

DECISION-MAKER:	CHILDREN AND FAMILIES SCRUTINY PANEL
SUBJECT:	YOUNG PEOPLE'S SERVICE UPDATE AND ISSUES AFFECTING YOUNG PEOPLE IN SOUTHAMPTON
DATE OF DECISION:	30 MARCH 2023
REPORT OF:	HEAD OF YOUNG PEOPLE'S SERVICE

<u>CONTACT DETAILS</u>			
Executive Director	Title	Executive Director – Children and Learning	
	Name:	Robert Henderson	Tel: 07468 758995
	E-mail	robert.henderson@southampton.gov.uk	
Author:	Title	Head of Young People's Service	
	Name:	Tim Nelson	Tel: 023 8254 5329
	E-mail	tim.nelson@southampton.gov.uk	

STATEMENT OF CONFIDENTIALITY

None

BRIEF SUMMARY

The Young People's Service became operational in 2022 as part of the Destination 22 reorganisation. The service brings together the Youth Justice Service, the Missing Exploitation and Trafficked Team and the Building Resilience Service.

Tim Nelson - Head of Service, Anna Harbridge - Service Lead for the Youth Justice Service, Sarah Ball - Service Lead for the Young People's Service and Callum Tanner - Data Analyst, will be in attendance to outline the current performance and plans for the service.

In addition, reflecting the partnership work undertaken by the Young People's Service, Chief Inspector Marcus Kennedy will be in attendance to provide an overview of the joint work between the service and Police, particularly focusing on serious youth violence and Nicola Iverson - Assistant Head Teacher, Woodlands Community College will be in attendance to provide an overview of the Team Around the School initiative.

RECOMMENDATIONS:

	(i)	That the Panel note the roles and responsibilities of the Young People's Service, the current performance and the plans to improve outcomes for young people in Southampton.
--	-----	--

REASONS FOR REPORT RECOMMENDATIONS

1.	To enable the Panel to scrutinise the work of the recently formed Young People's Service.
----	---

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED
--

2.	Not applicable
----	----------------

DETAIL (Including consultation carried out)
--

	Introduction
--	---------------------

3.	The Young People's Service was created within the Destination 22 reorganisation. The Service has brought together the Youth Justice Service, the Missing Exploitation and Trafficked Team and the Building Resilience Service. The Building Resilience Service is a joint service with Solent NHS Trust to respond to children's and young people's emotional health and wellbeing across the city. The development of the Young People's Service also saw the creation of three locality teams linked to the cities 3 defined localities and these teams consist of social workers and youth workers.
4.	The evidence that the city of Southampton needed a Young People's Service was compelling as there was an underdeveloped children's social care response to serious youth violence, links between youth crime and exploitation, 16- and 17-year-old homelessness, intensive support to prevent admissions to care and access to education for vulnerable adolescents.
5.	The Young People's Service locality teams started to become operational in February 2022 with the transfer of the case work for 70 young people from the Safeguarding Service. The locality teams became fully operational in June 2022 and since this date has consistently worked with between 130 and 150 young people and their families at any one time. These three teams are made up of Practice Managers, 4 social workers or youth workers and a drugs and alcohol worker per team.
Young People's Service – roles and responsibilities	
6.	The Youth Justice arm of the service aims to prevent young people re offending, aims to improve outcomes for young people involved in the youth justice service system, keeps the general public safe through the management of risk from young people who present a risk to others and works with vulnerable young people who have features which increases their likelihood of offending to prevent them from becoming involved in the criminal justice system, by providing diversionary services.
7.	These aims are achieved by the youth justice officers building positive relationships with the young people to prevent reoffending by undertaking victim awareness, community reparation and restorative work with young people and victims. Providing interventions about the short-, medium- and long-term consequences of criminal activity. Providing diversion and creating hope and aspiration through supporting young people to access education and positive activities and develop skills which will enhance their self-esteem and employability.
8.	The service criteria for the Young People's Service locality teams is the service will work with young people who have been assessed through Child Exploitation Risk Assessment (CERAF) as either suffering significant harm as a result of exploitation or are assessed as medium or high risk of suffering significant harm as a result of exploitation. The locality teams also work with young people who are at immediate risk of not being able to live within their family and friends and are therefore at risk of needing a care placement. The localities teams can provide intensive support by having lower caseloads generally 10 -12 young people and are able to respond swiftly to crisis and to rebuild relationships within families by using evidence-based models such as restorative approaches, PACE and NVR. The team also develop detailed plans of how the family and friends' network can support difficult situations rather than plan this at times of crisis.

9.	The locality teams' arm of the service aims to enable young people to live within their family and friends' network, prevent homelessness and prevent young people entering care unless there is no other option. The locality teams also aim to disrupt and support recovery from exploitation.
10.	In terms of tackling child sexual and criminal exploitation the locality teams build relationships with young people and use these relationships to help young people recognise they are being exploited as usually this is very skilfully disguised by organised criminals who use grooming and coercion to exploit young people. Once there is an acceptance that exploitation is or may be taking place the teams can embark on disruption and change work.
11.	Risks of exploitation are often increased by the relationships parents or carers have with their children or their availability. Therefore, relationships work between young people and parents' carers is a critical part protecting young people from exploitation. The team's explore push and pull factors within the relationships and family home, aiming to make the young person's home and relationships safe, warm, and protective. Other protective factors such as good self-esteem, trauma recovery, creating a positive support network and involvement positive activities including education are key aspects of the work undertaken with young people to tackle exploitation.
12.	The Missing Exploitation and Trafficked Team respond to children and young people who go missing. There is statutory guidance for local authorities in England which states that on every occasion a child / young person goes missing, on their return they should be offered an independent return home interview. A Return Home Interview provides an opportunity for a person to be listened to – to understand why they went missing, what happened whilst they were away, including exploring whether they have come to any harm, and discuss what needs to be put in place to prevent them from going missing again. A Return Home Interview is also an opportunity to engage with a person who may not previously have come into contact with any other professional support. Therefore, it is a good opportunity to identify any previously unknown risk, harm, or exploitation that a child or young person may have experienced, or currently be experiencing, and refer them to any additional support services that they may need.
13.	The Missing Exploitation and Trafficked team and the locality young people's teams work closely with the police to share information to pursue and convict adults who exploit young people criminally and sexually. Both teams also use a range of civil orders to disrupt exploitation.
	What's Working Well
14.	The locality teams have had only one permanent entry into in care in the 13 months of being operational. Usually the 13–17-year-old age range is one where there are high numbers of entries into care. Additionally young people aged 13-17 usually have higher placement costs. Most importantly, in general the outcomes for young people entering care as teenagers are poor and outcomes are better for those supported and enabled to remain within their family.
15.	The Young People's Hub has been a fantastic development in the Civic Centre. Approximately 95% of the council's children's social care services are based at the civic centre and we didn't have anywhere in the civic centre to undertake direct work with young people. The hub has provided a great

	space in which young people can access services from the Council. The hub provides meeting spaces, youth club / common room, music recording studio, skills room focusing on barbering and hair beauty, internet café and training kitchen.
16.	The Youth Justice Service and the Missing Exploitation and Trafficked Teams have very stable workforces with very little turnover of staff. This has resulted in these two teams building a high level of expertise and local knowledge, this, combined with very dedicated members of staff, has meant the high levels of risks for adolescents in the city are effectively managed. The risks connected to serious youth violence in the city are higher than statistical neighbours and comparator local authorities.
17.	The Missing, Exploited and Trafficked Team's performance in completing Return Home Interviews (RHI) has been good over the last 12 months. The best monthly performance was 91% of missing episodes received a RHI. The mean average for the last 12-month period was 84%. This level of performance requires high levels of flexibility to work evenings, the ability of workers to build a rapport and relationships quickly, and quick paced working to respond to the volume of RHIs required.
18.	In the last 18 months there has been a significant reduction in the number of first-time entrants to the formal Youth Justice System through development of a Preventative Service in the Young People's Service. The Prevention Service has been developed with youth workers and the Inclusion and Prevention Team to deliver earlier interventions to prevent an escalation of need and risk, to prevent entry into the Youth Justice System or requiring help and support from the locality teams as the risk around exploitation has increased or there is a risk the young person cannot live within their family or friend's network.
19.	Southampton is one of 3 local authorities in the country chosen to be a pilot with the Department for Education and Durham University to introduce the Risk Outside the Home Conferences (ROTH). The ROTH conferences are multi agency conferences similar to child protection conferences except where the primary risk for the young person is outside of the home such as exploitation, organised crime and / or serious youth violence. Child Protection Conferences tend to focus on creating change in either parenting capacity, safe parenting, or parental availability. Whereas the ROTH conferences are a joint approach with the young person and parents to identify what help, safety plans and disruption to the risks are required from the local authority, police and education providers. The pilot runs from January to June 2023.
20.	The Team Around the School (TAS) was developed in Southampton to improve partnership work with schools in the areas of greatest need in the city. So far TAS networks have been developed in Redbridge and Woodlands Schools inclusive of both these schools feeder primary schools. The TAS network for Redbridge and Woodlands includes children's social care, early help, Police, CAMHs, School Nursing, Emotional Health in Schools, Youth Justice, and voluntary and community sector services in these localities. Priorities and action plans have been established in both TAS networks to reduce the number of social work practitioners working the school network, improving school attendance and increasing the range of diversionary activities to prevent youth crime and reduce those not in education, employment and training.

	Areas of focus
21.	There has been higher turnover of staff in the Young People's Service Locality Teams than we would have liked. This relates to a combination of factors such as having to recruit 10 social workers at the same time as this was a new service; filling some vacancies with agency staff and turnovers connected to this; and the work of the young person service being very demanding including evenings and weekend work has meant this area of work has not been a preference for some social workers.
22.	A recruitment strategy is in place and experienced agency workers in this area of work are supporting the service. The service currently has 80% of its staffing establishment filled by permanent staff. Whilst we are currently in a relatively positive position, the impact on the service, and young people in Southampton, of not having a suitably experienced workforce is concerning. Therefore, recruitment and retention is an ongoing priority.
23.	The prevalence of serious youth violence in Southampton is greater than statistical and geographical neighbours, including significant cities such as Sheffield. Our colleagues in Hampshire Constabulary have identified two young people's Urban Street Gangs across the city. These gangs are based around post code tension in SO14 and SO16 and it is recognised organised crime and exploitation are also features of these gangs. To tackle this the police and the young people's service are meeting every week as Operation Sabre Tooth to share information and coordinate activity and intervention to protect victims, disrupt potential gang activity and divert young people into positive activities, education and skills.
24.	The level of need and risk for adolescents in the city is high and responses have been underdeveloped for a number of years. Therefore, there is not an established set of data available to be able to reliably match needs to resources. As a result the ongoing design of the service is having to be more responsively developed than would be desirable. The service has periods where volume and demand has become a significant challenge.
25.	<p>In a peer review of the Youth Justice Service in February 2022 it was identified that access to substantive and personalised education for young people connected to the youth justice service were not good enough. The key issues identified were:</p> <ul style="list-style-type: none"> • Too many young people out of education • Too many young people on part time timetables • Too many young people not receiving a personalised approach or timetable. <p>In response to this the Youth Justice Service now has access to an Educational Psychologist, there is cohort oversight from the virtual school with plans to introduce Personal Education Plans for youth justice young people, a weekly coordination meeting between youth justice, young people's service and key education colleagues has been developed to unblock education access issues and an education lead post is currently being advertised to lead and coordinate the activity to improve educational outcomes.</p>
	Next Steps
26.	By the end of Spring 2023 it is intended the Missing Exploitation and Trafficked team will be integrated in to the 3 Young People's Services teams

	for the purpose of reducing duplication, making coordination simpler and increasing efficiency. This is a key part of the strategy around recruitment and retention in the young person's service and should enable the release of one agency member of staff.
27.	By the end of Spring 2023 a specific assessment, planning and review framework will be operational in the Young People's Service. This is aimed at increasing the focus on assessments, plans and reviews responding to risk outside the home and maintaining young people within their families.
28.	In the summer of 2023, as part of the reorganisation of Building Resilience Service, 3 clinical posts will be developed with Family Hubs Funding to be co-located with the Young People's Service. These posts will provide clinical oversight of case work increasing the amount of evidence-based practice and clinical supervision being used. These clinical posts are also a key aspect of the service's recruitment and retention strategy by providing clinical containment in relation to the trauma staff members are working with as part of their day-to-day work.
29.	By the end of Spring 2023 an Educational Lead will be appointed to Youth Justice Service to coordinate the improvement work being undertaken to improve the educational outcomes for young people involved in the Youth Justice Service.

RESOURCE IMPLICATIONS

Capital/Revenue

30.	The Children and Young People's overall budget includes provision for the Young People's Service.
-----	---

Property/Other

31.	The Young People's Service delivers elements of its service provision from the newly created Youth Hub in Southampton Civic Centre.
-----	---

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

32.	Children's Act 1989
-----	---------------------

Other Legal Implications:

33.	The Crime and Disorder Act 1998 lays out statutory requirements for youth offending teams (YOTs). Other relevant legislation includes the Powers of Criminal Courts (Sentencing) Act 2000, the Criminal Justice and Immigration Act 2008 and the Legal Aid, Sentencing and Punishment of Offenders Act 2012.
-----	--

RISK MANAGEMENT IMPLICATIONS

34.	Governance arrangements are through the Vulnerable Young People's Board and the Building for Brilliance Programme Board
-----	---

POLICY FRAMEWORK IMPLICATIONS

35.	N/A
-----	-----

KEY DECISION?

No

WARDS/COMMUNITIES AFFECTED:	All
<u>SUPPORTING DOCUMENTATION</u>	
Appendices	
1.	None
Documents In Members' Rooms	
1.	None
Equality Impact Assessment	
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out?	No
Data Protection Impact Assessment	
Do the implications/subject of the report require a Data Protection Impact Assessment (DPIA) to be carried out?	No
Other Background Documents	
Other Background documents available for inspection at:	
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)
1.	Children and Young People's Strategy (southampton.gov.uk)
2.	Southampton Youth Offending Service Youth Justice Strategic Plan 2022/27