



Youth Justice Board
Bwrdd Cyfiawnder Ieuentid

Youth Justice Planning Tool 2008/09 - England

Wessex Youth Offending Service

Date Completed

July 2008

SECTION A – THE NATIONAL AND LOCAL CONTEXT OF YOUTH JUSTICE

A1 What are the strategic aims and priorities of the youth justice system in England and Wales?

The 2008-11 strategic aims are to:

- prevent offending
- reduce reoffending
- ensure the safe and effective use of custody
- increase victim and public confidence.

A2 What are the strategic aims and priorities of the local youth justice system (the story of place)?

Summary of 2007/8

2007/8 began with the YOT being inspected by a multi agency inspection team led by HM Probation and ended with us virtually completing our Inspection improvement plan. Whilst it should be acknowledged that the Management Board had some reservations, which were raised, in relation to the way in which the Inspection was conducted and the conclusions drawn, a very thorough improvement plan, addressing all areas for improvement, has been put in place and approved by HMIP. That said, it should be noted that the Wessex YOT Inspection achieved higher grades than the average for phase 4 at the time of the inspection. Our staff put considerable effort into ensuring that the YOT was ready for inspection and in ensuring that Inspectors had the fullest possible picture of their work.

The effort that we put into the inspection did have a negative impact on our performance. We ended 2007 as a level 3 performing YOT but our first quarter of 2007/8, falling immediately after the inspection, was extremely poor almost entirely as a result of insufficient staff capacity to catch up on recording and we fell to level 1. During the course of the year we were able to regain lost ground on the cumulative performance framework and ended the year where we had begun, as a level 3 performing YOT. Our management team is of the view that without the poor first quarter we are likely to have been performing at level 4.

The YOT's governance arrangements continue to consist of one cross Wessex YOT Management Board with four local steering groups, one for each local authority. There is also the Combined Standing Conference on Youth Justice which engages members and sentencers and a small health sub-group. During the year we have also added a housing representative to the Management Board and a Community Safety representative.

The YOT continues to be engaged with Children's Trust arrangements with the YOT Manager sitting on all of the Trusts. YOT Managers also chair or attend sub groups of the various trusts. The YOT has also contributed to the annual refresh of the Children and Young People's Plans (CYPPs) and Annual Performance Assessments (APAs).

Our Area Managers continue to ensure that we are engaged with all Crime and Disorder Reduction Partnerships (CDRPs) and the YOT Manager is a member of the new Hampshire strategic CDRP .

The YOT Manager is now the chair of the Local Criminal Justice Board having been vice chair for the past year.

Through these partnerships the YOT has been fully engaged in the negotiations around local area agreements (LAAs) in all four areas. Each of the four LAAs contains the National Indicator 111, to reduce the number of first time entrants to the youth justice system, as one of their 35 priorities. In Southampton we also have the reduction of re-offending rates as a priority whilst the Isle of Wight also have this as a local priority. Target setting for these national indicators will be in October.

More details on our 'story of place' are contained in the sections on First Time Entrants, Re-offending and Custodial Sentencing where there is a more detailed trend analysis.

Strategic Aims

Our strategic aims locally are a close fit with the national strategic aims.

- 1) We aim to reduce the number of First Time Entrants to the criminal justice system across all areas of Wessex. This will demonstrate the degree to which we, along with our partners, have been successful in preventing offending.
- 2) We aim to reduce re-offending rates. Although the precise measure is not yet clear, we will set challenging targets for ourselves in this national indicator.
- 3) We aim to reduce the use of custody across Wessex and improve our practice with young people when they are sent to custody.
- 4) We aim to increase victim and public confidence through greater use of restorative practices and an increased media profile.
- 5) Our aim is to become recognised as an excellent YOT.

Priorities that will help us achieve these aims

- a) We will continue to work closely with, and align ourselves to, Children's Services Departments and Children's Trusts. This means that we will ensure that we deliver our services in a way which is coterminous with developing Targeted Youth Support, Integrated Youth Support and other arrangements, and ensures seamless transitions between services for young people. We will continue to ensure that our funding is aligned with other preventative and targeted services to achieve the best outcomes for children and,

wherever possible, to prevent them coming into the youth justice system.

- b) We will work closely with the Police and the local Criminal Justice Board to increase the focus on the number of young people who are being drawn into the youth justice system under the Offences Brought to Justice (OBTJ) initiative.
- c) We will continue to ensure that our staff have the tools to do the job. By this we mean that they have good training and good materials (programmes etc.) to use in their work with young people and their families. We want to ensure that they have good supervision, regular appraisals and appropriate managerial oversight to deliver the best service for young people.
- d) We will continue to offer excellent value for money to our partners whilst not compromising on quality or performance. We believe that we have developed a performance framework that will help us achieve this, based on a balanced scorecard approach.
- e) We will increase victim and community involvement and will work with our voluntary sector partners to improve performance in this area.
- f) We will become better at listening to our service users and stakeholders and have developed strategies to enable us to do this.
- g) We will continue to be an innovative YOT, taking advantage of our size and structure to develop new ways of working.
- h) We will become a high performing YOT within the National Indicator set and within our internal performance framework.
- i) We will complete our Inspection Action Plan and finalise the required improvements to our service.

SECTION B - USE OF RESOURCES AND VALUE FOR MONEY

B1 Assess the extent to which the YOT's financial, staff, programme and ICT resources have been used to deliver quality youth justice services.

Finance

The YOT has continued to maintain a balanced budget (within 0.2% of total) and has been able to bring in significant additional resourcing from CDRPs (for early intervention programmes for 14-17 year olds at risk of offending and for YISPs), Area Based Grants (for YISPs, PAYP), the Arts Council, the Department of Health/Nacro/Football Foundation for our Getting Active Sports programme plus other pieces of funding for specific work.

In overall budget terms the YOT remains extremely economic and is the fifth most economic of 157 YOTs. The latest published data by the YJB shows that the average cost per court disposal for a youth offending team was £3742 per disposal. The cost per disposal in Wessex is £1949, almost half the cost. The average cost per disposal for 'most similar' YOTs to Wessex is £2904. In three years time, when the benefit of the YOT's additional funding (see below) is realised, the cost per disposal will still be £2152, significantly below the national and comparator averages, demonstrating the significant efficiencies that the Wessex model releases.

The Wessex YOT Management have, along with the YOT Manager, reviewed the funding of the YOT. The YOT Manager and the Board agreed that the resource base of the YOT was too low to enable us to deliver the quality of service that young people in this area need. This was further endorsed by our Inspection which noted that "*Concern about the workload of YOT staff was a strong and consistent theme throughout the inspection, including from partners, with the level of many caseloads being very high. Many staff were working unsustainable and unhealthy levels of over-time in order to try to maintain the quality of service delivery. The Management Board recognised that front-line staff faced significant workload pressures and had commissioned the YOT Manager to develop revised funding proposals with a view to securing a further three year funding agreement with partners.*" This led to an Inspection recommendation that the Board should increase its resourcing to the YOT. This action was already in hand and in March 2008 the YOT Management Board agreed a three year funding plan which will provide a further £500,000 funding for the YOT to deliver mainstream youth justice services. The full three year funding plan is set out below.

Partner Agency	2008/9 YR 1	2009/10 YR2	2010/11 YR3
Hampshire CSD	£2,079,012 + inflation + £100,000 recurring	YR1 total + inflation + £25,000 recurring	YR2 total + inflation
IOW CSD	£308,683 + inflation + £20,000 recurring (Ed worker)	YR1 total + inflation	YR2 total + inflation
Portsmouth CSD	£474,573 + inflation + £40,000 recurring	YR1 total + inflation + £40,000	YR2 total + inflation + £24,000
		YR1 total + inflation + £60,000	YR2 total + inflation + £60,000

Southampton CSD	£491,326 + inflation + £80,000 recurring	recurring	recurring
Police	£722,757 + inflation	YR1 total + inflation (subject to further negotiations)	YR2 total + inflation
Probation	£746,138 + 0.5% (national agreement)	Subject to further YJB/NOMS agreement	Subject to further YJB/NOMS agreement
Hants PCT (Cash)	£121,039 + inflation + £24,000 recurring	YR1 total + inflation	YR2 total + inflation
IOW PCT (Cash)	£26,786 + inflation	YR1 total + inflation	YR2 total + inflation
Portsmouth PCT (Cash)	£16,400 + inflation	YR1 total + inflation	YR2 total + inflation
Southampton PCT (Cash)	£18,503 + inflation + TBC	YR1 total + inflation	YR2 total + inflation
Hants PCT (In kind)	£79,125 + inflation	YR1 total + inflation	YR2 total + inflation
IOW PCT (In kind)	£19,782 + inflation	YR1 total + inflation	YR2 total + inflation
Portsmouth PCT (In kind)	£19,782 + inflation + £18,000 (AHP)	YR1 total + inflation (All PCT)	YR2 total + inflation
Southampton PCT (In kind)	£19,781 + inflation + £20,000	YR1 total + inflation	YR2 total + inflation

Even with this additional funding, Wessex YOT will remain extremely economic. Indeed, one of the premises of the Wessex model is that there should be operational efficiencies through cross boundary workings. However the additional funding will allow us to work more efficiently by ensuring that we can implement our case management model and ensure the best use of staff skills (see also inspection report) thus enabling us to become an even more effective agency.

Staff

Our staff continue to benefit from a good training programme which is flexible and delivers according to their expressed needs in appraisals and supervision. We have a relatively low ratio of qualified staff so our training programme is vital to us in terms of skilling up practitioners for the tasks in hand. Wessex YOT had its Investors in People Award renewed for a further 3 years in 2007 as further evidence of the YOT's approach to managing its staff.

We have also spent some time developing our case management model and this has now been implemented in most areas of work. All relevant staff have had, or will receive, training on carrying out structured assessments and delivering the case management modules. Other training planned for 2008/9 includes Bail Asset Training, Pre Sentence Report (PSR) Gatekeeping Training for Managers, Prevention

Training (Risk Management/ONSET), Risk Management Planning, SQUIFA training, Structured Supervision for managers and Diversity Training. In addition the YOT will continue its well established foundation training and ensure access to safeguarding training.

The YOT has been successful in putting many of our staff through the professional certificate in youth justice and will continue to fund applicants, where appropriate, in the new qualifications framework proposed by the YJB.

Our Inspection highlighted as a strength the fact that our staff reported receiving good and regular supervision and appraisals. In order to maintain our high standards in this area we will bring the completion of appraisals and timeliness of supervision within our performance framework from 2008. We will also be undertaking a staff survey in 2008 and a staff conference in December.

The way in which our staff work has been reconfigured in line with the case management model that we have implemented. This means that our 'specialist' staff (Health, Substance Misuse, Education, Connexions) work as specialists and do not case hold. Equally case holders have a more clearly defined role and have been given the training and tools (in the intervention modules) to carry out the role effectively.

The main element of our staffing structure review that requires completion is our review of health services in the YOT which is due to be completed in the autumn of 2008 and which may lead to some reconfiguration of that service.

We have restructured some secondments from police and probation to achieve a better balance between unqualified/qualified staff and there is still some ongoing work with the Probation Service required to finalise restructuring all Probation secondments. We are also reviewing the Human Resource support that the YOT receives.

Programme resources

We have restructured our work around a case management model. All staff have been issued with guidance and materials for working with young people on the following modules.

- Structured Assessments
- Anger Management
- Offending Behaviour
- Gambling
- Victim awareness
- Motivational programme
- Substance Misuse
- Domestic Violence

Work is still underway on modules for :

Family work
Loss/separation
Peer pressure.

In addition, YOT workers have been trained in or can access the following:

- Better Choices Cognitive Behavioural Programme
- Duke of Edinburgh Award Scheme (south Hants only, funded by Hampshire Youth Service)
- Youth Justice Centres (previously attendance centres)
- Limited access to some services from the Unified Adolescent Services, Portsmouth CAMHS
- YOT Parenting Programmes
- 'Murmur to Murder' programme – a programme for young people involved in hate crime
- Domestic violence groupwork programme
- Teen Talk – social skills programme
- Jigsaw – social skills programme
- Junior Jigsaw -14 of the Yot and Children's Fund YISP workers have now been trained to deliver Junior JIGSAW. We are the first pilot area to undertake this training in the country
- Family Talk funded by Hart District Council.
- PPP parenting programme
- Restorative Skills in Educational Settings
- Challenge and Adventure – on Isle of Wight, provide Duke of Edinburgh Award and Outward Bound
- Prison Awareness Programme – Open to all young people and run by the Prison Service
- Rolling Group Work programme – Southampton and Isle of Wight, including contributions from key partners
- Isle of Wight High Sheriff's Initiative – For all young People at risk of Offending
- Sex Offenders early intervention programme – based on AIM assessment in South West Hampshire.
- Specialist sex offender practitioners, supported and supervised by an external consultant
- Specialist parenting post, joint with Southampton Children's working with parents subject to parenting orders through the Anti Social Behaviour Act route in terms of education exclusions.
- Safer Communities Housing Project in Portsmouth; jointly managed by YOT, Children's Services and Housing at Portsmouth City Council which offers a tenancy on 3 flats to young people who have been in the criminal justice system and "looked after" by the local authority .
- NCH Remand Fostering
- NCH Intensive Fostering project
- Arts Co-ordinator – a range of projects being delivered or planned

- Getting Active Project – a range of projects being delivered or planned
- Rainer REACT early intervention programme (IOW only)
- LGA pilot project using NCH fostering as an alternative to custody (North Hants only)

ICT Resources

All YOT staff have access to computers at offices, some key staff have access from home computers or laptops via Hantsnet.

The YOT has successfully piloted the Electronic Yellow Envelope (EyE) and has now fully implemented this. The YOT is also part of the 'wiring up courts' programme with 6 courts currently being wired up for the YOT to use. This will allow access to YOIS (the YOT's information system) in the courts and will potentially speed up access to information and will tie in with the development of CJSSS in the Youth Court (see below). In fact the YOT has piloted the use of laptops in court in Fareham Youth Court and found it to be extremely effective.

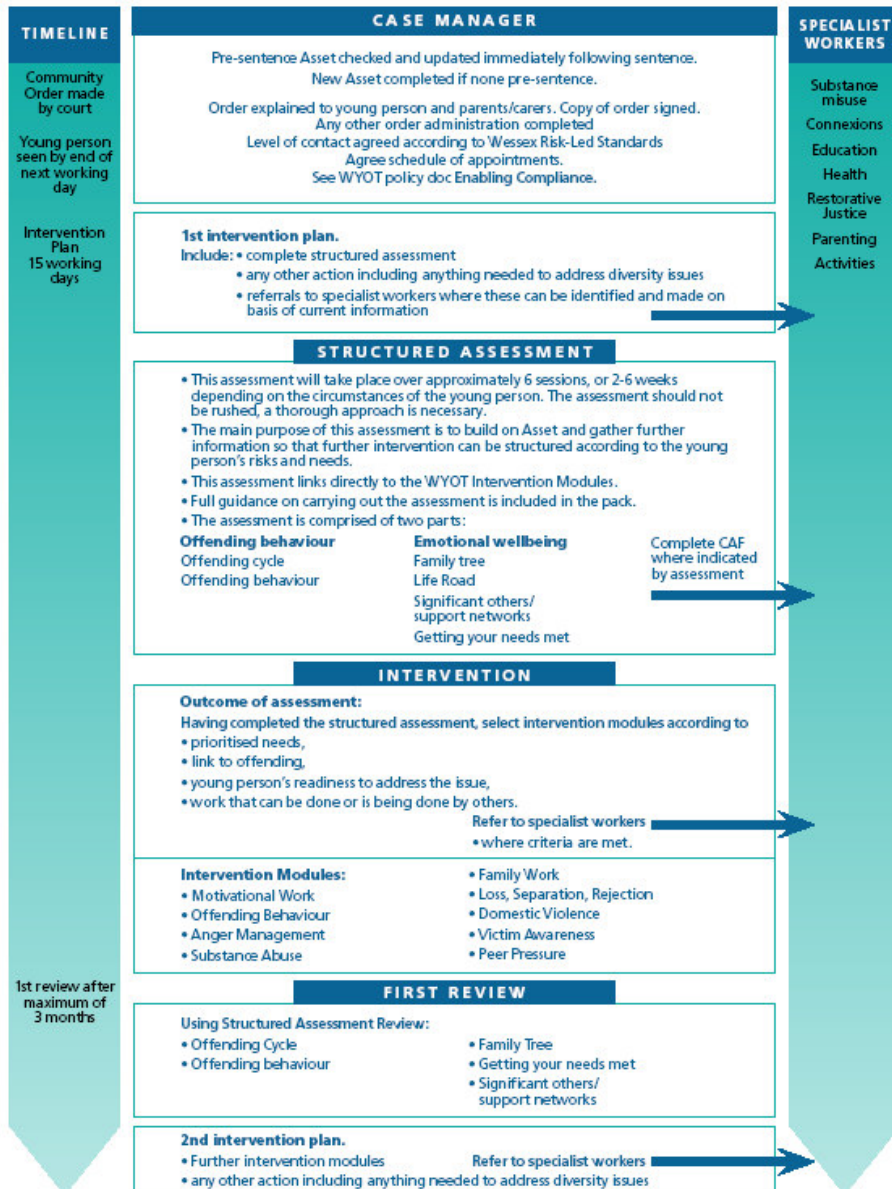
The ISSP was part of the satellite tracking pilot which came to an end in 2007/8, the full evaluation of which is awaited.

The YOT's Performance, Information and Training manager has been seconded to the YJB's Wiring Up Youth Justice programme and it is expected that Wessex will continue to pay a full part in these developments.

Case Management Model for reference



WESSEX YOUTH OFFENDING TEAM STRUCTURED ASSESSMENT & INTERVENTION MODULES



B2 Identify risks to future use of resources and value for money and plans to overcome the risks

There are always some risks with regards to future budgets as, although there is a three year funding plan, each partner will need to approve their expenditure annually. Whilst no changes are expected there always have to be *caveats* with regards to unexpected events.

Identify plans to overcome the risks to future use of resources and value for money

Risk	Action	Success Criteria	Owner	Deadline
Changes to three year funding plan	YOT Manager to continue to work closely with Management Board and elected members to ensure continuity of funding	Adherence by all partners to 3 year funding plan	YOT Management Board	March 2011

B3 YJB risk to future delivery assessment comments

B4 Youth offending team budget sources for the financial year 2008/09				
Agency	Staffing Costs	Payments in Kind	Other Delegated Funds	Total
Police			741,982	741,982
Probation			749,869	749,869
Health		182,930	211,590	394,520
Local Authority			3,682,799	3,682,799
YJB			2,621,136	2,621,136
Other		1,417,512		1,417,512
Total		1,600,442	8,007,376	9,607,818

B5 Services planned for the financial year 2008/09		
Core Activity	Total Budget (£)	Any Comments
Preventive services	1,518,372	
PACE	242,479	
Pre-Court	507,293	
Remand	153,523	
Court	1,968,100	
Community	3,718,774	
Custody	1,236,780	(Through care/After care)
Miscellaneous		
Other	262,497	

9,607,818

B6 Probation Contributions					
Cash Contribution	Payments in kind 1 excluding staff		Payments in kind 2 staffing		TOTAL (£)
	Item	Cash Value (£)	Grade and Number	Cash Value (£) including on costs	
					749,869

B7 Staff in the youth offending team (by headcount)												
	Strategic Manager		Operations Manager		Practitioner		Administration		Sessional	Student	Volunteer	Total
	PT	FT	PT	FT	PT	FT	PT	FT				
Permanent		5		14		80	13	24				136
Fixed Term		4		8		104		5		3		133
Outsourced									10			10
Temporary												
Vacant						17	2	1				20
Children												
Police						6	5					11
Health						13						13
Education						7						7
Connexions		1		1		10						12
Other (probation)		3		3		12	1					19
TOTAL	0	9		22		184	13	29	9	3	217	486

B8 Staff in the youth offending team by gender and ethnicity based on census 2001 categories

	Strategic Manager		Operations Manager		Practitioner		Administration		Sessional		Student		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British	5	4	9	10	46	122	1	39	1	8		1	71	133	133	317
White Irish			1			1								1	1	2
Other white			1		2	4		2				1	1	2	4	9
White and Black Caribbean						2										2
White and Black African													1	1	1	1
White and Asian																
Other Mixed			1		1	2								1	2	3
Indian												1	1		1	1
Pakistani						1							1		1	1
Bangladeshi													1		1	
Other Asian					1	1							1		2	1
Caribbean					1									1	1	1
African													1			
Other Black																
Chinese																
Other ethnic																

group																
Not given																
Total	5	4	12	10	51	133	1	41	1	8	0	3	78	139	148	338
Welsh Speakers																

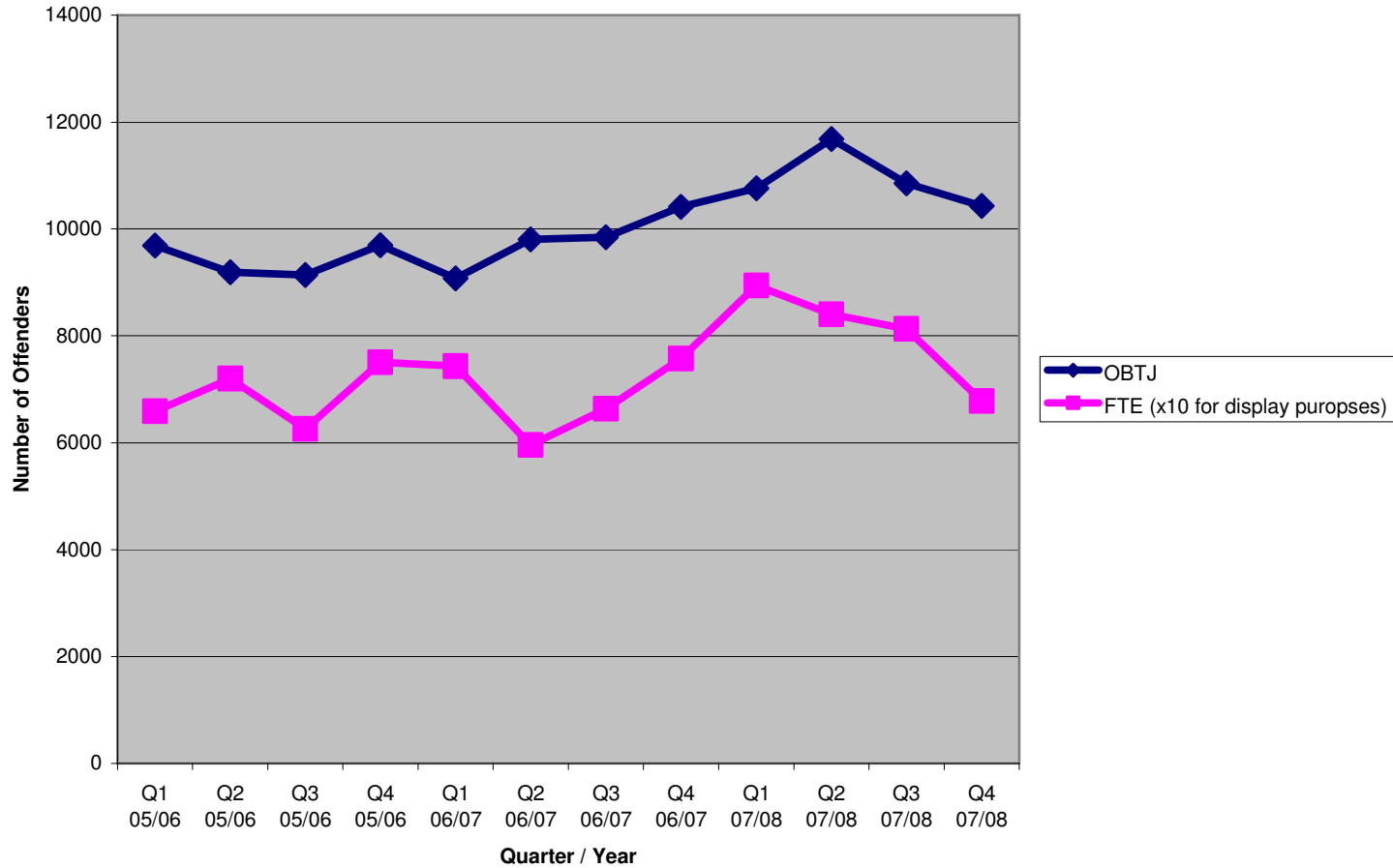
SECTION C1 – FIRST-TIME ENTRANTS

C1.1 Assess the extent to which the YOT partnership has contributed to reducing first-time entrants into the youth justice system and reducing *any* disproportionality including children and young people from Black Minority Ethnic (BME) backgrounds

Across Wessex the outturn for 2007/8 identified that there were 3225 First Time Entrants in to the Youth Justice system, a reduction from the 2005/6 baseline (which was 3325) of 3%. This just missed the YJB target of a 5% reduction although it shows significant progress in the light of local context.

However, it is very important to note that the reduction of the number of FTEs must be placed in the context of Hampshire Constabulary's highly effective performance against their Offences Brought to Justice target. The relationship between OBTJ and FTE is shown in the graph below which matches the two data sets.

OBTJ vs. Wessex FTE
Quarterly Figures 05/06 - 07/08

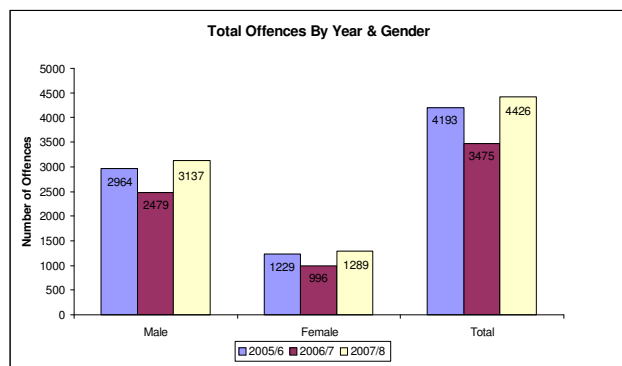


Across Wessex there was an 18.5% increase in the number of offences brought to justice in 2007/8 that involved young people (up to 12336 from 10407) and this correlates with a 20% improvement in the detection rate by Hampshire Constabulary. In this context, it can be seen that the activity undertaken by the YOT and partners has made a significant contribution in holding down and actually reducing First Time entrants.

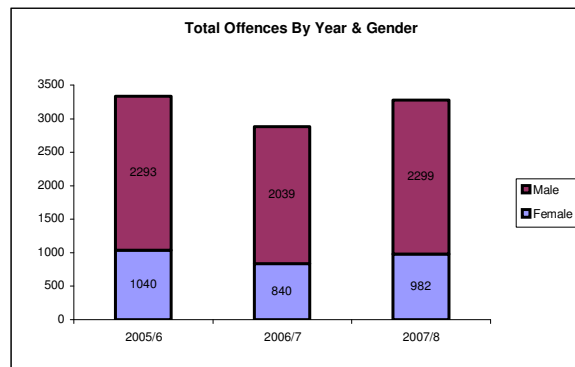
In terms of the offences committed by first time entrants over a three year period the data is as follows.

2005/6 – total 4193 of which 2964 (70.7%) were committed by males and 1229 (29.3%) by females.
 2006/7 – total 3475 of which 2470 (71.4%) were committed by males and 996 (28.6%) by females.
 2007/8 – total 4426 of which 3137 (70.9%) were committed by males and 1289 (29.1%) by females.

Graph 1.1



Graph 1.2



Data Source (all statistics) – YOIS Tools Wizard Offences For First Time Entrants

Thus we can see that although there has been an increase in the numbers of offences committed by young women, this ties in with the OBTJ expansion outlined above. In percentage terms there is little increase.

However, it is worth noting that a greater percentage of First Time Entrants are female (30%) than in the general youth offending population (22%). Therefore it is important that our YISPs continue to focus on young women as well young boys.

A good analysis of offending trends and ethnicity is complicated by deficiencies in data recording. Mixed ethnicity can often be contaminated by a double entry such as ethnicity unknown/not recorded or white European/white British, both of which give a return of 'mixed' ethnicity. Substantial numbers of young people have no ethnicity recorded at all. As can be seen from the table below, the numbers of First Time entrants from BME backgrounds is relatively low at 107 out of 3225 young people (3%).

Table 5.3 – Ethnic Composition of First Time Entrants By Age and Gender 2007/08

Count of Reference		Age								
Ethnicity	Gender	10	11	12	13	14	15	16	17	Grand Total
Asian or Asian British	Female				1	2	2	1	5	11
	Male				3	5	9	5	9	31
Asian or Asian British Total					4	7	11	6	14	42
Black or Black British	Female					3	1		3	7
	Male	2	3	4	8	6	2	10	3	38
Black or Black British Total		2	3	4	8	9	3	10	6	45
Chinese or Other Ethnic Group	Female				1				1	2
	Male			1			1			2
Chinese or Other Ethnic Group Total				1	1		1		1	4
Mixed	Female					1	2	1	1	5
	Male				1	1	4	2	3	11
Mixed Total					1	2	6	3	4	16

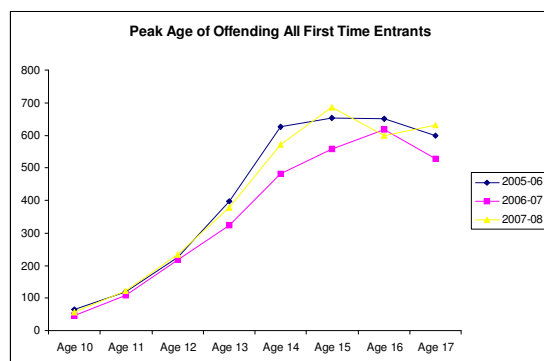
In relation to the types of offences committed by First Time Entrants, over the three years Theft offences have been consistent at 30.6%, 30.0% and 30.6%, approximately 5% above the general pattern. Violence Against the Person has been fairly consistent with the wider trend at 19.3%, 22.5% and 18.4%. It is worth noting that female first time offenders are more likely to commit offences of theft or violence against the person than their male counterparts.

Whilst small in numbers the level of Racially Aggravated Offences has increased from 0.6% in 2005/6 & 2006/7 to 1.1% 2007/8. In the latter period this accounted for 50 offences, over double that recorded the previous year (22).

The age profile of first time entrants demonstrates that the peak age for all first time entrants in 2005/06 was evenly spread between the ages of 14, 15 and 16. In 2006/07 the peak age was 16 and for the twelve months 2007/08 offending age peaked at 15.

For young males entering the criminal justice system peak age of entry in both 2005/06 and 2006/07 was at 16, however this rose to 17

in 2007/08. The trend for first time female entrants showed a peak at age 14 in 2005/06, evenly spread across ages 14,15 and 16 in 2006/07 and in 2007/08 a peak age of 15 years.



An analysis of the data suggests that the profile of younger entrants to the system over the last three-years has remained consistent. For all entrants those aged 10 – 13 have accounted for 24.21% of the total first time entrants in 2005/06, 24.14% in 2006/07 and 24.14% in 2007/08.

Our assessment is that the YOT is well placed in leading the youth crime prevention agenda in each area with YOT services closely aligned to, or integrated with, other partner services. We believe that we have made significant inroads to the target of reducing the number of First Time Entrants despite working in a challenging context of very high detection rates driving big increases in OBTJ.

We will need to continue to work through our partnerships to ensure that funding is available to maintain and enhance our YISPs and Yips. Currently, in addition to YJB funding, we also receive funding from the four Area Based Grants and CDRPs. We continue to receive funding from the Arts Council for arts based projects which we integrate in to prevention work across all our areas (as well as post-offending YOT work). Similarly we continue to receive funding from NACRO, department of Health and the Football Foundation which we integrate in a similar way.

The YOT Manager is the current chair of the Local Criminal Justice Board and recently led a conference with LCJB members and chairs of CDRPS looking at joint working between LCJB/ CDRPs/ Local authorities on a range of LAA priorities which cut across the four local authorities. One of the five priority areas was young people and the LCJB will be working on this and other priorities as it embraces the new 'Beacon' model from January 2009. The revised focus on serious and acquisitive crime for the LCJB may also lead to some reduction in focus on the OBTJ target although it is likely that there will remain a minimum detections target so we anticipate that OBTJ will remain high, if not at the current high water mark. The YOT continues to be well placed strategically in the children's services arena, represented on all 4 Children's Trusts and other related forums as well as having steering groups for each authority which oversee our prevention work.

Whilst work will continue at LCJB level to make the reductions in First Time Entrants a priority for Criminal Justice and CDRP colleagues, there is much activity that the YOT is carrying out via YISP and YIPS which, the evidence is showing, is having a significant impact (see above). In some areas we are looking to expand provision where possible and in other areas integrate more closely with emerging TYS developments.

Our strategy therefore, is to continue to use our YISPs and YIPs as the focal point of our drive to reduce the number of First Time Entrants as we believe these services are beginning to show their effectiveness. We will work closely with our partner agencies to increase the usage of YISPs (police and schools in particular) and to explore other means of addressing this target (eg restorative approaches in schools in Portsmouth, RJ in Children's Homes etc) and we will continue to lead the strategic agenda through the YOT partnership, LCJB and CDRPs.

The sections below will assess in further detail the activity to reduce First Time Offending in each local authority area.

Hampshire

2007/8 outturn identified that there were 1970 First Time Entrants to the criminal justice system in Hampshire. This is a 0.003% increase on the 2005 baseline, so the YOT has not achieved its target of reducing the number of first time entrants by 5%.

In Hampshire, in 2007/8 there was an increase of 25.81% in the number of offences by young people brought to justice (from 5656 to 7116) and an 18.7% increase in the number of young people brought into the criminal justice system (2765 to 3273). The areas with the biggest increase in young people entering the system are low-crime areas (Hart (50%) and East Hampshire (38%)) although significant increases were also found in Basingstoke (32%) Rushmoor (27%) Havant (26%) and New Forest (25%). This data supports our initial view that it was necessary to try to set up Youth Inclusion and Support Panels (YISPs) in all areas of Hampshire, not just those with most social deprivation.

Much work has been done in 2007/8. All 11 YISPs are now set up and working with targeted young people. Our YISPs are based on district council areas, as are Children's Services teams; they are closely aligned with the new locality teams and will also align with Targeted Youth Support services as they emerge. In 2007/8 we worked with 310 young people who were referred by the multi agency panels across Hampshire. The range of interventions included:

- planned interventions using the 'Junior Jigsaw' model to address assessed needs and risk highlighted via the ONSET assessment tool.
- Support in school both in class and 1:1
- Arts Based activities including opportunities to gain Arts Bronze award
- Residential opportunities aimed at increasing self esteem

- Activity based work in groups and 1:1 to enhance self esteem and social skills (e.g. football, cooking, climbing)
- Emotional Literacy based interventions
- Parenting work – we have worked very closely with Hampshire Children’s Services Directorate’s PPP parenting programme and have delivered numerous programmes to Parents of young people on YISP
- Commissioned therapies including music therapy and play therapy
- Family Problem solving training has been delivered to staff and will be introduced to practice this year

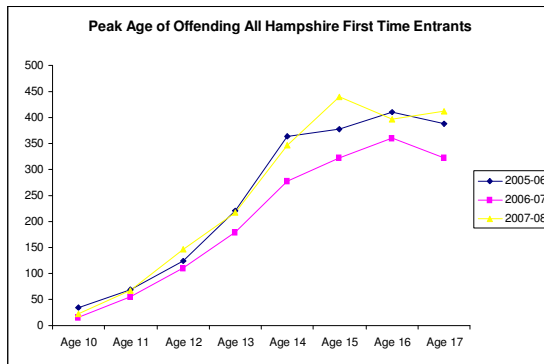
The Wessex YOT Inspection in March 2007 highlighted our prevention work as being an area of strength for the YOT Partnership

The Children and Young people’s Trust has agreed to continue funding 3 YISPs from the Local Area Grant, continuing the funding from the Children’s Fund. Positive Activities for Young People is continued in 2008/9 on the same basis as previously and is targeted at young people at risk of offending. The 11 CDRPs also contribute £100,000 to the YISPs across Hampshire and in addition fund additional workers for specific projects. For example, three CDRPs in the North of Hampshire have funded three ‘Prevent and Deter’ workers to work with young people from 14-17 at risk of anti social behaviour. Initial evaluations have shown these posts to be highly effective in reducing anti-social behaviour and funding is likely to be continued.

The Hampshire trend over the last three years shows that there has been a steady increase in the ratio of female first time entrants (from 28.62% in 2005/06 and 28.35% in 2006/07 to 30.54% in 2007/08). Patterns of offending for young female entrants are seen in high representations of Theft and Handling Offences at rates of 48.54%. Violence Against the Person Offences committed by female first time entrants has increased from 25.68% (132/514) in 2005/06 to 31.05% (163/525) in 2007/08.

56 of the 1970 first time entrants were from a black or minority ethnic backgrounds (2.8%) slightly above the general BME population as listed in census data (2.2%)

The age profile of first time entrants in Hampshire demonstrates that the peak age for all first time entrants in 2005/06 and 2006/07 was 16. In 2007/08 the peak had reduced to 15. For young males entering the criminal justice system peak age of entry in both 2005/06 and 2006/07 was at 16, however it was a year later at 17 2007/08. The trend for first time female entrants showed a peak at age 14 in 2005/06 and 15 in 2006-07 and 2007/08.



Analysis suggests that the profile of younger entrants to the system over the last three-years has remained fairly consistent. For all entrants those aged 10 – 13 have accounted for 22.54% of the total first time entrants in 2005/06, 21.90% in 2006/07 and 22.20% in 2007/08.

Theft & Handling was consistently the most frequent offence committed by first time entrants at 27.21% of the total offences by First time entrants in 2005/06, 29.69% in 2006/07 and 28.97% in 2007/08. Violence Against the person offences by first time entrants has dropped from 21.77% in 2006/07 to 18.45% in 2007/08. There has been an increase in Public Order Act offences, in 2007/08 this was up by 102 offences on the previous. Criminal Damage offences have remained consistent at around 16% for each of the three years.

Isle Of Wight

2007/8 outturn identified that there were 257 First Time Entrants to the criminal justice system on the Isle of Wight. This is a 26.6% reduction on the 2005 baseline, far exceeding the 5% target.

In the Isle of Wight, in 2007/8, there was a decrease of 7.23% in the number of offences by young people brought to justice (from 1051 to 975) and an 8.32% decrease in the number of young people brought into the criminal justice system (529 to 485). This suggests that the OBTJ initiative on the Isle of Wight may have peaked earlier than on the mainland and that partnership working in this area has produced significant results.

The YOT continues to work closely with the Early Interventions Service and align its funding accordingly. Some of the interventions used this year include the following:

- Planned interventions based on ONSET and CAF assessments.
- Support in school both in class and 1:1
- Arts Based activities
- Residential opportunities aimed at increasing self esteem
- Activity based work in groups and 1:1 to enhance self esteem and social skills (e.g. sailing, football, cooking)
- Parenting work through case workers involving the parents in the intervention
- RPS Rainer have set up a new project on the Island (REACT) aimed at preventing offending and reducing anti-social behaviour currently targeting Sandown, but this is under review

The Early Interventions Service is highlighted on the Every Child Matters web site as an example of good practice

The Children and Young people's Trust has agreed to continue joint funding the Early Intervention team from the Area Based Grant, continuing the funding from the Children's Fund along with the YOT prevention grant. Positive Activities for Young People is continued in 2008/9 on the same basis as previously and is targeted at young people at risk of offending.

More young women are becoming first time entrants to the youth justice system on the Isle of Wight than elsewhere in Wessex. In terms of ethnicity, one young person was of mixed race meaning that 0.3% of first time entrants were from BME backgrounds, below the expected rate according to census data.

First time entrants offence trends for the Isle of Wight over the last three years shows an increase in theft offences as a ratio of all offence from 31.08% in 2005/06 to 35.35% in 2007/08, nearly 5% higher than the Wessex wide trend. Whilst most offence categories show a fall in offences numerically, Criminal Damage has remained consistent in number over the three years at 67, 63 and 63 and has risen to 19.03% of Isle of Wight first time entrant offences in 2007/08. Violence Against the Person offences have reduce from 73 in 2005/06 to 56 in 2007/08

The age profile for first time entrants on the Isle of Wight demonstrates that the peak age of offending in 2005/06 was at 14, and marginally peaked at age 15 in the following two years. Overall the profile for younger entrants over the last three years has remained consistent. Ages 10 – 13 have accounted for 25.88% in 2005/06, 26.47% in 2006/07 and 23.64% in 2007/08.

There are also some risks on the isle of Wight relating to the relatively small team which, should members leave, may have capacity issues. However, the YISP model has proven its effectiveness on the Island and we now need to maintain its high performance.

Portsmouth

2007/8 outturn identified that there were 395 First Time Entrants to the criminal justice system in Portsmouth. This is an 11.7%

decrease on the 2005 baseline of 447, so the YOT has achieved its target of reducing the number of first time entrants by 5%.

In Portsmouth, in 2007/8 there was an increase of 5.82% in the number of offences by young people brought to justice (from 1513 to 1601) and a 4.18% increase in the number of young people brought into the criminal justice system (670 to 698).

Although the profile of First Time Entrants in Portsmouth broadly follows the Wessex pattern, there are some variations. Fewer offences of violence and criminal damage were committed in Portsmouth than elsewhere, whilst offences of theft and motoring offences were more prevalent amongst First Time Entrants in Portsmouth. It is also evident that more younger children (10-13) were drawn into the criminal Justice system in Portsmouth (31% of the total) than elsewhere. This pattern was particularly noticeable amongst younger (10-13) females.

14 out of 395 first time entrants were from BME backgrounds (3.5%), below the city's general BME population of 5.28% (2001 census)

Much work has been done in 2007/8. Our strategy is to develop city wide, a multi agency youth crime prevention panel based on 2 geographical areas with an overall target age of 8-19 years old.

This panel will accept referrals from all areas of the city and from all agencies on the panel (at minimum, police, social care, education, youth service, health, community wardens— others may come on stream as, for example, targeted youth support develops). The 8-13 panel element of delivery will be a city wide YISP, the interventions delivered by the long standing Preventing Youth Offending Project (PYOP). The 14 -19 panel element is envisaged to develop into the referral mechanism for Targeted Youth Support. The YIP based in heart of Portsmouth will remain (because of its conditions of grant) focused on its neighbourhood but will deliver services for those young people identified in the 14-19 panel for that neighbourhood. It is intended to develop further YIP style provision (13-19) in a minimum of 2 other neighbourhood areas of Portsmouth, as identified through analysis. The outcome that we wish to achieve will be the reduction in first time entrants into the criminal justice system. We also wish to see a reduction in the % of young people who receive an Acceptable Behaviour Contract progressing to a full Anti Social behaviour Order. Restructuring to deliver services across the city ensures that prevention services can be aligned to any future developments involving Community Improvement Partnerships and Targeted Youth Support.

We are continuing to work closely with the current MOTIV8 and PYOP programmes, as well as working with the Integrated youth Support strategy group, to restructure resources in order to deliver the above strategy, as well as encouraging other providers to be a part of an integrated response . Children's fund funding and CDRP funding has been secured for at least one further year to secure this work

Positive Activities for Young People is continued in 2008/9 on the same basis as previously and is targeted at young people at risk of offending.

Southampton

2007/8 outturn identified that there were 603 first time entrants to the youth justice system in Southampton. This is an increase of 9.3% on the 2005 baseline figure and this not within the YJB target of a 5% reduction. This is particularly disappointing as last year's figures had shown a 6.7% reduction.

In Southampton in 2007/8, there was a 21% increase in the number of Offences Brought To Justice relating to young people (up from 2187 to 2644) and a 9% increase in the overall number of offenders who received a substantive outcome. In this context the rise in First Time Entrants can be seen to be stable alongside the general increases in offenders brought to justice.

The Southampton trend over the last three years demonstrates a reduction in the percentage of offences committed by females (from 32.96% of offences in 2005/06 to 28.42%) and a reduction in the percentage of females as new entrants into the system from 32.30% in 2005/06 to 26.57% in 2007/08. First time entrant offence trends for Southampton broadly follow that of Wessex. Highest rates of offending are in Theft & Handling, Violence Against the Person and Criminal Damage. Violence Against the Person offences by first time entrants peaked at 26.41% in 2006/07, approximately 4% above the Wessex average but have fallen back to 20.27% in 2007/08.

The level of Vehicle Theft committed by first time entrants has halved in number from 2006/07 to 2007/08. Conversely the number of Criminal Damage offences has increased by 49 offences in 2007/08, an increase of 53.85% on the previous year and the is now at a rate of 2% above the Wessex average for first time entrants. Public Order Act offences have remained stable for the last two years but have increased by 46% on the 2005/06 level.

The pattern of offences committed by first time entrants in Southampton differs a little to the overall picture within the City. Violence Against the Person accounting for 17.9% of the overall offending portfolio in 2007/08 and at 20.27% for first time entrants. Theft and Handling 23.2% overall and 31.49% for first time entrants and Criminal Damage 12% overall and 18.92% for first time entrants.

The age profile of first time entrants demonstrates that the peak age for all first time entrants in 2005/06 was evenly spread between the ages of 15 and 16. In 2006/07 the peak age was 16 and for the twelve months 2007/08 offending age peaked at 15. For young males entering the criminal justice system peak age of entry in both 2005/06 and 2006/07 was at 16, however it was lower at 15 2007/08. The trend for first time female entrants showed a peak at age 15 in 2005/06, 16 in 2006-07 and younger at 14 in 2007/08.

Southampton, as might be expected for a diverse city, has the highest proportion of BME young people that are First Time Entrants of

the Wessex areas however, at 36/603 it is 5.9% and below the BME proportion of the population in Southampton which is 7.6% (2001 census).

Much work has been done in 2007/8. The Baseline project, run by Crime Concern, in the St Mary's district continues to engage with many hard to reach young people and has extended its work downwards to reach young people aged 10-13. Additional preventative work is undertaken through PAYP(Positive Activities for Young People) with Southampton Youth Service, Fairbridge, and Baseline providing diversionary activities and one to one support for young people identified as being at risk of offending. The council has now been invited by the Department for Children Schools and Families to bid for 'challenge and support' funding which will further enhance our capacity to divert young people away from anti-social behaviour and offending. The YOT has worked closely in developing this bid with the council's Community Safety team and there are specific workers in the bid earmarked to work with young people at risk of offending.

Southampton has maintained a good track record in tackling Anti Social Behaviour. Joint Action Groups, comprising representatives from all the relevant services including housing, the police, and the Youth Offending Team and Anti Social Behaviour teams and neighbourhood wardens continue to work together. The 'Saucepans' (Youth Inclusion and Support Panel – YISP) and Baseline (Youth Inclusion Programme – YIP) projects continue to provide support for young people who are identified as being at risk of offending, substance misuse or who be at risk of developing poor health outcomes.

There is still more to do in terms of joining up YOT, Saucepans, Challenge and Support and the emerging Targeted Youth Support service to ensure that young people are effectively diverted from the youth justice system. There is also a current bid in from the YOT in relation to a further YISP in the city in order to increase our capacity to bear down on this target. The Head of Youth Offending Services will be working closely with the new Head of Targeted Youth Services, the Head of Community Safety, senior PCT Colleagues and senior police colleagues to develop a greater focus on preventing youth crime within the Making A Positive Contribution steering group of the Children's Trust and the Safer City partnership. Our strategy will be to build upon the successful YIP and develop new greater diversionary capacity within the city.

C1.2 Identify risks to future delivery and continuous improvement and plans to overcome the identified risks

Risk	Action	Success Criteria	Owner	Deadline
1. Risks to future performance are still evident in the continuing systemic conflict between good level 3 OBTJ performance by police and	1.1) The inclusion of the this target with the police APACS framework provides opportunities to ameliorate this risk and this is being actively explored with the	Joint working with police to respond in more flexible ways to young people's behaviour, in particular in relation to young people who are looked	YOT Manager	April 2009

CPS and the First Time Entrants Target.	new Chief Superintendent for Community Safety in Hampshire.	after.		
2. There is some emerging evidence from LMRs that YISPs are not used as well as they could be by schools	1.2) To maintain the issue of young people and First Time Entrants in particular as a priority for the Local Criminal Justice Board	To build activity relating to reducing first time entrants into the LCJB beacon approach	YOT Manager	April 2009
	2.1) The YOT manager will present to the Headteacher's standing Conference in Hampshire on YISPS	Increased referrals to YISP from school	YOT Manager/P revention Manager	April 2009
	2.2) the YOT and Hampshire Children's Services Department are carrying out research on the links between school non-attendance in year 9 and a youth offending in order to learn how to target services most effectively at that age group.	Research completed	YOT manager	December 2008
3. There are some risks on the isle of Wight relating to the relatively small team which, should members leave, may have capacity issues.	3.1) Work closely with Head of Preventive Service on IOW to ensure staffing arrangements remain robust and draw up contingency plans for any short term crises	Maintain decrease in FTEs and maintain staffing levels	Prevention Manager	Ongoing
4) Funding cuts may limit the ability of CDRPs to fund	4.1) Work with Hampshire CDRP to find	Continued programme	Area Manager N	April 2009

prevent and deter initiatives	renewed funding		Hants	
5) Insufficient diversionary capacity in Southampton	5.1 YOT manager to work with Head of Targeted youth services, Children's Trust and CDRP to develop greater capacity within the city to work with young people at risk of offending	Greater diversionary capacity	YOT Manager	April 2009

C1.3 Identify workforce development plans to overcome the risks to continuous improvement

Skills to Develop	Target Group	Action	Owner	Deadline
CAF completion will continue to be important for YISP staff to ensure continued good links with locality teams and targeted youth support teams,	YISP staff	Ongoing access to CAF training	Prevention Manager	April 2009

C1.4 YJB risk to future delivery assessment comments

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SECTION C2 – REOFFENDING

C2.1 Assess the extent to which the YOT partnership has contributed to reducing proven reoffending by children and young people and reducing *any* disproportionality including children and young people from Black Minority Ethnic (BME) backgrounds

The data in this section refers to the 2005 cohort tracked for 12 months in accordance with the instructions issued in YJB circular no.53.

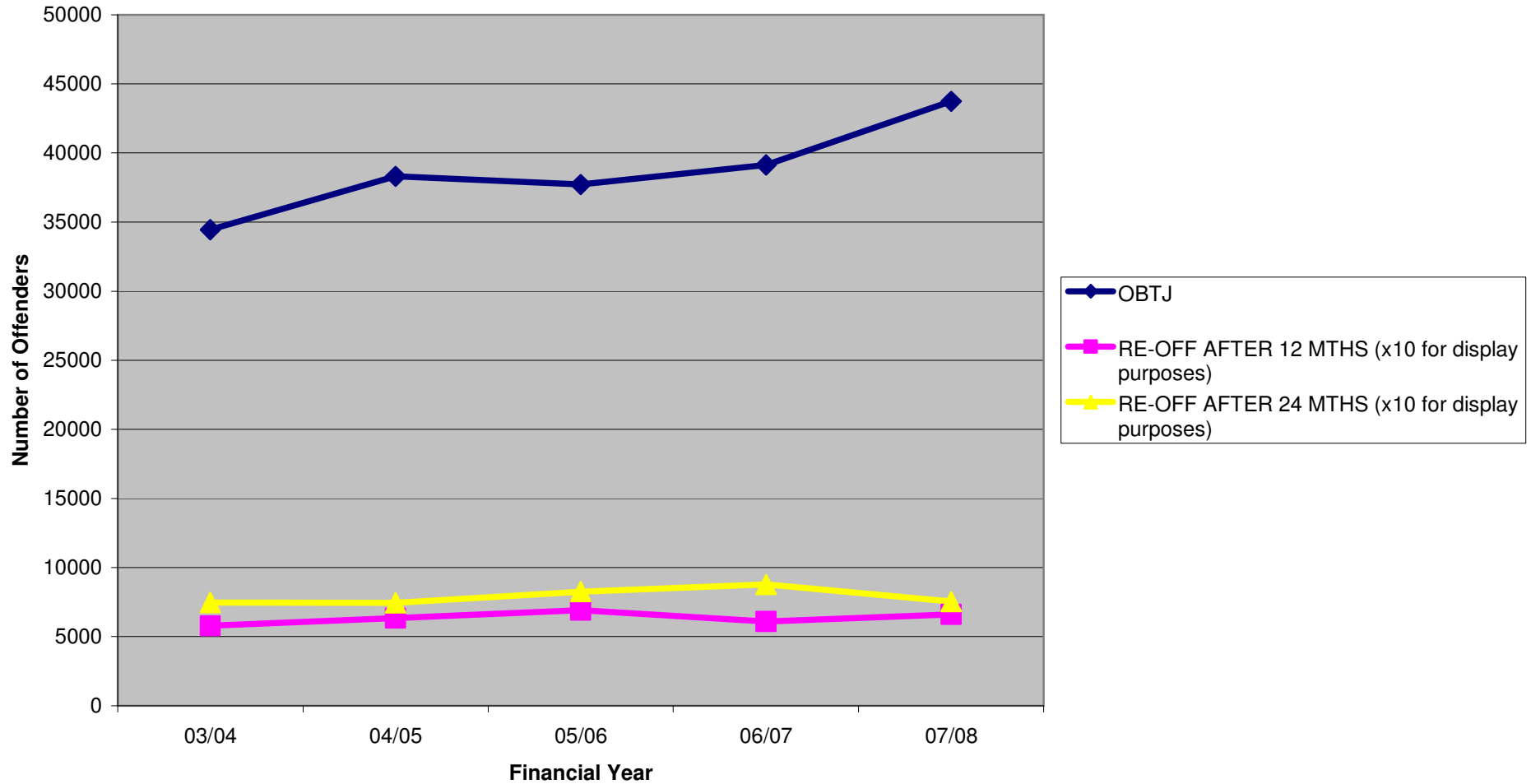
This data shows that there was reduction of 8.82 % in re-offending on the previous year, and an overall fall of 4% from the 2002 baseline cohort. These reductions were achieved across the range of pre-court, first tier and community penalties although not at custodial level. Although we are not required to report on 2006 cohort recidivism data we have tracked this cohort for research purposes and the data shows a similar, although less pronounced relationship to the Offences Brought to Justice Target outlined above. The graphs shows the relationships although note that the lines for recidivism are one and two years behind the OBTJ trajectory, thus although 2007/8 shows a downturn in 24 month recidivism this reflects the downturn in OBTJ in 2005. Equally, according to this graph we would expect to see an upturn in recorded recidivism in 2008/9 as this will follow the OBTJ trend. Although admittedly we will not be measuring this in the same way from 2008/9 the relationship between OBTJ and how recidivism is measured does have implications for future performance against this target depending in the cohort which is used as the baseline. Also shown below are the numbers of offences and offenders for each area (district and top tier authority) for the last two years which also shows the OBTJ trend.

OFFENCES/OFFENDERS BY TOP TIER AND DISTRICT COUNCIL 2006/7 v 2007/8

	2006/7	2007/8		2006/7	2007/8	
	Offences	Offences	% Change	Offenders	Offenders	% Change
Basingstoke and Dean	838	1109	32.30%	364	479	31.59%
Havant	749	1013	35.25%	341	436	27.86%
New Forest	694	791	13.97%	352	341	25.28%
Rushmoor	558	711	27.42%	273	346	26.74%
Gosport	531	559	5.27%	250	264	5.60%
Eastleigh	506	643	27.07%	265	300	13.21%
Fareham	401	550	37.16%	216	246	13.89%
Test Valley	557	576	3.41%	269	279	3.72%
East Hants	430	546	26.98%	208	282	35.58%
Winchester	210	294	40%	135	162	20.00%
Hart	182	324	78.02%	92	138	50.00%
Hants Total	5656	7116	25.81%	2765	3273	18.37%

Southampton	2187	2644	20.90%	1004	1095	9.06%
Portsmouth	1513	1601	5.82%	670	698	4.18%
IOW	1051	975	-7.23%	529	485	-8.32%
TOTAL (Wessex)	10407	12336	18.50%	4968	5551	11.70%

**OBTJ vs. Wessex Re-Offending
Yearly Figures 03/04 - 07/08**



The YOT has invested significant time and energy in piloting new schemes and re-energising some of our mainstream work in order to bear down on re-offending rates. The innovations have included the following :

- One of four national pilots for the YJB on 'the Scaled Approach' to youth justice. This has been a complex pilot which has sought to

match interventions more closely to risk and need. The pilot will continue until at least October 2009 when, it is anticipated, the new Youth Rehabilitation Order will commence.

- an Arts co-ordinator who has put in place over 160 Arts events or workshops with 251 young people involved across Wessex and 55 artists We have also put in place an Arts Summer School for a group of young offenders which will be repeated and expanded in 2008.

- A newly appointed sports coordinator working across Wessex.

- Piloting the national Intensive Fostering programme for the YJB and also a briefer variant in North Hampshire under the auspices of the Local Government Association.

- The Duke of Edinburgh Award scheme specifically for young people on Final Warnings and Referral Orders

- developing a groupwork programme, in partnership with the Hampton Trust on reducing violent offending amongst young people who have witnessed domestic violence

Additionally, in the last year we have restructured the way in which our teams work in order to ensure that specialist skills are used more appropriately. Education, Health, Substance Misuse and Youth Support (formerly Connexions) workers all work to a tightly defined case management model which ensures that their skills and youth justice practitioners skills are better utilised. We have also developed a range of modular activities for practitioners to use with young people addressing a range of needs based on an enhanced structured assessment which has ASSET at its core but links assessment to intervention planning more closely (for example, anger management, offending behaviour, problematic gambling etc). We are re-structuring our health workers and have appointed a Team Leader specifically for health who is currently carrying out a full needs analysis before re-shaping the team. In planning future health services we hope to incorporate some of the findings of the Bercow report on speech and language difficulties and youth crime.

Our parenting work remains highly regarded and was assessed as good in our Inspection. Similarly, our Intensive Supervision and Surveillance Programme was highlighted as an area of excellence as was our investment in training our staff with the skills and knowledge required to supervise young people effectively. We have continued to invest in training in areas such as sex offenders, Teen Talk etc. We also have had a high take-up rate in relation to the professional certificate in effective practice. We also continue to work with the local Attendance Centres achieving good synergy between them and Referral Order conditions and ISSP.

During 2007 our Restorative Justice contract was re-tendered and we awarded the revised contract to RPS Rainer. They took over the contract in July 2007 with a brief to improve the numbers of victims receiving a restorative intervention either via a Referral Panel or other means. After a period of restructuring the service that they inherited, Rainer have now begun to make inroads into this area of work although there remains much to do. A key element of Rainer's work will be recruiting community volunteers to work with victims and supervise community reparation placements.

Key to our strategy in reducing Re-Offending will be working with our partners to ensure that young people on YOT interventions have access to good quality education, training or employment and suitable accommodation.

On the face of it our performance in this area declined, there were 62.6% of young people of statutory school age in full time education and 57.7% in full time training and employment, down from 80.2% and 72.1% in the previous year. However, this was as a result of the decision of the YOT Management Board, recommended by the YOT Manager, to apply a strict interpretation of the YJB's revised counting rules to ensure that the YOT data gave a much more realistic picture of the challenges.

All of the four Children's Services Department have maintained the commitment previously shown by South Central Connexions in retaining the YOT specific Personal Advisers under the new Integrated Youth Support arrangements. These workers work closely with young people in the community and in prisons where personal advisers will also visit young people to develop relationships prior to release and give specialist local information to those young people in order to inform them of current and relevant ETE opportunities. By doing this it is possible to speed up application processes, and support transition between custody and the community. In addition the YOT received funding for the keeping young people engaged project for young people on ISSP.

Since the introduction of Education Maintenance Allowance (EMA), across Wessex the numbers of young people taking up Entry to Employment (E2E) placements has significantly reduced, EMA being cited as the key reason for this reduction in numbers. From July all young people who attend E2E will be eligible to receive the full amount available - £30 a week – and the LSC hope that this will encourage more young people to take up this opportunity. In general there is a shortage of appropriate employment and training opportunities for those young people above statutory school age. This is compounded for those young people who have offending histories as they find themselves in a position where they are often overlooked in a competitive marketplace. With a focus on the engagement of young offenders there are a number of recent developments within E2E ('entry 2 employment') schemes that will offer a wider range of opportunities. E2E now comprises of four strands that young people can access, giving opportunities for young offenders to try employment tasters, develop literacy and numeracy skills, and take part in a varied range of confidence building, activities.

More detailed plans for improving our ETE performance are set out below in relation to each authority. For those children of statutory school age, the fact that our education workers are now freed up from case holding to work as specialists means that they will have much more capacity to work with schools and education officers to enable young people to return to or access suitable education.

Our accommodation performance is relatively high at 81.83% of young people in suitable accommodation, a slight improvement on last year. This figure is similar across all areas. Our Post 16 ETE manager has recently taken on responsibility for accommodation and is tasked with improving links with supporting people and accommodation providers. The recent addition of a housing representative to the Management Board will assist in this task.

We have also restructured our work with young people in custody after our Inspection. Whilst we continue to be hindered by the distance from Ashfield, where the vast majority of our young people are sent, we have abolished the system of Reviewing Officers and young people are now seen by their case officers from the team that was holding their case at the point of entry into custody (including the ISSP team). It is planned that this will lead to greater continuity and better planning for release than had been the case

hitherto.

We have devised a performance framework for the YOT which is based on a balanced scorecard approach. The framework will seek to ensure that, as a YOT, we know what inputs and outputs we have in place to achieve the best re-offending outcomes. This framework has been approved by the Management Board although it is acknowledged that it will require further refinement. The framework as it is currently constructed is as follows. For the 'Resourcing' element we will focus on balanced budget, appraisal completions, sickness rates and cost per intervention; for the 'Stakeholder' element we will report on a range of stakeholder. Service user and staff surveys; in relation to 'Learning and Development' we will focus on the number of training days delivered, Supervision sessions carried out and the learning outcomes from the 5 new quality assurance groups that have been set up to monitor the quality of our key business processes.; finally for 'Outcomes' we will focus on the 6 National Indicators but have also set 'level 2' targets for ourselves relating to Asset completion, DTO Planning & Review, RJ victim involvement, Parenting, Remands, Intensive/Remand Fostering, Substance Misuse, Health, Appropriate Adults, Looked After Children Offending, Final Warnings.

In terms of enforcement, we are monitored on the timeliness of our enforcement by the LCJB and are shown to be consistently performing well.

In March 2008 the YOT Management Board agreed a new 3 year funding formula for the YOT which will see an additional £500,000 invested into YOT services. This was in recognition of the fact that staff capacity was already overstretched, as highlighted in the Inspection, and that to hold re-offending rates down, significant investment needed to be made in frontline staffing in order to increase the YOT's capacity to supervise young offenders.

It should be noted that additional investment, innovation and restructuring are designed to impact from 2008 onwards. As stated above, our internal data shows that the police OBTJ initiative is currently having a similar impact on recidivism rates as it is on First Time Entrants and this remains a risk to future performance.

We are able to identify trends in the offending patterns of young people across Wessex. The most identifiable trends are steady increases over the last 3 years of Violence Against the Person (a 14% increase on the 2005/6 figure) and Public Order offences (a 23% increase on the 2005/6 figure). (*Penalty Notices for Disorder (PND) are not included in these figures as they do not constitute a 'Substantive Outcome' as defined by the YJB*). Drilling down into the VAP offences tends to indicate that the increase seems to be due to a significant rise in the number of Assaults By Beating/Battery, as offences of ABH, GBH etc have remained quite consistent.

Despite a national trend showing a significant increase in Robbery offences, in Wessex, aside from an increase in 2006/7, levels of this type of offence have remained fairly stable over a 4 year period.

Most offences were committed by 17 year old males (each year) and by 15 year old females (05/06 and 07/08) and by 16 year old females (06/07). The proportion of female offenders has remained consistent over this period of time (22.27%, 21.34% and 22.32% respectively).

The proportion of offences committed by those of age 13 and under has also remained consistent over the 3 years (15.2%, 14.3% and 14.8%, respectively).

In terms of ethnicity we know that 80% of all offences were committed by white young people, 4.8% by young people of mixed race, 0.6% by Asian young people, 2.3% by black young people. There were 11.8% of young people where the ethnicity was not known. These are most likely to be cases where the young person has received a reprimand from the police and is not interviewed by the YOT and ethnicity data is not completed on the paperwork. This indicates that there is some work for us to do with police colleagues on tightening up administrative procedures to ensure that we get as much ethnicity data as possible. New police/yot admin posts will assist this. There is though a higher than would be expected (from census data) number of young people of mixed parentage. The YOT diversity group will interrogate this data further as part of their QA role to identify at which stages in the criminal justice system such disproportionalities occur (it can be seen from above that it is not at first time entrants stage). The group will then ensure that appropriate practice directions are put in place for YOT staff and any relevant training commissioned.

Our strategy on reducing re-offending is generally implemented Wessex wide (eg case management systems). Central to our strategy are the following specific items

- 1) Implement the revised model for the scaled approach
- 2) Finalise the roll out of our case management model
- 3) Finalise the roll out of our staffing structure
- 4) Put in place the new front line staff funded by the management board
- 5) Maintain high quality training and staff development
- 6) Maintain high quality supervision and appraisal of staff
- 7) Ensure that all staff have access to easily deliverable modules of work for young people, families and victims
- 8) Ensure that our practice encourages our staff to challenge issues of diversity in the youth justice system
- 9) Continue to improve the quality of all areas of our work through our new QA groups
- 10) Maintain our good record in relation to enforcement
- 11) Maintain our good work with parents of young offenders
- 12) Maintain high levels of young people on ISSP
- 13) Continue to innovate and use schemes such as Intensive Fostering, Arts Colleges, sports programmes etc to meet individual

need.

- 14) Improve our performance in the critical areas of Education, Training and Employment and suitable accommodation for young offenders.

In addition, we will continue to work with our partners as set out above to reduce the numbers of young people coming into the system so that we can be work more intensively and effectively with those who are more high risk within the system using the scaled approach.

Below there are some additional details in relation to outcomes for the 2005 re-offending cohort in each of the local authority areas plus additional offence trend analysis and further detail relating to how we plan to improve performance in key areas.

Hampshire

This data shows that there was a 5.61 % reduction in recidivism in the counting period (2005 cohort). The major reductions have come at first tier interventions (Referral Orders (-20%) but it is also pleasing that there has been a reduction in recidivism at Supervision Order level (-4.5%) which is very much the core of the YOT's work.

The offence trends in Hampshire are very similar to those outlined above, Violence Against the person has increased slightly more than the Wessex figure at a 16.3% increase in the number of offences and Public Order is increased by 27%. Conversely, there was a steady decline in the number of Domestic Burglary offences (17.4% reduction over 3 years) Despite the generally lower numbers in 2006/7 there are suggestions that Fraud & Forgery is on the decrease and Drugs offences and Breaches are on the increase. Although Theft & Handling offences reduced in 2006/7, they increased in 2007/8 to finish at a 16.4% increase on the 2005/6 level. The third highest category of offence by volume was Criminal Damage which consistently represented about 14% of all offences over the 3 year period.

Most offences were committed by 17 year old males (each year) and by 17 year old females (05/06), by 16 year old females (06/07) and 15 year old females in 07/08, indicating that the peak age of offending for females is coming down in Hampshire. The proportion of female offenders has increased steadily (but not significantly) over this period of time (20.89%, 21.34% and 22.16% respectively). The proportion of offences committed by those of age 13 and under has also remained consistent over the 3 years (14.5%, 12.6% and 15.0%, respectively).

The Hampshire data on ethnicity is very similar to the Wessex profile outlined above and slightly above the census BME population.

Our work with young people who are out of education will be important in reducing re-offending. One of the key issues has been the lack of real time electronic data in Hampshire which has led to an artificially low performance score relating to young people of statutory school age. It is intended that YOT Education workers will have access to a new module of Impulse, the electronic

attendance record, which will be available from September. This should lead to better data and improved performance.

The YOT restructuring referred to above, in relation to education workers, will also lead to improved and closer working with the Education and Inclusion branch and new young offender inclusion panels have now been agreed by Hampshire's Children's Services Directorate. In particular we have paid close attention to improving our work in relation to young people and custody. The education workers in Hampshire write to the Head of the new provider in Custody and the Head Teacher or Head of Centre in Hampshire with a copy to the allocated YOT Supervising Officer. This advises the Head Teacher in Hampshire the length of Order and expected release date for return to School / Education Centre which includes any order where there is a possible early release on a tag. Contact details are passed enabling the Head of Education in the secure estate to obtain all relevant detail required from the current Hampshire Education Provider including statements, IEP's or behaviour plans. This action mirrors procedure for a child moving from one school to another. This initial contact is followed up with the Head Teacher by the YOT Education Officer and a re-integration meeting is arranged; both the YOT Supervising officer and The Head of Education in the secure estate are notified of the Hampshire School re-integration meeting. The Supervising Officer is expected to have placed on the release plan an expectation to attend this school re-integration meeting. In most circumstances the YOT Education Officer will attend this re-integration meeting and give support as appropriate to each individual case on return to school.

Hampshire is also piloting the 'Hampshire Own Grown' project where young offenders are given work experience opportunities in departments within Hampshire County Council.

Isle of Wight

Overall, the data shows a 9.05% reduction in recidivism. Some big reductions were achieved in first tier orders (e.g. reparation orders) but these were on small numbers. Perhaps more satisfying is the reduction in recidivism relation to Community orders supervised by the YOT which were down 6.67%.

There have been overall reductions in offences of Theft & Handling (17.6% reduction since 2005/6), Criminal Damage (16% reduction, although it peaked in 2006/7), Motoring offences (19.4% reduction), Non-Domestic Burglary (35% reduction) and Vehicle Theft (55.5% reduction) – although the numbers are quite low in the last two categories. The only offences that showed a marked but steady increase over the 3 year period were Violence Against the Person representing a 10.6% increase over the 2005/6 figure. Although small numerically it is perhaps worth noting that Racially Aggravated offences have gone from being 6 in 2005/6, to 12 in 2006/7 to 13 in 2007/8, a 117% increase over the last 3 years. VAP has consistently been the second largest category of offence in volume (19.2%) of all offences in 2007/8, with Theft & Handling being the largest (22.9% of all offences). Drilling down into the VAP offences it can be seen that, consistent with both Hampshire and Southampton, the Isle of Wight has experienced a rise in the offences of Assault by Beating/Battery. Offences of Robbery have declined, and ABH, GBH, Assault Police, Public Order and Common Assault have all remained stable.

Most offences were committed by 17 year old males (05/06 and 07/08) but by 16 year males in 2006/7. In relation to females the peak age of offending has gone up from 15yrs (05/06) to 16yrs (06/07 and 07/08). The proportion of female offenders has risen significantly over this period of time (23.5%, 27.2% and 29.6% respectively), which is inconsistent with the other Local Authority areas. The proportion of offences committed by those of age 13 and under has reduced steadily over the 3 years (15.5% in 05/06, 15.0% in 06/07 but down to 12.7% in 07/08).

In terms of ethnicity, there were fewer 'unknowns' on the Isle of Wight and 96.2% of offences were committed by white young people. 0.1% by Asian young people and 1.6% by Black young people. This is almost in line with census data but the number of offences committed by black young people exceeds the level expected by the population profile.

The Isle of Wight area had our best performance in relation to education, training and employment. Attendance at the end of orders is at 74.58% for those of statutory school age and 74.42% for those above statutory age. The Isle of Wight Education worker continues to work closely with schools on the Island to negotiate and ensure attendance by young offenders. The capacity of this role will be enhanced by a further 0.5 fte worker being funded by the Isle Of Wight in the YOT funding review.

Portsmouth

This data shows that there was a 20.72 % reduction in recidivism in the counting period. The reductions have come at all levels but it is pleasing that there has been a reduction in recidivism at Supervision Order level (-21.16%) which is very much the core of the YOT's work.

There have been overall reductions in Violence Against the Person (10.2% less compared to the 2005/6 year), Theft & Handling (17.9% reduction), Criminal Damage (10.1% reduction) and Public Order (19.4% reduction). The number of young people being breached also reduced overall by 25% compared to the 2005/6 figure. There was also a drop in offences of possession of offensive weapons. The only offences that showed a marked increase over the 3 year period were Motoring offences (a 13.4% increase) although even these offences 'dipped' in the 2006/7 year. Unlike other authorities, Motoring offences are the third highest category of offence by volume, representing 13.1% of all offences in 2007/8.

Violence Against the Person has consistently been the second largest category of offence in volume (15.9%) of all offences in 2007/8), with Theft & Handling being the largest (24.8% of all offences). In relation to offences of violence generally offences of GBH and Robbery have remained stable but Assaults By Beating/Battery, ABH, Assault Police and Public Order have all decreased steadily (but not significantly). The most marked reduction is in Assault Police – a 63% reduction over a 4 year period).

Most offences were committed by 17 year old males (05/06 and 06/07) but by 16 year males in 2007/8. In relation to females the peak age of offending has reduced from 16yrs (05/06) to 15yrs (06/07) to 14yrs (07/08) indicating that the peak age of offending for both genders is coming down in Portsmouth. The proportion of female offenders has reduced steadily over this period of time (25.8%,

20.3% and 19.8% respectively).

The proportion of offences committed by those of age 13 and under has varied somewhat over the 3 years (16.3% in 05/06, 17.1% in 06/07 but down to 13.1% in 07/08).

The ethnicity of offenders was similar to the Wessex picture although there were slightly more offences committed by mixed race young people (7.9% of the total). Again, this is above the level expected from census data.

The YOT restructuring referred to above, in relation to education workers, will also lead to improved and closer working with the Education and Learning branch to improve young offenders' attendance at school. Portsmouth admissions and transfer of school, are all managed within the local authority's 'in-year' fair access protocol. When a YOT case falls into this category, it is presented to the Inclusion Panel by a senior manager of Children Families and Learning, who has been briefed by the Portsmouth Education Worker. The inclusion Panel is attended by representatives from the schools, the SEN team and senior management of the CFL. All of those at the panel will have, or be given a wealth of information surrounding the child being presented with the educational need.

A question is generated for the panel based on the need, such as "should X be offered a placement within the Harbour School", the child is discussed in full, (attainment, attendance, parental and child views etc) and the panel then cast an electronic, private vote. Once a decision, or majority, is reached, the relevant members of the panel are then tasked with achieving the desired outcomes. The Portsmouth Education Worker seeks to attend panels when it is a case she has referred. Schools can also refer directly into the panel for guidance and decisions to be made. The panels occur on a weekly basis, with the senior school pupils being discussed in alternate weeks with the primary age. Portsmouth has also recently invested in restorative training for up to 6 schools in Portsmouth which will also enhance those schools capacity to manage behavioural problems without resorting to exclusion.

Within the city of Portsmouth Wessex youth offending team have recently developed a partnership with Learning Links. This will give young people who are NEET the opportunity to take part in positive activities which will increase the number of hours of education, training or employment impacting positively on the NEET cohort. The intensive role of Youth Support staff currently seconded to Wessex Youth Offending Team means not only will young people be supported in engaging with training providers, they will also work closely to ensure the sustainability of any placements giving young offenders the opportunity to achieve full time education, training and employment placements.

Southampton

This data shows that there was a 1 % reduction in recidivism in the counting period. The main reductions have come at community level interventions (3%) and custodial sentences (8.6%), two areas that are very much the core work of the YOT.

The most identifiable trends are steady increases over the last 3 years of Violence Against the Person (VAP – a 28.8% increase on the 2005/6 figure), Theft & Handling (29.4% increase) and Public Order offences (a 63.6% increase on the 2005/6 figure). Drilling down into the VAP offences tends to indicate that the increase seems to be across the board although there was a significant rise in the number of Assaults By Beating/Battery and the overall levels of most offences peaked in the 06/07 year. Domestic Burglary has also risen steadily, representing an 80% increase on the 2005/6 figure, although the total numbers are smaller. Adding the Breach figures together, there has also been a 54% increase in the number of young people being breached, over the 3 year period.

Conversely, there was a steady decline in the number of Motoring offences (26.7% reduction over 3 years) and Non-Domestic Burglary offences (50.8% reduction over the 3 years).

Violence Against the Person has consistently been the second largest category of offence in volume (17.9%) of all offences in 2007/8, with Theft & Handling being the largest (23.2% of all offences). The third highest category of offence by volume was Criminal Damage which consistently represented about 11 to 12% of all offences over the 3 year period.

Nationally, there has been a significant increase in Robbery offences and Southampton reflects this trend, but not to such a great degree. The number of Robbery offences in Southampton over the last 4 years has been 28, 25, 74 and 42 – peaking in 2006/7 but 2007/8 still represents an increase on earlier years.

Most offences were committed by 17 year old males (each year) and by 15 year old females (05/06), and by 17 year old females (06/07 and 07/08). The proportion of female offenders has remained fairly stable over this period of time (22.1%, 19.25% and 21.42% respectively).

The proportion of offences committed by those of age 13 and under has reduced steadily (but not significantly) over the 3 years (16.5%, 16.2% and 14.9%, respectively).

Our ethnicity profile in Southampton is different from other areas, here we see fewer young people of mixed race responsible for offences, at 2.7%. But we see a higher proportion on black young people at 4.6% and Asian young people at 1.4%. there is also a higher proportion of 'unknowns' in Southampton at 14%.

The YOT restructuring referred to above, in relation to education workers, has also led to closer working between YOT and Southampton's Education services. The Education Welfare Officer for the Southampton City YOT Team attends Secondary Resource Panel on a fortnightly basis during term time, Legal and Vulnerable Children Panel on a monthly basis during term time and Education Planning Meetings as they arise. In readiness for each meeting, a list of those who are to be discussed is circulated. The list is checked against the YOT's database and where there is or has been intervention on any level from Final Warning onwards, the information is collated and presented at the Panel. This contributes to solutions being reached for the young person and informs other agencies who may be working with a child. At the point of allocation from Court, the Education Welfare officer receives notification of

the young person (so long as they are of school age) from the Operational Manager and will then go through a process of checking with relevant agencies, normally the Education Welfare Service and directly with established contacts in Secondary schools around the City. The EWO then accesses the City's Education Management System (EMS) to inform on other agency involvement and this can relate to Education Psychology, Behaviour Support Team or the Pupil Referral Units being involved. Outcomes from Court are recorded on EMS and can be accessed by relevant agencies across Education services within the City as required. Where a young person is placed within the Secure Estate, the YOT EWO liaises with the facility and the young person's education provision within the City to ensure that information relating to aptitude and ability is shared and post-release, the transition back to the community and to education in conjunction with the Supervising Officer is as smooth and cohesive as possible. Additionally, as well as retaining a caseload of young people where specific educational difficulties have been identified and placed within specialist provision across the City, the YOT EWO attends re-integration and planning meetings for young people, Child Protection conferences and conduct data cleansing on a regular basis.

In Southampton we also face greater challenges in relation to employment and training. Engagement by young offenders within the city has historically been low within the post-16 sector and work is being done with organisation such as Connexions and Solent Skills Quest to address this by offering opportunities and activities to the NEET group. Wessex YOT currently run a reporting centre from the Connexions Centre in the city centre of Southampton. By continuing to run this there is the opportunity to increase the numbers of young people accessing up to date and appropriate education, training and employment information and to gain support in applying for jobs and training. Further opportunities are supplied by the voluntary sector and encouraging young people to take up these opportunities while challenging can bring rewards and new opportunities.

C2.2 Identify risks to future delivery and continuous improvement and plans to overcome the identified risks

Risk	Action	Success Criteria	Owner	Deadline
1. YOT internal data shows that the police OBTJ initiative is currently having a similar impact on recidivism rates as it is on First Time Entrants and this remains a risk to future performance.	1.1) The inclusion of the this target with the police APACS framework provides opportunities to ameliorate this risk and this is being actively explored with the new Chief Superintendent for Community Safety in Hampshire.	Joint working with police to respond in more flexible ways to young people's behaviour, in particular in relation to young people who are looked after.	YOT Manager	April 2009

2. All areas need to have access to the full range of specialist services and case management materials and skills.	1.2)	To maintain the issue of young people and re-offending rates in particular as a priority for the Local Criminal Justice Board	Inclusion of youth offending issues in LCJB Beacon approach	YOT Manager	April 2009
	2.1)	Complete implementation of all specialist teams (particularly health team) and case management model	All specialist workers/teams in place with a clear pathway into their service.	YOT Manager/health team leader	December 2008
3. Case Management Model is premised upon good risk assessment, planning and intervention skills	2.2)	Ensure all staff receive training for implementation of case management model	All case holding staff having received relevant training, all modules/ materials available on YOT intranet	PIT Manager	December 2008
	3.1)	Ensure all staff have received APIS training	Monitored via PMF as set out above. Quality will be assessed by QA group reported to management Board.	PIT Manager	April 2009
	3.2)	Ensure all managers are equipped to oversee APIS through regional training			
3.3)	Ensure that the quality of APIS is monitored via APIS QA group	Area manager SE			
4. Issues of disproportionality need to be addressed as they occur	4.1)	the Diversity QA group will monitor a random sample of BME cases at each disposal stage and QA them.	Best Practice guidance issued to YOT staff	YOT Manager	April 2009
	4.2)	The YOT proportionality	Reduction in identified disproportionality		

<p>5. The quality of our work with young people needs to improve (see Inspection) in order to bear down on re-offending rates for this group. Significant steps have been put in place but the quality and learning from this will need to be monitored and disseminated</p> <p>6. The Scaled Approach. At some point in the next year the Wessex model will be phased out and the agreed YJB model will be piloted. Some training will be required for staff and magistrates</p>	<p>target will be linked to the LCJB disproportionality in due course and feature as part of the Beacon approach</p> <p>5.1) QA group will monitor and report on the quality of work with young people in custody in accordance with clear TOR. Learning from good practice will be disseminated from this group.</p> <p>6.1 PIT Manager to liaise with YJB in due course with regards to training needs</p>	<p>Improvement in quality of custodial work as measured by internal QA</p> <p>Regular learning and best practice briefings for staff</p> <p>Revised 'scaled approach' training delivered</p>	<p>ISSP Manager</p> <p>PIT Manager</p>	<p>April 2009</p> <p>April 2009</p>
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C2.3 Identify workforce development plans to overcome the risks to continuous improvement

Skills to Develop	Target Group	Action	Owner	Deadline
Case management skills	Caseholding staff	Case management training delivered in teams	PIT Manager	December 2008
Skills in approaching and dealing with diversity issues	All practitioners	Diversity training to be commissioned	YOT Manager	October 2009

APIS skills	All practitioner	In training plan, ongoing monitoring of need and attendance	PIT Manager	Ongoing
Revised scaled approach training	All practitioners	PIT Manager to liaise with YJB in due course	PIT Manager	Ongoing
C2.4 YJB risk to future delivery assessment comments				

SECTION C3 - CUSTODY

C3.1 Assess the extent to which the YOT partnership has contributed to reducing the use of youth custodial remands and sentences and reducing *any* disproportionality including children and young people from Black Minority Ethnic (BME) backgrounds

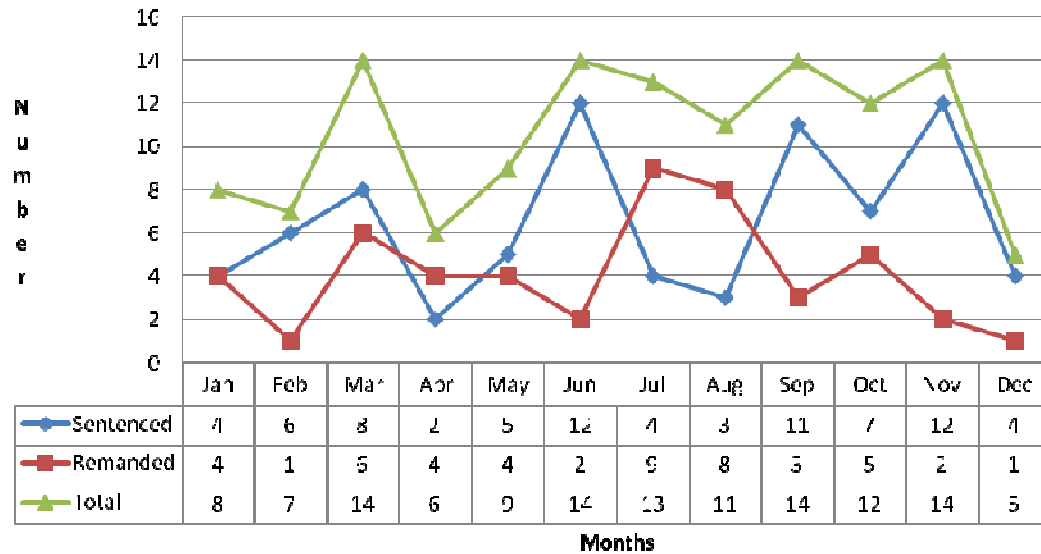
Custodial Sentencing

The table below shows that we were able to reduce the percentage of young people being sentenced to custody over the year. However we also know that significant gains were being made towards the end of the year when, in the last quarter, custodial sentencing across Wessex was less than 5% of all sentences for the first time since the inception of the YOT. However the data shows us that in numerical terms there was an increase in the number of young people sentenced to custody which was offset by the overall number of young people in the system.

		Southampton	Portsmouth	IOW	SE Hants	SW Hants	N Hants	Hants total	Wessex total
PM5(ii) 2006/7	Custody	76/969 (7.84%)	40/665 (6.01%)	32/479 (6.68%)	30/671 (4.47%)	24/599 (4.01%)	68/1004 (6.77%)	122/2274 (5.36%)	270/4387 (6.15%)
PM5(ii)2007/8	Custody	89/1131 (7.87%)	44/703 (6.26%)	13/471 (2.76%)	28/847 (3.30%)	37/693 (5.34%)	73/1083 (6.74%)	138/2623 (5.26%)	284/4928 (5.76%)

In the last year we have focused on improving our reports and have set up a PSR monitoring group. We have also maintained good relations with sentencers via the Standing Conference on Youth Justice and other presentations. We have continued to maintain the Intensive Fostering pilot with NCH and have sought to extend this in North Hampshire with the shorter, 'fusion fostering' model. In North Hampshire, as part of our Local Government Association pilot, we have set up a custody panel where every young person who is sent to custody has their case reviewed by a multi-agency panel. This has provided some highly significant learning for our staff and, although this is early in its roll out, does appear to have made a difference to custodial sentencing (and remand) rates.

North Hampshire Children sent to Custody in 2007 by Legal Status



Of the total of 284 custodial sentences passed in Wessex between 1st April 2007 and 31st March 2008, 24 can be identified as being young people from black and ethnic minority groups. This represents 8.45% of the total number of custodial sentences. Of the 24, 23 were male and one female. The highest ratios of BME custodial sentences were in North East Hants at 16.13% and Southampton at 14.29%.

This shows some disproportionality in outcomes for BME young people and the diversity steering group will now investigate the underlying causes of this and develop any relevant actions

Area	Total Custody	BME Custody	% Total Custody	% BME of Area Custody
Isle of Wight	11	1	3.87%	9.09%
North East Hants	31	5	10.92%	16.13%
North West Hants	46	3	16.20%	6.52%
Portsmouth	53	1	18.67%	1.89%
South East Hants	31	1	10.92%	3.23%
South West Hants	35	2	12.30%	5.71%
Southampton	77	11	27.11%	14.29%

In the next year there are 7 key elements in our strategy to reduce the numbers of young people in custody.

- 1) Continue to improve our Pre-Sentence Reports through rigorous gatekeeping processes and regular QA by the PSR Group
- 2) Issue revised guidance for staff on report writing
- 3) All managers to receive training on gatekeeping PSRs
- 4) Roll out the successful Custody panels from North Hampshire to the rest of the YOT
- 5) Maintain high levels of acceptance on to our excellent ISSP
- 6) Build confidence of sentencers in the scaled approach through training
- 7) Review sentences in relation to diversity issues through the diversity group and disseminate learning

Custodial Remands

Wessex failed to hit the YJB's remand target but this reflects the limited use of conditional bail in this area. Next year we have set ourselves a target to reduce the number of young people remanded in to custody by 5%. Last year there was a 1.8% increase (up to 221 young people from 217).

Our Inspection noted that we had a strong Bail Support and Bail ISSP programme for young people. We also have a good, although slightly underused, remand fostering scheme in place. Our court officers ensure that there is duty cover for all weekend and bank holiday courts.

There were a total of 221 secure and custodial remands ordered in Wessex between 1st April 2007 and 31st March 2008. Of these 19 can be identified as being young people from black and ethnic minority groups. This represents 8.60% of the total number of custodial sentences. All were male. Note that this is the number of remands ordered passed not individuals.

Southampton City young people were most represented in remands, accounting for 76/221 at 34.39% of the total. The highest ratios of BME remands were in Southampton at 13.16% and North East Hants at 11.31%.

Area	Total Remands	BME Remands	% Total Remands	% BME of Area Remands
Isle of Wight	17	1	7.69%	5.89%
North East Hants	25	3	11.31%	12.00%
North West Hants	29	1	13.12%	3.45%
Portsmouth	24	2	10.86%	8.33%
South East Hants	24	0	10.86%	0.00%
South West Hants	26	2	11.76%	7.69%
Southampton	76	10	34.39%	13.16%

Our strategy to reduce remands in custody is as follows:

- 1) bring custodial remands into new YOT performance framework in order to continue to bear down on this target
- 2) Bring NCH bed utilisation into the above framework in order to monitor this more closely
- 3) Maintain high levels of acceptance onto ISSP and Bail Support
- 4) Work with sentencers, in the context of training and preparation for the scaled approach, emphasising the availability of alternatives to remands in custody for some young people.
- 5) Review Remand decisions as part of the QA programme of the Diversity group.

C3.2 Identify risks to future delivery and continuous improvement and plans to overcome the identified risks

Risk	Action	Success Criteria	Owner	Deadline
1) PSRs not improved leading to no change in sentencing practice	1.1) PSR Guidance and ongoing training for staff, Gatekeeping needs to improve from managers	Improvements in PSRs as identified by PSR QA group	Area Manager N Hants	April 2009
2) Lessons from custody reviews in North not absorbed by whole service	2.1) Rollout custody panel to all areas	Custody panels in all areas	YOT Manager	April 2009
3) Insufficient capacity in ISSP	3.1) ISSP Manager to ensure that at least 200 starts are available	Custody panels not reporting that young people being sent to custody when ISSP unavailable	ISSP Manager	April 2009
4) Insufficient confidence in community options from sentencers	4.1) Build confidence of sentencers in the scaled approach through training	Fewer remands and sentences to custody	YOT Manager/ Area Managers	April 2009
5) Disproportionality in custodial sentencing and remand amongst BME groups	5.1) Review sentencing and remand decisions in Diversity Group.	Identification of disproportionality and dissemination of learning	YOT Manager	April 2009

C3.3 Identify workforce development plans to overcome the risks to continuous improvement

Skills to Develop	Target Group	Action	Owner	Deadline
Gatekeeping skills -	Area and team managers	All managers to receive training on gatekeeping PSRs	PIT Manager	April 2009
PSR Writing skills	Caseholding staff	Continue programme of PSR training	PIT	April 2009

Recognising and meeting needs in relation to diversity in assessment and intervention planning	Caseholding staff	Commission diversity training	Manager YOT Manager	April 2009
C3.4 YJB risk to future delivery assessment comments				

SECTION C4 - RISK OF SERIOUS HARM

C4.1 Assess the extent to which the YOT partnership has contributed to addressing risk of serious harm to the public through local application of YJB risk of serious harm procedures

Wessex YOT has been strong in our approach to addressing risk of serious harm to the public and this was acknowledged in our Inspection although rightly, it highlighted areas where there is more to do.

We know that in 2007/8 there were the following:

Category 1 (registered sex offenders) there were 9 managed at level 1; and 8 managed at level 2 (no level 3 cases)

Category 2 (violent or sexual offenders who receive 12 months or more in custody): there are 19 managed at level 1, 15 managed at level 2, and 1 managed at level 3

Category 3 (others): there are 6 managed at level 2 and none at level 3

13 young people were identified as being a risk to children within the MAPPA process.

In our performance framework for 2008/09 we will be monitoring via YOIS, the completion rate of ROSH Assets against the numbers that would be required according to ASSET trigger questions. This will enable operational managers to have a greater oversight on ROSH Assessment.

Our inspection told us that our risk assessments were basically robust, but that we needed to do more work on risk management planning, and vulnerability management planning. We also felt that we needed to ensure that managers had a better overview of risk assessment.

To this end we have ensured that risk assessment training has been delivered to all case-holding staff. Risk and vulnerability planning are included in our training plan for 2008/09 as is training on supervision and oversight of risk for managers. We have also set up a quality assurance group on assessment, planning, intervention and supervision (APIS) led by the Area Manager for the South East, which will monitor the quality of risk assessments.

The YOT Management Board and the local steering groups receive all Serious Incident Reviews, and lessons learned are fed back into practice via Area Managers, and relevant Board members. There is also a formal mechanism in place with the four Local Safeguarding Children Boards, whereby SIRs that involve risk or harm to children are brought to their attention via the Serious Case Review Committee.

Our Area Manager for SW Hampshire represents the YOT at the Strategic MAPPA Board. Up until last year, the YOT was authorised to chair MAPPA meetings, but this has now been reversed and only responsible authorities can chair. This has led to some weakening of MAPPA meetings in our view and the YOT is seeking to review this decision.

C4.2 Identify risks to future delivery and continuous improvement and plans to overcome the identified risks

Risk	Action	Success Criteria	Owner	Deadline
1. Insufficient staff skills around risk management planning	1.1 Staff training	Roll out of training and full attendance	PIT Manager	
2. Poor MAPPA chairing	2.1 Seek review of MAPPA chairing protocol	YOT Managers able to chair MAPPA	Area Manager SW	
3, Insufficient ROSH Asset	3.1 Monitoring and performance managing by operational managers	80% of all ROSHs that are required are completed	Area Managers	
4. Managers insufficiently aware of ROSH quality shortfalls	4.1 Training for managers on oversight of ASSET	All managers attend and complete training	PIT Manager	
5. Lessons from SIRs not learned	5.1 Use staff conference to promote learning from SIRs	Delivery of session on SIRs	YOT Manager	

C4.3 Identify workforce development plans to overcome the risks to continuous improvement

Skills to Develop	Target Group	Action	Owner	Deadline
Risk Management and Risk Management Planning	Caseholding staff	Delivery of risk management planning training	PIT Manager	April 09

4.1 Risk management oversight and management	Team Managers	Delivery of risk management training	PIT Manager	April 09
C4.4 YJB risk to future delivery assessment comments				

SECTION C5 - SAFEGUARDING

C5.1 Assess the extent to which the YOT partnership has contributed to keeping children and young people safe from harm

The YOT completed an S.11 compliance audit for the four Local Safeguarding Children Boards. The audit found that we had good arrangements for safeguarding in place. For example, Child Protection training is part of our induction package, all staff and volunteers have CRB checks, etc.

The main area for development for us is in the area of service user consultation, and we have brought this into our new performance framework.

Our inspection report also supported this view of safeguarding being a strength in the YOT. The Inspectors pointed to our joint protocols with the four Children's Services Departments, risk assessment and work with Looked After Children as strengths. There was though, more to do on vulnerability planning (see above) and work with young people in custody. This latter deficit has been addressed through resettlement training and revised case management procedures, leading to better continuity of supervision from the YOT (see above).

One lesson that emerged from a recent part 8 review was that, on occasion, YOT workers had not been able to attend Looked After Children reviews. Procedures have now been put in place to ensure that appropriate cover arrangements are put in place when staff cannot attend.

The YOT has worked closely to set up area based working parties on the issue of looked after children offending. The YOT has also participated in a joint police/Children's Services conference on this issue and has part funded training for residential staff in Hampshire and Portsmouth in using Restorative techniques. Whilst this particular indicator is proving particularly stubborn, recent work looking at a common data set across the four authorities is likely to prove to be particularly valuable in identifying areas where further progress needs to be made (eg young people at home on care orders who offend).

The YOT manager sits on the Hampshire Serious case Review Committee and the LSCB itself whilst Area Managers sit on the unitary LSCBs.

C5.3 Identify risks to future delivery and continuous improvement and plans to overcome the identified risks

Risk	Action	Success Criteria	Owner	Deadline
1. Staff not keeping CP knowledge up to date	1.1 PIT Manager to audit all practitioner's CP training	Audit completed	PIT Manager	April 09

	and whether up to date			
2. Non attendance at CP or LAC meetings	1.2 PIT Manager to put in place training for any shortfalls revealed in 1.1 above	All staff CP trained within last 3 years.	PIT Manager	April 09
	2.1 Operational Managers to monitor and ensure attendance	All CP/LAC reviews attended	Operational Managers	April 09
3. Insufficient account taken of views of service users	3.1. Service user involvement strategy has been developed and will be implemented in 2008/9	Greater knowledge of service users' views - reported to Management Board.	YOT Manager	April 09

C5.3 Identify workforce development plans to overcome the risks to continuous improvement

Skills to Develop	Target Group	Action	Owner	Deadline
Child Protection skills	Caseholding staff	Training as identified above	PIT Manager	April 09

C5.4 YJB risk to future delivery assessment comments

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SECTION C6 – PUBLIC CONFIDENCE

C6.1 Assess the extent to which the YOT partnership has contributed to improving public confidence in the fairness and effectiveness of dealing with youth crime in the Criminal Justice System

The Wessex YOT continues to work hard to improve public confidence in the Youth Justice System.

The YOT Manager is the chair of the Local Criminal Justice Board, and is thus responsible for the LCJB's drive to improve public confidence. Latest data shows that confidence in the Hampshire area is slightly above the national average (45% as opposed to 44% nationally). The LCJB has a Confidence and Community Engagement subgroup which the YOT is represented on, and which has driven community engagement projects in local schools. The YOT manager is also leading the LCJB through the adoption of the Beacon approach, which is likely to lead to a more structured approach to developing confidence in the local criminal justice system.

We have also sought to promote the YOT's work through our redesigned and much improved website, through which we have highlighted several areas of good practice.

The YOT manager and other managers have also continued to engage in a range of media activities including hosting radio programmes, giving media interviews and generating events at which positive press coverage can be generated. One example of this was a Restorative Justice Project run in partnership with First Bus. This project aimed to cut criminal damage on buses through a poster and media campaign. John Denham MP presented certificates at the event, and significant local publicity was generated.

Our contracted Restorative Justice Provider, Rainer, continue to develop other victim focused projects with the assistance of our Community Intervention Managers.

Finally, the YOT continues to engage with magistrates, elected members, and others, via its Standing Conference in Youth Justice.

C6.2 Identify risks to future delivery and continuous improvement and plans to overcome the identified risks

Risk	Action	Success Criteria	Owner	Deadline
1. Negative publicity from a high profile case of serious further offending.	1.1 Develop Communication Strategy with partners for this case	Minimise negative publicity	YOT Manager	April 09
2. Confidence issues not adequately addressed via LCJB	2.1 Ensure that Beacon approach is taken on by LCJB	New LCJB structures and support staff	YOT Manager/ LCJB	April 09

C6.3 Identify workforce development plans to overcome the risks to continuous improvement				
Skills to Develop	Target Group	Action	Owner	Deadline
Project Management and other skills associated with LCJB Beacon approach	LCJB staff and YOT staff attending subgroups	Ensure LCJB adopts Beacon approach	YOT Manager	April 09
C6.4 YJB risk to future delivery assessment comments				

SECTION C7 – IMPROVING VICTIM SATISFACTION

C7.1 Assess the extent to which the YOT partnership has contributed to improving satisfaction in the Criminal Justice System for those who have been victims of youth crime

Those victims who come into contact with our Restorative Justice Provider continue to show high levels of satisfaction (87.69% of all victims who responded satisfied with the service received).

However, as was noted in our Inspection, the number of victims engaged is currently too low. However, it was also noted that our re-tendering of the contract (which was then awarded to Rainer) with a much tighter performance management framework should address any shortcomings.

The involvement of higher numbers of victims has been set as a key priority for Rainer and this target is retained in our new performance management framework. Early performance indicates that there has been some improvement over the year as the table below sets out (Quarter 3 was the first full quarter of Rainer's performance, the previous quarter's being wholly or partly delivered by SOVA the previous contract holders).

	Q1	Q2	Q3	Q4	annual %
Wessex	15.67%	9.04%	21.61%	23.82%	17.43%

Rainer have progressed their innovative plan to increase the use of volunteers to assist in victim engagement and we aim to see the fruits of this in the next year

The YOT is also a member of the LCJB's Victim and Witnesses subgroup, and contributes to the overall levels of victim satisfaction as measured by the LCJB.

We have also sought to progress Restorative Justice in schools in a number of areas. Portsmouth City Council have now invested in training for a number of schools and some schools in North Hampshire are also showing interest.

C7.2 Identify risks to future delivery and continuous improvement and plans to overcome the identified risks

Risk	Action	Success Criteria	Owner	Deadline
1. Rainer's ability to engage more victims limited by capacity.	1.1 Community Intervention Managers to assist Rainer to recruit volunteers through joint recruitment programme.	Increase number of victims engaged.	CIMs	April 09

2. Insufficient panel members with good knowledge of restorative justice therefore too few victims meaningfully engaged at panel	2.1 Revised training package has been drawn up 2.2 Panel Members conference has been set up and will be used to promote restorative justice principles.	Increased victim involvement in Referral Orders	CIMs	April 09
C7.3 Identify workforce development plans to overcome the risks to continuous improvement				
Skills to Develop	Target Group	Action	Owner	Deadline
Restorative Justice skills	Panel members	Promote restorative principles at Panel members conference	CIMs	April 09
C7.4 YJB risk to future delivery assessment comments				

SECTION D – BUSINESS CHANGE AND INNOVATION

D1 Describe the proposed business change or innovation – Criminal Justice: Simple, Speedy, Summary

From April 2008, youth courts across England and Wales will be adopting, through a phased implementation, a revised model of the established court process within the adult magistrates court. Simple Speedy Summary Justice (CJSSS) is based upon three principles:

- better proportionate preparation for first hearing in court
- ensuring that pleas are heard at first hearing and guilty pleas are dealt with on the day
- contested trials should proceed straight to trial within a reasonable timeframe.

The Referral Order process remains unchanged as most young people are dealt with on their first appearance however the level of change in practice and procedures for each YOT will vary according to their individual agreements and relationship with their local youth court.

A senior responsible officer has been appointed by the LCJB to oversee this target.

D2 Identify risks to implementing the business change or innovation and plans to overcome the identified risks

Risk	Action	Success Criteria	Owner	Deadline
1. Lack of current information in courts	1.1 All staff to have access to laptops etc. via Wiring Up Youth Justice Programme to enable them to have up to date information	Technology in place and being used	PIT Manager	April 09
2. Staff carrying out stand-down verbal reports to assist speediness whilst not considering the interests of justice and the need for a fuller report	2.1 Clear guidance to be issued to all staff on when to carry out a stand down and when to ask for a full report.	Guidance issued, fewer young people being sentenced using stand down reports	Area Manager N Hants	April 09

D3 Identify workforce development plans to overcome the risks to continuous improvement				
Skills to Develop	Target Group	Action	Owner	Deadline
None identified				
D4 YJB risk to future delivery assessment comments				

SECTION D – BUSINESS CHANGE AND INNOVATION

D1 Describe the proposed business change or innovation – Youth Rehabilitation Order and Youth Justice: The Scaled Approach

Youth Justice: the Scaled Approach is designed to assist youth justice services to direct time and resources to young people appropriately, in accordance with their risk assessment, YOTs will be expected to implement the scaled approach model from April 2009, which will coincide with the introduction of the provisions arising from the Criminal Justice and Immigration Act. The most significant youth justice provision in the Act relates to the Youth Rehabilitation Order (YRO).

Wessex YOT has been one of the four national pilots for this aspect of business change. As such we have already undergone significant changes in the way that we structure our services, carry out assessments, record activity and in the way we match risk to intervention.

It is intended that when the YJB announces the final version of the scaled approach, Wessex will then adapt this model until national implementation with support from the YJB.

From our current understanding of the approach to be adopted, it is unlikely that this will create further significant training issues for our staff.

There will though, be a need to develop administrative and performance management systems to monitor adherence to new national standards.

D2 Identify risks to implementing the business change or innovation and plans to overcome the identified risks

Risk	Action	Success Criteria	Owner	Deadline
Current software does not capture relevant data well enough	Work with YJB and Social Software to improve software	Accurate data capture	PIT Manager	April 09

D3 Identify workforce development plans to overcome the risks to continuous improvement

Skills to Develop	Target Group	Action	Owner	Deadline
Not applicable				

D4 YJB risk to future delivery assessment comments

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SECTION D – BUSINESS CHANGE AND INNOVATION

D1 Describe the proposed business change or innovation – Workforce Development

Due to the new local focus and improved workforce development infrastructure in youth justice services, YOTs will be expected to commission directly from the Open University (OU) using local budgets in 2009–11, maintaining an equivalent level of workforce development opportunities as provided by the YJB during 2008/09.

The YOT has relatively high numbers of staff who have achieved the professional certificate in effective practice. Therefore we anticipate new demand to be relatively low. However, there is some funding set aside for this, for this year. There is some work for us to do in establishing who, from our current staff, has the PCEP, and who we wish to encourage to participate in this cohort of the training.

From 2008/09 we intend to free up additional funding for new staff by de-commissioning the Wessex contribution to the regional trainer.

D2 Identify risks to implementing the business change or innovation and plans to overcome the identified risks

Risk	Action	Success Criteria	Owner	Deadline
1. As staff turnover we may be unclear about those who need to attend PCEP and similar training courses	1.1 PIT Manager to develop workforce development database, with PCEP, CP etc clearly identified	Up to date database and demand clearly mapped	PIT Manager	April 09

D3 Identify workforce development plans to overcome the risks to continuous improvement

Skills to Develop	Target Group	Action	Owner	Deadline
None identified				

D4 YJB risk to future delivery assessment comments

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TO ADD NEW BUSINESS CHANGES OR INNOVATIONS, PLEASE COPY THE ABOVE TABLE AND ENTER THE DETAILS AS REQUIRED

SECTION E1 – WORKFORCE DEVELOPMENT

E1.1 Assess the extent to which the YOT Workforce Development Strategy has helped the YOT partnership to effectively manage risks to future delivery

The YOT has retained a core of around 35% of practitioners as qualified staff, seconded from partner agencies.

However, our strong training programme, as highlighted in our Inspection, has enabled us to develop new entrants into the service, without these traditional qualifications, into effective practitioners.

We retain a strong interest in developing the relevant professions and are anticipating developing a self-funding practice teacher in a social work role. We have found that taking social work students on placement can be an effective recruitment aid. However, we remain committed to developing our workforce using internal training (our induction programme plus other training) and the Open University's qualification scheme.

E1.2 Identify risks to workforce development and plans to overcome the identified risks

Risk	Action	Success Criteria	Owner	Deadline
None identified				

E1.3 YJB risk to future delivery assessment comments

SECTION E2 - RISK TO FUTURE DELIVERY ASSESSMENT SUMMARY

E2.1 Comments from risk to future delivery assessment from YOT management board chair

It is clear that the YOT Management Board and the YOT Manager have taken the appropriate steps to ameliorate risks that were highlighted in our Inspection Report and those that we have identified ourselves

Our positive approach to addressing risks is evident in this report, and I am content that the YOT is in a strong position to implement the plans outlined within and to achieve our aim of becoming an excellent YOT.

E2.2 YJB risk to future delivery summary comments

E2.3 Review and sign-off					
Name:	Lynda Fisher	Job Title	Strategic Director, Children Learning and Families, Portsmouth City Council (Chair of YOT Management Board)	Date	7/8/08
Name:	Pam Robinson	Job Title	Deputy Director, Children's Services, Hampshire	Date	7/8/08
Name:	Nicolas Crick	Job Title	Head of Targeted Intervention, Directorate of Children and Young People, Isle of Wight Council	Date	7/8/08
Name:	Andy Hough	Job Title	Head of Children and Young People's Wellbeing and Targeted Services. Portsmouth City Council	Date	7/8/08
Name:	Alison Alexander	Job Title	Head of Services Young People and Community Support, Children's Services and Learning Southampton City Council	Date	7/8/08
Name:	Cliff Williams	Job Title	Chief Inspector, Community Safety. Hampshire Constabulary	Date	7/8/08
Name:	Sarah Beattie	Job Title	Director of Interventions, Hampshire Probation Service	Date	7/8/08
Name:	Sally Miller	Job Title	Head of Joint Children's Commissioning, Hampshire PCT & Hampshire County Council	Date	7/8/08
Name:	Rachael Hayes	Job Title	Senior Commissioner, Children Young People and Maternity, Isle of Wight PCT	Date	7/8/08

Name:	Chris Woodfine	Job Title	Partnership Manager, Portsmouth PCT/Children Families and Learning	Date	7/8/08
Name:	Donna Chapman	Job Title	Commissioning Lead - Children, Maternity and Sexual Health Services Southampton City PCT	Date	7/8/08
Name:	Rachael Dalby	Job Title	Head of Community Safety, Portsmouth City Council	Date	7/8/08
Name:	Keith Sutcliffe	Job Title	Housing Needs Manager Test Valley Borough Council	Date	7/8/08
Name:	Gordon Shinn	Job Title	Head of Finance, Children's Services Hampshire County Council (Treasurer to the YOT Management Board)	Date	7/8/08
Name:	Adrian Montador	Job Title	Legal Adviser Special Responsibilities North West Hampshire Magistrates Court	Date	7/8/08

SECTION F – LESSONS LEARNT FROM COMPLETING THE YOUTH JUSTICE PLANNING TOOL

F1 What were the most valuable features of the youth justice planning framework and tool?

The first four sections were ok, I can see the point of linking with the PSA objectives re public confidence and victims but the workforce development section was unnecessary as it repeats other stuff. The grids for the action plans were ok - better than the previous xcel spreadsheet but you could condense these down, not sure you need workforce development as a separate grid everytime, especially when there is a section on this.

As ever the guidance is far too detailed and looks for operational detail when it should be a strategic plan.

The access database was hopeless, I did give feedback on this as part of the consultation but it is not useable in its current form in my view

F2 What could have been developed further?

It's already too long but it should be much more aligned with the CYPP.

The tool asks us to list the members of the management board but there is no space for signatures – did you mean to do this?

F3 What else would you like to be included in next year's youth justice planning framework?

I would like you to give us four or five headings and then let us get on with it adapting to local formats as necessary

F4 Do you have any other comments?

YJB needs to ask what it wants to achieve through this plan – is it a reporting mechanism or a planning tool? Feels to much like the former than the latter.