group will include representatives from the YOS, Youth Service, Connexions, the Personal Development of Learners team, Police, Community Safety and the Council for Equality and Human Rights.

Empowering Parents

Targeted parenting support is currently being offered through one to one provision at family's homes by a number of agencies including specialist family support, Sure Start, Emotional Health and Well Being service, YISP parenting team and specialist parenting practitioners from the CDRP. Targeted parenting support is also being offered increasingly through evidence based parenting programmes by the Specialist Parenting Practitioners based in Ashfield and Mansfield and the YOS Parenting Case Managers. These are delivered in partnership with the Adult Community Learners Service, CAMHS, Parent Support Advisers, Children Centres and the Specialist Family Support Service. Referrals for these groups are received from Police, Schools, Social Care, Fire Service, Education Welfare, Health Visitors, Children Centres and other health care services including CAMHS. The Specialist Parenting practitioners have trained many practitioners from our partner agencies to deliver evidence based parenting programmes. Others have benefited from the training offered by the National Academy of Parenting Practitioners.

With two well established Specialist Parenting Practitioners in Mansfield & Ashfield we are now able to co-ordinate and plan the delivery of programmes on a regular basis in those areas. The co-ordination of these programmes across the remainder of the county is progressing with the appointment of a Parenting Expert within the Integrated Services team. Parenting Orders are very rare within Nottinghamshire but will normally be made within the youth court and be overseen by the Parenting Case Managers within the YOS.

We are seeing children's school attendance increasing and levels of anti social behaviour decreasing. We expect that the children and young people of parents who have accessed one of our evidence based programmes will be less likely to engage in future anti social behaviour and criminal activity. Parenting case managers have been able to engage with those families where there are long standing issues that need to be addressed and have often helped them access appropriate mainstream and voluntary sector services which benefits the parents and their children.

Young People and Families Reluctant to Engage

Whilst there is a wide range of services for vulnerable children and families these are only effective where engagement and motivation can be achieved. In order to maximise the engagement of families we will ensure that there is a clear offer of support from relevant agencies and a plan at the very initial stages with clear outcomes and a longitudinal view. Families will know who the identified lead that will coordinate work with them is and plans will ensure that agencies have a clear role that is communicated to the family and approaches must ensure that families are not stigmatised as this decreases the chances of sustaining contact with professional agencies. The use of voluntary sector agencies should be considered to be useful where families have a poor relationship with statutory providers. Where families will not engage or disengage there should be defined sanctions and these will be fairly and consistently applied.

Across Nottinghamshire there has been some criticism of the lack of use of legal powers to compel young people and families to receive support when they are reluctant to engage. The use of Anti-Social Behaviour Contracts or Orders are powerful tools which can be used to achieve sustained, improved behaviour or engagement by the young person or their parents or guardians. As stated above ASB officers have a good knowledge of these powers and care is needed to ensure external pressures do not lead to their use simply to “displace” rather than solve problems.

The use of ABCs by CDRP based ASB Officers, Youth Issues Officers and Community Protection Officers can often stop challenging behaviour and are relatively easy to implement. ASBOs are a complex tool requiring significant evidence and the involvement of witnesses and should be a power of last resort. All agencies dealing with community safety and youth crime will continue to ensure that staff are aware of the full range of powers available to them and the circumstances in which they are appropriate.

The work of the Family Intervention Project (FIP) in Ashfield and Mansfield with the most challenging families who are at risk of eviction or child protection interventions linked to ASB has shown impressive results. The FIP principle of non-negotiable support means that there is no opportunity to avoid contact, play agencies off against each other or to deny access to family members. Children are expected to be in school and parents will be supported to achieve this. FIP workers take family members to health appointments and support them in accessing drug and alcohol services and mental health and learning difficulties services.

What ever the issue FIP will support the family to resolve things and as the Programme develops and the family are fully engaged FIP will assess when the family is ready to start taking back control of their own lives.

The DCSF has estimated that it has cost agencies and society in general £250,000 a year on a family before they enter a FIP Programme. More recently the DCSF has developed a ‘Negative Costing Tool’ that shows savings through intensive intervention average £82,000 per year. With the current FIP funding time limited and the programme covering only part of the county there needs to be consideration as to how FIP principles can be embedded into services and intensive packages delivered with maximum efficiency between all involved agencies in the future. This work will be led by the Children’s Trust.

Restorative Justice and Community Resolution

Nottinghamshire Police plan to develop restorative justice approaches to encourage reparation of harm done to resolve issues around low level offending swiftly and to prevent young people entering the Criminal Justice System wherever possible. This will include providing a robust framework to encourage officers and staff to use informal or discretionary processes where appropriate.

The County Council Youth Service Crime and Disorder Team will integrate with the Youth Offending Service from April 2010 to integrate preventative strategies with targeted groups of young people who are at risk of offending, including the expansion of community mediation. This involves responding to concerns raised by members of the public to groups of young people who are perceived to be causing a nuisance or are involved in anti-social behaviour. Often referrals are made by the Police or through Anti Social Behaviour Co-ordinators, following complaints from members of the public. Once a referral has been made, qualified youth workers who have been trained in mediation techniques will visit complainants, assess the problem, identify the young people concerned and attempt a mediation process which may involve bringing the various parties together with the aim of creating a better understanding of each other's positions. In addition, staff will work with the young people over a specific period to help them to understand the effects of their behaviour and to signpost them to alternative activities including mainstream services such as local youth service provision. This involves Community Mediation workers establishing close links with locally based youth workers and staff from other services.



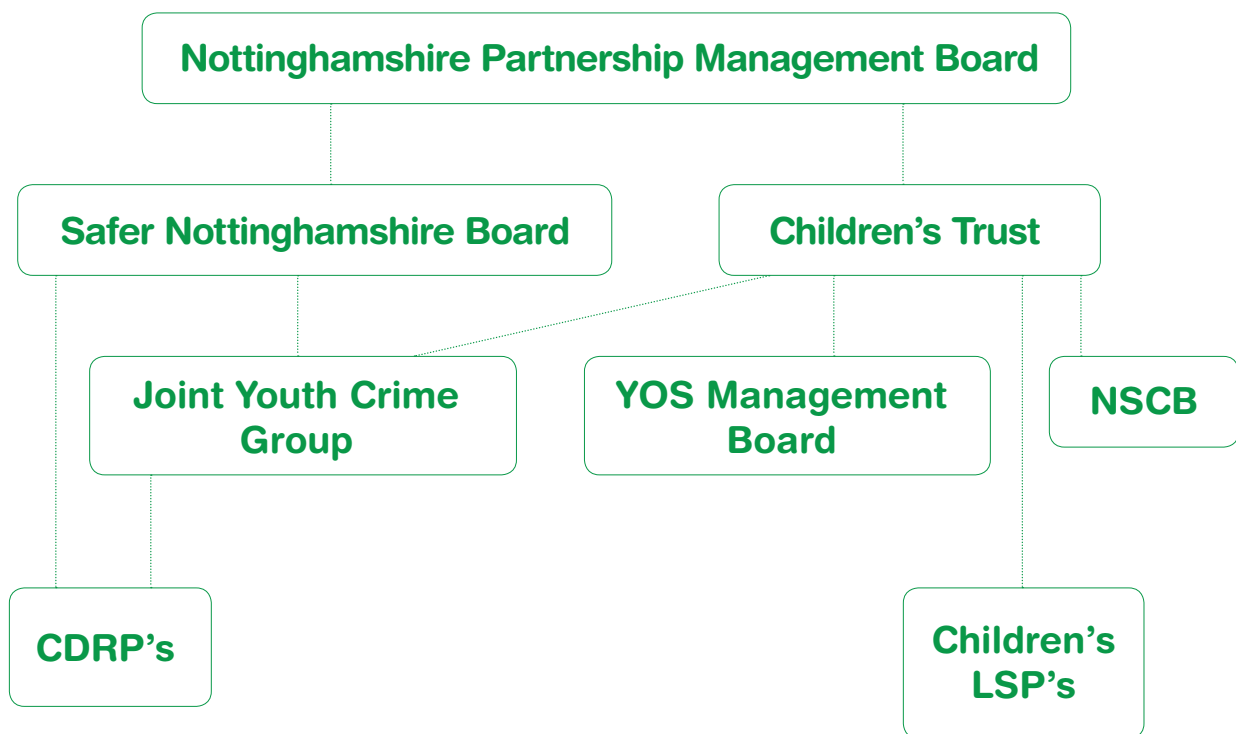
Governance

The Governance of youth crime prevention is complex with a number of county level boards having oversight and district level CDRPs and Children's Local Strategic Partnerships also having a role.

The Nottinghamshire Safeguarding Children's Board monitors information on youth crime in order to coordinate services to ensure that young people stay safe from harm and to ensure their wellbeing. Where the board feels that policy or performance in relation to youth crime runs counter to these aims the NSCB will request that action be taken.

The YOS Management Board is directly responsible for the performance of prevention activities, such as the YISP and specialist parenting support, provided from within the Youth Offending Service and the contribution of these services to safeguarding and public protection. The YOS Management Board reports to the Children's Trust.

The Safer Nottinghamshire Board and Children's Trust manage the wider strategy to prevent youth crime through the Joint Youth Crime Group and membership includes the Police, Fire Service, CDRPS, YOS, Youth Service, Children's Service (including Social Care and Education) and NCC Communities department.



Data and Information Management

Data and information is held by partner agencies, but the development of Jupiter in Nottinghamshire (JiN) and the Joint Strategic Needs Assessment being undertaken to inform children's commissioning is making it possible to access a range of intelligence and for the overlaying of mapped data. JiN, the development of a Strategic Analytical Unit for the Safer Nottinghamshire Board and the new intelligence capability within the Children's Trust should allow data and information to be shared more quickly and in formats which are of greatest use to partners.

The Nottinghamshire Information Sharing Protocol has been signed by all partners involved in the children and young people crime and anti social behaviour prevention work. The cultural change which has made partners less risk averse to sharing information is welcomed but needs to develop further. The tragic Pilkington case and other Serious Case Reviews illustrate the dangers of not sharing information and intelligence. Some work needs to be done to ensure data is made available in compatible and comparable formats between partners.

Funding

Funding from the Department for Children, Schools and the Family supports almost the entire Think Family programme in Nottinghamshire. This is currently confirmed until April 2011. This budget funds a large number of targeted programmes such as the Anti Social Behaviour and Youth Crime Family Intervention Projects and Specialist Parenting Practitioners. From April 2011 youth crime prevention and parenting funding from the Youth Justice Board is planned to transfer to the Children's Trust and will be dependent on the close integration of crime prevention with other services for vulnerable youths. The current agreement for the funding of YISP by the Children's Trust, sourced from the Area Based Grant, also expires in April 2011.

During 2010 the Children's Trust will consider priorities for the next Children and Young People's Plan. The Trust will need to consider whether crime and anti-social reduction remains a priority and if so how this will be funded, to what level and how this should be commissioned in the future.

Workforce Development

The increase in the use of the Common Assessment Framework and the continued use of ONSET require an investment in core assessment skills and an understanding of the risk factors for offending across the children's workforce. Safeguarding issues frequently presenting in this group need to be fully understood by all practitioners and the assessment of risk of harm to others, risk management and defensible decision making are key skills for staff working in youth crime prevention.

There is a need to develop an understanding of Preventing Violent Extremism across the universal children's workforce and to ensure that all agencies know how to access advice and to make referrals when there are concerns. For staff making interventions with this group a level of specialist knowledge needs to be developed with access to highly specialist support and advice.

Skills in engaging with difficult young people need to be developed across the children's workforce and beyond. Police Fire Officers and Neighbourhood Wardens will be offered the opportunity to gain knowledge about adolescent development and about techniques for positively engaging challenging young people.



Action Plan – Youth Crime Prevention

What is the desired outcome after three years?	What are the milestones?	What will be done in 2010-11 towards this aim?
Young people are diverted away from the criminal justice system when this is appropriate.	July 2010: Deep dive of learning disability cases in the youth justice system completed	Deep dive assessment and recommendations completed
	September 2010: Deep dive findings presented to the Children's Trust	Agree a protocol with police and CPS regarding charging and learning disabled children
	October 2010: Discussions held with CPS and police in diversion of learning disabled children	Agree plans for police RJ approaches Training delivered to 2 children's homes and three schools
	April 2011: Police commence delivery of Restorative Justice Approaches December 2010: Use of restorative processes are promoted in targeted schools and children's homes	
Young people at risk of violent extremism are identified and referred into suitable interventions	Sept 2010: Awareness raising using DVD resources across the children's workforce	Training packages made available across children's services and schools
	May 2010: PVE referrals to YISP publicised	Revised YISP referral protocols signed off with partner agencies
	Sept 2010: WRAP training delivered to specialist practitioners	WRAP training delivered to one cohort of specialist staff
Young people are diverted and deterred from anti-social behaviour	July 2010: Coordinated plans in place in localities for a uniformed presence at school and youth centre closing times	Join up plans for services surrounding positive activities
	May 2010: Stay Safe Operations piloted and evaluated	Pilot 3 Stay Safe Operations and scope how this can be core business if evaluated as successful
	Sept 2010: Plans for Stay Safe as core business in place	Deliver 2 sessions of joint training to YOS, police and fire service staff on engaging challenging young people.
	Dec 2010: Training on engaging with challenging young people across uniformed services	

Who will do it?	How will this be monitored?
Task group from YOS, Inclusion and Disability Division and health	By the YOS Management Board
Head of YOS	By the YOS Management Board
Chief Inspector, Youth and Community	Police Youth Strategy Group/ Joint Youth Crime Group
Remedi (under YOS contract)	
Youth PVE Group	Joint Youth Crime Group
Head of YOS	YOS Management Board
YOS QA Manager	YOS Management Team
CDRPs	Joint Youth Crime Group
NFRS, Police, YOS, Youth Service and Children's Social Care	Joint Youth Crime Group
YOS Training Officer	Joint Youth Crime Group

What is the desired outcome after three years?	What are the milestones?	What will be done in 2010-11 towards this aim?
Vulnerable victims of anti-social behaviour by youths receive appropriate support	Sept 2010: Develop a Disability Hate Crime and Anti-Social Behaviour Strategy	Develop a disability strategy including youth agencies interventions
	Sept 2011: Evaluate effectiveness in relation to victims of youth ASB	
Appropriate services are commissioned to support those young people and families where there is a risk of anti-social behaviour or offending.	May 2010: Positive activities are commissioned to divert young people from crime in hot spot areas	PAYP activity commissioned
	September 2010: Children's Trust agree future priorities	CYP Plan priorities agreed
	March 2011: Family, parenting and individual support is commissioned to prevent youth crime and ASB	Youth crime prevention activity commissioned.
All young people at risk of offending have swift access to emotional and mental health support and treatment as necessary.	Specialist mental health input to YISP re-commissioned 1/4/2010	Commission CAMHS input to YISP
	Needs assessment of emotional and mental health needs of young people at risk is completed 1/3/2011	Complete prevention needs assessment
Young people at risk of offending are identified and receive robust assessments and intervention to manage risk and vulnerability.	Quality of ONSET assessment and risk and safeguarding assessments in YIP externally audited. 1/5/2010	External audit completed and action plan implemented.
	Primary and refresher training delivered on assessment, intervention to specialist workers 1/1/2011	2 prevention APIS training events delivered
	Pathways to provision including structures for addressing young people at risk of crime and reviewed 1/6/2010	YISP protocols signed off to support "Pathways to Provision" thresholding guidance
	Revised pathways implemented and effectiveness is further reviewed 1/5/2011	

Who will do it?	How will this be monitored?
Service Director Mental Health & Learning Disability	Adult Social Care
Head of Youth Support Service	Integrated Youth Support Development Board
Chair of Children's Trust	Children's Trust
Head of YOS	YOS Management Board
YOS Service Manager – Prevention	YOS Management Team
YOS Service Manager – Prevention	YOS Health Forum
YOS Service Manager – QA	YOS Management Board
YOS Training Officer	YOS Management Team
Head of YOS	YOS Management Board

What is the desired outcome after three years?	What are the milestones?	What will be done in 2010-11 towards this aim?
The public have an accurate perception of the scale of youth crime and ASB and the positive achievements of young people.	Youth ASB data disaggregated from all ASB data 1/10/2010	ASB data sets revised
Identification and intervention with young people who have experienced domestic violence and abuse	Achievements of young people regularly publicised Monthly.	Regular positive news stories about young people
	Challenge made to any public or media badging of appropriate adolescent behaviour as ASB	Ongoing challenge to media stereotypes
Identification and intervention with young people who have experienced domestic violence and abuse	Ongoing Training for youth justice staff in DV risk assessment and referral pathways 1/11/2010	Two training events delivered
	Co-ordinated programmes of Healthy Relationship Education in schools and youth projects 1/9/2010	Partnership established to advise on good practice and audit provision
	Explore feasibility of new parenting support programme for families where young people are violent within the family 1/12/2010	Feasibility study completed

Who will do it?	How will this be monitored?
Senior Analyst, SNB Strategic Analytical Unit	Joint Youth Crime Group
All agencies	
All agencies	
Domestic Violence Policy Officer	
Domestic Violence Policy Officer	
Domestic Violence Policy Officer YOS Service Manager – Prevention	

“OFFENDING IS ONLY ONE ASPECT OF YOUNG PEOPLE’S LIVES, ALL YOUNG PEOPLE HAVE THE POTENTIAL TO BECOME GOOD CITIZENS AND MATURE, RESPONSIBLE AND INDEPENDENT ADULTS.”

Overview

- The UN Convention on the Rights of the Child states that children and young people must only be arrested or locked up as a last resort and for the shortest possible time and that Courts should always try to avoid sending children and young people to institutions. Our aim will be for custody only to be used when there is a serious risk of harm posed by the young person which cannot be managed in the community or where a young person persistently commits offences and is unwilling to engage in a process to change that behaviour. Our overall aim is to reduce the number of young people experiencing custody either as a sentence or on remand.
- The best chance of long term cessation of offending is offered through interventions which help young people establish strong and meaningful relationships, give them somewhere safe and pleasant to live, allow them to engage in positive education, training, employment and leisure activities and help them stay mentally and physically healthy. All our interventions should focus on these aims.
- The main purpose of specialist youth justice services are to protect the public from harm, to safeguard children in the YJ system and those who are victims and to reduce the amount of offences committed by children.
- Offending is only one aspect of young peoples lives, all young people have the potential to become good citizens and mature, responsible and independent adults.

What do we know about Young People in the Youth Justice System in Notts.

72.9% of those in the youth justice system are boys as opposed to 27.1% of girls. Mansfield has the highest proportion of young female offenders (47.1%) followed by Newark and Sherwood (43.5%). Bassetlaw has the lowest proportion of female offenders (25.1%).

The peak age for offending for males is 17 with the average age at arrest being 15.4. Both the peak and average age of offending for females is 15 years of age. The evidence suggests that girls do not become heavily embroiled in offending with the majority (58% of girls) receiving a reprimand, whereas only 31% of boys within the criminal justice system were reprimanded.

White young people are more likely to commit offences – with 94.5% of young people involved in the criminal justice system coming from white backgrounds. White males are the highest proportion of those within the youth justice system. Within CDRP areas, there is a stark difference with a higher proportion of young offenders coming from a BME background in South Notts compared to the North of the County. Gedling had the highest proportion of BME young offenders (17.6%) compared to any other district.

The top three offence types for boys are violence against the person (23%), theft (18%) and criminal damage (17%). For girls there are two main offence categories of theft (49%) and violence against the person (24%).

Unsurprisingly those young people receiving a Final Warning are assessed as presenting with few offending related needs, whereas those receiving a custodial sentence are assessed as presenting with a higher level of need. For those receiving community penalties, the highest scoring areas are thinking and behaviour, lifestyle and family and personal relationships.

The average ASSET assessment score, indicating the likelihood of re-offending, is similar for males and females. However within the areas of assessed offending related need, there are some gender specific differences. For example, girls present as a higher assessed offending related need for emotional mental health, family personal relationships and living arrangements compared to boys, whereas boys score higher in lifestyle, attitude and thinking and behaviour.

“White young people are more likely to commit offences – with 94.5% of young people involved in the criminal justice system coming from white backgrounds.”



What do we know about where youth crime occurs?

The majority of youth crime occurs within Newark (19.7%), Mansfield (18.4%) and Bassetlaw (17%), with only 8.1% of offences occurring in Rushcliffe. Broxtowe and Mansfield have the highest levels of violent crime (35.7% and 33.55% respectively). Mansfield also has the highest proportion of theft offences (33.55%). Although Rushcliffe sees less youth crime occurring, 30.9% of the offences committed are violent offences, and 30.9% theft offences. However, the majority of districts had more violent crime committed by volume than Rushcliffe. A significant minority of crime in South Nottinghamshire is committed by young people resident in the city and there is a need to develop stronger cross border working with city services to address this.

The peak time for youth violent crime is on Friday from 10pm – 11pm with smaller peaks between 3-4pm weekdays which coincides with the end of the school day and 6-7pm. The peak times for theft are Monday 3-4pm; Wednesday midnight-1am; Friday 4-5pm and Sunday midnight-1am. Monday is the overall peak day for theft accounting for 18% of all offences and the overall peak time is midnight – 1am (14% of offences). The times that some of these offences are occurring are a cause for concern given the age of the young people committing them.

On average, 5% of all crime committed by youths across the county are drug offences. However, this is double in Rushcliffe at 10% and is higher than average in Gedling and Broxtowe.

On average across Nottinghamshire 2.5% of offences were robbery offences. However, in Gedling this was much higher at almost 8%. A

third of all robbery offences committed by young people in the county took place in Gedling. Less than 1% of all crime committed by young people in Bassetlaw, Mansfield and Newark were robbery offences.

A small proportion (29%) of young people were repeat offenders. These repeat offenders were responsible for 57% of all offences. 55 young people committed 6 or more offences – meaning that 3% of offenders were responsible for 16% of all offences.

In terms of residents committing crime, Bassetlaw has the highest number of its own resident young people committing offences within their area compared to Gedling, where a high proportion of city young people commit offences within the Gedling boundaries. On the whole 23% of young people who offended in South Notts were city residents. The breakdown is as follows:

Ashfield: 87% of offences committed by residents of Ashfield

Bassetlaw: 92% of offences committed by residents of Bassetlaw

Broxtowe: 70% of offences committed by residents of Broxtowe; 19% by City residents

Gedling: 66% of offences committed by residents of Gedling; 27% by City residents

Mansfield: 79% of offences committed by residents of Mansfield; 9% by Ashfield residents

Newark: 87% of offences committed by residents of Newark

Rushcliffe: 72% committed by residents of Rushcliffe; 22% by City residents



What we know about victims of youth crime

Young people aged 10-17 are more than three times as likely to be a victim of youth crime in Notts than adults, making up 35.4% of victims compared to 10.4% of the population as a whole. Those aged over sixty are the least likely to be effected.

Those from Black and Ethnic Minority groups are more likely to be a victim of youth crime in Notts with 5% of victims coming from a BME background compared to 2.6% of the general population. Males are considerably more likely to be victims than females.

46% of all identifiable victims of youth crime are vulnerable in some way – either as a result of being a child or elderly person, having a disability, being a repeat victim or suffering hate based crime. A consistent threshold for vulnerability and enhanced services for victims needs to be developed.

Businesses and public bodies are three times more likely to be a victim of crime in Bassetlaw than in South Notts. In Mansfield, Ashfield and Newark they are twice more likely to be victims than in the South.

Protecting the Public from Serious Harm

All young people in contact with the YOS, including those receiving interventions through the Prevention team, will be assessed to see whether they pose a risk of harm to others. The YOS has a clear policy on when enhanced risk assessments to guide public protection work must be carried out and a system of Risk Panels, chaired by Service Managers, to ensure scrutiny and coordination of plans. Training and supervision of staff is a priority to ensure all assessments are accurate and plans defensible.

The YOS ensures correct identification of Multi Agency Public Protection Arrangement (MAPPA) offenders and monitors diversity characteristics through a monthly audit. There is a need for development to move this from a manual to an automated process. All young people under MAPPA have a Police Officer within the YOS allocated to them as well as a case manager to ensure clear links back into Safer Neighbourhood Teams. The YOS currently chairs level 2 MAPPA meetings on behalf of the responsible authorities but this arrangement is kept under constant review by the Strategic Management Board (SMB). The YOS is represented at Head of Service level on the SMB and a Service Manager is a Core Panel Member on the level 3 MAPPP

meetings. The YOS will also be a key partner with the Police, Probation and Children's Services in quality assuring the MAPPA process.

Additional resources will be allocated to the most risky offenders using the "Scaled Approach". This means that the level of resources, scrutiny and contact with young people will increase incrementally along with the assessed risk of harm. The highest level of supervision is Intensive Supervision and Surveillance (ISS) which will be available for high risk cases on bail, in the community and those leaving custody. ISS is a mixture of direct, partnership and commissioned services and provides monitoring and intervention seven days a week. ISS works closely with the electronic monitoring provider for the area and with health services intervening in areas such as alcohol related violence and mental health issues. A strengthening of links to education and youth service programmes will be developed.

Knife crime is a serious issue of public concern and, whilst the county of Notts does not have significant organised youth gangs or the regular use of weapons in offences, the development and review of interventions for those who have committed weapon offences is essential. The YOS has recourse to an eight session Knife Crime Possession Programme and a shorter

programme for those charged with knife possession as a first offence is also available through the Attendance Centre. YOS police officers will carry out random stop searches during appointments when there is intelligence of knife carrying by a young person. The YOS is also working with CAMHS to provide a cognitive based programme for young people who are repeatedly violent utilising new research on adolescent development.

Young people displaying sexually abusive behaviour will receive a comprehensive assessment using the Assessment, Intervention, Moving On (AIMs) framework. The YOS, Children's Social Care and Head-to-Head within CAMHS all have staff trained to provide assessment and intervention. Those placed on the Sex Offender Register will be nominated a Police Officer in the police Public Protection Team who will carry out risk assessments and monitoring in conjunction with the YOS.

Nottinghamshire Fire and Rescue Service provide scaled interventions for young people involved in fire setting behaviours. Volunteers across the fire service work with young people who have set fires, delivering a tailored session to discuss the consequences of their behaviour. This is carried out in the young person's home

and parents are encouraged to be involved. For more serious or persistent fire setters who have been charged with arson there is a 10 week cognitive behavioural "Fire Safe" programme focussing the young person on their actions and the consequences. This can be an integral part of Community Orders and a Service Level agreement will be developed to formalise this relationship so that this can be offered to the Courts.

Serious Case Reviews, conducted when a young person under supervision commits a serious violent or sexual offence or seriously harms themselves, have in the past highlighted occasional issues with information sharing, quality of assessment and management oversight. Given this, it is important that the quality assurance measures below do not just focus on those known to be a risk, as incorrect assessments can leave young people in the wrong risk category and without the correct level of monitoring and support. Serious Case Reviews are overseen by the YOS Management Board and are also presented to the Safeguarding Children's Board.

Managing Persistent Offenders

We know that a small group of young people are responsible for a very large proportion of all youth offending. These young people are known by the technical title of “Deter Young Offenders” (DYOs). DYOs are identified by the YOS using structured assessments and details on their past offending. The names of identified DYOs are notified to the police each week so that they and the Crown Prosecution Service can provide a “premium service” to ensure these young people are expedited through the system and appropriate restrictions on liberty can be applied through sentences or bail conditions to reduce the likelihood of re-offending.

The Youth Offending Service provides what is often referred to as “Integrated Offender Management” of young people who persistently commit crime. This means coordinating an intensive level of supervision and access to appropriate interventions to help them change their lifestyle and to stop offending. Where young people are unwilling to comply with interventions or boundaries set for them there will be swift enforcement action taken by the YOS and police. Warrants, rather than summonses, will be used in appropriate cases. All DYOs will be allocated to a case manager with a YOS police officer also assigned to monitor progress and to share intelligence with police divisions. The YOS will continue to develop a range of activities targeted at this group, such as Smartwater screening and evening and weekend home visits, with the aim of deterring, disrupting and detecting further offences.

Drug and alcohol problems are often factors which are co-terminus with prolific offending. The YOS will contribute substance misuse grants to the wider pooled budget for treatment of young people and will co-commission provision with the DAAT. Intoxicating Substance and Drug Treatment Requirements will be available as sentence options along with Drug Testing where appropriate. Plans will be put in place to further integrate substance misuse work into the YOS through the relocation of elements of the Face-it service.

The amount of offending by DYOs will be monitored on an annual basis and this will be reported back to the Safer Nottinghamshire Board and the LCJB. Multi-agency action plans will be put in place where there are concerns about performance.

North Notts. Burglary Operation

The Youth Offending Service worked with local police in the Newark, Sherwood and Bassetlaw area of the county to reduce the increase in burglaries that often occurs at the beginning of the winter.

Young people who had committed burglaries in the past were targeted by Youth Offending Service staff for additional monitoring and interventions during October, November and December 2009. Burglaries in the area dropped from 313 in October to December 2008 to 225 in the same period in 2009.

Involving and Protecting Victims

The Youth Offending Service will commission services for the full three year period to try to engage all identifiable victims of youth crime with a Court outcome in a restorative process to try and repair the harm done. This may include mediation, attendance at a Referral Order panel to help set the contract for the young person who offended, receiving direct or suggesting indirect reparation. Whilst all identifiable victims will be included, there will be a prioritisation of extra support for vulnerable victims, for example those who are children, the elderly and infirm, repeat victims or victims of hate crime. Where young people are sentenced to 12 months or more in custody for a violent or sexual offence the commissioned victim service will work closely with the Probation Service to provide information on release so that victims can make representations about conditions to be placed on post-custody licences. All victims will be treated as individuals and will receive services according to their needs.

To ensure a close link between victims and reparation both Victim Contact and Reparation services will be commissioned from a single provider. Reparation will, wherever possible, be carried out in the community where the young person offended and the YOS will become a participant in the “Making Good” website which allows communities to have a say in what reparation is completed. Whilst young people undertaking reparation should not be readily recognisable the work they have completed will be visible and promoted to the community. The role of Attendance centres also supports a range of reparation work and it is planned to make increasing use of AC for reparation alongside the delivery of interventions to increase skills and understanding about good citizenship. The Probation Service will review arrangements for young people on Unpaid Work to ensure that placements are appropriate and have positive outcomes.

Safeguarding Young Victims

National evidence shows that young people are more likely than adults to be victims of crime but are less likely to report it - either not believing it will be taken seriously or fearing reprisals. Being a victim of crime is also a known factor in increasing the risk of being involved in offending in the future and so support and problem resolution is important.

The County Council's Youth Zone website offers advice to young people on staying safe from knife crime, bullying, fireworks and internet safety. An additional section on Young People and the Law is under development. There is scope for additional crime prevention advice to be added to the website and this could also be duplicated onto police and District Council websites. Nottinghamshire Police works with partners in the education system through the Safer Schools Partnership and other youth settings to educate young people on the community safety and to increase confidence in the police and justice system to encourage the reporting of crime. Primary age young people are also receiving simple messages about personal safety and citizenship through a series of specially commissioned "On-Track" books.

The Police and Crown Prosecution Service provide support to young victims and witnesses and their families including maximising the use of Special Measures at Crown Court and the Youth Court to protect children and young people as vulnerable witnesses. Nottinghamshire County Council currently commissions a Young Witness Service from Victim Support. The current funding

for this work ends in 2011 and a decision on future funding will be required.

We will specifically commission victim services in relation to youth crime to include enhanced services for victims who are themselves children and young people. We will look specifically at how we can improve our systems to make it feel safer for young people to engage in restorative processes including trialling the use of new technologies which young people feel comfortable with.



Safeguarding Young People in the Youth Justice System

Safeguarding, along with public protection, are the top priorities for the YOS. The Head of YOS is a member of the Nottinghamshire Safeguarding Children Board and the YOS is also committed to attendance at the Policy and Procedure Development, Safeguarding Black and Minority Ethnic Children, Domestic Violence, Training and Missing Children sub-groups.

The YOS will not allow anyone access to vulnerable young people, or information about them, without appropriate checks being carried out. This includes staff, volunteers and commissioned providers. Risk assessments will be carried out on any positive disclosures and checks repeated at a minimum of every three years.

The YOS will carry out an annual audit of activity related to section 11 of the Children and Young People Act (2004) and report this back to the Safeguarding Children Board and will ask organisations it commissions to do the same.

The YOS has clear procedures for identifying vulnerable children and young people through screening and a mechanism for planning to keep them safe. Locality Risk Panels are used to provide management oversight of assessments and plans and to ensure safeguarding needs are addressed. Procedures will be updated at least annually. In working with extremely vulnerable young people it is essential to keep a flow of information and joint working between the YOS

and Children's Social Care. To this end a joint working protocol will be kept under regular review and a formal work plan will be produced. Both services will ensure that data is available through access to electronic records and the model of social care secondments to the YOS will be reviewed based on needs assessment.

Issues of identity and the relationship between a young person, their community and wider society are issues often at the root of young people's beliefs, attitudes towards others and their self esteem. Young people in the youth justice system are also amongst the least likely to be involved in processes which allow them to influence decisions about the services they receive. The YOS recognises the role participation activity can have in tackling risk factors for offending and will actively seek to engage young people in decision making processes about services which affect them. The YOS will complete a Hear by Right audit and build a participation strategy that links to mainstream participation work whilst recognising the specific needs of young people in the Youth Justice System. Investment will be made in staff time to carry out meaningful participation work and all service development will be influenced by young people.

Enabling Compliance and Effective Enforcement

Meeting individual need and using an emotionally intelligent approach to build relationships with service users are the key tools which will be used to keep young people complying with requirements placed on them by the Courts.

The YOS has a diversity policy which describes how disability, age and maturity, rural communities, religion, belief, sexual orientation, gender, race, ethnicity and culture will be taken into account when developing and delivering services.

The strategy will be to direct resources to ensure an equality of outcome, not just of opportunity. Problem solving on complex cases will continue to be developed through the roll out of Action Learning Sets and Systemic approaches at locality level.

The YOS will maintain an up to date policy on the Enforcement of Orders and post-custody licences. This is important as it maintains public and Sentencer confidence in the YOS and therefore community sentencing. It is also essential to provide defensible decisions and to ensure protection of the public. Consistency and parity in enforcement are essential so that young people are clear about what they are expected to do and how decisions are made. The YOS will endeavour to carry out enforcement activity in a rigorous, but not over zealous manner as this has both ethical and resource implications. Decisions will take account of a young person's culpability,

level of maturity and understanding, patterns of behaviour and the quality of available evidence. The policy, and any revisions, will have the input of service users and will have an Equality Impact Assessment to ensure they do not adversely impact on any group.

Emotional Intelligence:

1. Knowing your emotions.
2. Managing your own emotions.
3. Motivating yourself.
4. Recognising and understanding other people's emotions.
5. Managing relationships.

Goleman, D (1995)

Engaging Young People in Education Training and Employment

The engagement in education or training by young people is now recognised as probably the single most important protective factor in reducing offending and re-offending. It is also recognised that there are significant barriers to Education, Training or Employment (ETE) for young people involved in offending, which include previous educational attainment, poor literacy and numeracy levels, and attitudes to learning. Many 'opt' out of the education system at an early age and have low expectations of what they are able to achieve. Engagement in ETE is essential for the well being of a young person and increases their life chances for the future.

Nottinghamshire Youth Offending Service has had a comprehensive ETE strategy entitled Education, Training Employment: Policy, Practice and Procedure, in place for many years. Although practitioners do not directly deliver education or training to young people, specialists are employed (and seconded) to broker existing services on behalf of young people. The strategy outlines how this is to be administered and it is a document shared with the wider departments within Children's Services. This is reviewed on an annual basis through nominated Local Authority (LA) leads.

The YOS ETE team work through a partnership approach and contribute to wider county initiatives including:

- The Improving School Attendance Steering Group (which may be re-structured into the Behaviour & Attendance Improvement Partnerships)
- Looked After Children Resourcing Group
- EOTAS Monitoring & Resource Group
- Membership of the Nottinghamshire Training Network
- The Arts Partnership Nottinghamshire
- Progressing Vulnerable Young People Group (this is a provider network forum which will also link to the Regional ETE forums and is mainly concerned with sharing information to lessen the risk posed by young people in the wider education/training landscape and improve access to Further Education)
- Funding through the Offender Learning Skills Service (OLASS) for 2 part time work placement officers to assist to current ETE specialists and expand employer engagement.

The strategy review in 2010 will incorporate new progress in the following areas:

- A collaborative and partnership approach with the School Behaviour and Attendance Partnerships
- Identified approaches to incorporating the work of Inclusion Support Services to ensure an integrated approach for young people with recognised special educational needs (particularly if young people are on reduced timetables)
- The consolidation and re-design of individual education intervention plans (where they are classed as not in employment, education or training (NEET), as in the YOT Data Recording Guidance 09/10 and according to the agreed ETE policies) which will link to the young person's overall intervention plan.
- The introduction of an ETE escalation process to alert relevant agencies and authorities swiftly where complicated cases exist
- The introduction of literacy and numeracy assessments (including learning styles and dyslexia screening) online
- Implementing swift and accurate systems to access education information for consideration of new Youth Rehabilitation Orders
- Contribute to the changes arising from the 14 – 19 agenda including the raising of participation age, foundation learning tier and the transfer of responsibilities to Local Authorities.

The service will continue to develop the ETE Assessment and Continuous Improvement Template in conjunction with the Youth Justice Board for use by Youth Offending Teams nationwide to improve practice and will continue to lead the Regional Steering Group to influence policy, procedure and practice into the future.

IMAGE



Improving the health outcomes of young people who offend

A comprehensive assessment of health needs amongst young people who offend was carried out by Public Health in 2009. An Action Plan and Commissioning Plan have been set up to address these areas of need.

Key to success is the improvement of health assessments and the sharing of information. Our strategy will be to move increasingly towards key information available to the YOS and key health professionals located on a single accessible information system. The quality of health assessment will be improved by additional specialist expertise in the YOS, commissioned by the Primary Care Trusts (PCTs), DAAT or the YOS itself, and specific ongoing health training for all staff. The formulation of a YOS Health Forum will bring together key managers to coordinate all of the strands of work.

Some specific areas of health, particularly related to smoking, sexual health and relationships and teenage pregnancy will receive specific attention through the formulation of action plans. Work is needed to develop data on the level of need in these areas and consultation is required with children and young people on where and how they want to receive these services.

Substance misuse is a key need across the YOS population and the commissioning of appropriate services will be undertaken by The Safer Nottinghamshire Drug and Alcohol Action Team. The YOS has a memorandum of understanding with the Young People Commissioning Group to guide this process and an assessment of need is completed annually. The work of the YOS links closely to the Young People's Specialist Substance Misuse Treatment Needs Assessment and Treatment Plan. With a high percentage of specialist treatment referrals coming from the Youth Justice System the integration of services with shared information systems and co-located workers will be part of our three year strategy.

A joint inspection by the Care Quality Commission and the Probation Inspectorate in 2009 of alcohol provision for young offenders showed positive work taking place. The need to better integrate health and youth justice assessment processes and to ensure an improvement in levels of knowledge on alcohol misuse across the youth justice workforce, will be taken forward through the co-location of some of Face-it's Drug and Alcohol Services within the Youth Offending Service and specific training to improve the baseline knowledge of all staff.

Family and Relationships

Parents and other primary carers have a pivotal role in reducing the risks of further offending by children and young people. Data shows a variety of abilities and needs and very variable levels of sustainable motivation to engage in parenting support. Some will have significant additional needs such as mental health problems, learning disabilities, substance misuse issues and an involvement in the adult justice system. Given that range of need it is important to maintain a range of approaches and intensities of parenting support which include direct support into the family home, engagement in group work and the building of peer support networks. In some cases sanctions for not cooperating will need to be identified using the Family Intervention Project approach. Our strategy will be to maintain this range of options to work with parents available in all local areas.

Where possible it is recognised that parenting support is best provided on a voluntary basis and that the use of Parenting Orders is restricted to cases where there is evidence that carers will not engage with the services required. At present the YOS does not make use of the powers it has to make stand alone applications for Parenting Orders. Our strategy going forward will be to consider whether such an application needs to be made in every case where a child or young person breaches a statutory Order. Where parents have not provided the required level of support to the young person to help them

engage, an application will be made or the threat of such action used as a lever to engage parents with services.

Some families will have very entrenched and complex family issues which provide very significant obstacles to reducing the risk of re-offending. The Head2Head team at CAMHS and specialist practitioners within the YOS are able to offer systemic family therapy and we will seek to evaluate and continue to offer this option where there is a significant level of need.

All agencies working with young people in the Youth Justice System will be encouraged to adopt a “Think Family” approach and in particular to consider other siblings in the family. Referrals to Joint Action Teams and the YISP should be considered where appropriate along with the completion of the Common Assessment Framework. For families where there are young children, including teenage parents who have offended, there needs to be clearer working relationships between the YOS and Sure Start through the development of a working agreement.

A small number of young offenders will become parents whilst in the Youth Justice System. The Think Family approach will be extended to these young people to support and encourage them in becoming responsible parents and to provide practical assistance and advice. The safeguarding of infants will be a consideration within vulnerability and risk assessments.

Accommodation and Homelessness

The YOS will be represented at a senior level to ensure that the needs of young people in the youth justice system are taken into account in Supporting People strategy and commissioning decisions. The Head of Supporting People will also continue to be a member of the Youth Offending Service Management Board.

The Youth Offending Service will retain a specialist resource to work closely with Children's Social Care, integrated youth services and accommodation providers to ensure young people's needs are fully met. An annual assessment of need will be undertaken to drive activity but work will focus on three strands:

- **Prevention of homelessness**

This will include work with parents and carers to mediate and provide practical and emotional support when there are problems which may lead to homelessness. There will be close liaison with accommodation providers to intervene early when there are problems and to avoid evictions.

- **Crisis intervention**

This work will be completed in conjunction with Children's Social Care to ensure that there are swift assessments of 16/17 year olds who become homeless and that accommodation and additional support to meet need is available quickly.

- **Preparation for Independence**

As young people approach adulthood some, particularly those with limited parental support, will need help developing practical life skills so that they can move towards independent living. This work will be delivered by the RAP team in conjunction with accommodation providers and integrated youth services, within vulnerability and risk assessments.

Community Engagement and Confidence in the Youth Justice System

The YOS has a strong history of recruiting high quality volunteers for Youth Offender Panels and mentoring across the county. The policy and structure for recruiting volunteers was devised by YOT volunteers, including the wording of leaflets and possible community venues to advertise. The YOS will continue to develop a pool of volunteers who are representative of the diversity across the county and who can support statutory services. Volunteers will all be subject to Enhanced CRB checks and will undertake a programme of induction training before beginning contact with young people. All new volunteers receive YJB training amounting to 45 hours over a 7 day period. The YOS will develop a peer appraisal system to be introduced across the volunteer pool and will set minimum levels of development activities for all volunteers. There are a series of support & supervision evenings throughout the year. The Volunteers Liaison Group, with an annually elected chair, will be fully supported by the service and the Chair will be invited to take up a place on the YOS Management Board as a Lay Advisor. The use of a Lay Advisor will be evaluated with a view to considering the extension of this model. Volunteers are consulted on YOT policy documents and are included in service wide circulars from the Head of Service etc.

District Councils, the Police and Magistrates engage regularly with the community on issues relating to youth crime through Tenants and Residents meetings, Safer Neighbourhood

Committees, Public meetings, Beat Surgeries and Safer Neighbourhoods Surveys. The “Making Good” website will also allow communities to have a say in what reparation is completed. This information currently has little impact on service development with the Youth Justice System and better systems of communicating local need will be developed to improve responsiveness.

Communicating the achievements of young people and the positive outcomes achieved by agencies working with them is key to improving the confidence of the public. The Local Criminal Justice Board, Safer Nottinghamshire Partnership, Children’s Trust, CDRPs and individual agencies communications officers will be used to get honest and positive messages out through their own communication channels (for example newsletters and websites) and through TV, radio the internet and print media. Communications, particularly to young people, need to fully utilise technology, in particular social networking websites and this will need a significant shift in thinking from many involved agencies.

The Joint Youth Crime Group will take a lead on coordinating the communication of achievements in reducing youth crime and will produce a forward plan of events and milestones. Case studies will always be used to support the use of data and, where possible, actual numbers - for example of young people or offences - will be used alongside percentages and equated figures. Our communication efforts will be based around the three overarching targets in the executive summary:

Reduce the number of victims of youth crime

Key Messages:

- The needs of victims are at the heart of the Youth Justice System.
- The vast majority of young people are law abiding.
- Local services working together are effective in preventing offending and reducing re-offending.
- Fear of youth crime is disproportionate to the chance of being a victim.

Key data from 2007 ICM poll

- Nine out of ten people believe that better support for parents and more constructive activities will stop young people getting into trouble.
- Three out of four people believe that more mental health and drug and alcohol treatment will reduce offending.

Reduce the number of violent crimes committed by young people

Key Messages:

- A very small number of young people are involved in repeated violent crime.
- Public protection is a priority within the youth justice system.
- Agencies work closely together to assess and manage any risk of harm to the public.

Key Iqanta Data at February 2010

- Nottinghamshire has 4.7 crimes per 1000 resident compared to 4.8 in Leicestershire and 4.9 in Staffordshire
- Rushcliffe, Broxtowe and Gedling have significantly lower rates of violent crime than similar authorities.

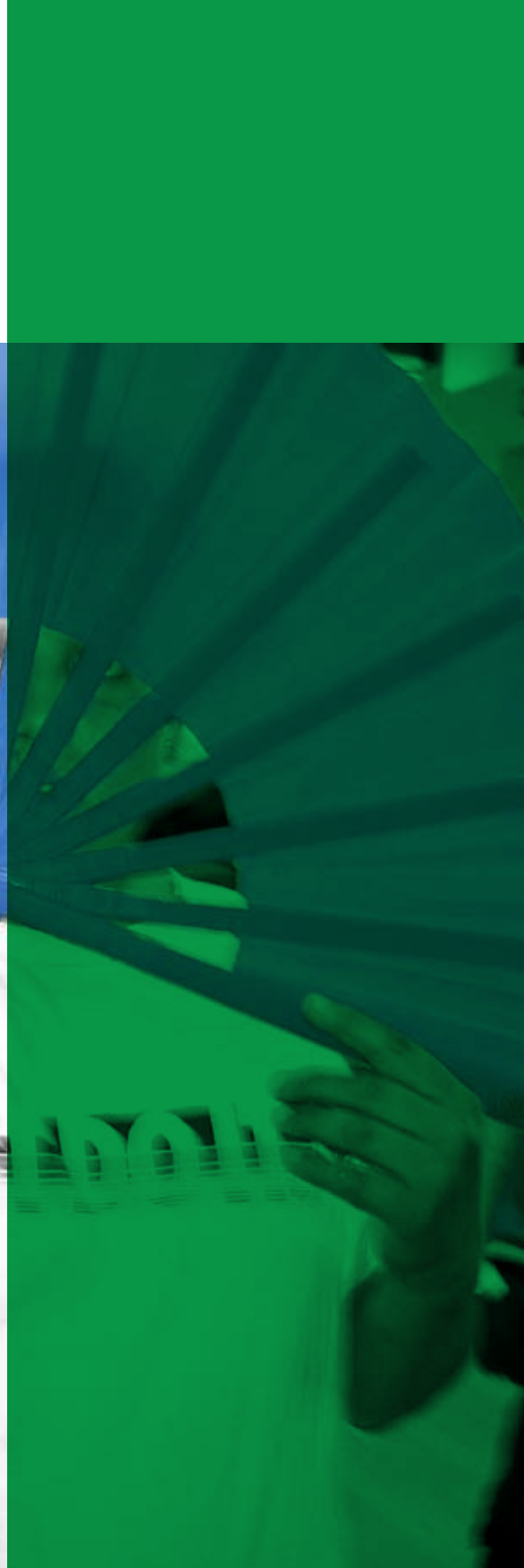
Reduce the number of young people experiencing custody

Key Messages:

- Community sentences are effective and the YOS and police take strong enforcement action when required.
- Young offenders are vulnerable and the root causes of their offending are often as a result of poor life experiences from a very early age.
- The use of secure settings for young people is appropriate where the public would be at risk of serious harm.

Key data from 2007 ICM Poll

- Only one in ten people think that prisons turn young offenders into law abiding citizens.
- Two in three think prisons are “universities of crime”.
- Two in three believe that custody is not effective in reducing young people’s offending.



Working with the Courts to Minimise the Use of Custody

The primary responsibility for providing alternatives to the Court to reduce the use of custody lies with the Youth Offending Service. To do this successfully the service must have the confidence of sentencers and the public and provide a range of effective interventions.

The YOS will continue to work with partners to provide a range of options as an alternative to secure or custodial remands based on the level of risk. Scaled options will be available including Bail Support and Supervision, Intensive Supervision and remands to Local Authority accommodation. The availability of providers and the need to develop foster carers skills for this group will be kept under regular review with Children's Social Care.

The provision of quality Pre-Sentence Reports is essential and training and quality assurance processes within the YOS are an integral part of this strategy. The YOS will seek to provide all legally available sentence options through partnership and commissioning activity. Where significant additional funding is required to make an option available, for example intensive fostering, all partners will consider how this can be delivered through Children's Trust arrangements. Where it is not possible to deliver there will be clear communication with the Courts. If custody funding is devolved from central government these funds will be considered for projects to reduce the need to use custody.

All young people appearing before the Courts for the first time and at risk of custody will be offered the opportunity to engage in a Youth Offender Panel prior to sentence, which will propose an intensive contract prior to sentence. Investment will be made in systems that support this.

Meaningful engagement with Judges, Magistrates, Defence Solicitors and the CPS is important in improving confidence. Key partners will meet locally through Court User Groups and the YOS will engage with sentencers when developing relevant policies. The Head of the Youth Offending Service will be a key member of the Local Criminal Justice Board and the YOS will also be represented on the Race and Victims and Witnesses Action Delivery Boards.

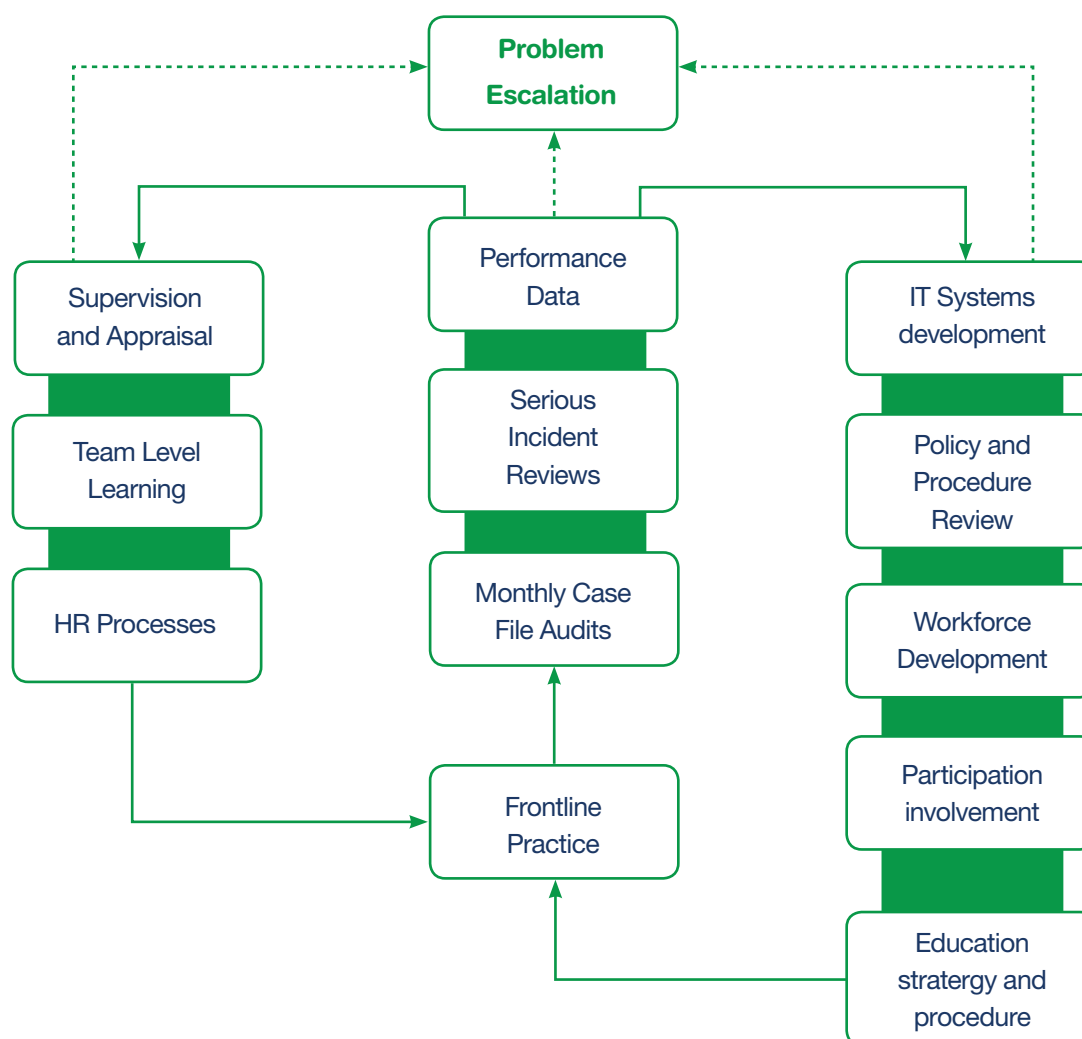


Working with the Courts to Minimise the Use of Custody

The Youth Offending Service will ensure that there is monitoring of case management and intervention quality through regular auditing and supervision.

This diagram shows how audits, local management reports from serious incidents and performance data will be used at team and whole organisation level to improve frontline practice.

Where there are persistent obstacles to effective service provision these can be escalated through the governance structure described below.



Governance

The work of the YOS and partnership actions to support its work are governed through the YOS Management Board. The Board is chaired by the Corporate Director of Children's Services and includes senior representation from all of the statutory partners and additionally senior managers from Connexions, Supporting People and the Drug and Alcohol Action Team. The Board has a Lay Advisor to give a community

perspective on performance and service development and will consider expanding the number of these after a review.

The YOS Management Board's primary link is to the Children's Trust and the chair sits on the Trust Board. YOS performance is also monitored by the Safer Nottinghamshire Board and Safeguarding Children's Board to ensure strategic links are maintained.

Technology, Data and Information Management

The YOS holds comprehensive data on young people warned for or convicted of offences. Structured Asset assessments allow for the completion of data sets at county and district level on offences, personal characteristics, criminal and personal histories and risk and protective factors. The use of this data to construct needs assessments that can drive service development and commissioning is a key way in which the YOS can work with partners to build effective services. Core quarterly data sets need to be agreed to help CDRPs and police divisions to direct their resources. Increasingly, services in the youth justice sector have access to each others information systems with health and social care being able to access the YOS database and the YOS having access to Libra - the Court system. Work on cross agency connectivity will continue driven by need and efficiency.

With the modernisation of working practices with more flexible hours and work in community settings there is a need for investment in mobile working solutions across the youth justice workforce. This is a priority for available capital expenditure over the next three years.

Children and young people increasingly find interaction with or through technology essential to their communication and their learning. If youth justice services are to be influential and relevant in young people's lives then interventions using the internet and multi-media applications need

to be developed and access assured. The use of text messaging and email to communicate also needs to be fully exploited. A joint project plan will be formulated with Connexions and the Youth Service to take this work forward.

Technology also offers a mechanism for victims to become involved in direct restorative processes, such as input into Referral Order panels, through live video conferencing or recorded victim statements. This offer to victims will be developed through the relationship with the commissioned provider of victim services.

With an increasing reliance on information technology a coherent business continuity plan is essential. The YOS will maintain an up to date plan and escalate any risks through the YOS Management Board.

Funding

The Youth Offending Service is funded by a mixture of government grants, from the Youth Justice Board and Department for Children Schools and Families (DCSF) and by all of the partner agencies. In 2009-10 the County Council contributed 82% of partnership income, the police 7%, Probation 7% and health 4%. Some grant funding streams are confirmed only until March 2011.

Both partner agencies and government departments face a considerable risk of a reduced income in future years and this in turn creates a risk to the YOS. The YOS Management Board will regularly review priorities and consider value for money, efficiencies and de-commissioning non-statutory areas of service provision. Where risk allows and where there is a possibility of increased value for money the market testing will be considered. The YOS will also look at where income can be gained, for example, through the marketing of surplus places on training courses or by offering out consultancy in areas of specialism.

Workforce Development

The retention and development of high quality staff within the YOS and the secondment of experienced staff from partner agencies is essential to sustain service improvement. The reduced number of job descriptions allows many staff the opportunity to move between case management and intervention roles within the service to gain a range of skills and experience. The YOS will continue to offer opportunities for practitioners and administrative staff to gain qualifications through NVQs, the Professional Certificate in Youth Justice and the Certificate in Community and Criminal Justice, an innovative pilot project being undertaken in partnership with De Montfort University.

Core skills in Assessment, Planning, Intervention and Supervision will be the foundation for YOS practice with skills building as part of staff induction and ongoing professional development. Assessment skills will include the maintaining of high quality Court reports and the widening of the number of staff with Court skills. The improved assessment of health difficulties and working with young people with communication difficulties and poor motivation are themes which will be developed.

The development of specialist skills in the areas of risk assessment and management and safeguarding children will be a key feature of training across the youth justice workforce. This will include training on working with sexual offences, domestic violence, alcohol misuse and working with young people in groups.

Action Plan - Rehabilitation, Punishment and Making Amends

What is the desired outcome after three years?	What are the milestones?	What will be done in 2010-11 towards this aim?
For vulnerable victims of youth crime to feel safe and empowered	Commission new Restorative Justice Service 1/4/2010	Agree a definition of vulnerable victims
	Review and evaluate new provision 1/12/2010	Establish a newly commissioned victims and RJ service
	Funding agreed for Young Witness Service 1/1/2011	Scope how new technologies can be used to empower victims.
	Future funding for the Young Witness service to be agreed.	Future funding for the Young Witness service to be agreed.
All YOS managed young people have accurate assessments of risk and need and plans of intervention to keep them safe and the public protected.	Establish workforce development plan 1/4/2010	Primary and refresher Risk and APIS training for all YOS and identified partnership staff
	Monthly QA events Throughout 2010-11	Delivery of monthly QA events across all levels of risk
Young offenders managed under the MAPPA process are correctly identified and managed to ensure they do not harm others	Review of MAPPA 2 chairing 1/9/2010	Review the chairing arrangements for MAPPA level 2 meetings
	Focused QA of MAPPA cases 1/12/2010	Develop automated systems for identifying MAPPA nominals
	Quarterly performance management of MAPPA key performance indicators throughout 2010-11	Develop a specific programme for violent young people
Young people repeatedly committing serious acquisitive crime are identified and activities to deter, disrupt and detect their activities are in place.	Commission new intensive intervention services and activities 1/4/2010	Develop targeted SMART WATER testing
	Complete new intensive services needs assessment 31/12/2010	Introduce Voice Verification monitoring programme
	Establish cross border working arrangements with Nottingham City YOT 1/6/2010	Repeat intensive services needs assessment
		Establish forum to discuss cross border working

Who will do it?	How will this be monitored?
YOS Head of Service / YOS Management Board	Report to the Management Board
YOS QA Manager	Contract Management meetings
Victim Service Provider	Contract Management meetings
Head of Community Safety	Safer Notts Board
YOS Training Officer	YOS Management meetings
YOS QA Manager	YOS Management meetings / Reports to YOS Management Board
YOS Head of Service / MAPPA SMB	Report to MAPPA SMB
YOS Information Officer	YOS Management meetings
CAMHS Operations Manager	YOS Health Forum
YOS Intensive Intervention Service Manager	YOS Management meetings
YOS QA Manager / YOS Intensive Interventions Manager	YOS Management meetings
YOS Head of Service	

What is the desired outcome after three years?	What are the milestones?	What will be done in 2010-11 towards this aim?
All young people in Notts know how to keep themselves safe from crime.	Staying safe section on Youth Zone 1/9/2010	Add a Staying Safe from Crime section onto the Youth Zone website
	Promotion of Daniels Story linked to citizenship curriculum to all schools and youth groups in Nottinghamshire 1/12/2010	Commissioning media company
	Re-writes to original scripts & teacher guidance	
Young people in the youth justice system are safe and have a say in how services are developed for them.	Repeat s.11 audit 1/1/2011	Complete a YOS s.11 audit and extend this to all commissioned agencies
	Complete Hear by Right tool 1/4/2010	Develop a Participation Plan following a Hear by Right audit
	Devise participation strategy 1/6/2010	Update YOS risk and vulnerability procedures.
The public are confident in the youth justice system	Appoint Lay Advisor to management Board 1/4/2009	Appoint Lay Advisor to YOS Management Board
	Participation in Inside Justice Week 1/10/2009	Develop systems to incorporate the views of local communities into youth justice system developments
	Positive promotion of stories on youth crime and of completed reparation Monthly	
Magistrates and Judges are confident in the Youth Offending Service and Community Penalties	PSR Policy 1/4/2010	Review PSR policy
	Development Session 1/9/2010	Deliver a Report Writer development session
	Agree mechanism for policy consultations with sentencers 1/3/2011	Policy consultation with sentencers
Volunteers in the youth justice system are all highly skilled and feel valued	Agree appraisal framework 1/4/2010	Complete volunteer appraisals

Who will do it?	How will this be monitored?
Head of Youth Support Service	Joint Youth Crime Group
YOS ETE Coordinator	YOS Management meetings
YOS Participation Officer	NSCB
	YOS Management meetings
YOS QA Manager	YOS Management meetings
YOS Head of Service	YOS Management Board
Head of Community Safety	Joint Youth Crime Group
YOS QA Manager	YOS Management meeting
YOS Training Officer	YOS Management meeting
YOS Head of Service	YOS Management Board
YOS Volunteer Coordinator / Volunteer Liaison Group	YOS Management meeting

What is the desired outcome after three years?	What are the milestones?	What will be done in 2010-11 towards this aim?
Data and information is always shared to produce positive outcomes	Data sets agreed 1/6/2010	Core quarterly data sets need to be agreed to help CDRPs and police divisions
	Testing of mobile technology models 1/4/2010	Investment in mobile working solutions across the youth justice workforce
	Purchase of IT equipment 1/6/2010	YP interventions using the internet and multi-media applications need to be developed and access assured
	Engagement and Enrichment Division Departmental Leadership Team	
	Interactive interventions website 1/9/2010	
Young people in touch with the youth justice system can easily access all the health services they need.	Face It integration 1/4/2010	Co-location and integration of elements of Face-it provision
	TP Plan 1/5/2010	YOS Teenage Pregnancy Policy formulated, including how needs data will be collated and a young people's consultation.
	Smoking Cessation Plan 1/5/2011	
	Working Protocol with SureStart 1/6/2011	
All children and young people within the youth justice system are in full time ETE	Set up the Progressing Vulnerable Young People Group 1/6/2010	Agree a Terms of Reference and implement an action plan for the group
	Provide arts based activities as a framework for learning 1/9/2010	Consolidate the agreed risk and information sharing protocols
	ISS ETE Core Offer includes high quality learning experiences and is aligned with the 14 – 19 Plan for the County Of Nottinghamshire 1/5/2010	Delivery of a 12 week arts project in Newark
		Use Nottinghamshire Training Network to assist with the ISS commissioning and contractual obligations

Who will do it?	How will this be monitored?
Head of Service - Safer and Stronger Communities	Joint Youth Crime Group
YOS Information Officer	YOS Management meeting
YOS Information Officer / YOS Participation Officer / Service Manager – Youth Support Service	Engagement and Enrichment Division Departmental Leadership Team
DAAT Young Person's Commissioner	DAAT YP Joint Commissioning Group
Head of Health Promotion and Development	YOS Health Forum
YOS ETE Coordinator	YOS Management meeting
YOS ETE Coordinator	YOS Management meeting
YOS ETE Coordinator	YOS Management meeting
YOS ETE Coordinator	YOS Management meeting

**“BETWEEN JANUARY
AND DECEMBER 2009
66 YOUNG PEOPLE
WERE SENTENCED TO
CUSTODY – 58 WERE
BOYS AND 8 WERE GIRLS.
7.6% WERE FROM BME
BACKGROUNDS.”**

Overview

- Young people leaving custody need the support of a number of agencies to successfully reintegrate themselves into mainstream society and to access universal services.
- Children and young people in custody and away from their families, home and community are particularly vulnerable and need safeguarding regardless of their behaviour, attitudes or the offences they have committed.
- Sentence length is often incongruent with the time required to address need and young people will often continue to need support after the end of their sentence if they are not to re-offend
- Young people continue to have the same needs past the age of 18 although their level of responsibility and entitlement to services changes dramatically. These young people often fall out of services and feel rejected by children's services, often compounding longstanding issues with trust and authority. This transition is often a difficult time when the risk of offending can be raised.

What do we know about young people from Nottinghamshire in custody?

Between January and December 2009 66 young people were sentenced to custody – 58 were boys and 8 were girls. 7.6% were from BME backgrounds.

Nearly all young people from Nottinghamshire entering custody will have problems with thinking and behaviour, their attitudes towards offending, their lifestyle and personal or family relationships. The use of cannabis and alcohol are common with alcohol problems being a feature of nearly all young girls across the county entering custody and highly prevalent with all those from the north of the county. Most will also have issues with family relationships and accommodation and due to this will have difficulties sustaining their motivation to change their behaviour.

A fifth of young people entering custody are of statutory school age. This group in particular are likely to have difficulties with appropriate social communication. Two thirds of young people will have a history of significant difficulties in engaging with education, training and employment and struggle to find full time placements on release.

Young men from BME backgrounds are over represented in custody figures for both sentencing and remand. They are under represented in terms of violent offending rates overall but serious drugs offence are prevalent in the BME custody group.

“A fifth of young people entering custody are of statutory school age.”

What do we know about young people aged 18-19 with criminal histories?

Anecdotally, young people find the transition between youth and adult justice systems problematic with breaches of community sentences, imprisonment and offending increasing during this time. There is a need for much clearer data to support this assertion and to map the specific needs of “new adults” so a full assessment of whether current services are meeting need can be made.



How will we safeguard young people in custody?

All young people entering custody for the first time will have a Vulnerability Management Plan. A policy framework has been set up by the YOS to ensure that all young people in custody have their levels of vulnerability regularly re-assessed and plans updated. Whilst changes to national standards and advances in technology make it easier to make contact with young people via remote means we believe that regular face-to-face contact is essential in ensuring young people are safe and develop positive relationships with practitioners who will support them after release. Increasingly the role of RAP workers is to engage young people in custody and to ensure their welfare. The YOS also plans to work with partners to increase in-reach work by health professionals into the secure estate where there are ongoing needs. Young people are often placed significant distances from home and this creates an obstacle to safeguarding and demands additional resources.

Children who are or who have been looked after are often particularly vulnerable in custody and may often lack positive pro-active support from their family. Policy and Practice Guidance will be regularly updated to reflect the need for continued Social Worker involvement and Independent reviews in appropriate cases. Where Looked After young people are sentenced to custody a decision will be made as to whether a full case

review should take place to see what lessons can be learnt.

Maintaining contact between young people and their families is essential in managing vulnerability. The YOS will work with other agencies to support families to keep in regular touch with young people in custody by providing practical support and assistance through a named worker. This will include help in making applications for funding travel and accessing the information needed to plan visits. Where possible it will include transporting parents to planning meetings.

Young people in custody are often the least empowered and unprepared to make decisions and to engage positively in civic society. The YOS will take a lead in extending participation activity to these young people so that they can influence the shape of services that they need to access and learn skills that can be put to use after release.

How will we prepare young people for release?

In order to ensure that we understand the changing needs of young people in custody we will undertake a needs assessment each year incorporating data, service users views (including young people in custody and their parents and carers) and the views of practitioners.

YOS Case Managers and, where a case is open to Social Care, Social Workers are responsible for coordinating assessments and plans to help young people make a successful transition from custody to community and to exit the youth justice system with support to ensure that the risks of re-offending are reduced. Support in key areas is available to all young people with additional specialist interventions organised or commissioned depending on individual needs.

The Apprenticeships, Skills, Children and Learning Act 2009 aims to align more closely the education that young offenders receive while in custody with that available in the mainstream. Local authorities with a custodial establishment in their area will be responsible for securing education for young people in juvenile custody. While the areas where a young person is normally resident will have increased responsibilities for taking steps to promote the person's fulfilment of his or her learning potential while they are in custody and on their release. In particular this will mean an increased sharing and analysis of information with custodial providers and a monitoring of progress and additional services provided to meet special educational need. In Nottinghamshire the role of communicating with custodial providers will be led by Education Liaison Officers within the YOS who will keep in close contact with Local Education Officers, Special Educational Needs (SEN) case workers and schools.

	Preparing for release	Support after release	Support after sentence end
Changing lifestyle	<ul style="list-style-type: none"> A RAP worker visiting regularly to plan for release 	<ul style="list-style-type: none"> Support from a RAP worker in structuring time and engaging in positive activities 	<ul style="list-style-type: none"> Continued RAP support for up to 6 months
Engaging in ETE	<ul style="list-style-type: none"> A personal education plan and ETE targets An identified education lead from the YOS A full time programme of education 	<ul style="list-style-type: none"> An identified education lead from the YOS Practical support from a RAP worker An SEN assessment if required 	<ul style="list-style-type: none"> A named Connexions PA until the age of 19
Being physically and emotionally healthy	<ul style="list-style-type: none"> CAMHS support to ensure ongoing mental health needs are met 	<ul style="list-style-type: none"> A health screening on release Help in registering with a GP and dentist 	<ul style="list-style-type: none"> A named GP Ongoing mental health support as required
Addressing drug and alcohol issues	<ul style="list-style-type: none"> A named Juvenile Substance Misuse Service worker A link Face-it worker 	<ul style="list-style-type: none"> A named Face-it worker Access to specialist services 	<ul style="list-style-type: none"> Ongoing substance misuse support from Face-it or adult services
A safe place to live	<ul style="list-style-type: none"> A named accommodation officer looking for accommodation on release A referral to Children's Social Care for those at risk of being homeless on release 	<ul style="list-style-type: none"> RAP support to give practical and emotional support and life skills training 	<ul style="list-style-type: none"> Continued RAP support for up to 6 months
Support for parents and carers	<ul style="list-style-type: none"> A named parenting case manager Access to parenting courses 		

Young people whose supervision transfers to the Probation Service or other adult services

A protocol outlining the transfer of supervision from YOS to Probation for those young people attaining the age of 18 is in the final stages of agreement. This sets out clearly transition arrangements and expectations. Key elements of this protocol are that eligible young people are identified 6 months prior to their 18th birthday so that preparations for transfer can begin. Prior to formal transfer two three way meetings will be held with the YOS case worker, the allocated Probation Offender Manager and the young person. These will be held at the probation office to orientate the young person to the office, the new worker and set down reporting expectations and differences in supervisory approaches to try to ease the transition to adult supervision. The extension of the use of trained volunteer mentors and programmes such as those provided by the Prince's Trust will be considered to try and improve the compliance of this group.

The protocol makes it clear that any MAPPA registered young people should be carefully managed to keep to a minimum the risk of serious harm to the public. The transfer of any young person who is being managed within Multi-Agency Public Protection Arrangements at level 2 or 3 will be considered by the relevant MAPPA meeting so that a robust transfer plan can be put into place and clarity over key actions maintained.

The strategy for transferring those young people identified as prolific and priority offenders (PPO) is clear. The Multi Agency Intelligence Team (MAIT) have police officers seconded to the YOS, meaning that PPOs are flagged up at the Multi Agency Prolific and Priority Offender Meeting (MAPPOM) in a timely manner and are transferred via the MAPPOM process. However improvements are needed in the

practical application of these arrangements to ensure that the transition of these young people is managed smoothly. The transfer protocol detailed above will apply to the transfer of young people identified as PPOs. The Youth Offending Service and Probation Service will work together to ensure that the protocol is embedded into practice so that young people attaining the age of 18 are transferred in a manner that is likely to secure their engagement and compliance. The introduction of a Police Officer dedicated to working with young adults within the Sherwood Project PPO team is positive and the benefits of this need to be fully assessed.

Those with problems with emotional or mental health may find that despite significant needs for ongoing support, they do not meet the criteria for adult mental health services and compliance with treatment may be an issue for many of those who do. The attractiveness and appropriateness of services for young adults needs to be assessed with users or potential users of those services.

A longer term goal for all services for young people who have offended and who are entering adulthood is to assess how far the needs of this group are being balanced against the wider needs of the organisations involved and the long term impact this is having on crime. There is an argument for the consideration of how services to this group are provided and by which agencies with re-commissioning activity in appropriate cases.

Governance

The YOS Management Board is responsible for overseeing resettlement activity and issues can be escalated up to the Children's Trust where there is evidence from needs assessment that mainstream services are not available to young people who require them.

The Reducing Re-offending Delivery Group of the Safer Nottinghamshire Board has oversight of the transition of young people from the youth to the adult justice system and from YOS management to General and Integrated Offender Management. Locality reducing re-offending forums linked to CDRPs also report to this group and have a function in considering pathways out of offending in local areas.



Funding

The core case management duties for custody management and supervision are contained within YJB and partnership funding for the Youth Offending Service. Additional funding through the Integrated Resettlement Grant is confirmed until 2011 and this funds the Resettlement and Aftercare provision, Accommodation Officer and mental health support for custody leavers. The future of this funding stream is not clear at this time. Priorities will be set with a focus on protecting the public, safeguarding children and meeting statutory duties.

The new duties imposed through the Apprenticeships, Skills, Children and Learning Act 2009 increases the work of education workers within the YOS without any additional funding. The majority of funding for education posts comes from local partnership funding and secondments from the Connexions service. An Education Coordinator is funded through the Keeping Young People Engaged (KYPE) funding from central government. Again this grant is only confirmed until 2011.

Workforce Development

Many of the elements of development in relation to resettlement will be congruent with the section on Rehabilitation Punishment and Making Amends but there are some particular skills in relation to safeguarding children living away from home in custodial settings which need specific development. Including identifying young people vulnerable due to bullying or a deteriorating mental state. The changes to the way in which education is managed for young people in custody also necessitates specialist staff to increase their understanding in this area. All of this ties to the quality of planning boards in custody and the development of skills for practitioners in chairing multi-agency meetings in custodial settings.

For staff in youth and adult services a “Bridging the Gap” training programme on understanding and responding to the transition from adolescence to adulthood training needs to be developed. This will be aimed at practitioners in Probation, offender management staff in the Police, mental health and substance misuse workers and YOS staff.

Action Plan - Resettlement, Aftercare and Transition to Adulthood

What is the desired outcome after three years?	What are the milestones?	What will be done in 2010-11 towards this aim?
Looked after children and those with a social care status receive enhanced levels of support whilst in custody and upon release.	Review Practice Guidance 1/6/2010	Review YOS/Children's Social Care Joint Policy and Practice Guidance
	Prepare report on LAC in custody 1/1/2011	Review up to four LAC cases entering custody and prepare an improvement plan based on lessons learnt
	Present report to NSCB 1/5/2011	
The parents and carers are able to improve their relationship and the environment that the young person will be released into during the custodial phase.	Revise procedures for referrals of families to parenting support 1/9/2010	Allocate a parenting link worker to the families of all children in custody
Young people in custody are able to contribute to decisions about the services that they receive.	Consultation with YP in custody 1/4/2010	Consult with young people and institutions about how participation can be achieved
	Consultation with establishments 1/5/2010	Repeat the resettlement needs assessment
	Devise participation strategy 1/6/2010	
	Complete new intensive services needs assessment 31/12/2010	
Young people receive education, training and employment that fully meets their needs both in custody and on release.	Staff briefing 1/5/2010	Arrange briefing on new legislation for effected staff
	Review information sharing arrangements 1/6/2010	Revise processes for sharing information with custodial establishments
	Assessment framework for ETE effectiveness in custody 1/9/2010	Devise framework for monitoring effectiveness of custody ETE interventions
Young adults receive services that take account of the difficulties of the transition from childhood to adulthood.	Revise YOS Probation protocol 1/4/2010	Revise YOS Probation transition protocol
	Consider comparative breach, offending and need data 1/7/2010	Devise and deliver "Bridging the Gap" training programme
	Devise programme 1/1/2010	Review processes for transfer between child and adult health services
	Deliver programme 1/4/2011	Consider comparative breach, offending and need data for 18/19 year olds
	Review health processes 1/12/2010	

Who will do it?	How will this be monitored?
YOS QA Manager / CSC Link Service Manager	YOS Management meetings
YOS QA Manager / YOS Head of Service	YOS Management Board and NSCB
YOS Prevention Manager	Parenting Executive
YOS Participation Officer	YOS Management Meeting
YOS QA Manager / YOS Intensive Interventions Manager	YOS Management Board
YOS ETE Coordinator	YOS Management Board
YOS ETE Coordinator	
YOS ETE Coordinator	
YOS QA Manager/ Probation Link Manager	YOS management meeting
YOS Training Officer	Reducing Re-offending Board
PCT Assistant Director	YOS Health Forum

What is the desired outcome after three years?	What are the milestones?	What will be done in 2010-11 towards this aim?
	Review capability of services to deliver appropriate services for rage group and the need for re-commissioning. 1/3/2013	
Young people in custody are safe and supported.	YOI Social Worker funding 1/5/2010	Agree funding or alternative arrangements for social workers and safeguarding in YOIs
	Chairing boards training 1/11/2010	Deliver Chairing custody boards training event for practitioners

Who will do it?	How will this be monitored?
Corporate Director of Children's services	Children's Trust
YOS Training Officer	YOS management meeting

“WE WILL CONTACT EVERY PERSONAL VICTIM OF YOUTH CRIME AND OFFER A SERVICE AND ASK THEM HOW SATISFIED THEY ARE AT THE END OF THE PROCESS.”

Youth Justice performance is currently monitored through six National Indicators which link to the Local Area Agreement (LAA). Reducing First Time Entrants (FTE) to the Youth Justice System aged 10-17 is an improvement target with Nottinghamshire's LAA. The measurement and nature of all these targets can be subject to periodic change and the entire framework could be subject to the change in the future. Given this, a complimentary set of local proxy measures has been devised to accompany the existing national set and to provide a consistent indication of progress against this strategy.

National Indicator	
Indicator	Target
NI 11: First time entrants(FTE) to the Youth Justice System aged 10-17	8.3% reduction by March 2011 and continue year on year reduction thereafter. (Baseline from 2007-08)
NI 19: Rate of proven re-offending by young offenders aged 10-17	Year on year reduction (Baseline set from 2005)
NI 43: % of Young people within the Youth Justice System receiving a conviction in court who are sentenced to custody	Year on year reduction
NI 44: Ethnic composition of offenders on Youth Justice System disposals	Proportionate outcome to general population
NI 45: Young offenders' engagement in suitable education, training and employment	Year on year increase
NI46: Young Offenders' access to suitable accommodation	100%
NI17: Perceptions of Anti-Social Behaviour	5.75% reduction

* These measures will include a breakdown by district, gender, ethnicity and LAC status.

Local Measure	
Measure	Target
FTE offence gravity trend	Monitoring
FTE violent offences	Year on year reduction
NI111 by District	For Comparison
Source of YISP referrals by agency and district	Monitoring
Offending by those who have received a YISP intervention*	Year on year reduction
DYO Re-offending	Year on year reduction
Youth violent convictions	Year on year reduction
Arson and Criminal Damage by Fire convictions	Year on year reduction
Racially and religiously aggravated offences	Year on year reduction
Burglary convictions	Year on year reduction
Need profiles of those re-offending compared to those not re-offending*	For comparison
NI43 by District	For Comparison
Custodial sentences actual numbers*	Year on year reduction
Custodial remands actual numbers*	Year on year reduction
NI45 by District Statutory school age 16+	For Comparison
NI46 by District	For Comparison
NI17 By District NI17 proxy Perceptions of “Young People Hanging Around”	Improved perceptions

Appendix 1 – Drivers for change

Drivers for Change

Political	
<p>Aspirations of local politicians</p> <p>General election</p> <p>Increased accountability of criminal justice and safeguarding agencies</p> <p>Safeguarding and protection of the public as priorities</p> <p>Public perceptions of rowdy and anti-social behaviour</p> <p>Review of the Youth Justice Board</p> <p>Notts. Children and Young People's Plan</p>	<p>Value for money and contestability</p> <p>Equality of access to services across districts</p> <p>Public confidence</p> <p>Inspection regimes</p> <p>CAA Red Flag for Crime and Disorder in North Notts.</p> <p>Public perceptions of rising crime.</p>
Economic	
<p>Lower grants and local income</p> <p>Potential devolution of custody budgets</p>	<p>Intergenerational unemployment and low aspiration levels</p> <p>Drive for quality and value through commissioning</p>
Social	
<p>Needs of vulnerable and repeat victims</p> <p>Expectations regarding public protection and safeguarding</p> <p>Integration of youth services</p> <p>Correlation between youth crime and deprivation.</p> <p>Decline in first time entrants to the Youth Justice System</p> <p>Rates of permanent exclusion from school</p> <p>Youth Alcohol Action Plan</p>	<p>Participation and empowerment of service users</p> <p>Young People's Specialist Substance Misuse Treatment</p> <p>Needs Assessment and Treatment Plan</p> <p>Youth unemployment</p> <p>Success on Anti-Social Behaviour Contracts</p> <p>Expectations of parents providing care and control</p>
Technological	
<p>Mobile working</p> <p>Young people's use of media for learning and communication</p> <p>New surveillance technologies</p>	<p>Increased interagency information sharing</p>
Ethical	
<p>Reducing young people's exposure to custody</p> <p>Scaled Approach to contact and control dependent upon risk</p> <p>Numbers of young people with learning disabilities or developmental disorders within the justice system</p>	<p>Sara Payne's Redefining justice: addressing the individual needs of victims and witnesses report</p> <p>Over attribution of crime and ASB to young people</p> <p>The role of Social Work in youth justice</p>
Legal	
<p>Criminal Justice and Immigration Act (2008)</p> <p>The Apprenticeships, Skills, Children and Learning Act 2009</p> <p>Policing and Crime Act 2009</p>	<p>Care Planning and Placement Regulation 2010</p>



Appendix 2 - Risk Register

What are the key risks to delivery?	Likelihood/Impact
Non-continuation of funding streams from March 2010	HIGH / HIGH
Negative perceptions of young people within communities making positive engagement strategies hard to deliver	MEDIUM/HIGH
Conflicting values and aims of agencies regarding youth crime.	MEDIUM / MEDIUM
Failure to share information between partners	MEDIUM / MEDIUM
Partners not using referral pathways	MEDIUM / MEDIUM
Custodial placements significant distances from home area limiting ability to safeguard through face to face contact	HIGH / HIGH
Reductions in custodial funding and a lack of clarity regarding prison based social workers increase safeguarding risks for young people in custody	MEDIUM / MEDIUM
Staff retention	LOW / HIGH
Increased risk to the public and reduced ability to safeguard children due to need exceeding capacity	MEDIUM / HIGH

Actions to mitigate risk

Promotion of youth crime priorities to the Children's Trust
Use of mainstream resources to provide resettlement support
Training and job descriptions that support staff progression and mobility
Move to making resettlement and transition planning

Positive image campaigns around children and young people linked to Place Survey

Strong governance and cross representation across children's and community safety structures.

Reinforce ISP and benefits of information sharing with partners

Better awareness of role and function of partners and clearer referral pathways

Use of RAP staff to increase face-to-face contact in custody
Development of Video Conferencing for use in appropriate cases
Support for new unit for 15-17 year olds in Leics.

Use of RAP staff to increase face-to-face contact in custody
Promotion and monitoring of home social worker contact with children in custody
Case reviews for lessons learnt in all LAC entering custody

Investment in staff development
Staff surveys
Staff involvement in service development

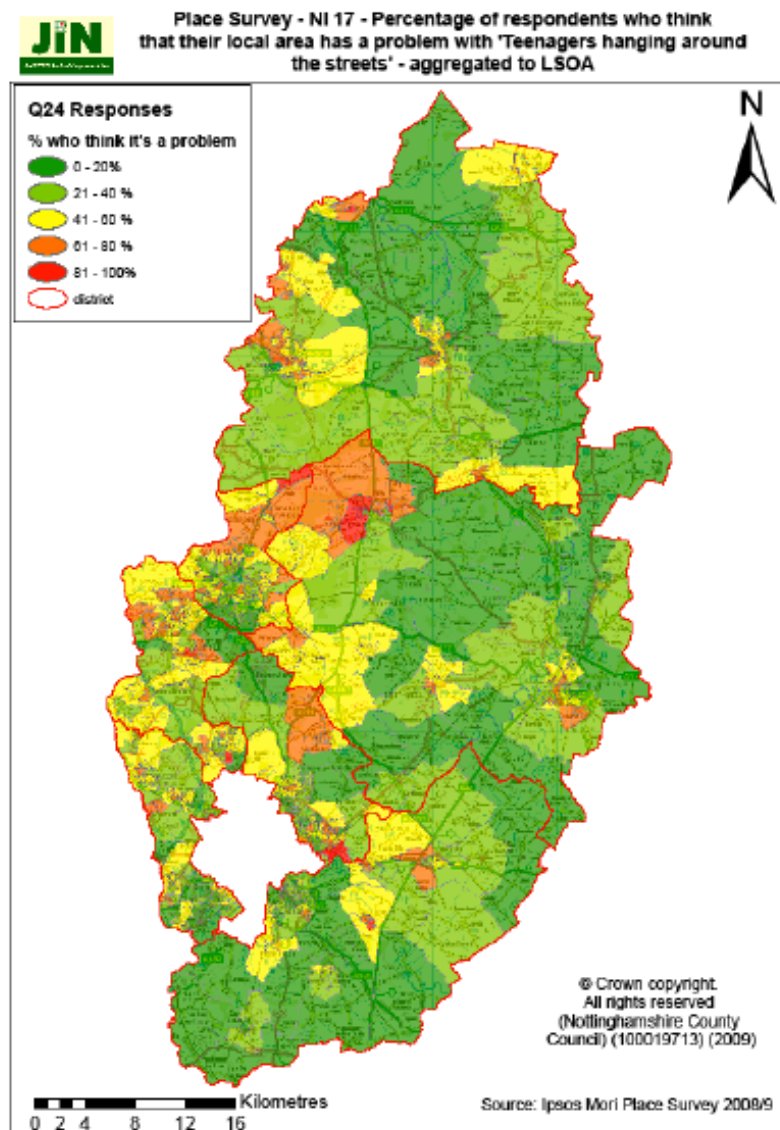
Continued investment in early intervention
Regular quality assurance audits and feedback to the Management Board

Appendix 3: Nottinghamshire Youth Offending Service Guiding Principles

1. Overall Aims	<p>The three main priorities for the YOS are</p> <ul style="list-style-type: none">• To prevent offending and reduce re-offending• To safeguard children and assist them to meet the 5 Every Child Matters outcomes• To protect the public from harm <p>Process is important to obtain outcomes, but is not an end in itself.</p>
2. Role of YOS	<p>The role of the YOS is to coordinate the services needed by young people who are at risk of offending or who have offended.</p> <p>Wherever possible, these should be delivered in a sustainable way by mainstream agencies in their local area with the YOS providing specialist services only where required. We will work with and challenge our partners to ensure that any obstacles to young people achieving the 5 Every Child Matters outcomes are addressed.</p>
3. Valuing Staff	<p>The service's biggest asset is the staff within it and those who volunteer for us. All staff and volunteers should be involved in decision making and innovation and should expect to be supported and invested in. We will actively look to utilise the talents within the service to improve our development and delivery of services.</p>
4. Participation	<p>Children, young people, parents, carers, victims and communities are our main stakeholders. We should empower them and involve them in making major decisions whenever possible.</p>
5. Performance	<p>We should always aim for excellence. Where there is excellent or innovative practice it should be recognised and rewarded. Where there is under performance it will be tackled quickly and robustly in order to protect the interests of our service users, staff and the organisation.</p>

6. Managing Capacity	<p>Reducing unnecessary criminalisation of children and young people is essential. The youth justice system is there to manage those presenting the highest risk and that is where resources need to be deployed to deliver outcomes in terms of safeguarding and risk of harm. When capacity is exceeded, quality suffers.</p> <p>Over time the aim should be to shift the workload and investment away from “cure” and into prevention.</p>
7. Diversity	<p>Our strategies and practice should recognise and value individual differences, including ethnic origin, colour, age, religion, culture, gender, sexuality and disability.</p> <p>We will make sure that resources are applied to ensure an equality of outcome, not just of opportunity.</p>
8. Assessment and Planning	<p>Comprehensive assessments, utilising multiple sources of information and applying professional judgement, are key to our work.</p> <p>Plans of intervention which reduce risk of harm and vulnerability should be simple, transparent and reviewed regularly with management oversight. Where we are unable to provide what young people need we will review our provision with our partners.</p>
9. Custody	<p>Custody for children and young people should always be a last resort and should only be promoted where there is a serious risk of harm to the public or where offending is so persistent and motivation and engagement so poor that it would severely undermine public confidence in the youth justice system if it were not.</p> <p>Where custody is used we will begin to work with young people and their families to plan for their resettlement needs as early into the sentence as possible.</p>
10. Communication	<p>We will make communicate what we do well, the achievements of our service users and the innovative practice within the service. Our aim in doing this is to increase understanding of our purpose and confidence in the youth justice system.</p>

Appendix 4



Glossary

ABC Anti Social Behaviour Contract	Given when a local authority and YOS identify a young person who is behaving anti-socially at a low level. With the young person and their parents/carers, they agree a contract under which the young person agrees to stop the patterns of behaviour that are causing nuisance to the local community and undertake activities to address their offending behaviour.
ASB Anti-Social Behaviour	Anti-social behaviour is any aggressive, intimidating or destructive activity that damages or destroys another person's quality of life.
ASBO Anti-Social Behaviour Order	An Anti-Social Behaviour Order can be used against anyone who is 10 years of age or over. An ASBO stops the young person from going to particular places or doing particular things. If they do not comply with the order, they can be prosecuted.
ASSET	A structured assessment tool used to assess young people who have offended
BME	Black and Minority Ethnic
CAA Comprehensive Area Assessment	A new way of assessing local public services in England. It examines how well councils are working together with other public bodies to meet the needs of the people they serve
CAF Common Assessment Framework	The CAF is a standard assessment that can be used by practitioners undertaking integrated early intervention work with children and young people.
CAMHS	Child and Adolescent Mental Health Service
CDRP	Crime and Disorder Reduction Partnership – a structure at district level to reduce crime and ASB
Children's Trust	A countywide partnership between agencies working to provide services for all children and young people in Nottinghamshire to improve their life chances and to help them maximise their potential.
DAAT Dug and Alcohol Action Team	Safer Nottinghamshire Drug and Alcohol Action Team is an active, working partnership that seeks to break the harm done to society by the problematic use of drugs and alcohol by commissioning drug treatment services.
DCSF	Department for Children, Schools and Families
DYO Deter Young Offender	A young person who has been identified as highly likely to re-offend

EOTAS	Education Other than At School
FIP Family Intervention Project	The main objective of a family intervention project is to stop the anti-social behaviour of families and restore safety to their homes and to the wider community.
FTE First Time Entrants	First Time Entrants to the youth justice system (first time offenders)
FTE First Time Entrants	First Time Entrants to the youth justice system (first time offenders)
Integrated Offender Management	Integrated offender management aims to help local partners jointly to reduce reoffending, improve public confidence in the criminal justice system and tackle the social exclusion of adult offenders and their families
IYS Integrated Youth Support	A process for joined up working to support PSA 14 (See later for definition of PSA 14)
JAT Joint Access Team	Joint Access Teams are being set up across Nottinghamshire as part of the national move towards integrated locality working. They have a clear focus on early intervention and work to support Children and Young People aged 0-19 years.
JiN Jupiter in Nottinghamshire	An information system which combines data from different agencies to provide county wide intelligence
LAA Local Area Agreements	LAAs set out the priorities for a local area agreed between central government and a local area (the local authority and Local Strategic Partnership) and other key partners at the local level.
MAPPA	Multi-Agency Public Protection Arrangements – structures for managing violent or sexual offenders
MARAC	Multi-Agency Risk Assessment Conference – normally in relation to domestic violence
NEET	not in education, employment or training (NEET)
NFRS	Nottinghamshire Fire and Rescue Service
NI	National Indicators - measures on which central Government will performance manage outcomes delivered by local government working alone or in partnership
NSCB	Nottinghamshire Safeguarding Children's Board - A countywide partnership between agencies working to safeguard children.
ONSET	A structured assessment tool used to assess young people who are at risk of offending

PCT	NHS Primary Care Trust
PHSE	Personal, Health and Social Education
PSA 14	<p>Public Service Agreement 14 - Increase the number of children and young people on the path to success</p> <ul style="list-style-type: none"> • Reduce the proportion of 16-18 year olds who are NEET • More Participation in Positive Activities • Reduce the proportion of young people frequently using illicit drugs, alcohol or volatile substances • Reduce the under-18 conception rate • Reduce the number of first-time entrants to the criminal justice system aged 10-17
PVE	Preventing Violent Extremism – strategies and actions to prevent violent extremism driven by religious, political or other beliefs.
Referral Order	A Referral Order is given to a young person who pleads guilty to an offence when it is his/her first time in court.
Safeguarding	<ul style="list-style-type: none"> • Protecting children from maltreatment • Preventing impairment of children's health or development • Ensuring that children grow up in circumstances consistent with the provision of safe and effective care • Enabling those children to have optimum life chances and enter adulthood successfully
SEN	Special Educational Need
SNB Safer Nottinghamshire Board	A county level structure bringing together agencies and CDRPs to reduce crime and ASB
Sure Start	Sure Start is a national initiative which works with parents and children to promote the physical, intellectual and social development of children - particularly those who are disadvantaged - to ensure that they have the best start in life.
Think Family	A vision for a local system that improves the life chances of families at risk and helps to break the cycle of disadvantage. Also a national funding stream.
YISP Youth Inclusion Support Programme	Assessment and case work to prevent anti-social behaviour and offending by 8 to 15-year-olds who are considered to be at high risk of offending.
YOS	Youth Offending Service
Youth Rehabilitation Order	The new generic community sentence for children and young people who offend.