



**Purpose:** For Decision

## **FULL COUNCIL REPORT**

Date	<b>20 SEPTEMBER 2023</b>
Title	<b>ISLE OF WIGHT YOUTH JUSTICE SERVICE (IOW YJS) ANNUAL JUSTICE PLAN 2023/24</b>
Report of	<b>CABINET MEMBER FOR CHILDREN'S SERVICES, EDUCATION AND LIFELONG SKILLS</b>

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### EXECUTIVE SUMMARY

1. The purpose of this report is to present the Isle of Wight Youth Justice Service (IOW YJS) Youth Justice Plan 2023/24 to full council, which is attached. The endorsement of the plan by full council is required in accordance with 'Regulation 4 of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000.
2. This report presents the Isle of Wight annual Youth Justice Plan 2023/2024. It does not replicate the detail in the plan but describes a brief summary and the purpose and requirements of presenting the plan. Accordingly, it will refer to the specific sections in the plan. These include: the child first principles, service priorities, the service delivery plan, finance, and performance. This is to enable elected members to have enough information to endorse the plan.

### RECOMMENDATION

3. That the Isle of Wight Youth Justice Plan 2023/24 be endorsed.

### BACKGROUND

4. The Youth Justice Plan is a statutory requirement under the 1998 Crime and Disorder Act each year and is necessary to release payment of the annual grant. The 2023/24 plan was submitted to the Youth Justice Board (YJB) on the 30 June 2023 following full consultation with our partners.
5. The YJB is the oversight authority to all Youth Justice Services in England and Wales. It sits within the Ministry of Justice. The plan is written within a set format which is provided by the YJB, and a link is provided here.  
[Youth justice plans: guidance for youth justice services - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/youth-justice-plans-guidance-for-youth-justice-services).

6. The purpose of the Youth Justice Service is to work with children to support them to avoid offending and reoffending. It achieves this through its statutory partnership with other agencies: Police, Local authority, Health, and Probation. Under the Crime and Disorder Act, these partnerships are hosted by the Local authority and in most services, within Children's Services.
7. Underpinning the work with children is the Child First principle. This has four tenants which guides all the Youth Justice Service's work. These are replicated here:
  - Prioritise the best interests of children and recognising their needs, capacities, rights and potential. All work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children.
  - Promote children's individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.
  - Encourage children's active participation, engagement, and wider social inclusion. All work is a meaningful collaboration with children and their carers.
  - Promote a childhood removed from the justice system, using pre-emptive prevention, diversion, and minimal intervention. All work minimises criminogenic stigma from contact with the system.

Evidence as to how this translates into practice is detailed in the first section of the Youth Justice Plan and is a theme throughout.

8. To achieve its purpose the IOW YJS works with children in three ways:
  - 1) Those who are given a statutory outcome through court or the partnerships Joint Decision-Making Panel.
  - 2) By providing diversionary outcomes, these outcomes include our Youth diversion programme and interventions attached to Community Resolutions and mean that children are not criminalised by their behaviour.
  - 3) The provision of the Youth Crime Prevention service to children who are at risk of coming to the attention of the police.
8. To support the achievement of successful outcomes the IOW YJS, provide a range of interventions delivered by the team, these include an Education Training and Employment Officer, a full time equivalent Restorative Justice officer resource, and part time Parenting Officers. In addition, there are our Child and Adolescent Mental Health Service (CAMHS) nurses and Police officers provided by our partners. More detail is provided in the priorities section 10 of the plan.
9. The ultimate sanction for any child is a sentence of youth detention. Over the previous years the numbers have reduced considerably to a national figure of approximately 500 children. This reduction has been replicated on the Isle of Wight with only a small number of children receiving this sanction. To prevent this, children are actively diverted away from being remanded and sentenced by the

provision of robust alternatives. In addition, when children are released, there is a constructive resettlement pathway. This is all detailed within the priorities section of the plan.

10. Section 15 of the plan highlights the identified areas which will form the Service Delivery Plan for 2023/24. These are the areas which the IoW YJS will be concentrating on in the next year. This plan follows on naturally from the issues highlighted in content of the Youth Justice Plan. Currently the staff group are working on underpinning detail to this plan.
11. It should be noted that the Plan was written before the decision was made in relation to the strategic partnership between Hampshire and Isle of Wight local authorities. Accordingly, section 4 Governance Leadership and partnerships reflects the arrangements which existed at the time.
12. The IOW YJS is accountable to a partnership management Board. In 2023, following a full consultation there was a merge between the Isle of Wight and Hampshire Boards. More detail is provided in section 5 of the Plan. It should be noted that the legislation which set up Youth Justice Services enables different Local authorities to merge resources, therefore the management Board can continue in its new form if partners are in agreement.
13. There is a close working relationship between the four Hampshire Services as is necessary when there are shared common partners, for example Hampshire Constabulary and HM courts. Further, this collaboration has been crucial to developing strategies to deal with common objectives, for example, the Pan-Hampshire Youth Diversion scheme and commissioning the provision of The Appropriate Adult Services (TAAS).

## CORPORATE PRIORITIES AND STRATEGIC CONTEXT

### Responding to Climate Change and Enhancing the Biosphere

14. Whilst not directly referred to in the Youth Justice plan, the IOW YJS can impact on this priority through the management of staff and the influence we have over children under our supervision.
15. Staffing activity which can have an impact includes:
  - Youth Justice Staff are required to visit children in their homes and school environment. This does require travel. Staff are encouraged to undertake successive journeys at a time to reduce mileage. Further, to access pool cars which are powered by electricity are available.
  - Staff remain working at home for part of the week which has reduced the amount of travel into County Hall, however, this is offset against the additional heating costs they may have at home.
  - Microsoft Teams will remain a way of facilitating meetings to avoid unnecessary staff travel. Further, printing is discouraged unless necessary.

16. Influence the children we work with by:

- Providing reparation projects which are linked to the environment, for example using the allotments and litter picking.
- Encouraging children to maximise the information available by attending school.
- Encourage apprentices in green companies by working with Island Futures.

### Economic Recovery and Reducing Poverty

17. It is the IOW YJS vision for the children it works with to lead happy safe and healthy lives. This involves them achieving their full potential away from the Criminal Justice System.
18. The IOW YJS understands that this vision can in part be achieved though all children accessing education, accordingly it seeks to work with children and their partners to achieve this. There are clear links between our vision and that of the IOW Councils in relation to reducing poverty.

### Impact on Young People and Future Generations

19. This places a duty for children to have an active voice in decision making on matters that affect them. This continues to be part of our Service Delivery plan for 2023/24.

### Corporate Aims

20. The IOW YJS works with various partners who link to the Corporate Plan including Public Health, Children's Services and Community Safety.
21. Regarding Public Health, the YJS assesses the health needs of all children under our supervision and identifying how these needs are addressed. This includes referral to our CAMHS service and substance misuse provider where required.
22. With reference to the wider Children's Services family, they continue to be a key partner. Through:
- Co-working children and families where they are open to both services. This includes joint plans to meet their needs.
  - Working together with education partners to ensure children are in school and achieving their full potential.
23. Finally, the IOW YJS works directly with the local Community Safety Partnership to deliver key priorities for community safety. This includes the new Serious Violence Duty, the reduction of crime, antisocial behaviour, and disorder, reduce reoffending and prevention of radicalisation (counter terrorism).

### Finance

24. The IOW YJS budget is received via income from a variety of sources. Full detail is provided in section 7 of the plan.

## Income 2023/24

Agency	Cash Amount	Payment in kind	Provides
Youth Justice Board	£175,847		Support with the delivery of statutory services. This grant was not known when the Plan was completed therefore the detail in the plan is last year's grant.
Local Authority Children Services	£319,935	£100,315	Includes Payment in kind towards finance and HR
Office Police Crime Commissioner	£30,600		Provides a part time member of staff to deliver Youth Crime Prevention
Ministry of Justice Turnaround Grant	£42,429		This is new money provided to deliver the Turnaround programme.
Probation	£5,000	£23,762	Probation is unable to recruit therefore the cash payment is provided instead.
Health		£42,753	
Police		£80,850	
<b>Total</b>	<b>£573,811</b>	<b>£247,680</b>	

## Performance

25. The Youth Justice Service currently has three provided indicators which are reported on quarterly. This is the number of first-time entrants (FTE), the number of children who reoffend and the number of children in custody. The figures provided in the Plan are the latest figures available at the time. We also have a range of local indicators. Further, during the coming year the Youth Justice Board have identified an additional 10 indicators to be reported on. Full details are in section 8 and 9 of the plan.
26. All Youth Justice Services are inspected by Her Majesties Inspectorate of Probation. (HMIP) our inspection took place in May and August 2023 and at the time of writing have not received a final outcome. This is one of the last services to be inspected and a new inspection programme is due to commence in 2024.

## CONSULTATION

27. There is a requirement when developing the Youth Justice Plan to consult with our partners. This was achieved this year via the management board meetings and opportunities outside the board.

## LEGAL IMPLICATIONS

28. It is a legal requirement for the IOW YJS to produce an annual Youth Justice Plan. Parliament, through regulation 4 of the Local Authorities (Functions and

Responsibilities) (England) Regulations 2000 as amended, requires Full Council to endorse the Youth Justice Plan.

### EQUALITY AND DIVERSITY

29. All children are assessed during their initial assessment. Work was completed last year over the potential from other minority groups to be overrepresented in the Youth Justice System. Sections 8 and 10 in the report provide more detail on the team's position in relation to this area of work. Section 10 and the service delivery plan in section 15 also provides detail of work in relation to other diverse groups.

### SECTION 17 CRIME AND DISORDER ACT 1998

30. The Youth Justice Plan details how the IOW YJS works to prevent and address offending on the Isle of Wight. It achieves this by working in partnership with the local council and other relevant agencies. Accordingly, it complies with the duty under Section 17 of the Crime and Disorder Act 1998 (as amended by Police and Justice Act 2006).

### OPTIONS

31. There is one option identified in this report which is to endorse the Youth Justice Plan 2023/24. However, any requested amendments can be made to the plan and resubmitted to the Youth Justice Board.

### RISK MANAGEMENT

32. Within the Youth Justice Plan the risks, opportunities and challenges for the forthcoming year are detailed in section 16.

### EVALUATION

33. The 2023/24 plan is translated into a local service delivery plan for the coming year and is evaluated throughout the year. It is then reviewed in the 2024/25 plan.

### APPENDICES ATTACHED

34. Appendix one details Youth Justice Plan 2023.

### BACKGROUND PAPERS

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## YOUTH JUSTICE PLAN 2023/2024

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SERVICE MANAGER	Nikki Shave	
CHAIR OF THE MANAGEMENT BOARD	Steph How	
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# 1. INTRODUCTION, VISION and STRATEGY

*Foreword by Steph How Deputy Director of Hampshire Children's Services – chair of the Hampshire and Isle of Wight Youth Justice Management Board.*

- 1.1. As the chair of the Hampshire and Isle of Wight Youth Justice Partnership Management Board I am pleased to introduce the Isle of Wight Youth Justice Plan for 2023/24. This has been produced in collaboration with board members and the local management team. As well as detailing a range of information, it provides a summary of the progress made in the last 12 months, the position in relation to service priorities, finance, and performance information, all of which is underpinned by the four tenets of the Child First principle.
- 1.2. One of the main achievements last year was the merge of the Hampshire and Isle of Wight Boards. This prompted a review of board arrangements against the requirements laid down in the Youth Justice Board (YJB) guidance. This is an exciting opportunity for us to develop our services to children across both local authorities. Despite this merge, there is a requirement to complete individual plans.
- 1.3. The Isle of Wight Youth Justice Service serves the population of 140,400 which includes 11,224 children. The Island is the 80<sup>th</sup> most deprived area in England out of 317, and 22.2% of children living in low-income families.
- 1.4. The Youth Justice Team currently work with approximately 90 children across its statutory, diversionary and prevention services. Of these children 35% are also allocated to Children's Services, with 20% currently looked after by the local authority. The proportion of children from other minority ethnic groups in the 10 to 17 population is low at 5% as compared to 3% of our statutory caseload.
- 1.5. As chair of the Hampshire Isle of Wight Youth Justice Management Board, I endorse this plan, and with this endorsement is the assurance that oversight by myself and the board will ensure that identified priorities, will be delivered.

## 2. CHILD FIRST

- 2.1. On 1<sup>st</sup> June 2023 the Isle of Wight Youth Offending Team was renamed Isle of Wight Youth Justice Service (IOWYJS). This supports the underpinning principle of Child First by minimising the impact of labelling children by their involvement with an organisation designed to work with offenders, in addition, all developed service facing documents uses the word Children/Child rather than young person, as does any references made in partnership meetings. However, we recognise that older children may like to be referred to as young people therefore when directly engaging we will use the terminology they are most comfortable with.
- 2.2. A new vision mission and values statement was developed and approved by the Board to support the link between the four tenets of child first and service



delivery. The intention is for this to be part of the everyday language of the service.

- 2.3. A session was delivered to all staff at their quarterly briefing using materials from the YJB provided Child First Training. We are currently exploring opportunities for further training.
- 2.4. Some of the aspects of delivery which is underpinned by the four tenets is detailed in the following paragraphs as examples.
- 2.5. All children who are supervised by the Youth Justice Service receive a holistic assessment. The nature of that assessment depends on the needs of the child. An AssetPlus is used for all children who are subject to a Court order. The local Short Format Assessment is used for all children (unless they are “high risk” in any of the three domains) who are considered at the Joint Decision-Making Panel. This assessment is completed prior to the decision being made. Children subject to prevention also receive an assessment after they have consented to the intervention.
- 2.6. The purpose of the assessment is to identify the child’s **needs, capacity, rights, and potential of all children (Tenant one)**. This assessment informs the plan which includes the interventions which supports desistance and therefore manages risk. These identified interventions are **child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children**. The assessment also promotes the lowest level of intervention possible and therefore **promotes a childhood removed from the justice system (tenant four)**.
- 2.7. Throughout 2022/23 managers continued to countersign all assessments. A selection of short format assessments is audited with Hampshire Youth Justice Service managers to ascertain them meeting the required standard.
- 2.8. The active participation of children and their carers, in the assessment is fundamental, as are those partners who touch their lives. Parents and children are asked to complete the self-assessment when a AssetPlus or a short format assessment has been completed. This supports the identification of **children’s individual strengths and capacities (tenant two)** and enables the development of a co-produced **collaborative** plan. This plan is designed to support the development the child’s **prosocial identify for sustainable desistence, leading to safer communities and fewer victims (tenant two)**.
- 2.9. **To promote a childhood removed from the justice system (tenant four)** the IOW YJS continues to offer a Youth Diversion Programme. Since its inception in November 2021, has been given to 45 children. To date 26 have completed, and only 4 have reoffended.

- 2.10. In addition, the prevention programme employs 2,9 staff and is working with approximately 25 children at any one time They offer **pre-emptive prevention (tenant four)** to children referred by other agencies, specifically schools, children's social care and the police.
- 2.11. Key to promoting **a childhood removed from the justice system** is the understanding, that there is a potential for children to be exploited to support this, all staff are trained to complete Child Exploitation Risk Assessment Framework (CERAF) and are first responders in the National Referral Mechanism (NRM) process. The IOW management team also attend the safeguarding partnership Missing Exploited Trafficked (MET) strategic and operational groups.
- 2.12. The IOW YJS also recognises that the relationship between the child and worker is fundamental to a child first approach (**Tenant two**). It understands that the consistency of this relationship is paramount, and change can be experienced as loss. This includes being sensitive to the impact of contact ending.
- 2.13. The IOW YJS has several reparation projects. These enable children to give something back and repair the harm being caused by their offending behaviour, whilst **re-integrating the child into the community and offering pro-social identity and wider social inclusion opportunities (tenets two and three)**.
- 2.14. The IOW YJS has a small parenting resource designed to meet the needs of parents. It understands that a change in parents' behaviour can have a positive impact on the child. In July 23 the Spotlight on Parenting Programme is being offered to parents.
- 2.15. Practice which is Trauma Informed is intrinsic in being Child First. At a Strategic level, the IOW YJS is linked to the Pan Hampshire Concordat, led by the Office of Police Crime Commissioner (OPCC). This is through the Director of Children's Services who is a signatory. The vision (detailed below) of the concordat is in accordance with the principle of Child First
- Hampshire, Isle of Wight, Portsmouth, and Southampton (HIPS) are safe and enriching environments where children and adults, families and communities are protected from harm and have the opportunity to lead fulfilling, happy and healthy lives and to prosper, regardless of childhood adversity.*
- 2.16. Further activity to prevent children from becoming involved in the justice system is the work being undertaken with Health and Children's Social Care to support individual children with health needs from receiving a criminal outcome.
- 2.17. IOW YJS has a range of activities available to children, these are promoting a prosocial identity, build self-esteem and confidence. They include:

- Art and creative activity are a vital and meaningful way of approaching and engaging young people. Therefore, all staff have been upskilled to deliver activities so children can obtain an Arts Mark Award.
- Children have been able to access the UK Sailing association (UKSA).
- Music workshops are attended through the local charity ASPIRE and the Music Hub.
- Children are referred to the Princes' Trust who offer a 12-week programme which encompasses various courses/activities such as adventure training activities, fundraising, community work and work experience. This leads to qualifications in employment, teamwork community skills.
- Gym passes are available to encourage healthy living.
- Community Action Isle of Wight has recently been given £20,000 to develop sporting activities for children in the Youth Justice Service
- Other activities are also available such as skateboarding, horse riding and baking.
- The IOW YJS also supports the local donkey sanctuary, both as an activity and for repartition.

### **3. VOICE OF THE CHILD**

- 3.1. The voice of the child is heard through the collaborative process in completing the assessment, a co-produced plan and intervention cycle of delivery. This is underpinned by a child first approach. Staff use a strengths-based model and are skilled in motivational interviewing to get alongside the child.
- 3.2. There is an end of intervention feedback sheet is completed regularly with all children. Some recent comments are detailed below.
  - 08/09/2022 "P has just come back every time, she speaks to my mum and everyone about me and tries to help even when I don't want it. I've told her to go away so many times, but she came back and got me through my order."
  - 15/11/2022 "came to see me at my house so my mum could be involved too, made me fink about getting trust back with my mum."
  - 10/01/2023 "I think D and B was really helpful and supportive with my problems and the work that was set was really helpful and I will be using it in the future."
  - 16/02/2023 "She was fun, she told it to me straight which I think some people are afraid to do sometimes and I appreciate that, I wish I could work with her longer as she gets me."
  - 13/04/2023 "I found it good because I learnt about what one punches can do and how it effects other people."

- 3.3. The above suggests is that what is most important to children is the relationship with their worker. Also, the skill and the tenacity of the staff to get alongside to achieve change.
- 3.4. The analysis of the overall feedback informed learning including:
- Reinforced the need for all children who are Not in Education to be referred to the referred to the ETE officer,
  - Re confirmed that staff should make it clear to children and families the nature of the outcome they received and what his means.
  - At the end of intervention ensure that exit planning covers any unmet need.
  - That some of the questions needed to be changed to ensure they are more specific.
  - The need to develop a feedback sheet for parents/carers.

#### **4. GOVERNANCE LEADERSHIP AND PARTNERSHIP ARRANGEMENTS**

- 4.1. In 2013 the IOW Council entered a partnership arrangement, with Hampshire County Council. This meant that the Head of Service for Hampshire Youth Justice Service assumed responsibility for the IOW Youth Justice Service and strategic oversight of the work of the team.
- 4.2. Children’s Services consists of two departments Children and Families and Education. The Youth Justice Service is a standalone team within the Children and Families department. Accordingly, the Head of Service has is solely responsible for Youth Justice across both Hampshire and the Isle of Wight and no other lead responsibilities.
- 4.3. The Head of Service is a service manager grade and is line managed by the Area Director for West Hampshire who in turn reports to the Deputy Director for Children’s services.
- 4.4. The staffing structure for both Hampshire and the Isle of Wight is included in appendix one and detailed below. This shows that the service directly employs both social workers and Youth Justice Officers as well as specialist practitioners.

<b>Managers</b>	<b>Case Managers</b> Social workers	<b>Education Training Employment (ETE)</b>	<b>Parenting</b>	<b>Youth Crime Prevention</b>	<b>Restorative Justice Officer</b>	<b>Admin</b>
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	and YJ workers					
1 Assistant Team Manager 1 Team Manager	3.6	1	0.5	2.5	2X0.5	1.2

4.5. Partnership at an operational level is supported by the provision of staff from the Police, Health, and Probation. Current arrangements are:

- Police provide a one police officer and there is a shared sergeant and inspector who oversees the work across all four local authorities. There is a protocol in place and Partnership meetings with the police take place monthly and include youth justice services from all four local authorities.
- There is one CAMHS practitioner. There are also links from the IOW CAMHS to the central commissioned Forensic CAMHS where individual children receive a service. Contact is maintained between the team manager and the CAMHS service manager.
- The Probation Service provides a 0.5 Probation Officer. However, difficulties in recruitment have meant that the team has been given the equivalent funding. There is an additional 0.2 Probation Service Officer capacity to be shared across the IOW, Southampton and Portsmouth which we have not been able to make work. The Head of Service and the local head of the Probation Delivery Unit meet on an ad hoc basis according to need. There is an established Youth to Adult process which is currently being reviewed across the four local authority areas. Locally there is a recognition that the process can be better served with earlier planning and increased understanding of both staff groups. This work will be supported by Probation's new delivery model which includes 18-25 units.

4.6. The Head of Service also works closely with the service leads for Portsmouth and Southampton Youth Justice Services. This is necessary as we share common partners, for example Hampshire Constabulary and HM courts. Further, the four YJS managers divide the Pan-Hampshire meetings between them with the Head of Service for Hampshire and IOW attending the MAPPA strategic Management Board and the Serious Violence Strategic Management Board.

4.7. At a strategic Partnership level, the Head of Service is actively engaged with the Local Safeguarding Partnership. They sit on the main board and attends two sub-groups (Workforce Development and Learning Inquiry Group). They also attend the Pan-Hampshire Missing Exploited and Trafficked Group (MET). The Performance Manager attends the performance sub-group and the Team Manager the both the strategic and operational missing exploited and trafficked meeting.

- 4.8. In addition, the head of service attends Children's Trust Board and Community Safety Partnership with the Operational Team manager supporting with cover when required. In addition, the Team Manager attends a range of partnership meetings including: The Early Help Board, Domestic Abuse Forum, Supporting Families, the Reducing Reoffending subgroup of the CSP and the Court user group.

## 5. BOARD DEVELOPMENT

- 5.1. Until April 2023 there was an Independent Youth Justice Management Board for the Isle of Wight. However, following a Board development day in October 2022 the decision was made to merge the Hampshire and IOW Boards.
- 5.2. This resulted in the development of a new terms of reference, standard agenda and revised list of participants. All of which were written in conjunction with the updated Youth Justice Board Guidance. The new Board is chaired by the Deputy Director for Children's Services and consists of representatives of the four statutory partners: the Local Authority, Health, Police and Probation.
- 5.3. The local authority attendees include representatives from both Hampshire and the Isle of Wight Children and Families, and Education. The local Police Superintendent attends for the police and there are two Probation Delivery Unit heads. Health is represented by the Integrated Commissioning Board (IBC)
- 5.4. In addition to the statutory partners there are representatives from the Office of the Police and Crime Commissioner, HM Courts, and the Community Safety Partnership. Regarding YJS staff, the Head of Service is in attendance, supported Team Managers for each service. The board meets on a quarterly basis. We have identified the need for a voluntary service representative, and this will be pursued in the coming year.
- 5.5. Board development next actions include:
- Developing a new induction process for new Board Members. The current process involves an individual meeting with the Head of Service where roles and responsibilities are discussed, and the Youth Justice Plan shared. It is recognised this needs to be a more formal activity.
  - Embedding the new agenda which is designed to give partners more of a voice.
  - Asking members to take a lead on plan priorities and reporting back.
  - Inviting partners bring disproportionality data to the meeting as defined by the new National Standards.
  - Inviting a membership from the IOW voluntary sector.
  - Bridging the gap between the Board and the staff group.

- Ensuring the child's voice is heard.

## **6. PROGRESS ON PREVIOUS PLAN**

### **6.1. Increased participation of children:**

- Feedback sheets were routinely completed throughout the last year and compiled into a report for the Management Board. These findings were taken forward. In addition, children were contacted by Inspectors during the recent HMIP Inspection.
- Two children were involved in the recruitment of social workers.
- Hampshire YJS has also recruited a communication and participation.
- Officer to develop participation. The IOW will be able to access and use any ideas that are developed.

Overall, whilst there have been some progresses there are still some improvements to be made. Specifically, we would like to improve the link between children and the Board.

### **6.2. Addressing disproportionality.**

- There was one child from another minority group who became an FTE during the last 12 months. There are also small numbers in our prevention and diversion cohort suggesting we are diverting appropriately. This data suggests that white children are disproportionately represented. This is because 3% of our caseload is from another minority groups as compared to these children representing 5% in the wider population. More detail is provided in section 9.1 below.
- Nevertheless, at the last 4 staff briefings Disproportionality has been a main subject item. This directed the team to lead a reflective discussion using HMIP suggested framework. This identified potential barriers in assessing the needs of children from other minority backgrounds.
- Further work to complete includes capturing the views of Children from these groups specifically, identifying support networks for parents and ensuring new staff are aware of their responsibilities to challenge. We are also exploring some bespoke training for all the Pan Hampshire YJS teams.

### **6.3. Developing a response to children excluded from school.**

- IOW YJS are located within the same area of County Hall makes ongoing discussion with the inclusion team easy to achieve. Further the YJS benefits from the Education and Inclusion team manager's understanding of our cohort as they are a previous YJS practitioner and assistant team manager.
- The IOW YJS has a dedicated full time ETE officer. Children are referred for support in accessing education.
- Board attendance from the headteacher at the PRU and IOW futures (post 16 service)
- Currently our Youth Crime Prevention programme has a waiting list, however risk of exclusion is a reason to prioritise allocation.

#### 6.4. Improving the assessment of risk of harm.

- Assistant Team Manager and a Hampshire Manager recently retrained on the revised AssetPlus. One of the main difficulties was the perceive anomalies between AssetPlus and the definition of risk of harm, this was resulting in staff assessing the risk lower than the reality. Following discussion between us and Silver Bullet a service position was reached. This led to a revision of the Risk Policy and guidance which was recently completed.
- A training package has been developed and this is due to be delivered to staff from June 23.

#### 6.5. Developing understanding and resources to address Adolescent to Parent Violence (APV)

- Reduced capacity in parenting impacted on the delivery of the "who's in charge" programme. This has been postponed to the summer 23.
- HoS and IOW YJS were involved in the learning review of Child Joe. They were a child who committed a serious offence and Adolescent to Parent Violence was a feature before it took place. The review identified a missed opportunity to refer to YCP.

#### 6.6. To improve health outcomes for children through improved assessments and identifying interventions to meet their needs.

- The health needs of children are considered in all assessments including the Short Format version. These assessments are countersigned and audited to ensure children's needs are captured.
- Following Hampshire needs assessment. Which identified a knowledge gap in traumatic brain injury. This led to the subject of a training event at our Service



Day all in October 2022. Following this we purchased materials to support work with children.

- Following a significant delay in children receiving ADHD assessments children subject to YJS intervention are prioritised for ADHD assessments.

Incomplete work includes the Health Needs analysis, this will now take place for the November Board.

## 7. RESOURCES AND SERVICES

- 7.1. At the time of writing, notification of next year's Youth Justice Grant has not been received, accordingly planning has had to rely on the level received last year. There has been a 20K reduction in Children's Services contribution. Below lists the source of all our income.

### Income 2023/24

Agency	Budget contribution	In kind contribution	Total contribution	% of the total budget
Youth Justice Board	£168,275		£168,275	20.7%
Local Authority Children Services	£319,935	£100,315	£420,250	51.6%
Ministry of Justice – Turnaround grant	£42,429		£42,429	5.2%
Office Police Crime Commissioner	£30,600		£30,600	3.8%
Probation	£5,000	£23,762	£28,762	3.5%
Health		£42,753	£42,753	5.3%
Police		£80,850	£80,850	9.9%
<b>Total</b>	<b>£566,239</b>	<b>£247,680</b>	<b>£813,919</b>	<b>100%</b>

- 7.2. The return to the YJB for 2022/23 reported that the YJB grant was spent in the following way:

Areas of expenditure	Salary value
Salaries	£158,849
Activity Costs	£1,709
Accommodation	£0
Overheads	£7,717

Equipment	£0
Total	£168,275

7.3. We use our grant, partner contributions and available resources to deliver these services and we believe they produce the following benefits and outcomes. Our performance will be improved in 2023/24 by providing a service which is designed to deliver service which is underpinned by a child first assessment:

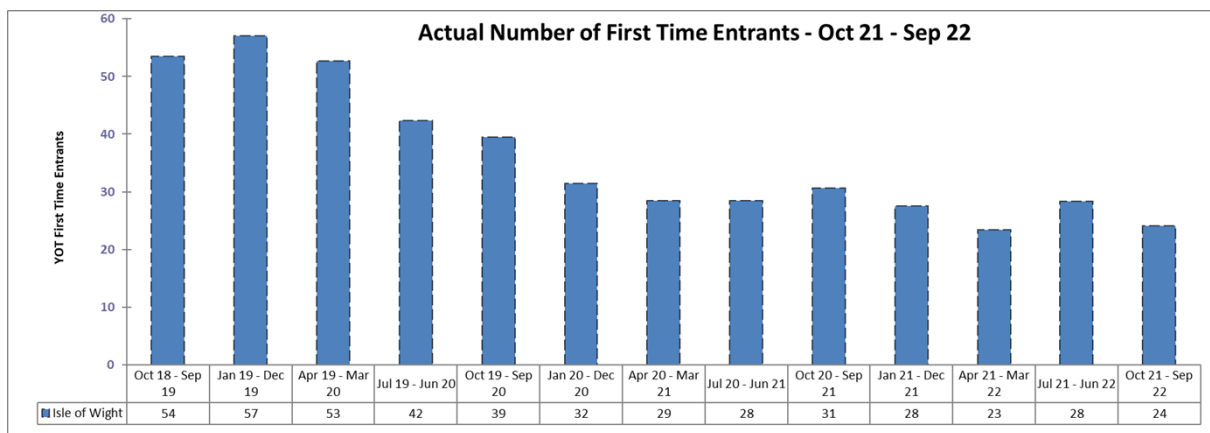
- the provision of an assessment prior to the Joint Decision-Making panel which ensures that the best decision is made to suit the child’s risk and needs. This will result on a reduction in first time entrants to 150 per 100,000 children living on the Isle of Wight through our partnership with the police which enables children to be diverted away from the Justice System.
- Utilising the money received from the national Probation Service in lieu of staff to work with the 17 years olds awaiting transition.
- Using our turnaround grant to work with 33 children.
- Maintain an internal ETE, RJ and parenting resource. Meeting the KPI.
- Utilise our CAMHs resource to work with children who have wellbeing needs.

## 8. PERFORMANCE

### 8.1. EXISTING KEY PERFORMANCE INDICATORS

#### 8.1.1. Numbers of First Time Entrants:

The data used is from Q3 22/23

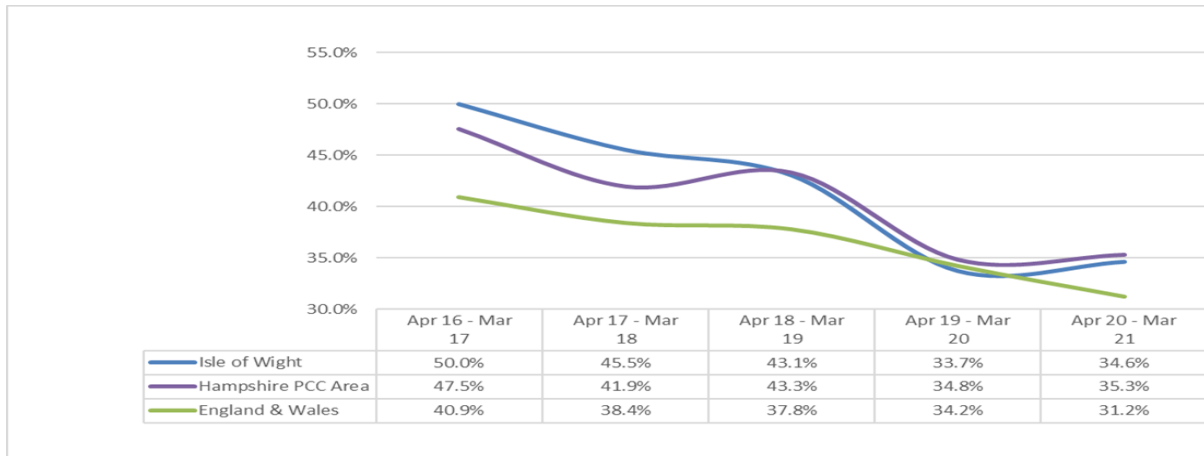


This first table shows the actual numbers of FTE at 24 which equates to a rate per 100,000 of 213. This shows a relatively stable picture overtime; however, the numbers are not falling as we would hope, Key to success is the Youth Diversion Programme. Whilst, the programme is being used, analysis suggests that the Numbers of Youth conditional cautions is not falling. this is the result of several

factors: an increasing number of children coming to our Joint decision-making panel and children committing offences in groups.

### 8.1.2. The numbers of children reoffending:

The table below shows the decline over time to with a slight increase in the last 12 months, to the current level of 34.6%

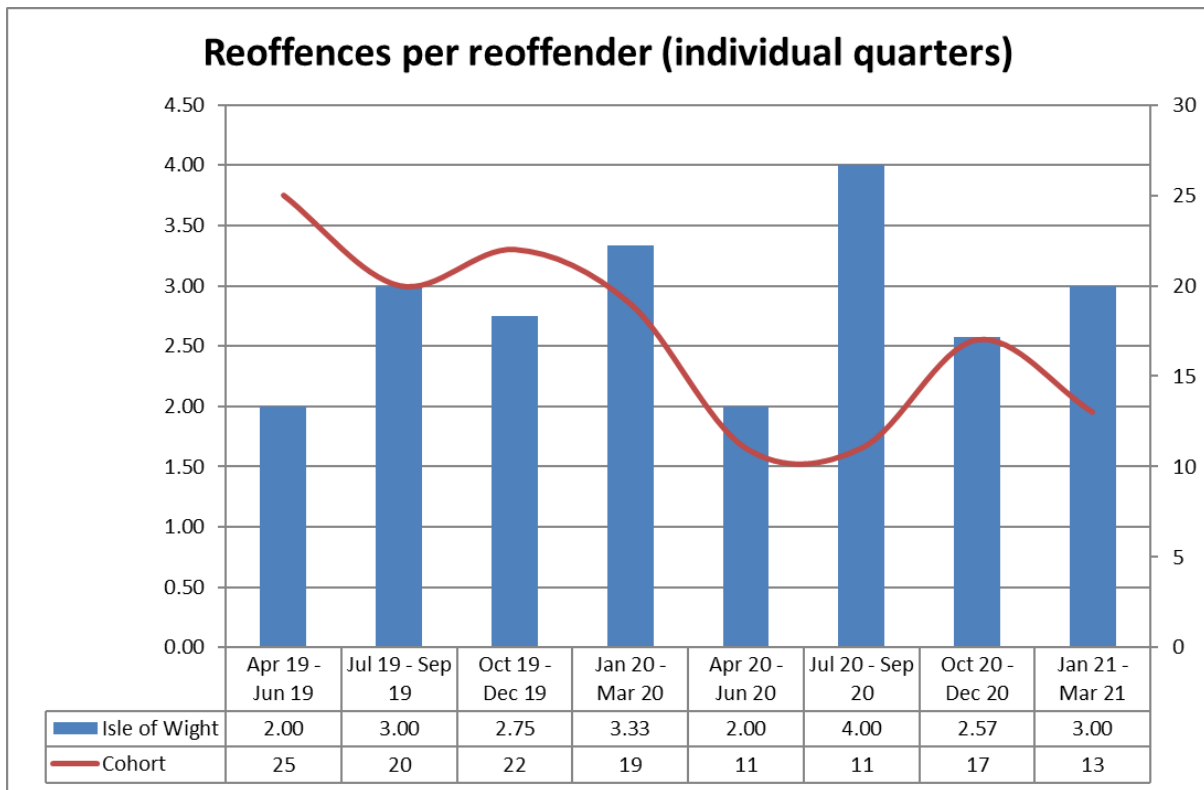


The objective of reducing this rate is a key focus of the YJS, this is done by undertaking a good assessment which informs a detailed plan and implementing the interventions the child needs to desist. Further, there is a whole suite of information which the management team digest to identify what gaps there are in the provision for individual children.

Recent analysis of reoffending in the last 12 months as opposed to the previous 12 months shows that the profile of children has changed. 12 months ago, the common features were older children who were unable to regulate their emotions at times of relationship difficulties usually with carers or friendships. Influenced by their experience of trauma they respond aggressively. Further they are more likely to be excluded from school. More recent analysis shows that the children were in their mid-teens (14 and 15) and the type of offences where a wider range than before. The common feature included educational challenges and a proportion of substance misuse. This informed specific targeted action detailed in section 13.

### 8.1.3. The number of Offences per reoffender

A related measure is the average number of offences committed by a child who reoffend (*table below*). It shows a range of between 2 and 4 with the current figure of 3. Our data tells us that the numbers are influenced by 1 or 2 children committing numerous offences rather than all children committing more than 1.



#### 8.1.4. Children sentenced to custody:

The IOW rarely sends children to custody. During the period 1 April 2022 to 31 March 2023 there was two children, sentenced to a period in custody. This was an increase of one from the previous 12 months. Prior to that the Island had a period of two and a half years without this sentence being imposed.

#### 8.2. LOCAL MEASURES

In addition to the Key Performance Indicators detailed in the next section. The IOW YJS also reports on the following local measures:

- Reoffending on those subject to Community Resolutions (CRs). This is the percentage of children who receive a first CR, from 3-month cohorts who go on to reoffend in the 12 months following their outcome. This is reviewed by comparing those who received an intervention against those who did not. Latest data shows that there were 56 children in this cohort, which is a significant increase over the preceding quarters. 10 of whom reoffended. The IOW YJS worked with 12 of these children four of whom reoffended with is a rate of 33.3%. This is compared with the rate of 13.6% from the children who we did not work with. This data also shows that the IOW YJS are selecting the right children to work with.
- The suitability of children's accommodation at the end of their interventions. This was 100% during the last 12 months.
- The Percentage of initial assessments completed within 20 days of allocation the current figure is 81% for statutory orders. This reduction is partly due to changes in the way we measure the time frame.

- The Percentage of initial assessments completed within 20 days of allocation the current figure is 90. % for Youth Crime Prevention.
- The Percentage of initial referral order panel meetings which took place within 20 working days of sentence. Overall performance for this year is 88%.
- The Percentage of harmed people who are offered restorative justice as a proportion of all harmed persons. Overall performance for the year was 99.7%.
- The Percentage of harmed people who are offered RJ who request a service. the overall performance was 22%.

## **9. NEW KEY PERFORMANCE INDICATORS**

9.1. Some of these new KPIs can be obtained through our existing reports these include:

- serious violence
- victims
- management board attendance
- special educational needs and disabilities/additional learning needs

9.1.1. The remaining KPIs require a response from our case record providers which is still outstanding.

- suitable accommodation
- education, training and employment
- mental health care and emotional wellbeing
- substance misuse
- out-of-court Disposals
- links to wider service

In view of the above we are currently developing a contingency plan to manually collect this information.

## **10. PRIORTIES**

### **10.1. CHILDREN FROM GROUPS WHICH ARE OVERREPRESENTED.**

10.1.1 The following section provides data in relation to the representation of key groups of children in our Youth Justice Service Cohorts. This information is presented in various formats to our Management Boards. Below is a summary of information drawn together to inform practice in consulting our partners feedback was received from Health Colleagues that from their perspective children open to the YJS are recognised as a vulnerable group. Accordingly, the ICB would benefit from this intelligence. A commitment is therefore made to ensure this is shared.

Children from other minority ethnic backgrounds

10.1.2 The most recent data from the YJB, shows that white children are overrepresented in the Youth Justice system when compared to the overall population of 10–17-year-olds. During the period ending March 2022 White children make up 97% of the offending population and 95% of the 10-17 population.

	Asian	Black	Mixed	Other	Ethnic minority groups <sup>(2)</sup>	White	Not Known	Total <sup>(3)</sup>	%
Isle of Wight 10–17-year-old offending population	0	0	1	0	1	38	0	39	3%
Isle of Wight 10-17 population	150	32	375	34	591	10,633	-	11,224	5.0%
Hampshire PCC 10-17 offending population	15	20	39	4	78	501	13	592	13.2%
Hampshire PCC 10-17 population	9,265	3,250	8,275	1,967	22,757	156,510	-	179,267	12.7%

10.1.3 In addition, caseload data indicate that there were a small number of children from other minority backgrounds subject to diversion and prevention programmes, Currently, we have one child open in each part of the service, which suggests children from these groups are being appropriately diverted.

10.1.4 Whilst there is no evidence of disproportionality in children from other minority ethnic groups, they do make up a small % of the population and are vulnerable to being treated differently. Therefore, it is important that the recommendations from the HMIP inspection into children from Black and mixed-race boys should still apply to the IOW Youth Justice Service.

10.1.5 Actions taken in the last 12 months are detailed above in the section on progress against the plan. This includes a regular agenda item at all staff briefings, reflective discussions in team meetings on the barriers to holding open discussions and managers ensuring that this is addressed in all assessments. The next steps are to develop and provide resources for staff and to commission specialist training.

10.1.6 At a strategic level the Local Criminal Justice Board has disproportionality working group. Further, following a particular incident in Hampshire the Head of Service is also exploring the subject with the safeguarding partnership.

## Over representation of girls

10.1.7 The last available data form Q3 22/23 indicates that 20% of the caseload were girls. We have recently looked at this more closely to identify any trends and patterns (see below) This shows the proportions fluctuate over time in each of the areas of our work.

### Proportion of Girls Open to YJS by Type of Case per Quarter

Q	FTE		Diversion (CRs and YDP, YDP from Nov 21)		Prevention	
	Numbers of Girls	%of the total	Numbers of Girls	%of the total	Numbers of Girls	%of the total
Q3 22/23	5	20%	23	35.3%	9	33%
Q2 22/23	8	28.1	12	30%	2	22%
Q1 22/23	11	38.5	1	14.2%	4	26.6%
Q4 21/22	10	35.7	7	15.2%	3	13%
Q3 21/22	11	31.3	7	17.5%	2	14.3%
Q2 21/22	Not reported		3	37.5	3	16.7%
Q1 21/22	Not reported		2	33%	3	13.6%
Q4 20/21	Not reported		2	28.5%	5	22.8%

In addition, we looked at the numbers of FTEs in a calendar year.

Year	male	female	Total	% girls
2015	37	17	54	31.5%
2016	30	8	38	21%
2017	36	14	50	28%
2018	25	7	32	21.8%
2019	49	14	63	22.2%
2020	27	5	32	15.6%
2021	18	10	28	35.7%
2022	28	5	5	20%
Total	250	82	332	24.7%

10.1.8 The data therefore demonstrates that the proportion of girls open to the IOW YJS compared to boys, fluctuates significantly over time. Whilst we can't be certain about all the factors that may contribute to this and what, if any, impact the pandemic might have had for example, the biggest influence is probably the small numbers behind the percentages. The IOW YJS overall caseload numbers are small and therefore any increase or decrease in the number of girls or boys in the caseload will have a larger impact on the proportions than in a larger service.

Importantly, a decrease in the number of boys in the service will also move the numbers by a larger margin. For example, when you examine the FTE by offence category, violence against the person is proving to be the main route for girls to become an FTE. In 2020 and 2021, there were, due to the pandemic, fewer opportunities for children to offend away from the home. Whilst the violence against the person proportions by gender remained steady, the number of FTE boys reduced, increasing the proportion of girls.

10.1.9 Further it is difficult to know how these patterns compare with other Youth Justice Services, to understand if the IOW is a significant outlier. Nevertheless, the Community Safety Partnership has prioritised a multi-agency 'deep dive' into this area during 2023/24 to ensure we better understand the drivers behind the numbers. It is recognised that girls need within YJS are different and accordingly our Girls programme, was updated in 2021 and is available to meet their needs. This does however need to be consolidated further into practice.

## **10.2. PREVENTION**

10.2.1 Isle of Wight YJS delivers Youth Crime Prevention. It is well-established and recognised by all partners. Accordingly, demand is high. This service works with children who are at risk of behaviours associated with offending. Referrals are predominately received from police, education, and early help hubs. All children are subject to an assessment and the length of intervention is based on need.

10.2.2 IOW YJS receives 30.600 from the Office of Police Crime Commission this part funds one member of staff. The money received from Turnaround will pay for an additional full-time member of staff and this staff member. This resource will provide the capacity to manage those children subject to a Community Resolution. This is supported by an allocation from previous years underspend, which results in an FTE of 2.9.

10.2.3 During 2022/23 we worked with 88 children in total, but as stated demand outstrips capacity, and we have a waiting list. One example is a child who was referred by their school and completed a 12-week intervention programme. This child had neurodiverse needs. During the intervention the child disclosed other behaviour including the potential to fire set. The work completed was designed to meet his diverse needs and included a visit to the police with our seconded Police Officer and the Fire Service's fire setter's awareness course. Education hours increased and his behaviour at school improved.

## **10.3. DIVERSION**

10.3.1 Our Youth Diversion Programme (YDP) was introduced on 1<sup>st</sup> November 2021. This is administered through our Joint Decision-Making Panel (JDMP). It is a deferred prosecution and children are given a 16-week intervention without becoming criminalised. This work should include an activity. If the child does not respond to this offer, they are re referred to JDMP where an alternative decision can be made.



- 10.3.2 In addition all Community Resolutions are considered for allocation we receive an average of about 30 a quarter. These are subject to a triage process and about 20% are allocated.
- 10.3.3 Children subject who are given a Youth Diversion Programme or a Community Resolution can also be referred to Turnaround if they are not open to early help, supporting families, child protection or looked after. Those children have our Short Format assessment and an early help plan.
- 10.3.4 Between 21<sup>st</sup> November 2021 and 14<sup>th</sup> March 2023, 45 YDPs were issued on the IOW. 15 are ongoing, 26 have completed it and 4 were breached (for reoffending) and returned to panel where an alternative outcome (YCC) was agreed to be necessary. Of the 26 children who successfully completed, 5 have reoffended which is about 19.2%. This shows how YDP is being used successfully, however it is difficult to understand why we are not seeing an impact on our FTE rates.
- 10.3.5 In the last 12 months a 109 CRs were referred to the service and 36 were allocated. The reoffending rate of this group is low with the overall offending rate of the whole cohort is 10%. The reoffending rate of those we worked with is slightly higher at 13.9% suggesting we are appropriately identifying the right children to work with.

#### 10.4. **EDUCATION,**

- 10.4.1 The education provision on the Isle of Wight consists of 38 primary schools, 6 secondary schools one all through school, 2 special schools and one Pupil referral unit.
- 10.4.2 The IOW YJS employs one ETE officer. Each child is assessed in relation to their education status and case managers will refer to these officers to arrange support to get them back into full time education, training, or employment.
- 10.4.3 The ETE officer has been working on the IOW for many years which has enabled her to build up relationships with a range of relevant partners including Schools, the Education and Inclusion team. SEND and IOW Futures (16+careers service) Within schools and colleges the officer works with single point of contacts and Head Teachers.
- 10.4.4 The ETE officer attends the Education and Inclusion partnership meeting, chaired by the E&I Team Manager, and attended by all secondary schools. These relationships are also supported by the Team Managers for both Education and Inclusion and SEND having previously worked in the Youth Justice Service so understand the needs of this cohort,
- 10.4.5 There is a one Pupil referral unit on the IOW, there is frequent contact between the YJS and the head teacher in connection with individual children. Of note the Head Teachers attends the YJS Management Board as does the manager from Island Futures.

10.4.6 The assistant Team manager has regular meetings with the Inclusion team manager to discuss all children at risk to identify if YCP is a potential option. However, more strategic relationships need to be developed further.

10.4.7 Our current performance framework looks at both reoffending and first-time entrants in relation to SEND status but specific performance measures in relation to ETE needs to be developed further. This includes data on school exclusions.

## **10.5 RESTORATIVE APPROACHES AND VICTIMS**

10.5.1 IOW YJS employs two half time Restorative Justice Officers (RJO's) who repair the harm caused by children behaviour. Harmed people are contacted in every case.

10.5.2 In the first nine months of 2022/23 the RJ team contacted 108 people who had been attached to a crime committed by a child. Of these, 24 agreed to be involved in a restorative process which is a 22% take up rate.

10.5.3 The views of harmed persons are used in our Joint Decision-Making Panel to support the decision around outcomes.

10.5.4 RJO's also work with children to help them understand the impact of their offending behaviour on the victim and the wider community. These sessions support the child to think about how they can repair the harm that has been caused by their offending behaviour.

10.5.5 In 2023/24 Hampshire YJS is planning to apply for provider status consideration will be given to the Isle of Wight joining the application.

10.5.6 The Restorative Justice Service also manages a range of Reparation Placements. This enables Harmed Persons to feel empowered and that children are willing to make amends. We have had recent discussions at the Management Board on how we can promote reparation to the local community. Suggestions have included space on the council's website with a link to victim letters. These will be further explored in the coming year.

## **10.6 SERIOUS VIOLENCE AND EXPLOITATION**

10.6.1 The Head of Service for Hampshire and the IOW is a core member of the newly formed Strategic Violence Reduction partnership. The function of the group is to oversee the work in relation to the Serious violence Duty, including the production of a Strategic Needs assessment and response strategy. This is chaired by the Office of Police crim Commissioner. This group also oversees the work of the Violence Reduction Unit. There is links to the Local community Safety Partnerships who have a duty to deliver a local response to serious violence. The head of service and local team manager share responsibility for attending this group.

10.6.2 The YJB provides a Serious Youth Violence toolkit which gives the latest statistic in SYV in Hampshire. The definitions are offence involving drugs, robbery, or violence with a gravity score of 5 or more (the range is form 1-8). In the last recorded analysed 12 months from January to December 22 there was 1 offences of serious

youth violence which equates to a rate per 100,000 of 0.9 and 2% of all offences. This was a Robbery Offence, this is a reduction from 3 offences in the previous 12 months and 10 offences in the year ending December 2020. There have been 4 offences involving knives in the first three quarters of 22/23.

- 10.6.3. There are 2 children currently on remand, 1 of these has been charged with an offence of serious violence. Both were referred to the YJB as a serious incident notification. One other notification was made but this was for a difference offence category.
- 10.6.4. Regarding risk of exploitation, there are a small number of identified children on the Isle of Wight. The local safeguarding partnership has a Missing Exploited and Trafficked Risk Assessment Conference (METRAC) this is a multi-agency operational group which meets monthly. It receives the Child Exploitation Risk Assessment Frameworks (CERAFs) and agrees on a coordinated plan to safeguard these children. The Youth Justice Service both completes CERAFs and participates in these monthly meetings. In addition, referrals have been made to the National Referral Mechanism (NRM) process and received conclusive grounds decisions.
- 10.6.5 One area of challenge for the wider Youth Justice Partnership is Anti-Social Behaviour (ASB) and minor public order/violence which is having an impact on the local community. There is a resulting perception of children which demonises them and has the potential to undermine the child first approach.
- 10.6.6. Social media is an influence across a range of children's behaviour, from online grooming and radicalisation to children being challenged in to undertaking tasks which can result in an offence. This second category is in part responsible for an increase in YJS workload.

## **10.7 DETENTION IN POLICE CUSTODY**

- 10.7.1 Children are rarely held in custody overnight usually this is due to an arrest for an offence. The few children who are kept overnight it is because bail has been refused and the available Local Authority accommodation is not considered suitable. The Head of Service attend the pan Hampshire custody concordat where overnight remands are reviewed.
- 10.7.2 The IOW out of Hours duty is provided by Hampshire Local Authority. The Hampshire and the IOW YJS also join with Portsmouth and Southampton YJS to provide a service to Saturday courts. This court currently sits in Southampton. In the last year one child from the IOW was dealt with on a Saturday. This child was remanded overnight (due to the nature of the offence) and was later remanded into secure accommodation.

## **10.8 REMANDS**

- 10.8.1 The instances of remands over the previous years have been small, however in the last 12 months three children have been remanded into Youth Detention

Accommodation. One child was already in Local Authority Care, this child was subsequently given a medical outcome, The other two remain awaiting sentence; bailed has been refused based on the nature of the offence.

10.8.2. In the last 12 months no children have been remanded into the care of the local authority.

10.8.3 All remands are monitored at senior management level and alternatives to the remand are always considered.

## **10.9 USE OF CUSTODY**

10.9.1 The two children sentenced to custody in the last year both received DTOs, the first child was at a specialist placement when they offended and was committing a significant number of assaults against staff. The second was a child on the cusp of their 18<sup>th</sup> Birthday, they had worked their way through all available community orders committing serious youth violence but had ultimately resulted in a custody outcome.

10.9.2 In both cases the children were managed under MAPPA this prompted a multi-agency response to the management of risk. The first child also had an extensive multi agency team around them which involved daily meetings. It was this partnership of health and social care which eventually resulted in a mental Health outcome.

10.9.3. The YJS service continues to regularly visit these children whilst in custody and contribute to their plan. Of relevance is ensuring that health and education needs are met within custody and are followed up on release.

## **10.10 CONSTRUCTIVE RESETTLEMENT**

10.10.1 Despite the custody cases none of the children were managed by the YJS in release. The first child spent their notice of supervision period remanded into Youth Detention Accommodation and on release was transferred to hospital. The second was transferred to probation.

10.10.2 To support the overall management of cases a new resettlement policy and guidance was written and produced.

## **10.11 HEALTH**

10.11.1 Whilst this information is not requested in this plan, we believe that health needs of children are also a priority so are including this additional section.

10.11.2 It should also be stated that from a health perspective child who are within the youth Justice system face particular risks and vulnerabilities in relation to health inequalities (physical and mental health) This is reflected within the health improvement strategy for both Frimley and Hampshire ICB.

- 10.11.3 Whilst IOW YJS does not have a specialist Speech Language and Communication worker, all staff have been trained in ELKLAN. This lack of provision was identified by HMIP and there is a potential for it to be a recommendation.
- 10.11.4 Accordingly, we would need to include all relevant NHS commissioners potentially impacted by this future request in shaping the return on investment such a provision would need to demonstrate to meet NHS thresholds for such investment.
- 10.11.5. During the last year there has been some discussion as to who is best to represent Health at the Board. This relates to the range of needs children under the YJS can have, including mental health, emotional wellbeing, neurodiversity, physical health, reproductive health etc. Having a representative that can cover all these areas is difficult to achieve. The current attendees come from a mental health and emotional wellbeing health background; this is to the detriment of meeting physical wellbeing needs. Accordingly, there needs to be some further discussion regarding a wider ICB representation at the board.
- 10.11.5. It should also be note that he planned Health need assessment did not take place and has been. Delayed to this year.
- 10.11.6. There are synergies between this Youth Justice Plan and Isle of Wight Children and Young People's Mental Health Local Transformation Plan:

[Isle of Wight CYP Mental Health Local Transformation Plan - 2022-23.pdf](https://hantsiowhealthandcare.org.uk/Isle_of_Wight_CYP_Mental_Health_Local_Transformation_Plan_-_2022-23.pdf)  
([hantsiowhealthandcare.org.uk](https://hantsiowhealthandcare.org.uk))

## **11 STANDARDS FOR CHILDREN IN THE JUSTICE SYSTEM**

- 11.1 The review of both operational and strategic standards will take place in the autumn.

## **12 WORKFORCE DEVELOPMENT**

- 12.1 There has been some staff changes in the last 12 months which has meant at times the team has not been fully staffed. This has coincided with an increase in workload. The team will be back to establishment level by the end of July.
- 12.2 Due to the increase in workload we are currently looking to increase our Case Management capacity to manage statutory work. In addition, we continue to use our reserve to fund approximately 1.2 Youth Crime Prevention staff.
- 12.3. The YJS source training from several sources: the safeguarding partnership., the IOW council workforce development team and FCAMHs. In addition, we develop local training and commission bespoke training to meet there needs. For example, all staff have just been trained in Elklan and there is a plan to purchase more Trauma training.

- 12.4 There is one member of staff engaged in social work training. We are also in the process of exploring the Youth Justice Apprenticeships.
- 12.5 Where possible the IOW YJS link in with Hampshire colleagues to provide additional management support. Further all polices process and procedures cover both services with slight adaptations when required.

### 13 EVIDENCE BASED PRACTICE AND INNOVATION

- 13.1. Regarding, evidence Based Practice the best example is to develop the fundamental aspects of delivery which we know has an impact on good outcomes for children. This includes:
- A trusted adult relationship with the child which enables the ability to collaborate.
  - A holistic assessment which identifies their individual strengths and needs. The plan is tailored to these needs.
  - Interventions which are based on effective practice, including a strengths-based approach which builds relationships and motivates.
  - The involvement of partners either to support with the delivery of these interventions for example Children's social care, or to deliver interventions themselves.
  - The Assistant Team Manager was part of the task and finish group which developed the Hampshire, Isle of Wight, Portsmouth and Southampton (HIPS) Local Safeguarding Children Partnerships **Child Sexual Abuse Strategy and practitioner toolkit**. The aim of the strategy is to try to prevent child sexual abuse happening in the first place, by increasing awareness and understanding across our multi-agency workforce and within families. To support the launch on the 28<sup>th</sup> March 2023, the YOT Team Manager, presented to 700 hundred practitioners at the launch event.
- 13.2. Not previously mentioned is the creative use of revocation to encourage desistance. One case study presented in our Inspection was a group of three boys who has committed an offence of Assault Occasioning Actual Bodily harm. This took a year to come to court during which time the children had made some significant changes. All were settled in education placements and had bright futures. All received referral orders and the plan involved additional offence focused work including the delivery of our one punch programme. Once the work was completed the panel agreed for the orders to be returned to court for early revocation. None of these children have reoffended.
- 13.3. As part of the wider Children and Families Branch of Isle of Wight Children's Services, staff in the YJS adhere to the *isle of Wight Approach*. This is a mindset which informs interactions with children, families, partners and each other.

- 13.4. The Isle of Wight approach fully supports our strengths-based child first approach. We aim to prioritise the best interests of children, recognising their needs, capacities, rights, and potential. All work is child-focused and developmentally informed. We use sport, art, and other diversionary activities to do this.
- 13.5. One innovative intervention is the delivery of our One punch programme to children who commit assaults. Motivated by two high profile offences amongst adults on the Island in recent years, the IOW this programme was developed locally. The programme looks at how assaults can change lives forever using video/written/case studies. We also recently bought a model of the brain to be used to demonstrate the potential for head injury and permanent damage.
- 13.6. Whilst instances of Knife crime are less than in other areas, it does happen and has been a focus. To support Operation, Sceptre the Youth Justice Service:
- Operation Sceptre literature/promotional material shared with IOW Council employees.
  - Case Managers engaged in targeted discussions with young people on their caseloads better understand the reasons why individuals carry knives and to educate them regarding the risks and (potential) impact of carrying knives.
  - Case Managers ensured that all children under their supervision were advised of the new legislation regarding the possession of certain items in private property.
  - Case Managers ensured that children under their supervision (in addition to parents/carers) are advised of the Operation Sceptre knife amnesty box and encouraged to surrender their knives where relevant.

After the amnesty was completed discussions with children continue to be a focus of their sessions.

- 13.7. In addition to the above Mr Dean Cody OBE was commissioned to deliver sessions on knife crime and child criminal exploitation to pupils within several learning establishments across the Island and had also convened a session specifically for parents/carers. As we were concerned that our children may not get access to these sessions, we commissioned him to deliver 2 workshops on knife crime awareness and County Lines/Exploitation for selected young people subject to YJS interventions.

## **14. EVALUATION**

- 14.1. Evaluation completed in the last year includes the completion of an analysis of children who reoffend. This was intended to identify the profile of children who go on to commit a further offence. This showed that the profile had changed somewhat in the last 12 months, from children who were older (17 years), had conflict in relationships who committed violent offences on their own in response to difficulties in emotional dysregulation. All these children were NEET. The more recent analysis showed that these children were younger (14&15) committed a greater range of offences and were with other children, had difficulties in education and

there was more of a link to substance misuse. This change in profile from children committing offences individually to more in groups is linked to the recent increase in the team's workload and the stubbornness of the FTE rate. This has led to a change in the focus of delivery and choice of interventions.

- 14.2. In addition, in a previous section of the plan reference was made to the analysis into the proportions of girls on YJS caseloads. This has led to the relaunch of the Girls programme. Further, there is plans for the Community Safety Partnerships to undertake a deep dive exercise in both children and adults.
- 14.3. Finally, an evaluation into the progress of our youth diversion programme. Has been completed, the results are reported earlier in this report. In coming months, we will be drawing down our first reoffending data.

## 15. SERVICE DELIVERY PLAN

- 15.1 This next section identifies the work which we will be focusing on in the next 12 months. This is not the full detailed plan but early identification off the areas we will be focusing on. At the time of writing, we have not received the recommendations from HMIP following our recent inspection. However, we have included recommendations for the previous ETE and Black boys thematic where actions remain outstanding.

	Area identified	What benefits will be delivered	What does success look like	What support is required	YJB Strategic Plan 2021-23
1	Improved participation of children and families	<p>Children and family's feedback is used to inform service improvement and development.</p> <p>Using black and mixed heritage boys feedback on the services they receive and use this feedback to assess, review and improve the quality and suitability of service provision (as per HMIP thematic)</p>	<p>Views captured from both children and families to inform T</p> <p>The identification of other ways in which children and families can directly influence service provision.</p> <p>The development of alternative and age specific methods of feedback.</p> <p>Ability to provide feedback to other</p>	<p>Support from the voluntary sector in engaging with children.</p> <p>Links to the OPCC youth Commission to support engagement.</p>	<p>YJB Strategic Plan Pillar 3 priorities 1 &amp;3</p> <p>Child First principle Tenant 3</p>



			partners via the Board.		
2	Continued development of diversionary activity.	<p>Reducing the numbers of children who become first time entrants into the youth Justice system.</p> <p>The provision of interventions and activities which has an impact on desistance. This means children will not become future First-time entrants.</p> <p>The provision of activities designed to develop positive self-esteem, and social integration.</p> <p>Children can make amends through the engagement with reparation.</p>	Referring those children who meet the criteria to the Turnaround programme, with the result that HYJS reach its target for 23/24.	<p>Continued support from the police to not exclude any offence for consideration.</p> <p>Identification of activities in the third sector to support desistance.</p>	<p>Pilar 2 Priority 1 – 4</p> <p>Child First tenet 1-4</p>
3	Addressing disproportionate across a range of minority groups. Including: ethnicity, gender, SEND, children looked after. (list not exhaustive)	<p>Children from other minority groups are given access to Intensive supervision and support to avoid packages to avoid remands into custody.</p> <p>All children are enabled to feel safe to express their identity.</p>	<p>The provision of data which identifies areas of disproportionate representation.</p> <p>Reduction in children from these groups becoming FTE and overrepresented in offending.</p> <p>Identity is actively explored in children and families' assessments.</p> <p>The impact of identify on engagement and desistance are addressed in the child plan and delivery of interventions.</p>	<p>All Board members to provide data on disproportionality.</p> <p>Partners who also attend other partnership boards (CSP, Childrens Partnership and the Local Criminal Justice Board, to promote and engage with any activity within these Boards.</p>	<p>Pilar 2 priority 1 Pilar 3 Priorities 1-4</p> <p>Child First tenets 3&amp;4</p>

4	<p>Education training and Employment</p>	<p>Each child open to the YJS has a comprehensive ETE assessment.</p> <p>Children who have a ECHP are reviewed every year.</p> <p>Children open to the YJS are set the objective of achieving level 2 English and Maths</p> <p>Children beyond school age have access to a range of training opportunities.</p> <p>Children subject to SEND are provided with a service by the YJS which supports them with desistence.</p>	<p>Access to education data for our children which allows us to:</p> <ul style="list-style-type: none"> <li>• Understand the extent of school exclusions in our cohorts.</li> <li>• Understand the level of attendance at ETE provision children access.</li> <li>• Understand the levels of engagement and attainment for groups which are disproportionately represented groups within the YJS</li> </ul> <p>Use this data to develop improvement for those children who are; SEND, have an ECHP, permanently excluded, subject to OOCd and released under investigation.</p> <p>All children open to YJS have a plan to enable them to engage fully in ETE</p> <p>Hampshire YJS achieves its SEND quality mark.</p>	<p>Need support from the education representatives to access education data.</p> <p>The Board need to monitor and evaluate the levels of educational attainment.</p> <p>The SEND representative needs to be fully briefed on the support required to achieve our quality mark.</p> <p>The Board needs to monitor key data in relation to children form disproportionate groups in relation to: SEND, ECHP, permanently excluded, subject to OOCd and released under investigation.</p>	<p>Pilar 3 priorities 1-4</p> <p>Child First 1-4</p>

5	Health needs of children	<p>Greater understanding of both Physical and mental health needs of children.</p> <p>Children with Speech Language and Communications needs are identified.</p>	<p>Completion of a health needs analysis</p> <p>Identification of necessary actions to improve the health experience of children.</p> <p>Offering a Speech language and communications service to children managed by the YJS</p>	<p>Support from Health colleagues to identify funding options.</p> <p>Support from children's services with identifying funding options.</p> <p>Review of our Youth Justice Board grant and additional budgets to identify if there is any capacity to fund this work from existing resources.</p>	<p>Pilar 1 priority 3 Pilar 2 priority 2 Pilar 3 priority 3</p> <p>Child First tenets 1-4</p>
6	Anti-Social behaviour (links to diversionary Activity in 2)	The impact of ASB on local communities will be quickly addressed and managed.	<p>The provision of prevention and diversion activity which addresses the issue without children becoming criminalised.</p> <p>A sustained Youth Crime Prevention Offers which engages with children and prevents an escalation in behaviour. Active involvement of Restorative Justice</p>	<p>This requires a community response which is responsive to ASB.</p> <p>Key partners included Education, Police, Community Safety Partnerships, and the Voluntary sector.</p> <p>Continued support from the board to finance Youth Crime Prevention.</p>	<p>Pilar 3 priorities 1-4</p> <p>Child First tenets 1-4</p>
7	Review of National Standards	<p>Provide assurance that IOW YJS is fully compliant with National Standards.</p> <p>This means better outcomes for children.</p>	Complete strategic and operational self-assessments across the 5 standards which identify have a good rating. good or above.	<p>Staffing capacity to undertake the audit.</p> <p>Board approval to increase in</p>	Pilar 2 priority 1

			Identify any areas for improvement and create and action plan.	quality manager time. Board oversight over the process.	
8	Developing Y2A process to overcome the lack of Probation secondee.	<p>Children who transition across to the probation service experience a seamless process. With no escalation of risk.</p> <p>Children who remain with the YJS beyond their 18 birthdays do not experience an escalation in risk.</p> <p>The behaviour of young adults who transfer does not escalate. Thereby undermining the progress achieved from taking a child first approach.</p>	<p>All transfers are planned.</p> <p>All children remaining with the YJS until the expiry of their order are notified to probation.</p> <p>All children who have a delayed transfer have a plan which involves both partners.</p>	<p>Support for this plan from the Probation representative.</p> <p>Continued involvement of the Children's service care leavers team.</p>	<p>Pilar 3</p> <p>Child First tenents 1&amp;4</p>

## 16. CHALLENGES AND ISSUES

16.1. The following is an extract from our Risk Log, this is presented at each management board and added to as the years progress.

	Risk Issue or description	Required actions
1	<b>Continued funding of YCP</b> - the OPCC has indicated funding until 2025 provides almost one FTE staff member. Turnaround provides one FTE. The remaining staff (1 FTE) are funded by the YJS's yearly underspend.	<p>Board to continue to fund additional posts in the short term.</p> <p>Keep the OPCC informed via performance reports and the Board.</p> <p>Request consideration for an increase in funding to cover the pay award from 25 onwards</p>
2	<b>Implementation of new key performance indicators</b> -	Notification received that our case management provider has not made the necessary changes to enable data capture.

		<p>Liaising with CS department including education in getting access data.</p> <p>Develop a workaround for those areas which require an upgrade in the case management system.</p> <p>ensure the management board is formed.</p> <p>Escalate any concerns related to the case management provider.</p>
3	<p><b>Turnover of staff</b> – recent staff changes mean a reduced capacity at a time when workload has increased. Could result in existing staff having higher workloads</p>	<p>Respond quickly to vacancy as they arise. Close cases when work is completed.</p> <p>Continue to work with our accountant to identify where money can be transferred to other areas</p> <p>Creative use of existing resources.</p> <p>Requesting board approval to use our reserve for temporary funding.</p>
4.	<p><b>Online influence grooming and radicalisation Bringing major city risks to the Island</b></p>	<p>Engaging in prevent and channel.</p> <p>Management involvement in the Community safety Partnerships.</p> <p>Partnership response with education and Childrens services.</p>
5	<p><b>Ensuring that all staff are following policy and processes in the intended way</b></p>	<p>Development of a new staff induction pack.</p> <p>All teams to support buddying. Of new staff</p> <p>Ensure policies are up to date. Ensure policies and processes are launched, implemented, and reinforced across all teams equally, utilising various communications methods.</p> <p>Individual bespoke training on specific areas including Risk of Harm,</p>
6	<p><b>Hampshire and the IOW ICS are in financial recovery which could limit its ability of the ICB to make financial commitments.</b></p>	<p>Any future requests need to include all relevant NHS commissioners potentially impacted by this future request to ensure that any requests meet NHS thresholds for such investment.</p> <p>Identify any other potential grant sources for additional funding requirements.</p>
7.	<p><b>Proposed merger of several community NHS trusts and services into a single provider covering HIOW. Potential for short term impact during the change period.</b></p>	<p>Current progress is being informed by our CAMHs service.</p>

8	<p><b>Financial risks to the service if the YJB grant is reduced</b></p>	<p>In the event of a reduction of the grant this could prompt a service review as increase pay awards has already meant reduced margins.</p> <p>HMIP have already challenged our caseloads as being too high accordingly any reduction in the grant will compromise actions to rectify this,</p>
9	<p><b>Youth Custody Grant was zero in 2022/23 whist the amount spent was £238,414.</b></p> <p>The grant award was based on the number of bed nights over the last three years. Therefore, if there are no remands (as in previous years) the grant allocation will be reduced.</p>	<p>Notification not yet received for this year. The expectation is that due to the number of bed nights paid for this year the grant will be increased.</p> <p>Ensure that consideration for a intensive bail package is given to children at risk of remand.</p> <p>Work with the Local Authority to consider a remand to the local authority is considered in relevant cases.</p>
10	<p><b>Lack of seconded Probation Officer</b></p> <p>Due to the inability to recruit, the team has been provided with the equivalent value in money. However, this does not address the challenges in managing children who are transitioning or remaining in the team until there current outcome expires.</p>	<p>Develop a response to managing this transition age.</p> <p>Explore the possibility of a SPOC in Probation to decide on the transfer strategy for each child and take on actions required in children remaining in the YJS.</p> <p>Explore the possibility of 2 year funding agreements to enable stability in recruitment.</p>

## 17. SIGN OF SUBMISSIONS AND APPROVAL.

This report is due to be presented at the full council meeting in September 2023 in the interim

Chair of YJS Board - Name	Steph How
Signature	
Date	06.07.2023

# Appendix 1

## Service Structure Chart



HYOT HQ - IOW YOT  
Staff Team Structure 2

## **Appendix 2**

### **BUDGET COSTS AND CONTRIBUTIONS 23/24**

Please note the YJB grants is at last year's grant level as notification is yet to be received.



		<b>Current Budget Contribution</b>	<b>In Kind Contribution from Partners</b>	<b>TOTAL CONTRIBUTION</b>
		<b>£</b>	<b>£</b>	<b>£</b>
<b>Funding Streams</b>				
Partner Contributions				
- Isle of Wight Council	<b>51.6%</b>	319,935	100,315	434,226
- Youth Justice Board Grant	<b>20.7 %</b>	168,275	0	168,275
YJB Grant - Turnaround Grant	<b>5.1%</b>	42,429	0	42,429
- Police	<b>9.8%</b>	0	80,850	80,850
- Probation	<b>3.5 %</b>	5,000	23,762	28,762
- Health	<b>5.2.%</b>	0	42,753	42,753
- PCC Grant	<b>3.7%</b>	30,600	0	30,600
- PCC Grant C19 Victims of Crime	<b>0.0%</b>	0	0	0
<b>Total budget available</b>		<b>586,239</b>	<b>241,656</b>	<b>877,895</b>