

Youth Justice Plan

| | |
|-------------------------------|------------------------------------|
| Service | Isle of Wight Youth Offending Team |
| Service Manager / Lead | Nikki Shave |
| Chair of YJS Board | Stuart Ashley |

Contents

| | |
|---|-------------------------------------|
| 1. Introduction, Vision, and Strategy..... | 2 |
| 2. Local Context | 3 |
| 3. Child First | 4 |
| 4. Voice of the Child | 6 |
| 5. Governance, Leadership, and Partnership Arrangements | 7 |
| 6. Resources and Services..... | 9 |
| 7. Progress on Previous Plan | 10 |
| 8. Performance and Priorities | 12 |
| 9. National Standards..... | 18 |
| 10. Challenges, Risks, and Issues | 19 |
| 11. Service Improvement Plan | 19 |
| 12. Looking Forward..... | 23 |
| 13. Sign off, Submission and Approval..... | 24 |
| Appendix 1 - Outline of full board membership | 25 |
| Appendix 2 – Service Structure Chart | 26 |
| Appendix 3 – Case Studies | Error! Bookmark not defined. |

1. Introduction, Vision, and Strategy

Foreword by Stuart Ashley, Deputy Director of Hampshire Children's services – chair of the Isle of Wight YOT Management Board.

- 1.1. The Isle of Wight Youth Offending Team and its partners vision is for the children they work with to lead crime free, safe, and happy lives and be able to achieve their full potential. We can only achieve this through working in partnership, accordingly our vision and strategy align with those of our partners including Hampshire Constabulary's Child Centred Policing Strategy, Isle of Wight Children and Young People's Mental Health and Emotional Wellbeing Local Transformation Plan, and the Youth Justice Board Strategic Plan 2021-24.
- 1.2. This plan has been developed in consultation with the members of its management board. This was achieved through individual meetings and written feedback.
- 1.3. Underpinning this plan, is a recognition that entering the criminal justice system, can have a profound impact on children's lives. Therefore, this plan seeks to prevent children from entering the system and diverting children away from it as much as we can. Where this is not possible, we seek to limit the impact of the criminal justice system and use it as an opportunity to engage with children and drive change with to help them reach their full potential.
- 1.4. Our work embraces the four tenants of a child first vision and understands that managing the risk to others does not conflict with this approach. We recognise that managing risk and safeguarding are key underpinnings of a youth justice service
- 1.5. As chair of Isle of Wight Youth Offending Team's Management Board, I endorse this plan as both celebrating the progress we have made, whilst most importantly, describing a clear vision of our priorities for the coming year and beyond. Excitingly, this includes work to review and transform youth offending services across Hampshire and the Isle of Wight and drive even closer integration of services to continuously improve the lives of our children and young people.

Executive Summary

- 1.6. This plan directly follows the Youth Justice Plans: Youth Justice Guidance March 2022 and has used the provided template. It sets the scene by providing an account of the local context in which Isle of Wight Youth Offending Team (IOW YOT) sits and its team structure. It then provides evidence of how the YOT currently support the four tenants of the child first vision. In doing so, it showcases the strength of the team.
- 1.7. Section four looks at how IOW YOT captures the voice of the child through the assessment process but recognises that there is more to be done. This is a theme which translates into our priorities and plans for the next year.
- 1.8. The account of the governance, leadership and partnership arrangements in section five identifies the activity of the board and includes the plans to develop its work further. This is expanded on in the service development section later in

the report. This section also looks at the partnership arrangements at both strategic and operational level.

- 1.9. The plan briefly details the budget details for 2022/23 which directly links to some of the risk identified in section 10. It acknowledges that currently that the Youth Justice Board Grant notification is yet to be received.
- 1.10. Section seven reviews the progress in relation to last year's plan. This consolidates some of the evidence provided in section three which includes an account of its development as a trauma informed service. Underpinning the progress on last year's plan is its relationship with the other Hampshire Youth Justice Services, especially when dealing with partners in common. This has been key to the implementation of the promising new youth diversion programme. This section identifies ongoing work in relation to service delivery.
- 1.11. In providing the detail around the IOW YOT current performance and priorities it identifies the need to address issues of disproportionality, this is further developed in its service improvement plan. This section provides information about the range of services that it provides including Education Training and Employment, Restorative Justice, Youth Crime Prevention and Parenting. It also identifies the existing partnerships available to tackle serious youth violence and diversion. This section informs the service development plan in section 11. This includes outstanding actions in relation to the implementation of national standards and developing practice. This section also provides an account of IOW YOT's training plans and activity in relation to the management board.
- 1.12. Our vision and strategy is for the provision of a service which reduces offending, reoffending, manages risk and safeguards children. However, the desire to have a more trauma informed child centric service which is more efficient and effective, has driven the service to consider its position within the Children's and Families department. This includes a name change to align with a more modern Youth Justice Service. This work will commence in the summer and autumn of 2022.
- 1.13. The plan concludes with a summary of the activity required to achieve this vision. This includes a review of where the IOW YOT sits within Children's Services, its relationship with the Hampshire YOT and a revised board which will result in a more modern youth justice service that can improve outcomes for children. This work will commence in the summer and autumn of 2022.

2. Local Context

- 2.1. The Isle of Wight Youth Offending Team (IOW YOT) is responsible for all children who have committed an offence or are at risk of doing so on the Isle of Wight. The team sits within the Children and Families directorate of the local authorities Children's Services Department.
- 2.2. Data from the Office for National Statistics (2020 estimate) states that there are 11,550 children aged between 10 and 17 living in the local authority. Other specific data relating to children shows that the proportion of children known not to be in education, employment, or training (NEET) in 2020 was much lower on the Isle of Wight than England overall (1.7% compared with 2.8%). The rate of looked after

children was higher on the Island compared with England (109 per 10,000 children compared with 67).

- 2.3. The Isle of Wight is generally a safe place to live with relatively low levels of crime. The overall crime rate in 2020/21 per 100 of the population was lower than for England (6.4 per 100 compared to 8.1) and is in the middle of the areas rated as nearest neighbours to the Isle of Wight.
- 2.4. Government data from 2019 indicate that, overall, the Isle Wight had a medium level of deprivation. It was ranked 80 of 317 local authorities across England where rank one had the highest level of deprivation. Since 2010 the Island has showed decreasing levels of deprivation compared to other areas in England. Compared to the nearest neighbours the Island had higher levels of deprivation, however, there were large variations within the Island, with three wards in the 10% most deprived areas.
- 2.5. There is a strategic partnership between Hampshire and Isle of Wight local authorities in the management the Island's Children's Services (Social Care and Education). The line management of both structures is provided by Hampshire. Therefore, both Hampshire and IOW YOTs have the same reporting structure.
- 2.6. Within Pan-Hampshire (also referred to as the Office of Police Crime Commissioner (OPCC) area or South-central division) there is the two unitary authorities of Southampton and Portsmouth and the county of Hampshire. These four authorities align to a single Police force and Police Crime Commissioner.

3. Child First

- 3.1. The IOW YOT and its partners, both at a strategic and operational level seeks to provide a service to children underpinned by the four tenants of a child first Youth Justice Service.
- 3.2. The following is a summary of how the IOW YOT and its partners deliver in accordance with the principle of child first.
- 3.3. All children allocated receive an assessment which is gatekept by a manager. The IOW YOT uses both AssetPlus and a short format assessment (SFA). The purpose of the assessment is to identify **their needs, capacity, rights, and potential of all children (Tenant one)**. An AssetPlus is used for all children who are considered to be "high risk" in any of the three domains and all court orders. The SFA are used for "low/ medium risk" in any of the three domains which are primarily out of court disposals and children assessed under the YCP service.
- 3.4. There is significant audit activity to drive up the standard of the assessments and direct feedback is given to the practitioner at that time. Further, the SFA is continually reviewed to develop and provide the best way of capturing the child's voice and ensuring it reflects a child first approach.
- 3.5. The active participation of children and their carers in the assessment is encouraged, as are those partners who touch their lives. This enables an

assessment which supports the team **to identify children's individual strengths and capacities (tenant two)**. This enables the development of a co-produced **collaborative** plan with the objective of developing their **prosocial identify for sustainable desistence, leading to safer communities and fewer victims (tenant two)**.

- 3.6. **To promote a childhood removed from the justice system (tenant four)** IOW YOT recognises that many of our children are victims of exploitation. 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.
- 3.7. IOW YOT has responsibility for the Youth Crime Prevention within the Local Authority employing 2.5 staff. They offer **pre-emptive prevention (tenant four)** to children referred by other agencies. Further, in 2021 the Isle of Wight, its other south central youth justice colleagues and Hampshire Police introduced a Youth Diversion scheme accessed through the Joint Decision-Making Panel (JDMP).
- 3.8. 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 children with health needs receiving a criminal outcome. Therefore, the Head of Service is involved in a Complex Needs Panel engaging with health and residential services.
- 3.9. Taking a trauma informed approach aligns with taking a child first approach. This increased the understanding of the impact that trauma has on children's lives and their behaviour. At a strategic level, this work is led by the office of Police Commissioner and includes the introduction of a Concordat which has been signed by partners across the four Hampshire local authorities. Including: The Chief Constable of Hampshire Constabulary, the Directors of Public Health, Chief Fire Officer, Chief Executive of the CCG's, the Regional Probation Director, Prison Governors Health Providers, Directors of Adult Services and Directors of Children's Services. Within this the IOW YOT is fully committed to its vision which is as follows:

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.

- 3.10. At an operational level, all staff have completed the Rockpool Recovery Toolkit training which equips them to deliver both group and individual work with children who have experienced trauma. There are plans to deliver a group in 2022/23. However, there is specific challenges in delivering programmes on the Isle of Wight related to encouraging children to engage in the process.
- 3.11. The trauma recovery model is referred to in decisions made at JDMP and informs all assessments. Further, the IOW can access Hampshire's Harmful Sexual Behaviour and High Risk of Harm forums which is informed by a trauma recovery approach.

- 3.12. The IOW YOT also recognises that the relationship between the child and worker underpins a child first approach (**Tenant two**). It understands that the consistency of this work is paramount, and change can be experienced as loss.
- 3.13. Transition points can have an impact on the work undertaken with children and a Transition Policy was implemented in 2022 to support this.
- 3.14. The IOW YOT 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 (tenants two and three)**.
- 3.15. IOW YOT has a range of activities available to children, these are designed to build self-esteem and confidence. They include:
- 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). Last year a group of children attended a week-long programme called the Sea Change, teaching them a range of skills associated with sailing
 - Music workshops are attended through the local charity ASPIRE, and Hampshire based Music Fusion
 - 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
 - Other activities are also available such as skateboarding, horse riding and baking.

4. Voice of the Child

- 4.1. The voice of the child is mainly heard through the assessment, planning and intervention cycle of delivery. This is underpinned by a child first approach which includes collaboration and co-production of the work completed with the child.
- 4.2. IOW YOT is also in the process of relaunching its expectations around case recording to enhance the child's voice in its records.
- 4.3. IOW YOT recognises that it needs to do more to develop the participation of children in the work completed. There is a Hampshire and Isle of Wight staff Participation and Diversity group which the Isle of Wight link in with. Further, the Island has its own team champion. This area of work is in the process of being reviewed and the intention next year is to relaunch the group separating the participation elements and developing this offer. Our goal is to have a panel of children who have ended their interventions we can develop as volunteer consultants.

- 4.4. There is an end of intervention feedback sheet which is completed regularly with all children. However, there is a need to develop how the data obtained is used. In addition, specific feedback is gained to support the performance management of the OPCC grant and specific programme delivery. Capturing the child's voice in the development of services will be a priority for next year and key to the success will be the strategic oversight of the board

5. Governance, Leadership, and Partnership Arrangements

- 5.1. The IOW YOT is accountable to the Isle of Wight YOT management board, consisting of representatives of the four statutory partners: the Local Authority, Health, Police and Probation. The board is chaired by the Deputy Director of Children's Services. Representatives from the local authority includes the Head of County Services, the Service Manager for Children in Care and representation from Island Futures (16 plus education service). Health has representatives from both Public Health (local authority) and the Clinical Commissioning Group. The Probation Delivery Unit Head also attends. The Police representative is the Superintendent for the Isle of Wight and the line management of the seconded police officers. Our Southwest and South Central YJB Head of Innovation & Engagement (Southwest & South Central) also attends.
- 5.2. 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 YOT staff, the Head of Service is in attendance, supported by the Operational Team Manager. The board meets on a quarterly basis. Appendix one details the job roles and attendance for the year.
- 5.3. The December 2021, the Youth Justice Board released new guidance on the function of the board. This has triggered a review of the board measures against this guidance including consideration of a joint Hampshire and the Isle of Wight (IOW) management board. To facilitate this, work at an away day is planned for September 2022. This review will also include the need to widen the range of board members, reviewing the agenda and how performance is reported.
- 5.4. The Head of Service is responsible to Kieran Lyons, Head of County Services. This line management structure provides close links to other county services in Hampshire and the Isle of Wight.
- 5.5. The Head of Service also works closely with the service leads for Portsmouth YOT and Southampton Youth Justice. This is necessary when all four YOTs share 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 development of a Pan-Hampshire Youth Diversion scheme and commissioning the provision of The Appropriate Adult Services (TAAS). Further, the four YOT managers divide the Pan-Hampshire meetings between them with the Head of Service for Hampshire attending the MAPPA strategic Management Board, the Violence Reduction Management Board Unit, and the Modern-Day Slavery partnerships. Colleagues in other areas cover the Local Criminal Justice Board and regional court meetings.

- 5.6. 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. In addition, they attend the Children's Trust Board.
- 5.7. 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 an inspector who oversees the work across 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.
 - The National Probation Service provides a 0.5 probation officer.
- 5.8. There is a Service Level Agreement between the IOW YOT and the CAMHS service manager. The IOW team are also able to access Hampshire's Harmful Sexual Behaviour and Risk of Serious Harm forums which is attended by FCAMHS.
- 5.9. Partnership meetings with the police take place monthly and include youth justice services from all four local authorities.
- 5.10. 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.
- 5.11. The team structure of IOW YOT is provided in appendix two. However, in summary the Team provides case management supervision, restorative justice, parenting, ETE and youth crime prevention. There is also a strong volunteer workforce.
- 5.12. At operational level, the Team Manager attends a range of partnership meetings. These include the community safety partnership, Violence reduction Unit, Early help Board, Domestic Abuse Forum, supporting Families, Court user group and the safeguarding operations missing exploited and trafficked group (OPMET). Hampshire's Performance and quality manager also attends the IOW safeguarding partnership performance quality assurance group.

6. Resources and Services

6.1. 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. In addition, the funding received by the OPPC and local Authority remains the same.

Income 2022/23

| Agency | Amount | Provides |
|-----------------------------------|-----------------|---|
| Youth Justice Board | £139,534 | |
| Local Authority Children Services | £318,382 | |
| Office Police Crime Commissioner | £30,600 | Youth Crime Prevention |
| Probation | £5,000 | To provide support to the Probation Officer |
| Total | £493,516 | |

Payment in Kind 2022/23 – this is both in staff from the partners and includes the services provided by the Isle of Wight Council to support the YOT.

| Agency/Funding | Salary value |
|--|--|
| Police | £80,850 |
| CAMHs | £42,753 |
| Probation | £23,762 |
| IOW Council - HR legal, ICT, accommodation | £94,291 (include recharge arrangement for 10% of the salary cot for the head of Service, Performance, and Quality Manager. |

The return to the YJB for 2021-22 reported that the YJB grant was spent in the following way:

| Areas of expenditure | Salary value |
|----------------------|-----------------|
| Salaries | £146,259 |
| Activity Costs | £954 |
| Accommodation | 0 |
| Overheads | £5,975 |
| Equipment | 0 |
| Total | £153,188 |

6.2. IOW YOT uses its grant and partner contributions directly to improve outcomes of children during 2022/23 including:

- A reduction in reoffending by through referral to relevant agencies including Health
- 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
- A successful transition from youth to adult estate through the management of 17year olds by our seconded probation colleagues

- The provision of Youth Crime Prevention service reaching up to 60 children a year
- Reducing the reoffending rates to the children subject to a community resolution to 10%

7. Progress on Previous Plan

- 7.1. In the section below the priorities for last year are taken directly from last year's plan and a review provided.

Implement the improvements identified following the National Standards self-assessment

- 7.2. These improvements including developing the participation of children, parents, and harmed persons, implementing the current review of court practice, and developing a transitions policy (including Y2A).
- 7.3. All policies written by Hampshire YOT covers the IOW. This includes the Transition and Resettlement Policies.
- 7.4. The IOW has very few children going into custody, accordingly when children do receive a sentence, staff can be doing this for the first time. In December 2021, a child was released from custody and was subject to the scrutiny of HMI probation. This release was planned and delivered in line with the new Resettlement Policy.
- 7.5. The IOW does accept feedback on a regular basis from children, parents, and harmed persons, however the team does need to improve how this is regularly reviewed. The exception was the feedback received in relation to the "Who is in charge" group work Programme which addresses Adolescent to Parent Guidance (APV) and Youth Crime Prevention which supports the OPCC grant application process.

Ensure IOW YOT accurately assess the needs of children

- 7.6. This includes the assessment of any experiences of trauma (including poor attachment in early years), disproportional treatment by the Youth Justice system, views of victims and the impact of any diverse need such as children with speech, language, and communication differences.
- 7.7. The IOW assessments were already at a high standard, this was validated by the HMI Probation's Covid 19 inspections in the summer of 2020. However, there were some areas which could be improved. This has been picked up by the Assistant Team Manager (ATM) who undertook the AssetPlus train the trainer event in the Autumn of 2021. The IOW team has utilised this new learning through the countersigning process. Further, the ATM has joined Hampshire managers in auditing the short format assessments across both teams.

Ensuring that IOW YOT has the correct interventions to meet the needs of children, parents/carers, and harmed people

- 7.8. The above includes those children who have practised harmful sexual behaviour, those who are involved in Adolescent to Parent Violence (APV), children who have experienced trauma from ACES and those who are involved in exploitation. This involves partnerships, training, use of volunteers and a trauma-informed way of working.
- 7.9. In the last year, the number of our staff trained in AIM 3 increased and have delivered specific intervention training. One barrier remains, that our colleagues in children's social care do not have sufficiently trained people, and often the IOW YOT can be asked to assess children when it is not appropriate. Further, the IOW has developed plans to deliver groups for children experiencing trauma using the Rockpool Toolkit and has been planning further Who's in Charge groups for Parents.

A Further reduction in the numbers of First Time Entrants (FTE)

- 7.10. Through partnership working with Hampshire Police, the OPCC and the four Pan-Hampshire YOTs, a diversion scheme to avoid the unnecessary criminalisation of children was developed.
- 7.11. In November 2021, the IOW YOT introduced a Youth Diversion Programme whereby the police use Outcome 22, providing the child works with the YOT for a period of 16 weeks. This means children receive the same intervention as they would on a statutory outcome (Youth Caution and above) without criminalizing the child.
- 7.12. Prior to this the IOW team had already made some improvements to the FTE rate. Whilst the data is yet to be worked through predictions are that this will be further reduced by 50% of its current level.

Continue to develop a collaborative relationship between IOW and HYOT with specific reference on the management of the board and delivery of operations

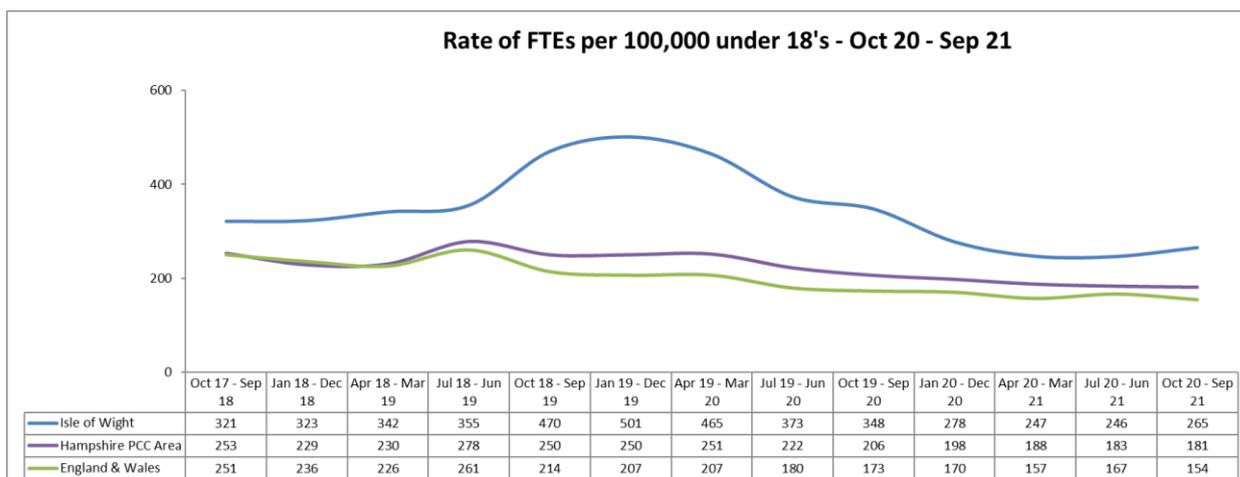
- 7.13. At an operational level, the links between the IOW and Hampshire have developed further. The Team Manager and ATM are part of a holistic management team, who share tasks across teams. Further policies are written for both services. The staffing model is also comparable across teams with the IOW being a similar size to one of the north Hampshire teams. Previously work has been completed on merging the two teams, however barriers include different HR, pay structures and finance arrangements.
- 7.14. At strategic level there has been some early discussion about a merged board as many attendees are common to both. There is some concern around the loss of focus on the needs of Island children. If this can be managed, then a consensus could be reached. This will be discussed further over the coming months and therefore remains a priority for next year.

8 Performance and Priorities

8.1. The first part of this section will look at current performance (Q3 2022/23) against the three national indicators, followed by the range of local indicators used. It concludes by reviewing the full range of the work we do and in doing so identifies the priorities for the coming year. This is summarised in the final section of the plan

i. Numbers of First Time Entrants:

8.2. The data used is from Q3 2020/21 which is the available data at the time of writing.

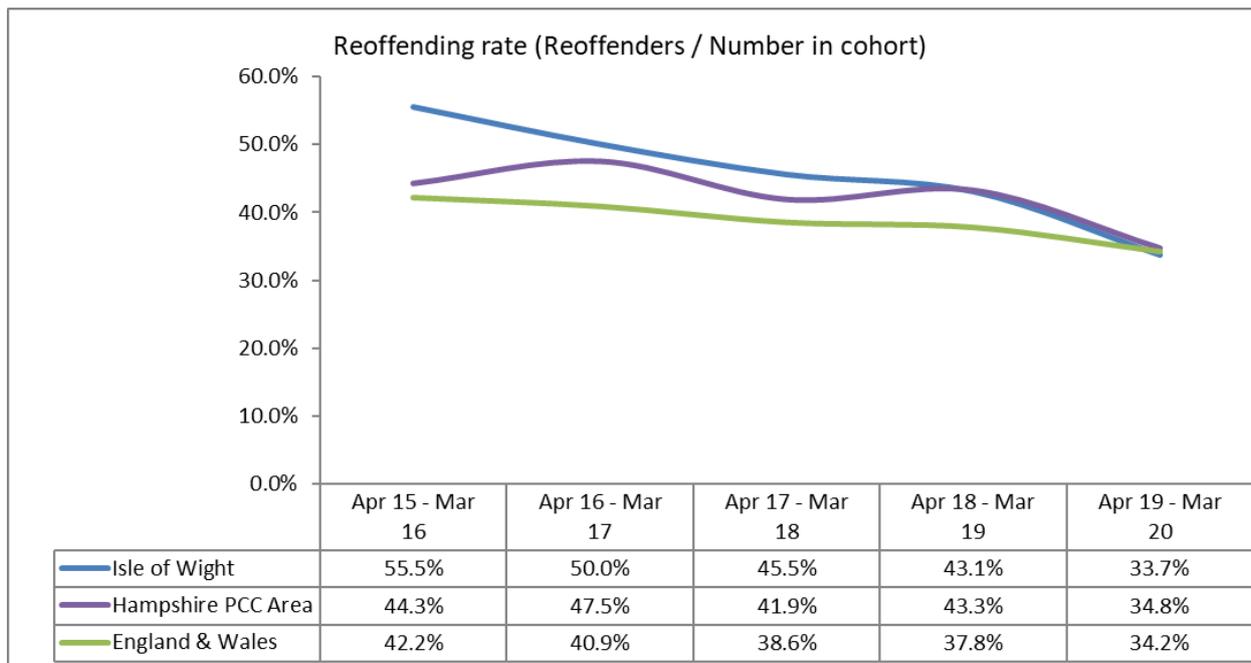


8.3. The above table shows the IOW's performance in relation to the other Hampshire PCC areas and the England and Wales average. This shows an improving picture but the need to improve significantly. The current figure of 265 per 100,000 equates to 31 children in the last 12 months. The peak of 501 in 2019 was due to three groups of three children committing offences together and being treated similarly for the offence rather than individually. It shows how small numbers make a big difference.

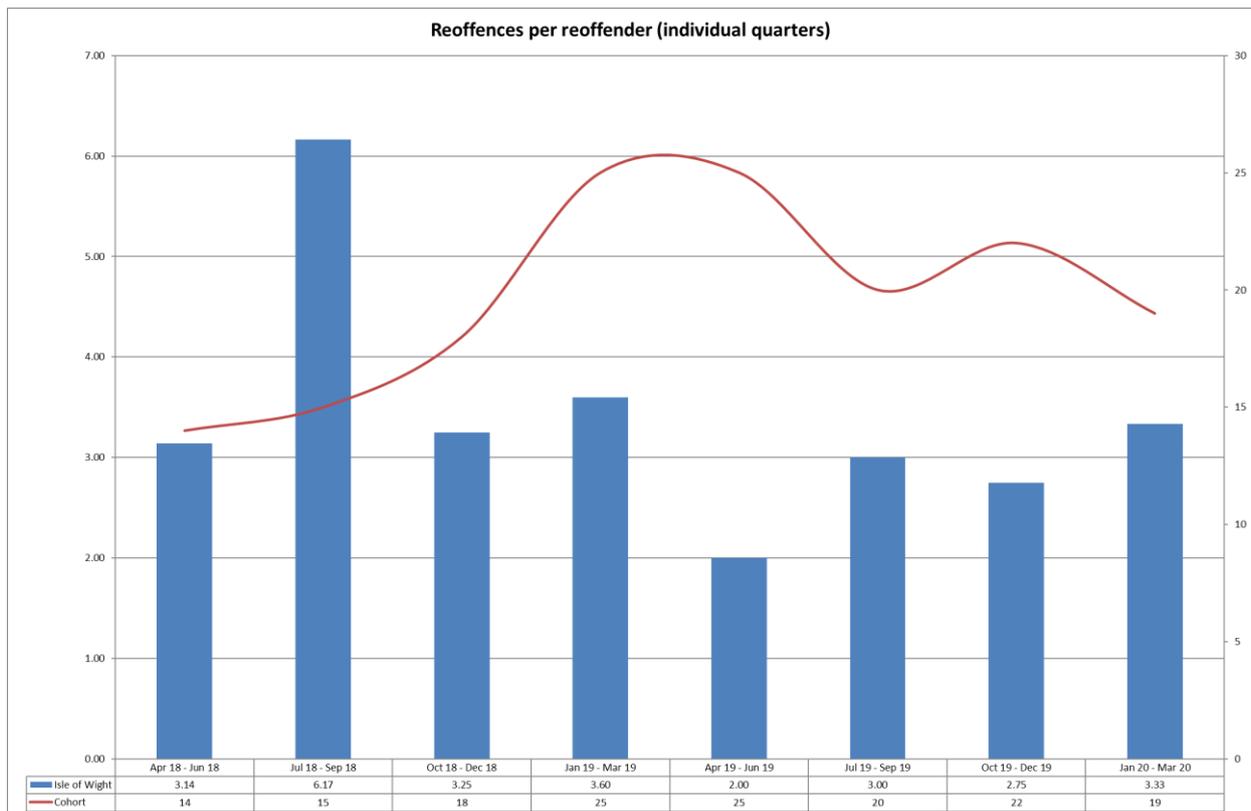
8.4. Analysis shows also that the high figure is driven by the number of Youth Cautions and Youth Conditional Cautions issued. Accordingly, these numbers will be influenced by decisions made in the Joint Decision-Making Panel. The recent introduction of the youth diversion Programme (YDP) where children receive interventions without becoming an FTE is likely to see a marked reduction in the coming performance cycle.

ii. The numbers of children reoffending:

The table below shows the decline over time to the current level of 33.7%, which is a significant reduction overtime:



- 8.5. The objective of reducing this rate is a key focus of the YOT, 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. The Team Manager and Assistant Team Manger have used this data to identify the profile of the small number of children who reoffend. Typically, these are older children who are 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. The YOTs response is to develop a holistic plan in relation to these children, but also to develop strategies to support children in education at a younger age.
- 8.6. A related measure is the number of offences committed by a child who reoffend (*table below*). The annualized quarter shows a figure of 3.33 which is consistent overtime. The exception is July to September 2018 when the cohort size was smaller but with each child committing more offences.



iii. Children sentenced to custody:

8.7. The IOW rarely sends children to custody. During the period 1 April 2021 to 31 March 2022 there was one child sentenced to a period in custody. This was the same figure in the previous 12 months. Prior to that the Island had a period of two and a half years without this sentence being imposed. The child sentenced in 2021/22 recently received a sentence for serious offences involving violence and was for period of 18 months.

8.8. Remands in custody are regularly monitored, and children are diverted where possible. Between 1 April 2021 and 31 April 2022 there were two children on remand. The first received the DTO sentence of 18 months and the second a YRO. We have considered if remand could have been avoided. This is a difficult judgement to make as the YRO was given because the offence was reduced from attempted murder and the length of time on remand. It would have required a multi-agency approach by all concerned. The action here is to consider each case on their merits and work with children's services to find an alternative placement to custody.

8.9. Data which indicates the representation of children from other minority ethnic groups is from the YJB toolkit. This is for both the Hampshire Police area and the Local Authority. The toolkit shows that 47 children were cautioned or sentenced and two were mixed heritage. Overall, as the numbers are low it is difficult to draw any firm conclusions. What we do know is:

- Since 2016 the number of white children cautioned or sentenced fell by 48% whereas the data for other children did not reach any conclusions

- The percentage of white children cautioned or sentenced increased from 97% to 98% over the last year
- White children had the greatest proportion of higher gravity scores.

8.10. In addition to the above, Hampshire Constabulary's arrest and stop and search data from the Police shows that black and mixed children are more likely to be arrested or stopped and searched than white children. As mentioned, the IOW is only a small part of the area. In addition to the above, IOW YOT is beginning to report on the ethnicity of children become first time entrants. This shows in the current period all 31 children who became FTE were white.

8.11. The IOW YOT also reports on the following local measures:

- There is a Local Reoffending tracker which measures the percentage of offenders from 3-month cohorts who go on to reoffend in the 12 months following their court outcome (or release from the custodial part of their sentence)
- Current performance, four children of the overall cohort of 18 reoffended which is a rate of 22.2%
- 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 24 children in this cohort, five of whom reoffended. The IOW YOT worked with 12 of these children four of whom reoffended with is a rate of 33.3%. This is compared with the rate of 8.3% from the children who we did not work with. This data also shows that most children subject to a CR do not reoffend and that the IOW YOT are selecting the right children to work with.
- We measure the suitability of children's accommodation at the end of their interventions. This was 93.8% during the last period. Analysis show those not in suitable accommodation are largely older children (17 and 18) who are unwisely asserting their independence over choice of living arrangements
- The Percentage of initial assessments completed within 20 days of allocation the current figure is 95.7% for statutory orders
- The Percentage of initial assessments completed within 20 days of allocation the current figure is 90.9% for Youth Crime Prevention.
- Number of initial referral order panel meetings which took place within 20 working days of sentence. Current performance is 100%
- The numbers of harmed people who are offered restorative justice = 100
- The numbers of harmed people who are offered RJ who go on to become involved = 45.5%

8.12. To support the identification of priorities for the IOW YOT, the following areas will be covered:

Priorities for 2022/23

Education

- 8.13. The IOW 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.
- 8.14. At board level there is representation from Hampshire (Island) Futures and the Headteacher at the local alternative provision is invited.
- 8.15. The Assistant Team Manager oversees the ETE provision and 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.
- 8.16. 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.
- 8.17. There are recognised areas for development in the coming year.

Prevention

- 8.18. As stated, the IOW YOT delivers Youth Crime Prevention. It is well-established and recognised by all partners. This group can work with children who are at risk of behaviours associated with offending and those children who subject to a Community Resolution and who are at risk of reoffending. 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.
- 8.19. IOW YOT has funding from the Office of Police Crime Commissioners to employ one member of staff. This is supported by an allocation from previous years underspend, which funds a further 1.5 members of staff. However, the funding is not sustainable.
- 8.20. Demand for the service was maintained though the pandemic. Approximately 30 children are currently being managed by the prevention service at any one time.

Diversion

- 8.21. As stated, a new diversion programme was introduced on 1st 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. If the child does not respond to this offer, they are re-referred to JDMP where an alternative decision can be made. The impact on FTE is yet to be seen.
- 8.22. IOW YOT is also contributing to the four YOTs scrutiny panel where decisions are reviewed. Independently managed by the office of Police Crime commissioner.

Serious Youth Violence and exploitation

8.23. 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 21 there was 3 offences of serious youth violence which equates to a rate per 100,000 of 2.6 these three offences were committed by one child. This is a reduction from 10 offences in the previous 12 months. There were no offences between March and December 21
- All these offences were violent

8.24. IOW YOT has worked in partnership to achieve this reduction. We work closely with the Community Safety partnership and the violence reduction to achieve this goal.

Constructive Resettlement, Use of Remands and Police Custody

8.25. The section above gives the last 12-month period on children who have been both remanded and sentenced to custody. We had one child who was released and resettled into a mainland placement. This child was subject to a Joint Thematic Inspection by HMI Probation, Ofsted, the CQC and HMI Prisons. The findings are yet to be published.

8.26. As Isle of Wight team has few children going into custody, accordingly when children receive a sentence, staff can be doing this for the first time. This does mean that staff need to refer to policy and guidance. This was provided by the new resettlement policy.

8.27. Regarding children in police custody, the IOW YOT administers the Appropriate Adult scheme, through this and notification from our seconded police, staff are aware of those children in custody. In addition, Hampshire Constabulary and Hampshire Children's Services have just completed a pilot where information about children in custody is shared immediately with the Multi Agency Safeguarding Hub (MASH). This enables the early identification of risks and where necessary the accommodation of children to avoid overnight remand. The Isle of Wight shares the MAH with Hampshire and has the same constabulary and it is therefore likely that the pilot will be implemented across IOW.

8.28. The IOW YOT is also engaged in a variety of meetings around children in custody, including the Hampshire Liaison and Diversion scheme and the Custody Concordat. Our colleagues in Hampshire Constabulary have a Children in Custody strategy and in a recent child protection inspection by HMICFRS there were no recommendations for improvement.

Restorative Justice and Victims

8.29. IOW YOT employs two half time Restorative Justice Workers who repair the harm caused by children behaviour. Harmed people are contacted in every case.

- 8.30. In the first nine months of 2021/22 the RJ team contacted 49 people who had been attached to a crime committed by a child. Of these, 10 agreed to be involved in a restorative process. We understand that numbers are low and are constantly reviewing how we engage with people.
- 8.31. The views of harmed persons are used in our Joint Decision-Making Panel to support the decision around outcomes.
- 8.32. 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.
- 8.33. In 2022/23, the plan is for Hampshire and the IOW to jointly apply to the Restorative Justice Council for the Restorative Justice Quality Mark.

Health

- 8.34. Whilst IOW YOT does not have a specialist Speech Language and Communication worker, some staff have been trained in the ELKAN. This course is designed to enable staff to work more effectively around Speech, Language and Communication (SLC) with children. Budget depending, the plan is to expand the number of case managers trained in 2022-23.
- 8.35. There is an *Isle of Wight Children and Young People's Mental Health and Emotional Wellbeing Local Transformation Plan (LTP) 2021/22*. The Priorities for IOW YOT are aligned to this plan. Accordingly, identifying and addressing the mental and physical health needs of children remain a priority for the team. This is in order to improve outcomes for children by diverting them away from the justice system, supporting them to not commit any offences, and keep them safe.
- 8.36. Further, in the coming year the plan is to undertake a local health needs assessment in relation to children under the IOW supervision.

9. National Standards

- 9.1. The standards for Youth Justice were self-assessed in early 2020, An action plan was taken forward in last year's Youth Justice Plan. This specifically related to policy and process gaps in relation to resettlement and transition. New Hampshire and the IOW policies were developed and implemented in 2021/22.
- 9.2. The IOW self-assessment was selected to be part of the modification and validation process. This process validated the self-assessment as correct.
- 9.3. This work also includes a review of the management board to be sighted on the requirements of National Standards. This is being progressed through the activity identified in section 11 below.
- 9.4. Audit activity is ongoing, however, in the autumn/winter a full case audit to check on progress will be completed.

10. Challenges, Risks, and Issues

- 10.1. **Managing the additional central government investment for prevention and diversion** - increased funding is always welcome. However, it needs to be spent in a planned, efficient, and effective way. This risk is mitigated by the support from the finance team and taking a project management approach
- 10.2. **Continued funding of YCP** - the OPCC has indicated funding for the next three years and this provides almost on FTE staff member. The remaining staff are funded by the YOTs yearly underspend. However, this is not sustainable. This risk will be mitigated by the response to 10.1 above.
- 10.3. **Implementation of new key performance indicators** - This will be a challenge as some data is not easily extracted. Early identification of the issue and close working with Children's Services IT department and other partners to enable access will support implementation.
- 10.4. **The difficulty to easily use the connectivity function which enable the secure transfer of information between the Isle of Wight and the YJB for quarterly return data submission** - This has occurred due to the platform being shared with colleagues from other parts of Children's Services. This means when we try to submit data it is too large and does not upload in the time frame allowed. Solutions are currently being sought.
- 10.5. **Impact of the cost-of-living crisis children, and families** - Impact of the cost-of-living crisis on our families and the ongoing wider impact of the war in Ukraine. This could result in an increase in certain types of acquisition offending (parent or child). Further, not being able to afford activities or other required interventions which have the potential to increase risk of offending. This can be mitigated by ensuring families have the right access to financial support. About our staff, rising cost of fuel could mean a reluctance not to visit children at home and increase the stress. This could be mitigated by a review of milage rates.
- 10.6. **Pending HMIP Inspection** - The IOW has been awaiting its inspection for some time now and have been in a state of readiness. The concern is that momentum could be lost. This will be mitigated by the revival of regular monthly management meetings and the Joint Hampshire and Isle of Wight quality board to identify and address gaps and take relevant learning from other areas.

11. Service Improvement Plan

- 11.1. Building on the previous sections the service improvement plan is as follows:

| Area identified | How this will be delivered | What does success look like | What support is required |
|--------------------------------------|---|--|--------------------------|
| Increased participation of children. | Through the oversight of the management Board | Completed feedback sheets on all children. | Oversight of the Board |

| | | | |
|--|--|--|---|
| | <p>who receives feedback and uses this to inform delivery.</p> <p>Through the participation staff group in the IOW YOT</p> <p>Routine completion of feedback sheets.</p> <p>Link with Hampshire YOTs improving participation action plan</p> | <p>Good feedback which can be analysed to inform services</p> <p>A panel of children who have progressed through the YOT that can be called on as consultants</p> <p>A social media platform which children use</p> | <p>Learning from other Youth Justice Services</p> <p>Released management capacity to ensure it is prioritised,</p> <p>Advice and assistance on developing social media</p> <p>Partnership input into developing ideas.</p> |
| Addressing disproportional ity. | <p>The availability of local data to inform practice</p> <p>Implementing the findings of the HMIPs thematic inspection</p> <p>Workshops for staff on developing assessments</p> <p>Commissioning bespoke training on cultural competence for all staff</p> <p>Partnership working with the police and other relevant agencies</p> <p>Identification of points where disproportionality can take place and challenge for example court</p> <p>Consideration of a “deep dive” involving a range of partners on a number of children to identify the origins of being treated differently</p> | <p>A suite of information both internally, from partners.</p> <p>Audit of assessments identified that the right questions are asked of staff.</p> <p>Increased engagement with local communities.</p> <p>Reduction in the over representation of black and other minority children subject to cautions and court orders.</p> | <p>Strategic oversight of the Board including the provision of data from partners.</p> <p>Access to data from YJB.</p> <p>Support to interpret the data</p> <p>Access to webinars and research to inform practice.</p> <p>Support form partners to engage in any deep dive activity</p> |
| Developing a response to children excluded from school | <p>Develop key relationships at strategic Level</p> <p>Ensure case manager have access to school exclusions.</p> | <p>An increase in the proportion of children on YOT/YCP in ETE (baseline to be established)</p> | <p>Working relationships with the Inclusion team.</p> <p>Developing relationships with schools in relation to individual children.</p> |

| | | | |
|--|--|---|--|
| | <p>Identify children at risk earlier and intervene to prevent exclusion</p> <p>Support children who have been excluded from school or NEET back into education/training</p> | | <p>The right partnership balance on the management Board</p> <p>Active board members committed to improving outcomes for children in this cohort</p> |
| Improving the assessment of risk of harm | <p>Resolve the current different interpretations around definitions and revise guidance to staff.</p> <p>Identify our position and decide on how it will be rolled out across the team for example commissioning external training.</p> <p>The train the trainer to countersign all assessments.</p> | Risk of harm assessment is correct in 100% of cases across the YOT | Possible investment in training |
| Developing understanding and resources to address Adolescent to Parent Violence (APV) | <p>Identification of children who been violent toward their parents.</p> <p>Identification of the issues which drive this behaviour</p> <p>Continue to deliver 'who's in charge' where resources permit</p> | Identified children managed under YOT/YCP have an intervention plan which is designed to support children and families to address this behaviour. | <p>Resource allocation in the training plan.</p> <p>Parenting provision aligned to APV</p> |
| To improve health outcomes for children through improved assessments and identifying interventions to meet their needs | <p>To complete a health needs analysis</p> <p>Ensure that all short format assessments used the Asset Plus tool.</p> <p>To develop contacts with school nurses</p> <p>To develop case managers, improve understanding of Traumatic Brain Injury,</p> <p>Ensure that all children who need a health intervention are able to access one</p> | <p>Health assessments take place in all Short Format Assessments</p> <p>Input into the 2022 service day.</p> | <p>Regular review meetings with YOT CAMHs lead</p> <p>Strategic oversight from the Board</p> |

Workforce Development

11.2. The IOW YOT will invest £5,000 into the training of its staff in 2022/23. This is for Youth Justice specific training.

- Together with the other Hampshire Youth Justice Services commission some specific cultural competence training to support the work in improving assessments
- Providing the Restorative Justice Team with specific training to develop skills
- To explore the affordability of ELKAN training with the team

11.3. In addition to the above the IOW YOT can access a range of training provided by Children's Services workforce development team. This is a mixture of online and taught learning.

11.4. Further, each member of staff can access the training delivered by the local safeguarding partnerships. This year all staff who have been working for the service for some time will be accessing safeguarding refresher training. In addition, other mandatory courses are being identified for staff to complete.

Board development

11.5. Following the release updated guidance on Youth Justice Governance and leadership the Head of Service completed a gap analysis which was taken to the January Management Board. Areas for consideration included:

- A revision of the Terms of Reference
- A review of those attending identifying other partners who could support the delivery of the YJ plan.
- A Revision of the Board agenda - more linked to the national picture including HMIP report and learning from top performing areas.
- A refresh of the submitted performance report including the separation of performance data and caseload data

11.6. Further, to explore the possibility of a merge between Hampshire and the IOW board to avoid duplication whilst ensuring local needs are met.

11.7. To support this work a board way day is planned for September.

Evidence-based practice and innovation

11.8. The work of IOW YOT is informed by the evidence base around trauma informed practice. This has been developed through our partnership with the Office of Police Crime Commissioner and growing knowledge through access to training and subject experts. In addition to our local activity the Violence Reduction Unit will be commissioning services which will have a direct benefit to the service. This includes the provision of a team of Trauma Informed Practitioners (TIPS) who sit

alongside police response teams when they respond to calls. The objective is to debrief after the event to reinforce learning and address any secondary trauma.

11.9. The Provision of trauma workers in A&E departments. Evidence suggests that this is a reachable moment for children and young adults when they have been a victim of violence. The objective is to maximise these moments.

11.10. IOW YOT delivers the Who's in Charge APV course and is planning to deliver the Rockpool recovery Toolkit in 2022/23.

11.11. Each child has a holistic assessment which identifies their individual strengths and needs. The plan is tailored to these needs. Individual packages are based on effective practice, including a strengths-based approach which builds relationships and motivates.

11.12. There is a range of planned interventions these are attached in appendix three.

11.13. The IOW YOT is in the early stages of understanding the evidence provided by the Youth Endowment fund toolkit and is especially interested in developing interventions around focused deterrence.

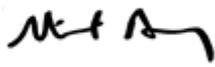
12. Looking Forward

12.1. In conclusion, the priorities for the coming year are:

- To develop understanding of disproportionality in IOW YOT and to implement the findings of HMIPs black Boys thematic.
- To improve the participation of children in the service delivery
- To continue to develop practice in relation to the assessment of risk of harm
- In partnership to continue to develop its response too serious youth violence. This includes a review of local Y2A arrangements to ensure children are transferred safely
- To increase our capacity to understand and deliver better service to adults and children experiencing, Adolescent to Parent Violence.
- To improve health outcomes for children through improved assessments and identifying interventions to meet their needs
- To Develop a strategic response to children excluded from school
- To be inspection ready

12.2. This work will be underpinned by a strategic review of the YOT which includes consideration of its name, where it sits in the Children's Social Care structure and a review of the management board. This includes a developed relationship between Hampshire and the Isle of Wight teams.

13. Sign off, Submission and Approval (Page 16 of the Guidance)

| | |
|---------------------------|---|
| Chair of YJS Board - Name | Stuart Ashley |
| Signature |  |
| Date | 27 June 2022 |

Appendix 1 - Outline of full board membership

(Page 10 of the Guidance) including attendance, job title of the board member and dates of board meetings should be included in Appendix 1

| Members: | | 2021 | | | 2022 | | | |
|--|--|--------|--------|--------|--------|--------|--------|--------|
| Role | Dept | 08-Apr | 22-Jul | 27-Oct | 25-Jan | 19-Apr | 12-Jul | 18-Oct |
| Deputy director CSD | CSD | ✓ | x | ✓ | ✓ | ✓ | | |
| Head of County Services | Hampshire CSD | ✓ | ✓ | x | ✓ | ✓ | | |
| Head of Service | Hampshire and IOW YOT | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| Superintendent | Hampshire IOW Police | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| SE Region | YJB | x | x | x | x | x | | |
| Team Manager | IOW YOT | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| Head of Service | Portsmouth and Isle of Wight Probation Delivery Unit | ✓ | ✓ | ✓ | x | ✓ | | |
| Finance Officer | Finance Department IWC | ✓ | ✓ | ✓ | ✓ | ✓ | | |
| OPCC | OPCC | ✓ | ✓ | ✓ | ✓ | x | | |
| Service Manager | IOW, Public Health | x | ✓ | x | x | x | | |
| Head of Strategy and Operations | IOW CSC | x | ✓ | ✓ | ✓ | ✓ | | |
| Chief Inspector / YOT Inspector | Hampshire Police | ✓ | ✓ | x | x | x | | |
| Programme Manager, Careers and Participation CSD | Island Futures | x | x | ✓ | x | x | | |
| Children and Young People's Mental Health Senior Commissioning Manager | CCG | x | ✓ | x | ✓ | ✓ | | |
| Legal Team Manager | HMCTS | x | x | ✓ | x | x | | |

Appendix 2 – Service Structure Chart

(Page 10 of Guidance) *should include details of the staff roles in the YJS and the reporting arrangements for the Head of Service. Information on the links to the data analyst should also be included. There should be a separate table in the appendix recording the ethnicity, sex and known disability of staff.*



HYOT HQ Structure
Chart - HandIOW YOT



HYOT HQ - IOW YOT
Staff Team Structure 2



IoW B5 B7 B8
2021-22 v1.xls

Common youth justice terms, please add any locally used terminology

| | |
|----------------------------------|---|
| ACE | Adverse childhood experience. Events in the child's life that can have negative, long-lasting impact on the child's health, and life choices |
| AIM 2 and 3 | Assessment, intervention and moving on, an assessment tool and framework for children who have instigated harmful sexual behaviour |
| ASB | Antisocial behaviour |
| AssetPlus | Assessment tool to be used for children who have been involved in offending behaviour |
| CAMHS | Child and adolescent mental health services |
| CCE | Child Criminal exploitation, where a child is forced, through threats of violence, or manipulated to take part in criminal activity |
| Children | We define a child as anyone who has not yet reached their 18th birthday. This is in line with the United Nations Convention on the Rights of the Child and civil legislation in England and Wales. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection. |
| Child First | A system wide approach to working with children in the youth justice system. There are four tenants to this approach, it should be: developmentally informed, strength based, promote participation, and encourage diversion |
| Child looked-after | Child looked-after, where a child is looked after by the local authority |
| CME | Child Missing Education |
| Constructive resettlement | The principle of encouraging and supporting a child's positive identity development from pro-offending to pro-social |
| Contextual safeguarding | An approach to safeguarding children which considers the wider community and peer influences on a child's safety |
| Community resolution | Community resolution, an informal disposal, administered by the police, for |

| | |
|----------------------------------|---|
| | low level offending where there has been an admission of guilt |
| EHCP | Education and health care plan, a plan outlining the education, health, and social care needs of a child with additional needs |
| ETE | Education, training, or employment |
| EHE | Electively home educated, children who are formally recorded as being educated at home and do not attend school |
| EOTAS | Education other than at school, children who receive their education away from a mainstream school setting |
| FTE | First Time Entrant. A child who receives a statutory criminal justice outcome for the first time (youth caution, youth conditional caution, or court disposal) |
| HMIP | Her Majesty Inspectorate of Probation. An independent arms-length body who inspect Youth Justice services and probation services |
| HSB | Harmful sexual behaviour, developmentally inappropriate sexual behaviour by children, which is harmful to another child or adult, or themselves |
| JAC | Junior Attendance Centre |
| MAPP | Multi agency public protection arrangements |
| MFH | Missing from Home |
| NRM | National Referral Mechanism. The national framework for identifying and referring potential victims of modern slavery in order to gain help to support and protect them |
| OOCD | Out-of-court disposal. All recorded disposals where a crime is recorded, an outcome delivered but the matter is not sent to court |
| Outcome 22/21 | An informal disposal, available where the child does not admit the offence, but they undertake intervention to build strengths to minimise the possibility of further offending |
| Over-represented children | Appearing in higher numbers than the local or national average |
| RHI | Return home Interviews. These are interviews completed after a child has been reported missing |
| SLCN | Speech, Language, and communication needs |

| | |
|--------------------|---|
| STC | Secure training centre |
| SCH | Secure children's home |
| Young adult | We define a young adult as someone who is 18 or over. For example, when a young adult is transferring to the adult probation service. |
| YJS | Youth justice service. This is now the preferred title for services working with children in the youth justice system. This reflects the move to a Child First approach |
| YOI | Young offender institution |