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# Council APPENDICES

Wednesday, 15th September,  
2010

To follow the Special Council  
Meeting

Council Chamber

APPENDICES ATTACHED TO THE LISTED REPORTS

## Contacts

Council Administrator

Sandra Coltman

Tel: 023 8083 2718

Email: [sandra.coltman@southampton.gov.uk](mailto:sandra.coltman@southampton.gov.uk)

**Agendas and papers are now available via the Council's Website**

- 5 **EXECUTIVE BUSINESS**
- 9 **NEW MODELS OF GOVERNANCE FOR THE COUNCIL'S EXECUTIVE AND ELECTORAL CYCLE ARRANGEMENTS**
- 12 **WESSEX YOUTH OFFENDING TEAM (YOT) ANNUAL YOUTH JUSTICE PLAN 2010/11**

Tuesday, 7 September 2010

SOLICITOR TO THE COUNCIL

## **ITEM NO: 5 Appendix 1**

### **DECISIONS BY CABINET 2<sup>ND</sup> AUGUST 2010**

On consideration of the following reports, Cabinet on the 2<sup>nd</sup> August agreed the following:

#### **WORKFORCE AND OTHER RELATED ISSUES**

- i. That the Chief Executive (Head of Paid Service) be given delegated authority, following consultation with the Solicitor to the Council (Monitoring Officer), Executive Director of Resources (Chief Financial Officer) and the Cabinet Member for Resources and Workforce Planning to take any action necessary (including defend, settle or in any other way take action) in relation to any Equal Pay Claims or other linked or associated matters currently made or in future made against the Council,
- ii. That the Chief Executive (Head of Paid Service), Solicitor to the Council (Monitoring Officer), Executive Director of Resources (Chief Financial Officer) and Head of Organisational Development be given delegated authority to take any further action necessary to give effect to the content of this report; and
- iii. To approve an amount of up to £200,000 to fund further legal and other associated costs of defending the Equal Pay Claims, to be met from the Organisational Development Reserve.

#### **CAPITAL REPAIRS TO NON-HOUSING PROPERTY**

- i. To approve in accordance with Financial Procedure Rules capital expenditure of £1.936M phased £968,000 in 2010/11 and £968,000 in 2011/12.
- ii. That the Head of Property and Procurement is granted Delegated Powers to vary the scope and programme of the work following consultation with the Cabinet Member for Resources and Workforce Planning

#### **SEA CITY MUSEUM SCHEME APPROVAL**

- (i) That, in accordance with Finance Procedure Rules, to approve the transfer of a ringfenced capped sum of £1.283m from the Resources portfolio into the Leisure and Culture Capital Programme per the approval to carry out repairs to the fabric of the building, any underspends will be transferred back to the ASAP project.

- (ii) That, in accordance with Finance Procedure Rules, to approve the increase in the total spend on the implementation of this scheme by £14,793,997 (to a total scheme value of £16,209,000) to be phased £4,185,565 in 2010/2011, £9,878,424 in 2011/2012 and £452,168 in 2012/2013 and £277,840 in 2013/2014;
- (iii) To note that the additional capital financing costs in 2010/11 of £40,000 can be met from existing capital financing budgets but that a sum to cover the additional capital financing costs in subsequent years will need to be allocated from the £2M allowance made for additional pressures that was included in the high level General Fund forecast reported to Cabinet on 5 July and that this may need to be increased if the circumstances set out in the report to Council in February materialise;
- (iv) To approve the implementation of a procurement exercise to identify a management partner for Sea City Museum, with the option of including other heritage venues, subject to an economic assessment of the costs and benefits being completed in accordance with the councils approved project appraisal process and, on the basis that the procurement proceeds:
- Agrees to draw up to £150,000 from contingencies to fund the procurement exercise in 2010/11 and
  - Delegate authority to the Executive Director of Neighbourhoods, following consultation with the Executive Director of Resources and the Solicitor to the Council, to do anything necessary to conclude the procurement including, but not limited to the evaluation of tenders, selection of the preferred bidder and contractual and financial close.
- (v) To delegate authority to the Executive Director for Neighbourhoods, following consultation with the Solicitor to the Council and the Executive Director of Resources, to enter into any agreements or undertake any other actions necessary to implement this project to completion.

## **Have your say on local democracy Governance and Electoral Cycle consultation**

### **Purpose:**

This consultation is looking at Southampton City Council's proposals on whether or not to move to a four year elections cycle as opposed to annual elections and on the possibility of having an elected mayor. These proposals have significant implications for everyone who lives and/or works in the city. The Council will be making a final decision about which options to adopt in September 2010. If you wish to comment please fill in the online form above, alternatively print the document and return it to the address below or contact us using the details at the bottom of the page.

### **Start date:**

11th June 2010

### **End date:**

6th August 2010

### **Results/Publication date:**

September 2010

### **Aimed at:**

Residents of Southampton

### **Contact details:**

Contact: Democratic and Members' Services  
 Address: Democratic and Members' Services Manager  
 Civic Centre  
 Southampton SO14 7LY  
 Telephone: 023 8083 2430  
 Email: [democratic.services@southampton.gov.uk](mailto:democratic.services@southampton.gov.uk)

## **Consultation responses**

Total number of responses received:	29
<b>QUESTION</b>	<b>RESPONSE</b>
1. Do you think that Southampton City Council's model of decision making should be made up of:	
(a) A Leader of the Council (chosen by elected councillors) and a Cabinet (chosen by the Leader).	(a) 14
(b) A directly elected Mayor (elected by voters every four years) and a Cabinet (chosen by the elected Mayor).	(b) 15
Reasons given for choosing option 1 (a) above:	
<ul style="list-style-type: none"> <li>• We are only a small City and the present system works well.</li> <li>• Tried and tested system.</li> <li>• The Mayor system looks like it will only represent one portion of the voters. It is</li> </ul>	

less democratic.

- The Council Taxpayers need a system of balance not an egotist. The City of London proves the point both past and present.
- The elections for a directly elected Mayor would turn into a referendum on whatever the big issue of the moment is favouring populist single issue candidates. This would not be good for the running of the City.
- Another unwanted layer at extra cost. If an elected Mayor is chosen for Southampton.
- We have seen the farce of elected mayors in Doncaster and Hartlepool. A mayor from a fringe or extreme grouping will discredit the city.
- A directly elected Mayor would in all probability come from the influential rich who could afford all the expenses to push themselves forward for selection. Their Cabinet would consist of the same people – shades of Freemasonry – you scratch my back etc. It would in all probability be a ruling party of the rich for the rich, the lesser lights of society can go hang. Also if s/he were a complete prat they would be there for four years minimum good or bad.
- The leader is chosen by the largest party and will therefore reflect majority of electors. He/she can be removed from office easily by the party. It removes the risk of a single issue non politician or a football mascot from walking straight into the top job. Difficult to get rid of?
- Elected Mayor is not accountable to anyone but electorate. Leader of Council can be held to account by the Council. Low turnout could mean single issue Mayor or Mayor with particular bias. Elected Mayor would not be good for Southampton – Leader of the Council works well. No difference in Cabinet (still the choice of one person as to how many and who).
- Directly elected mayor gives too much power to one man.

Reasons given for choosing option 1 (b) above:

- The Mayoral model provides direct accountability and transparency. The largest 12 cities will be having a referendum on a mayoral model and a mayor in Southampton would raise the profile of the city.
- Looking at calibre of local people who currently put themselves up as councillors, I am nervous about the mayoral option. However it may be better than chumps choosing the chief chump from among their own number as happens currently.
- Reduce cost and provide a real focus on policy.
- The Mayor is directly elected by the voters therefore is more accountable to the voters and is also a fair way of election.
- The mayor would then not be from a political background and would not be bias. I think it should be a three year role because four would be considered too long by many.
- The Mayor should be elected by the people to represent the people instead of the present system where the Mayor is elected and controlled by the councillors who can sack him/her at any time they do not like anything he decides with the result that the Mayor appears to (and probably does) simply rubber stamp whatever the leading party on the council wants. More involvement is likely to lead to more active interest by the voters.
- A directly elected mayor would be more accountable, and I think that this system would be more engaging for members of the public and would make people more likely to take an interest in local politics and what is going on in the council.
- I have direct positive experience from living and working in London. Things simply get done; a Mayor can cut through unnecessary barriers.
- Potentially provides a strong figure head for the city. In addition, an elected Mayor

doesn't have the constant "internal battle" of keeping the Cabinet on track and on-side!

2. Do you think that Southampton City Council's electoral cycle should involve:

(a) Electing one third of city councillors for three years out of four.

(a) 11

(b) Electing all city councillors at the same time every four years.

(b) 18

Reasons given for choosing 2 (a) above:

- This allows for change if necessary and keeps us as residents in touch with what is going on in the City Council (and interested).
- More accountability.
- It gives us the chance to change the balance of power if things go bad.
- At one election all the seats in a ward are likely to go to the same party. All out elections will therefore magnify any swing. Local elections are not the same as national elections – continuity is more important than one party achieving an absolute majority.
- If the council ceases to perform adequately, the chance to change it comes more frequently.
- More likely to take notice of the people.

Reasons given for choosing 2 (b) above:

- Allows councils to take long term strategic decisions and ensures a more robust approach to scrutiny and accountability not undermined by an annual electoral cycle.
- Current system is confusing and dull. Maybe a bit of four year razzmatazz would get local people interested. Try not to do it same day as general election though – then it gets lost.
- This sounds a good way forward so long as elected Councillors can commit to 4 years.
- This is a fairer way to do this and also avoids confusion with voters.
- Four years gives stability to the council and eases long term planning. Electors can remove an underperforming party from office in one fell swoop instead of the present drip feed arrangement. I think that electors would be more interested in voting for the whole council instead of one third at a time and a year off. Expense. Big saving. One election per four years instead of three. A major effort can be made to encourage electors to go out and vote just once in four years.
- More stability in policies and decisions if for four years – also less expensive than yearly elections and might encourage more people to vote.
- It's only fair to do everyone, if not the results may not be accurate because people may not of been able to vote for the person who they wanted to choose because they could be in the forthcoming year's election.
- I consider it to be an excellent idea to save money and people's time by holding local elections every four years. As many councillors are re-elected, there will be sufficient continuity.
- An election every four years would provide longevity for the councillors with regards to policy, deals, pacts, committees etc.

- Facilitates the longer-term strategic thinking and decision making required, rather than short-term opportunistic decision making, ie one year (one eye on the next election next May) time frame mind set.

<p>3. What is your interest in Southampton</p> <p>(a) Live here</p> <p>(b) Have a business here</p> <p>(c) Belong to a voluntary organisation, special interest or community group</p> <p>(d) Work for a statutory body</p> <p>(e) Work for other relevant stakeholder</p>	<p>(a) 21</p> <p>(b) 4</p> <p>(c) 5</p> <p>(d) 4</p> <p>(e) 1</p>
<p>5. What is your age</p> <p>(a) Under 18</p> <p>(b) 18-24</p> <p>(c) 25-34</p> <p>(d) 35-44</p> <p>(e) 45-54</p> <p>(f) 55-64</p> <p>(g) 65-74</p> <p>(h) Over 75</p>	<p>(a) 1</p> <p>(b) 0</p> <p>(c) 3</p> <p>(d) 4</p> <p>(e) 4</p> <p>(f) 5</p> <p>(g) 8</p> <p>(h) 1</p>
<p>6. Are you male or female</p> <p>(a) Male</p> <p>(b) Female</p>	<p>(a) 18</p> <p>(b) 11</p>





# **YOUTH JUSTICE STRATEGIC PLAN 2010/11**

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## 1. INTRODUCTION

- 1.1 Wessex Yot is unique not just in terms of being the largest Yot in England and Wales but principally because it covers the 4 diverse local authority areas of Hampshire, Isle of Wight, Portsmouth and Southampton. This can make comparisons with other Yots difficult.
- 1.2 This plan needs to be read in conjunction with the Capacity and Capability Plan for 2010/11 (Appendix 2) which contains performance data and a comprehensive self assessment against nine key areas. This has already been submitted and validated by the Youth Justice Board (YJB) and concluded that Wessex Yot *'Performs adequately and has good capacity and capability to sustain improvement.'*
- 1.3 Part of the performance rating is attributed to comparisons against other Yots deemed to be similar to Wessex by the YJB. Although it should be noted that in 2009/10 Wessex Yot exceeded the national targets on three of the six national indicators (Reducing 1<sup>st</sup> time entrants to the youth justice system, reducing reoffending and reducing custodial sentencing) and was close to meeting the targets in two of the remaining three (ensuring young people under Wessex Yot supervision have suitable accommodation and ensuring young people from black and minority ethnic backgrounds are not over represented in the youth justice system). Only the education/training/employment target for young people in the youth justice system was significantly off target, although performance had improved from the previous year.
- 1.4 The two key aims of this strategy are to;
  - i) Use our good capacity and capability to build on the upward performance trajectory of Wessex Yot over the last year and improve in comparison to our 'most similar Yots'.
  - ii) To continue to improve risk management and safeguarding practice to ensure we provide an effective and safe service to the communities that Wessex Yot serves.

## 2. RESOURCING AND VALUE FOR MONEY

- 2.1 The Wessex Yot Inspection report of 2007 rightly expressed concerns about the high caseloads (40 to 50 cases on average) front line staff were carrying across Wessex. Comparisons with other Yots showed Wessex had one of the lowest spends nationally per intervention delivered. As a result, in March 2008 a 3 year funding agreement which commenced in the financial year 2008/09 was agreed by the majority of Wessex Yot partners principally to increase the numbers of front line staff and reduce caseloads (See Appendix 1).
- 2.2 Unfortunately both Hampshire Probation Trust and Hampshire Constabulary have faced significant financial pressures in 2009/10 which continue in 2010/11 meaning that they have had to reduce their cash contributions to Wessex Yot. Portsmouth City Council have also stated that the additional contribution previously agreed for 2010/11 will not be forthcoming.

- 2.3 In 2010/11 this has created a cost pressure of 132k on the Wessex Yot Budget but this has been offset by the introduction of a 4% vacancy factor on all staffing budgets (except Intensive Supervision and Support Programme and Prevention), alongside other efficiencies. This has enabled Wessex Yot to protect front line staffing and service delivery.
- 2.4 Table 1 Shows that in 2009/10 WYOT undertook 2363 statutory interventions, however, this figure does not include prevention work such as Triage, Youth Inclusion Support Panels (YISP) and Youth Intervention Programmes (YIP), or Parenting and Bail/Remand work.

	Wessex	Hampshire	IOW	Portsmouth	Southampton
<b>Pre court interventions</b> (Final Warning Interventions)	205	143	7	15	40
<b>1<sup>st</sup> Tier sentences</b> (Referral and Reparation Orders)	1124	681	95	120	228
<b>Community Sentences</b> (All other Community Sentences)	882	525	63	131	163
<b>Custodial sentences</b>	152	84	6	16	46
<b>TOTAL</b>	<b>2363</b>	<b>1433</b>	<b>171</b>	<b>282</b>	<b>477</b>

**Table 1**

- 2.5 In 2006/7 the total number of statutory interventions delivered by WYOT was 3247, so there has been a decrease of 884 (27.3%) over the last 3 financial years. Pre Court Interventions have seen the most significant fall from 819 to 205 (75%), but there have also been a decline in the other three areas; 1<sup>st</sup> Tier sentences (1124 to 993, -11.7%), Community Sentences (1085 to 882, -18.7%) and Custodial Sentences (260 to 152, -41.5%)
- 2.6 The reasons for this are partially due to population demographics, as the numbers of young people in the 10 to 17 age range has declined over this period, but also due to the impact of preventative work to reduce the numbers of young people entering the youth justice system for the 1<sup>st</sup> time. Section 1 of the Capacity and Capability Plan in Appendix 2 gives more details of the preventative work undertaken.
- 2.7 The combination of the increase in frontline staffing and fall in the number of statutory interventions over the last 3 years have meant that average caseloads have now reduced to an average of between 20 and 25. Whilst this is approaching

acceptable limits for an experienced member of staff (15 to 20 cases) it is still in excess of the average caseloads of most other Yots.

- 2.8 In 2009/10 the core budget for Wessex was £7.63m meaning the cost per intervention was £3224. At the current time the cost per intervention for other Yots is not available but it is still highly likely that Wessex will be in the lower half of cost per interventions for Yots nationally and will demonstrate the economies of scale that the Wessex Yot partnership generates.
- 2.9 The current funding agreement is in its final year and negotiations have already started for a funding agreement for 2011/12 and beyond, although clearly the pressures on public sector spending will have significant bearing on Wessex Yot partners and their future contributions to Wessex Yot.
- 2.10 Wessex Yot currently commissions two services via Hampshire County Council using their thorough commissioning processes. The first is the volunteer Appropriate Adult Service for young people aged 10-16 detained for questioning in the Police station where a parent/guardian is unable to attend. This contract was re-tendered in the summer of 2009 and a saving of 20k was made. The second is a Restorative Justice (RJ) and Reparation Service which both direct and indirect reparation services to victims of youth crime, or where this is not possible to the local community. The use of Restorative Justice where young offenders and victims meet face to face in a safe environment is actively promoted.
- 2.11 Both contracts are currently held by Catch 22, although they sub contract Appropriate Adult work in Portsmouth and South East Hampshire to Motiv8, a local voluntary agency.
- 2.12 During 2009 an independent review of referral order delivery was commissioned which proposed the current Referral Order Co-ordinator role could largely be undertaken by an administrative role. The review also suggested that consideration should be given to the current Restorative Justice (RJ) and Reparation contract would operate more efficiently both in terms of process and finance if taken 'in house'. The RJ and Reparation contract is the largest contract commissioned by Wessex Yot (520k pa) and it is anticipated that significant savings can be made from these proposals which are currently being considered by the Wessex Yot Management Board.
- 2.13 In the latter part of 2010/11 it is intended to undertake a review of the Intensive Supervision and Surveillance Programme (ISSP). At the present time the YJB provides all Yots with a ring fenced grant to deliver ISSP for those young people on the brink of custody or those on licence on release from custody. In 2011/12 the ring fence grant condition will be lifted so will allow for the reallocation of resources if needed.

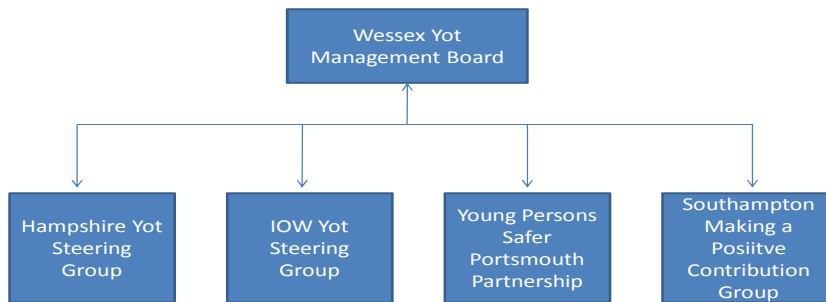
- 2.14 Wessex Yot is also a key partner of the Remand Fostering Service commissioned by Hampshire Children's Services on behalf of the 4 L.A's in the Wessex area. In 2010 this service was re – tendered and re - awarded to Action for Children. The Remand Fostering Service provides specially trained foster carers to provide placements via the Courts to young people who have been charged with serious offences as an alternative to being Remanded in Custody. The contract also allows the placement of young people at risk of committing serious offences.
- 2.15 Wessex Yot has a highly regarded Induction and training programme. Much of the programme is currently delivered by independent providers and discussions are underway with Hampshire's Professional Development Service to deliver these programmes in a more efficient way, whilst still ensuring quality of induction and training delivery is maintained.

### **3. STRUCTURES AND GOVERNANCE**

- 3.1 The Wessex Yot partnership continues to consist of the statutory partners as prescribed by the 1998 Crime & Disorder Act and WYOT is governed by a management board that meets quarterly consisting of senior officers from statutory partners i.e. the 4 Local Authorities and the 4 Primary Care Trusts that are co - terminous with the L.A.'s, in addition, Hampshire Constabulary and Hampshire Probation Trust.
- 3.2 In addition other key stakeholders such as HM Court Service and a District Council Housing representative are also represented on the Management Board.
- 3.3 The Chiring of the Management Board rotates annually between the WYOT partners and is currently held by Southampton City Council, with the Isle of Wight Council taking the chair in 2010/11.
- 3.4 Within the Board membership there is representation from each of the Children's Trusts in the 4 L.A. areas to ensure clear strategic linkages and the Head of Service also sits on each of the Children's Trust Boards.
- 3.5 Quarterly Performance and budgetary reports are considered at each meeting of the WYOT Management Board. The latter are presented by the Head of Finance for Hampshire Children's Services who is the Treasurer to the WYOT Board. Hampshire Children's Services hold WYOT's pooled budget on behalf of the Board and also provide most of the WYOT infrastructure i.e. Financial support, Human Resources, Commissioning and Procurement, Information Technology etc...
- 3.6 Performance reports not only cover the 6 National Indicators for Youth Justice (see 1<sup>st</sup> section of the Capacity and Capability Plan contained in Appendix 2), but also the following key local performance indicators which were introduced at the beginning of 2010. In 2010/11 consideration will be given to the addition of a measure to monitor activity/delivery of parent support programmes

<b>A</b>	<b>Restorative Justice</b>
	RJ Victim Involvement
	Victim Satisfaction (% Satisfied)
<b>B</b>	<b>Remand Fostering Service</b>
	Action for Children (Usage - Occupancy from 7 pre-paid beds)
<b>C</b>	<b>Children Looked After</b>
	Offending by Looked After Children
<b>D</b>	<b>Scaled Approach</b>
	Scaled Approach National Standards Number at Required Levels
<b>E</b>	<b>Risk Management</b>
	Risk of Serious Harm (ROSH) Asset Completion Rate
	Risk Management Plan Completion Rate
	MAPPA Cases Live in Quarter
<b>F</b>	<b>Safeguarding</b>
	Vulnerability Management Plan Completion Rate
	Child Protection Cases Live in Quarter
	Total number of open cases
<b>G</b>	<b>Courts and Enforcement</b>
	Enforcement - 35 Days from Non Compliance to End (LCJB Target)
	Enforcement - 60% cases breach to be resolved in 25 days (LCJB Target)
	PSR Completion in Readiness for Court Date

- 3.7 In 2009/10 particular emphasis has been placed on improving practice in Risk Management and Safeguarding and the inclusion of these performance measures within the local performance framework is design to ensure the focus on these areas continues in 2010/11.
- 3.8 In addition to performance data being reported on a Wessex wide basis, data for each of the 4 Local Authority areas is presented and in Hampshire the data is broken down further into the 11 District Council areas.
- 3.9 To ensure that local performance is scrutinised and action taken to address local priorities, there are 4 steering groups based on the 4 L.A. areas. In the two cities the steering groups are combined with other local strategic groups (see figure 1).
- 3.10 Each steering group meets at least quarterly just prior to each WYOT Management Board meeting and is chaired by a member of the Wessex Yot Board who then report directly into the Board at their meetings. Each of these steering groups has representation from Community Safety Partnerships and other key local stakeholders e.g. the Hampshire Yot steering group includes the Manager of Swanwick Lodge Secure unit.



**Figure 1**

#### **4. PARTNERSHIP ARRANGEMENTS**

4.1 Wessex Yot is represented at a senior management level on the following strategic groups contributes to the strategic plans and objectives of these groups;

- The Hampshire and Isle of Wight Local Criminal Justice Board
- The 4 Children’s Trust Boards
- The 4 Local Children’s Safeguarding Boards
- The 14 Community Safety Partnerships
- The Hampshire and IOW Multi – Agency Public Protection Arrangements Strategic Management Board.

4.2 In 2010/11 WYOT will be represented and contribute to each of the 14 emerging Local Children’s Partnerships (LCP’s) within Hampshire. The LCP’s will be based on groupings of schools rather than District Council areas, which should allow WYOT to work in greater partnership with schools.

4.3 In September 2010 WYOT will lead on the presentation of a young person’s themed paper to the Hampshire Community Safety strategic partnership which has representation from the 11 Community Safety Partnerships in Hampshire as well as other key partners such as the County Council, Police, Probation, Health etc.. The themed paper will form a key part of their strategy and will contribute to the distribution of resources. One proposal will be the extension into Hampshire of the successful Triage arrangements currently operating in Portsmouth & Southampton that have contributed to the significant reduction of 1<sup>st</sup> time entrants into the youth justice system over the last year in the two cities (see also 4.8 & 4.9).

4.4 On the IOW, WYOT will contribute to the key target of improving the educational attainment of young people by ensuring the proportion of young people in education/Training and employment at the end of a WYOT intervention continues to rise. Consideration is also being given to the roll out of Triage, within existing resources on the Island, as it is the only area in Wessex where 1<sup>st</sup> time entrant rates rose in 2009/10.



- 4.5 In Portsmouth, WYOT is engaging with Children's Services emerging Prevention and Early Intervention strategy and is an active participant in the 14-19 weekly panels, which assess and allocate resources for young people referred as 'in need' within that age group. WYOT also participates in the 5-13 and complex case panel as necessary.
- 4.6 The Children's Trust structure arrangements in Portsmouth are currently being rationalised. It is likely the Young Person's Safer Portsmouth Partnership (see Fig 1) will be disbanded and youth offending will become a standing agenda item on the new 13-19 Targeted Intervention group.
- 4.7 In February 2010 Portsmouth City Council decided to dispose of the ageing Darby House premises in Cosham, where both the Portsmouth City and SE Hampshire operational Yot teams are based. This disposal is likely to take place in the next 12 to 24 months so it will be a key priority during this period to relocate these 2 operational teams into suitable premises.
- 4.8 Portsmouth is a Youth Crime Action Plan area, so WYOT will continue to progress the Triage arrangements that are now operating in Police Custody suites in Portsmouth and allows young people arrested for minor offences for the first time to participate in diversionary activities co-ordinated by WYOT as an alternative to being formally dealt with by the Police.
- 4.9 Southampton is also a Youth Crime Action Plan area and Triage arrangements are more established. WYOT will continue to support Triage in Southampton. To date less than 7% of the 140 young people in Southampton who have been dealt with by Triage since it started in September 2009 have come to the attention of the Police again.
- 4.10 WYOT will also continue to engage with the new Children's Services locality teams in East, West and Central Southampton which will strengthen links at both an operational and strategic level. WYOT will also continue to give strong commitment to the work of the Southampton Community Safety Partnership.
- 4.11 Each of the Children and Young Persons Plan's for the 4 L.A's has the key youth justice target of reducing 1<sup>st</sup> time entrants to the youth justice system as an objective. Portsmouth also has the rate of proven reoffending by young offenders as a key target. During 2010/11 WYOT will contribute toward the setting of youth justice targets within each local authority in 2011/12 and 2012/12.
- 4.12 WYOT will continue to ensure it plays its part in the roll out of Integrated Offender Management, led by the Police and Probation across the Wessex area. In particular, with respect to the DYO scheme (deter young offenders) aimed at reducing reoffending by high risk young offenders aged 17+.

- 4.13 WYOT will also contribute to this summer's 2010 campaign on anti social behaviour by Hampshire Constabulary. WYOT has provided the Police of details of all our youth crime prevention activities taking place this summer which will be lodged on the Police intranet. This will allow easy access by neighbourhood policing teams who will be able to quickly refer young people at risk of committing anti social acts in their area. Details will also be provided of local parent support groups, so the Police can furnish parents in need of assistance with the relevant details.
- 4.14 Over the past 18 months WYOT has been fully engaged with two successful 3 week pilot dance projects for vulnerable young people, including those who have offended or are at risk of doing so. WYOT will continue to fully support the proposal to set up a dance academy in Wessex which will allow for 3 cohorts of young people per year to undertake a 12 week dance programme supported by professional dancers and staff from stakeholders, including WYOT staff.

## **5. RISKS TO FUTURE DELIVERY**

- 5.1 Clearly the uncertainty of public spending at the current time is a risk to future delivery and WYOT will continue to look at improving efficiency in order to meet these challenges.
- 5.2 In addition the final section of the WYOT Capacity and Capability Plan (Appendix 2) outlines 5 risks to future delivery (see below) alongside an action plan to mitigate such risks;
- Reoffending has fallen in some parts of Hampshire but has risen in other parts. One relevant factor has been the success of WYOT in reducing the number of young people in the youth justice system meaning that those that are charged and convicted are more likely to have significant criminogenic factors which predispose them to offending. Targeted programmes are being developed based upon the risk led scaled approach and our successful 'prevent and deter' workers in some areas, which enable the YOT to focus its resources on those most likely to reoffend.
  - Too high a number of 'unknowns' skewing ethnicity data which may mask any disproportionality issues.
  - WYOT makes insufficient use of the voice of young people to inform service delivery.
  - Poor risk/vulnerability management contributing to a serious incident by a young person under WYOT supervision.

**APPENDIX 1****3 Year Funding Plan**

<b>Partner Agency</b>	<b>2008/9 YR 1</b>	<b>2009/10 YR2</b>	<b>2010/11 YR3</b>
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
Southampton CSD	£491,326 + inflation + £80,000 recurring	YR1 total + inflation + £60,000 recurring	YR2 total + inflation + £60,000 recurring
Police	£722,757 + inflation	YR1 total + inflation	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

## Appendix 2

# WESSEX YOUTH OFFENDING TEAM CAPACITY AND CAPABILITY SELF-ASSESSMENT TEMPLATE

### *Section 1: National Indicator performance commentary*

This section includes a set of performance data tables pre-populated with the most recent performance and family comparator data.

Please note that because Wessex Yot covers 4 Local Authorities the data and commentary is broken down into these 4 groupings as well as giving the overall Wessex figure. Unfortunately, comparative family Yot data provided by the Youth Justice Board is only available on a Wessex basis and so it is not possible to make a family Yot comparison for each of the 4 Local Authorities areas that make up Wessex Yot. The individual data for each of the 4 Local Authority area in Wessex is also unvalidated by the YJB.

The Data has also been coloured coded on the first five National indicators (**Green = target met**, **Amber = within 10%**, **Red = Not met**). It is not possible to do this for the final indicator (Disproportionality) as it is an annual measure.

**Table 1: FTEs – First-time entrants (FTEs) to the youth justice system aged 10–17 (NI 111)**

	Wessex	Family*	Hampshire	IOW	Portsmouth	Southampton
<b>2007/08 PNC FTEs rate per 100,000 of 10–17 population</b>	<b>1812</b>	<b>1732</b>	<b>1600</b>	<b>1970</b>	<b>2308</b>	<b>2959</b>
<b>2008/09 PNC FTE rate per 100,000 of 10–17 population</b>	<b>1526</b>	<b>1416</b>	<b>1340</b>	<b>1490</b>	<b>2356</b>	<b>2215</b>
<b>% change – baseline v 2008/09 out-turn</b>	<b>-15.8%</b>	<b>-18.1%</b>	<b>-16.3%</b>	<b>-24.4%</b>	<b>2.1%</b>	<b>-25.1%</b>
<b>2009/10 projected rate (YOT proxy data)</b>	<b>1262</b>	<b>1116</b>	<b>1123</b>	<b>1379</b>	<b>1842</b>	<b>1590</b>

\*The following Yots are in the same family group as Wessex; Essex, Hertfordshire, West Sussex

### **Wessex Overview**

Whilst Wessex remained above the average for its' family grouping, the overall percentage fall in the numbers of 1<sup>st</sup> time entrants in Wessex between in 2007/8 and 2008/9 in comparison with its family was virtually identical. Both the Isle of Wight and Southampton exceeded were in excess of this figure and Hampshire only just below the average. Portsmouth was the only area that saw a rise in 2008/09 and this has been examined in detail (see Portsmouth commentary later on in this section) and the WYOT proxy data predicts a fall in 2009/10 back to a similar level to that in 2007/08.

The Triage arrangements brought about by funding from the Youth Crime Action Plan (YCAP), mean that the cities of Portsmouth and Southampton have Triage but the Isle of Wight and Hampshire don't. Triage involves putting WYOT staff into Police custody suites at peak times to assess if it is possible to divert young people from being formally dealt with by the Police using a WYOT assessment and intervention as an alternative.

All four Local Authorities served by Wessex Yot have 1<sup>st</sup> time entrants to the youth justice system as a Local Area Agreement target.

### **Hampshire**

All of the 11 District Council areas in Hampshire have shown a reduction in 1<sup>st</sup> time entrants with East Hampshire leading the way. The proxy data for 2009/10 also look very encouraging, with a similar percentage fall to that between 2007/8 and 2008/9 being predicted.

Youth Inclusion Support Programmes (YISP's) are available throughout Hampshire from the Yot prevention team offices in Basingstoke, Gosport and Havant, with YISP staff in other areas being co-located within either District Council or Children's Services offices across the rest of Hampshire.

Within the YISP's a whole range of preventative activities, including use of Arts, Sports and Environmental projects continue to take place e.g. Rushmoor in Bloom, Rubbish Canoeing (where young people collect rubbish from waterways using canoes).

There are strong links with the Hampshire Community Safety strategic partnership for whom WYOT's Head of Prevention is currently producing a theme paper on young people which will have a strong influence on the overall strategy of the partnership as well as that of the 11 District Council's Community Safety Partnerships that are members of this group.

WYOT's Prevention team has agreed a flowchart with Hampshire Children's Services for the use of the Common Assessment Framework (CAF) and regularly attend team around the child meetings with Children's Services colleagues. This has been linked with specific training for WYOT prevention staff to assess risk of harm and vulnerability and the development of a risk assessment tool for prevention work.

Close working also exists between the two specialist parenting workers in the WYOT Prevention Team and Children's Services Parenting Specialist team and the emerging Family Intervention Project (FIP).

### **Isle of Wight**

The Isle of Wight saw the biggest fall (24.3%) across Wessex in 2008/9 although compared to the other 3 Local Authority area in Wessex there were small numbers involved. However, this did mean that the IOW had easily met the Local Area Agreement reduction 1<sup>st</sup> time entrant to the youth justice system target that they has signed up to and a reward grant will be forthcoming.

At the current time it is proposed that this reward grant will be directed to the IOW Children's Trust top priority of reducing bullying where LAA data indicates they are amongst the worst performing area's nationally.

In 2009/10 YOT proxy data predicts a rise, but again with small numbers involved this prognosis is less reliable than in the other 3 areas. Part of this may be due to staffing issues in the Island's Early Intervention Service during much of 2009/10 that have now been resolved .

### **Portsmouth**

As previous mentioned in the Wessex overview in this section, Portsmouth is the only Local Authority area to have seen a rise in the numbers of 1<sup>st</sup> time entrants between 2007/8 and 2008/9, although the proxy data for 2009/10 predicts a return to the 2007/8 baseline.

Portsmouth is a Youth Crime Action plan area and has just established Triage arrangements The experience of Triage in Southampton, which is now well established suggest that this will positively impact in Portsmouth's 1<sup>st</sup> time entrant figures once the scheme becomes established there. Up until the end of March 2010 35 young people had been diverted via Triage in Portsmouth.

Quarters 1 & 3 in 2009/10 have seen significant proportions of young women appearing as first time entrants. This has been brought to the attention of both the Portsmouth Children's Trust Board and the Portsmouth Community Safety Partnership as concern as been expressed that if this trend continues the NI 111 LAA target would not be met. Discussion with the Chief Constable at the Local Criminal Justice Board has led to agreement with the local Police Commander who was concerned about sanction detection rates that 'prevention is better than detection'.

Analysis of this has shown the average age of young women entering the youth justice system was 13 (compared to young men 15yrs) and their most common offence was shoplifting in City Centre stores. It is anticipated that many of these young women will be eligible for Triage and the FTE figures will show a further reduction.

The long standing Preventing Youth Offending Project (PYOP) alongside Motiv8, a voluntary sector agency, continue to provide a focus for reducing FTE's in the City. PYOP now operate on a city wide basis using the YISP model, and Motiv8 have expanded their YIP provision so that there are now 4 YIPs within the city

WYOT is also fully engaged with the Children's Trust new Prevention and Early Intervention Strategy and the weekly multi disciplinary panels which WYOT are core members of.

### **Southampton**

Southampton saw a significant reduction (23%) in 1<sup>st</sup> time entrants between 207/8 and 2008/9 and the proxy data fro 2009/10 predicts a further fall.

Southampton is a Youth Crime Action plan area and the Triage arrangements, which involves putting WYOT staff into Police custody suites at peak times is now well established with over 100 young people being diverted for WYOT assessment and intervention.

The YJB funded St Mary's YIP in central Southampton delivered by Catch 22 has been running since 2003 and since early 2009 they have also been running a city wide Intensive Intervention Project in partnership with Youth Options, funded by Youth Crime Action Plan. Over the last year the Dept for Children & Schools (DCSF) funding via the Youth Sector Development Fund has led to the creation of 2 further YIP's on the western side of the City in the dock areas of Millbrook/Redbridge as well as the Weston area. These are delivered by Youth Options. There is evidence that the YIP's have impacted have impacted on the reduction in FTE's in those comparatively high crime areas.

In addition Southampton City Council have reallocated the former Children's Fund and Positive Activity for Young People (PAYP) monies to target young people between 8 and 13 and between 13-18 at risk as well as providing intensive support were necessary.

**Table 2: Reoffending – Rate of proven reoffending by young offenders (NI 19)**

	Wessex	Family*	Hampshire	IOW	Portsmouth	Southampton
<b>2005 12-month rate</b>	<b>1.39</b>	<b>1.20</b>	1.18	1.51	1.75	1.64
<b>2008 12-month rate</b>	<b>1.41</b>	<b>1.14</b>	1.36	1.49	1.37	1.58
<b>% change – baseline 12-month v. 2008 12-month</b>	<b>1.4%</b>	<b>-5.0%</b>	<b>13.2%</b>	<b>-1.3%</b>	<b>-22.0%</b>	<b>-4.0%</b>
<b>2005 6-month rate</b>	<b>0.76</b>	<b>0.68</b>	0.68	0.82	0.92	0.83
<b>2009 6-month rate</b>	<b>0.71</b>	<b>0.61</b>	0.76	0.57	0.57	0.73
<b>% change – baseline 6-month v. 2009 6-month</b>	<b>-6.6%</b>	<b>-10.3%</b>	<b>11.7%</b>	<b>-30.5%</b>	<b>-38.0%</b>	<b>-12.0%</b>

**YOT partnership comment\***

**Wessex Summary**

Although there was a small rise in the 2005 12 month reoffending rate compared to the 2008 baseline the 2009 6 month reoffending rate is more encouraging. There is a mixed picture across Wessex with Portsmouth showing a significant fall in reoffending, coupled with smaller reductions in the Isle of Wight and Southampton. Unfortunately, these falls are outweighed by a significant increase in Hampshire which has by far the largest number of young people offending in Wessex.

WYOT has developed a 'Deter Young Offenders' Strategy that is linked into the Integrated Offender Management model being rolled out by Hampshire Police and Hampshire Probation Area. It has been agreed by the Local Criminal Justice Board that 17year olds who are assessed as being at high risk of offending will be linked into IOM as part of WYOT's approach to 'Deter Young Offenders' (DYO's).

**Hampshire**

Reoffending rates vary across the 111 District Council areas of Hampshire. There is good performance in Winchester (37.8), Basingstoke (39.84) and Eastleigh (49.4), with Test Valley (66.57), Rushmoor (70.5), East Hants (76.8) and New Forest (77.2) behind these 3. There are higher rates of re-offending in Hart (82.2), Fareham (100.0), Havant (126.9) and Gosport (148.1). Although the numbers of young people offending in Hart are the lowest of all 11 Districts so their reoffending figure must be regarded with a degree of caution.

At this stage it is difficult to pinpoint the reasons for this and a closer analysis of the data is required. It may be coincidence that Winchester/Basingstoke/East Hampshire/Hart and Rushmoor Council areas whom have funded 'Prevent and Deter' workers attached to the YOT generally have lower reoffending rates.

The WYOT team in North Hampshire is also well linked into the emerging Integrated Offender Management (IOM) programme.

**Isle of Wight**

The Island has seen a significant reduction in the 6 month reoffending rate in 2009. Although some caution is needed due to the comparatively small numbers involved, it cannot wholly explain the positive fall in reoffending rates, which is in line with the overall fall in offending on the IOW during this period. The IOW has also invested in a Positive Activities post to engage young offenders in activities that will prevent further offending.

**Portsmouth**

The largest fall in reoffending rates across Wessex are in Portsmouth, which has had a Preventing Youth Offending Project running for many years. Portsmouth has also benefitted from Youth Crime Action Plan (YCAP) monies and a sustained investment in prevention work (see previous section). Portsmouth is also at the forefront of the roll out of IOM across Wessex and the YOT is already well linked into this work.

Caseloads in the Portsmouth City Yot team have also fallen over the last 2 years due to a combination of increased staffing and fewer young people appearing before the courts, in particular for serious offences.

The Area Manager for Portsmouth is well linked to the IOM scheme that is up and running already in Portsmouth.

**Southampton**

There have been significant falls in reoffending rates in Southampton which has also benefitted from YCAP monies. The 'Be Safe' Weapons programme is also being delivered across the City.

The Youth Options Intensive Intervention Project is also delivered across Southampton City Council's three Children's Services divisions, which has not only ensured a fall in offending rates but also joint working arrangements. Another example of this would be the WYOT interaction with the anti social behaviour agenda and core groups in the city.

**Table 3: Custody – % of Young people within the youth justice system receiving a conviction in court who are sentenced to custody (NI 43)**

	Wessex	Family*	Hampshire	IOW	Portsmouth	Southampton
<b>2009/10 Performance</b>	<b>3.7</b>	<b>4.2</b>	<b>3.5</b>	<b>1.7</b>	<b>2.6</b>	<b>5.8</b>
<b>2006/07 baseline</b>	<b>6.1</b>	<b>5.1</b>	<b>5.5</b>	<b>7.5</b>	<b>7.0</b>	<b>7.2</b>
<b>% change – baseline v Apr–Sept 2009</b>	<b>-39.3%</b>	<b>-16.5%</b>	<b>-36.4 %</b>	<b>-80.0%</b>	<b>-62.9%</b>	<b>-19.4%</b>

#### Wessex Summary

Across Wessex there has been significant falls in the use of custodial sentencing in all 4 areas, so that the National Indicator is now being met across Wessex and Wessex is now well under the Family Yot average.

Data for the 1<sup>st</sup> 3 quarters of 2009/10 indicate a further significant fall. The custody panels that originated in North Hampshire have now been rolled out to the rest of Wessex and it would appear to be no coincidence that the fall in custodial sentences coincides with the implementation of these panels.

In each of the last two years WYOT has commissioned an independent consultant to report to the WYOT management team on the levels of custody and remands broken down by court area, age, ethnicity, gender and offence type. The 2010 report concluded;

*“The rate of children’s custody in Wessex has reduced overall by 37% over the 3 years (2007 to 09), a remarkable reduction. Reduction for sentenced children was 40% whereas for remanded children it was 32%. However the latter reduction has been entirely in the final year since between the first and second year.”*

The Head of Service now meets twice a year with the 4 Youth Bench chairs and their deputies and presents a report which includes custody rates for each area.

In 2009 Wessex was successful in its bid for an Integrated Resettlement Scheme, which has led to the appointment of resettlement workers in each of the 7 WYOT operational teams, as well as the secondment of a Housing manager from ROCC a voluntary sector organisation who will provide support and advice on accommodation issues for young people leaving custody. There are also additional monies for existing sports and arts based crime prevention projects and a commissioning pot held by the WYOT Health manager for young people with substance misuse issues.

#### Hampshire

The custody panels that started in North Hampshire continue to operate well and it is in this area of Hampshire that the fall in the use of custody is most significant. Regular liaison has also started with the new Senior Resident Judge at Winchester Crown Court and there are good links with the Youth bench chairs particularly in North and SE Hampshire.

#### IOW

Whilst there are comparatively small numbers of young people receiving a custodial sentence on the Island, there has been a significant reduction.

In 2008/9 20 young people received a custodial sentence on the IOW. Whilst, this was still within the % target, analysis of these sentences showed that 13 of these sentences were for the minimum period i.e. a 4 month Detention and Training Order and several of these were for breach of Orders. As a result debate has taken place at both the IOW YOT steering group and the IOW Court User group to look at the reasons for this and during 2009/10 there has been a significant fall in the numbers of young people sentenced to custody

#### Portsmouth

The use of custodial sentencing in Portsmouth has dropped dramatically over the last 18 months to a new low of 1.45% in Quarter 3 2009/10. Given the size of the City and its indices of deprivation it certainly appears that this merits favourable comparison with both family members and other cities nationally.

Whilst, it is difficult to pinpoint the reasons for such a dramatic fall, it would appear than the sustained investment in preventative services since the implementation of the Crime and Disorder Act (1998) has been significant, as well as the positive relationships that exist between WYOT and the Youth Court at Fareham.

#### Southampton

Whilst in 2008/9 Southampton was the only area in Wessex that did not meet the National Indicator target, it did

meet the local Wessex target of 6% and in 2009/10 has met the national target as well.

The Wessex Yot Management Board is currently chaired by the Director of Children's Services for Southampton, who has taken a personal interest in this target because of the City's previously poor performance in this area. This has included a visit to HMYOI Ashfield with two elected members to meet Southampton young people serving their sentences there.

This has certainly helped to raise the profile and strategic imperative focussed on this target in the City. Analysis of the data in 2008/9 showed that in Southampton there were 82 custodial sentences on 42 young people so clearly a 'revolving door' of custody exists. A key task of the new resettlement service in the City will be to support young people leaving custody break this cycle.

**Table 4: ETE – Young offenders' engagement in education, training and employment (NI 45)**

	Wessex	Family*	Hampshire	IOW	Portsmouth	Southampton
<b>2009/10 Performance</b>	<b>66.6</b>	<b>71.3</b>	<b>66.8</b>	<b>72.4</b>	<b>68.5</b>	<b>62.0%</b>
<b>2006/07 baseline</b>	<b>79.3</b>	<b>71.2</b>	<b>82.9</b>	<b>90.9</b>	<b>92.0</b>	<b>68.7</b>
<b>% change – baseline v Apr-Sept 2009</b>	<b>-16.0%</b>	<b>0.2%</b>	<b>-19.4%</b>	<b>-20.3%</b>	<b>-25.5%</b>	<b>-9.7%</b>

**YOT partnership comment\***

**Wessex Summary**

Like many Yots nationally this is an area where Wessex has struggled across the board, although the data for 2009/10 is more encouraging and has seen an improvement in performance compared to 2008/9. It should be noted that the local target for this measure is 70% and this is within reach across Wessex.

A review of recording ETE outcomes in 2007/8 initially resulted in reduced performance, this has now been embedded within the YOT and performance has consistently improved over the last 18 months.

Changes in delivery model of Connexions across Wessex in 2008/9 resulted in difficulties in some areas for young people accessing mainstream services beyond end of an intervention with WYOT.

The two annual Guarantee Periods (September and January) now mean that all young people who are NEET during September and January will receive an offer of full time ETE.

**Hampshire**

The set up of 14-19 consortia across Hampshire County Council will further address NEET performance in line with planned Raising of Participation Age in 2013.

Ongoing Connexions staff development to fully qualified status (NVQ Level 4) has resulted in an improved workforce. Although budget implications of this may lead to reduced staffing numbers.

The recognition of longer term statutory school age absenteeism in Hampshire has also impacted on performance. There must be a commitment to reduce those areas where young people are either excluded or removed from roll as this not only has an immediate impact on YOT performance, but if addressed can also be used to improve performance in other areas such as first time entrants.

**IOW**

YOT education worker established on the IOW NEET strategy group. This highlights those young people under the supervision of the YOT not receiving statutory entitlement are brought to the attention of statutory education services.

YOT ETE Manager has regular review meetings to ensure the delivery of post 16 services are appropriate and timely.

The two annual Guarantee Periods (September and January) now mean that all young people who are NEET during September and January will receive an offer of full time ETE.

The Achieve Economic Well Being group has been disbanded on the Isle of Wight.

**Portsmouth**

There has been a priority to develop links with mainstream services since the changes in the Connexions service. This has now been achieved and there are procedures in place to ensure a better flow of information is available to the Integrated Youth Support Team. This will allow those young people approaching the end of their orders to be linked to a mainstream adviser prior to the order finishing.

The Portsmouth education worker is developing links with the Special Needs Adviser to improve transition planning for young people with Special Educational Needs.

**Southampton**

Southampton education worker has effective links with the inclusion team in Southampton. However there are



ongoing frustrations about the length of time it can take for action to be taken on any referrals.

There has been a concerted and co-ordinated approach between the YOT and SCC to address the NEET group across the city involving both the Integrated Youth Support Team and the 14-19 teams. This has led to earlier identification to the city of those young people who are likely to be NEET at the end of the order, and has also included a review of how services from the YOT are delivered.

**Table 5: Accommodation – Young offenders’ access to suitable accommodation (NI 46)**

	Wessex	Family*	Hampshire	IOW	Portsmouth	Southampton
<b>2009/10 Performance</b>	<b>91.1</b>	<b>94.8</b>	<b>90.9</b>	<b>90.8</b>	<b>90.6</b>	<b>92.4</b>
<b>2006/07 baseline</b>	<b>80.7</b>	<b>91.0</b>	<b>71.5</b>	<b>88.7</b>	<b>86.3</b>	<b>79.7</b>
<b>% change – baseline v. Apr-Sept 2009</b>	<b>12.9%</b>	<b>4.2%</b>	<b>27.1%</b>	<b>2.36%</b>	<b>5.0%</b>	<b>15.9%</b>

**Wessex Summary**

Overall performance across Wessex has improved with the largest improvement in Hampshire and Southampton. The national target is now within reach and Wessex is also now above the family average in this area.

A review of recording for accommodation has now been embedded within the YOT and has partially been responsible for the performance improvement over the last 18 months.

A Wessex Yot accommodation strategy has been developed to allow strategic links with the 11 District Councils in Hampshire and the 3 Unitary Authorities in Wessex and there is now a Housing representative on the Wessex Yot Management Board.

Further work is being developed through the new Integrated Resettlement Support Service and grant monies used to obtain a full time secondee from the voluntary sector to undertake a strategic housing role on behalf of Wessex YOT. IRS will also allow focussed work with those young people returning to their local community and address housing needs prior to release.

Access to accommodation for young people who sexually abuse is difficult as most residential accommodation provided for young people by Local Authorities is unsuitable.

**Hampshire**

Over the last 12 months Wessex YOT has developed strategic links with Hampshire Supporting People. This has allowed strategic planning for the accommodation work that has been on going, and has raised the profile of the specific needs of young offenders particularly those coming out of custody.

A number of Hampshire YOT staff have undertaken training delivered by Shelter, and where this has taken place all those staff have gained confidence in challenging homeless decisions and representing the YOT on housing support panels. This has demonstrated increased support to young people, and also given the local authorities and other providers the confidence to accommodate young people as there is recognition of wider support being offered to those young people traditionally deemed to be most at risk of being removed from accommodation.

Work has also been undertaken in light of the Southwark High Court ruling to assess within Hampshire the potential impact both on young people and financially. Wessex YOT have been involved in identifying a number of young people who had presented themselves as homeless across all 11 district councils. This information is also being used in identifying an appropriate process for Children’s Services Departments and local housing authorities are developing an assessment process.

**IOW**

Between 2006/7 and 2008/9 the IOW has performed consistently. Although in 08/09 there was a small fall in performance this has to be regarded with caution due to the comparatively small numbers involved and the unique setting of the IOW that means any ‘suitable’ accommodation on the mainland is ‘unsuitable’ due to its’ location.

Currently a model of good practice exists with the secondment of an accommodation specialist within the IOW YOT team via Supporting People funding who can challenge housing decisions made in respect of young people.

**Portsmouth**

Wessex YOT is represented on the Supporting People young person’s accommodation panel in Portsmouth. In 2009 combined action from Portsmouth City Council and WYOT led to the closure of a hotel providing unsuitable accommodation in the City, although this may put extra pressure on other existing accommodation.

Work has been carried out with Housing Options in Portsmouth to try and identify how many young offenders are presenting as homeless, and of those how many have previously been through the system. With the development of a Strategic Housing Manager funded through IRS it is hoped that this work can continue to identify a preventative approach that can result in fewer evictions and a more sustainable level of accommodation with young people moving on to secured, supported tenancies.

### Southampton

Wessex YOT now attend the Southampton City Council Supporting People Young Persons Steering Group and there are good strategic links to developing relationships with accommodation providers in the city.

The Southampton Supporting People group and YMCA are currently developing some work that is aimed at developing links with young people in YOI's. Wessex YOT is ideally positioned to inform the practice and development of this work. Similar work has already been carried out in Portsmouth via the Re:turn project delivered by Motiv8, and this has potential to support further the development and sustainability of the IRS project by offering a joint approach to reaching those young people in custody prior to release and identifying specific accommodation needs for young people in the city.

**Table 6: Ethnicity – Ethnic composition of offenders on youth justice system disposals (NI 44)**

Wessex	% of youth justice pop. in 2009/10	% of general pop. in 2009/10	% of youth justice pop. in 2008/09	% of general pop. in 2008/09
White	94.8%	94.5%	79.7%	94.6%
Mixed	1.1%	2.0%	0.9%	1.9%
Asian	1.6%	2.0%	1.3%	1.9%
Black	1.9%	0.7%	1.7%	0.6%
Chinese	0.3%	0.8%	0.1%	0.7%
Unknown	0.3%		16.1%	

Across Wessex there are comparatively low proportions of young people from Black and Minority Ethnic background and there has been a sustained effort over the last few years to eliminate the numbers of 'unknowns' but it still remains at too high a level. The vast majority of the unknowns are young people receiving reprimands with which WYOT has no involvement. WYOT is continuing to work hard with Police and Local Authority partners to drive this figure down to under 5% in 2009/10 but the 16.1% figure for 2008/09 puts a question mark against any conclusions drawn from this data. The data for 2009/10 can be regarded as much more robust.

What this data would appear to show is that whilst young people of Mixed, Asian or Chinese ethnicity are under represented in the youth justice system, black young people are nearly three times over represented when compared to their general population numbers.

The Wessex Yot Diversity group has been reinvigorated by the new Head of Service and a key role of this group will be to monitor this performance indicator, revise the WYOT Diversity policy and put in place an action plan to address inequalities.

Hampshire	% of youth justice pop. in 2009/10	% of general pop. in 2009/10	% of youth justice pop. in 2008/09	% of general pop. in 2008/09
White	96.0%	95.5%	87.8%	95.8%
Mixed	0.6%	1.8%	0.9%	1.7%
Asian	1.4%	1.4%	1.3%	1.2%
Black	1.4%	0.6%	1.2%	0.5%
Chinese	0.3%	0.6%	0.2%	0.6%
Unknown	0.3%		9.8%	

Hampshire has the highest number of unknowns in Wessex, but notwithstanding this factor, it broadly mirrors the overall Wessex picture with young people of mixed or Chinese ethnicity being under

represented in the youth justice system and black young people being nearly two and a half times over represented.

Asian young people are slightly over represented in the youth justice population compared to the Wessex average. This may be due to the numbers of young people from the Nepalese community coming into the youth justice system in NE Hampshire due to racial tensions that exist in that area, but further analysis of the data is required. WYOT is well linked in with other partners in NE Hampshire who are working to reduce racial tensions and resultant offending in that area.

The Head of Service is also a member of the Hampshire Prevent violent extremism strategic group which has an emphasis on preventing the radicalisation of young people and has worked with Hampshire Police Special Branch to ensure all WYOT staff is briefed on the issues and signs of radicalisation.

<b>Isle of Wight</b>	<b>% of youth justice pop. in 2009/10</b>	<b>% of general pop. in 2009/10</b>	<b>% of youth justice pop. in 2008/09</b>	<b>% of general pop. in 2008/09</b>
<b>White</b>	97.8%	95.7%	97.6%	96.1%
<b>Mixed</b>	0.5%	1.7%	1%	1.6%
<b>Asian</b>	0.8%	1.3%	0.7%	1.2%
<b>Black</b>	0.4%	0.7%	0.5%	0.6%
<b>Chinese</b>	0.0%	0.5%	0.0%	0.5%
<b>Unknown</b>	0.0%		0.0%	

The IOW is the only area in Wessex to eliminate the number of unknowns in Wessex due to the smaller numbers involved and good local liaison with the Police. The data shows that young people from a Black and Minority Ethnic background are not over represented in the youth justice system on the island, although it is recognised that only a few BME young people entering the youth justice system would change this.

<b>Portsmouth</b>	<b>% of youth justice pop. in 2009/10</b>	<b>% of general pop. in 2009/10</b>	<b>% of youth justice pop. in 2008/09</b>	<b>% of general pop. in 2008/09</b>
<b>White</b>	94.9%	91.7%	90%	92.0%
<b>Mixed</b>	0.9%	2.1%	1.1%	2.0%
<b>Asian</b>	1.2%	3.9%	0.9%	3.7%
<b>Black</b>	2.9%	0.9%	2.8%	0.9%
<b>Chinese</b>	0.1%	1.4%	0%	1.3%
<b>Unknown</b>	0.0%		4.9%	

Portsmouth mirrors the Wessex picture with black young people being significantly over represented in the youth justice system with other groups being under represented. There is some evidence that this may be due in part to young black people from London either being placed in the Portsmouth area and offending whilst there or travelling to Portsmouth on the train to commit drug supply offences but further exploration of the data is required.

The areas covered by the 4 Youth Inclusion Programmes in Portsmouth has been expanded to cover those areas where there are higher concentration of BME young people (see 4.1).

<b>Southampton</b>	<b>% of youth</b>	<b>% of general</b>	<b>% of youth justice</b>	<b>% of general pop. in</b>
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	<b>justice pop. in 2009/10</b>	<b>pop. in 2009/10</b>	<b>pop. in 2008/09</b>	<b>2008/09</b>
<b>White</b>	89.0%	87.6%	83.9%	87.9%
<b>Mixed</b>	3.0%	3.4%	2.7%	3.3%
<b>Asian</b>	3.7%	5.7%	2.2%	5.6%
<b>Black</b>	3.7%	1.4%	3.6%	1.4%
<b>Chinese</b>	0.3%	1.8%	0.1%	1.7%
<b>Unknown</b>	0.3%		7.3%	

The 2001 Census, indicates that Southampton has the most diverse population within Wessex and thus the greatest number of young people from a BME background. Southampton mirrors the Wessex picture with black young people being significantly over represented in the youth justice system. This issue has been picked up by the Southampton Children's Trust Board and three actions have been identified;

- Targeting newly commissioned services at young people from BME backgrounds that are identified as being as higher risk
- Share data across the Children's trust to ensure targeted work takes place with those BME young people identified as being at high risk
- The Triage system that operates from Southampton Police station(see also Southampton commentary on Table 1 First time entrants on page 2) to continue to redirect young people that are identified to positive activities.

## **Section 2a: YOT partnership C&C Self-Assessment information**

### **Capacity and capability outcome areas**

There are nine capacity and capability outcome areas against which YOT partnerships must provide evidence. They are:

1. Assessment, planning, interventions and supervision (APIS)
2. Resourcing and workforce development
3. Access to universal and specialist services
4. Reductions in first-time entrants to the youth justice system
5. Reducing reoffending
6. Use of custody
7. Risk of serious harm
8. Safeguarding
9. Victim and public confidence

### **Capacity and capability critical activities**

Each of the nine capacity and capability outcome areas has a number of critical activities against which YOT partnerships must self-assess and provide evidence of service delivery. It is important that the YOT partnership provides a full explanation of each of critical activity as this evidence will contribute to YOT partnership performance judgements.

YOT partnerships must assign a score to each critical activity using the following range:

- **0 – Poor**  
Below minimum requirements

- **1 – Adequate**  
At only minimum requirements
- **2 – Good**  
Above minimum requirements
- **3 – Excellent**  
Consistently above minimum requirements

### Validating criteria

The YJB regional team will validate the C&C Self-Assessment by reviewing the evidence provided by the YOT in this template and using observations made during validation visits. C&C Self-Assessments will be judged against clearly defined criteria and this will produce a capacity and capability judgement.

### Capacity and capability judgement

The capacity and capability judgement will be an evidence based judgement about the current capacity and capability of the YOT partnership in relation to practice, management and partnership activity. As such, it will also reflect the YOT's capacity and capability to sustain or improve upon current performance.

### Future developments

In line with the move towards sector-led involvement with national assessments and inspections, in 2010/11 the YJB will develop a process to involve YOTs in the annual capacity and capability validation process. In practice, this will mean that a member of each YOT (operations manager or senior practitioner) will be trained alongside YJB regional teams to undertake the annual capacity and capability validation process. This will enable the YJB to draw on YOTs' expertise and knowledge, and ensure wider dissemination of good practice and lessons learnt. The YJB will develop this process in consultation with YOTs with a view to implementation in 2011/12.

### Section 2b: YOT C&C Self-Assessment template

The first three tables, as set out below, include cross-cutting themes which are integral to performance within all of the outcome areas. To avoid repetition, they are assessed at the beginning of the process.

#### 1. Assessment, planning interventions and supervision (APIS)

Please provide evidence of the work undertaken in the YOT to ensure the quality of assessments and interventions to prevent offending and reduce reoffending.

#### Specifically describe (providing supporting evidence):

1.1 The quality of APIS in the YOT, how the YOT works to continuously improve APIS quality and the areas for improvement identified.

Please provide written evidence here:

WYOT's local Performance framework reported quarterly to the WYOT Management Board (along side performance against the 6 National Performance Indicators) and includes the following;

- The Scaled Approach- National Standards at required levels
- Risk of Serious Harm Asset Completion rates
- Risk Management and Vulnerability plan completion rates
- Enforcement of case within National Standards
- Pre sentence report timeliness

Additionally, WYOT has commenced usage of both the YORDAR and YJB quality assurance tools with a monthly audit by 6-8 frontline practitioners, chaired by a senior WYOT manager, focusing on risk and vulnerability issues. The result of these audits are reported back to the practitioners concerned via their line managers and an overview of each months audit considered by the WYOT Management Team.

WYOT undertakes structured assessments on all Orders of longer than 6 months duration.

Audits to date have shown a range of practice to establish a baseline from which progress can be measured.

<b>YOT partnership self-</b>	<b>2</b>	<b>YJB validated score</b>	<b>2</b>
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<b>assessed score</b>			
1.2 The quality assurance processes undertaken in the YOT and how this informs YOT planning and development.			
Please provide written evidence here: WYOT is now using both the comprehensive YORDAR quality assurance tool as well as the YJB audit tool that focuses on vulnerability. This is a high priority for WYOT over the next year and beyond. Monthly quality audits chaired by a senior WYOT manager are planned for the rest of 2010, involving 6 to 8 WYOT staff on each occasion. Feedback on the audit is then formally provided to the caseholder via the chair liaising with the relevant line manager. A separate QA group meets bi monthly to look at a sample of Pre Sentence Reports continues to operate and provides feedback to report writers on quality issues. WYOT also has a report writing policy.			
<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	3
1.3 How the YOT has evaluated the effectiveness of interventions delivered and how this has informed service delivery.			
Please provide written evidence here: <ul style="list-style-type: none"> <li>In 2009 an independent review of the delivery of Referral Orders was undertaken and it is proposed to change the role of the Referral Order Co-ordinator to that of Referral Order administrator, so that a YOT officer will write the Referral Order panel report, attend the Referral Panel and then oversee the Referral Order contract agreed with the panel or return the young person to court on the rare occasions this is not possible. This will provide a much more consistent service to young people. Consideration is also being given to the taking in house of the restorative justice and reparation service (see also 2.1)</li> <li>An independent review of ISSP is planned in 2010</li> <li>See also 1.1 for details of Local Performance Management framework</li> <li>See also commentary on Table 6: Ethnicity – Ethnic composition of offenders on youth justice system disposals (NI 44) for details as to how issues of disproportionality are dealt with</li> </ul>			
<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	0
1.4 The extent to which APIS, including assessment of likelihood of reoffending, risk of harm to others, safeguarding, planning and supervising interventions is supported by workforce training.			
Please provide written evidence here: See section 2.3			
<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	2

## 2. Resourcing and workforce development

Please provide evidence that an effective workforce development strategy underpins the creation and development of a confident, competent and skilled workforce to help meet local youth justice priorities and to overcome the identified risks to future delivery.

### Specifically describe (providing supporting evidence):

2.1 How the YOT partnership ensures that the YOT has sufficient financial resources to deliver effective youth justice services locally.

Please provide written evidence here:

Following an inspection in 2007 which made reference to high caseloads (40 to 50 per WYOT Case Responsible Officer on average) across Wessex a 3 year funding agreement was agreed by the WYOT Management Board in March 2008, taking effect from the financial year 2008/09. This saw an increase in resourcing from Hampshire, Portsmouth and Southampton Local Authorities to provide additional front line staff. In combination with falling numbers of young people entering the Youth Justice System, this has seen average caseloads in 2009/10 fall to between 20-25 on average and lower in some areas such as the Isle of Wight and Portsmouth. If the current downward trend is continued average caseloads will fall to around the 15 mark over the next year.

Average Caseload data broken down by area is now included in WYOTa's local performance framework that is reported quarterly alongside national indicators to the Wessex Yot Management Board.

For the final year of the agreement in 2010/11 Portsmouth City Council have indicated that due to financial pressures

elsewhere in the Council no increase will be forthcoming which will prevent the proposed recruitment of an additional member of front line staff.

In addition both Hampshire Probation Area and Hampshire Police are proposing cuts in their contribution to Wessex Yot in the region of 80k combined and whilst staff reductions from these agencies are not proposed in the next financial year this cannot be ruled out in 2011/12.

These reductions will mean that a 4% vacancy factor will be imposed on all WYOT staffing budgets, with the exception of ISSP and Prevention for the first time in order to present a balanced budget for 2010/11 without any reduction in service provision.

Given the economic climate WYOT is already planning for is likely to be a difficult financial settlement in 2011/12 and beyond. A review and restructure of Referral Order delivery will be complete in the early part of 2010/11 which should produce some efficiencies in the following financial year. A review of ISSP delivery is planned in 2010/11 and active consideration is being given to taking the currently commissioned Restorative Justice and Reparation service 'in house'. These are both significant savings opportunities.

Rising IT cost pressures are also an issue and are currently being reviewed, but need to be balanced against the need to provide WYOT staff with the most efficient technology and up to date IT training.

<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	2
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2.2 How the YOT partnership ensures that the YOT workforce is sufficient in capacity to deliver effective youth justice services locally.

Please provide written evidence here:

See response to 2.1.

In addition WYOT has fully complied with the YJB forecast tool for the Scaled Approach and has representation from all the statutory partners within its workforce.

<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	2
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2.3 The YOT partnership's workforce development strategy including supervision procedures, training plans and steps to ensure that the YOT workforce, as part of the wider children's workforce are Common Core compliant (<http://www.cwdcouncil.org.uk/common-core>).

Please provide written evidence here:

- Wessex Yot has an two day induction programme for all new staff;
  - Day 1 gives an Introduction to the CJS and Pre-court disposals
  - Day 2 covers sentencing options, focus on Referral Orders and the YRO
- A comprehensive modular training programme covering
  - Assessments (ASSET & Onset)
  - Child Protection
  - Health and Substance misuse
  - Risk Management and Vulnerability planning
  - Bail and remand
  - Report writing
  - Court skills
  - Working with young people
  - Record keeping
  - Victims and Restorative Justice
  - Personal safety
  - YOIS training
- For the first time we have run a local management development programme for aspiring senior managers in WYOT
- A comprehensive locally delivered training programme for Referral Order Panel members. Appropriate Adult work is tendered out to the voluntary sector via Catch 22 and Motiv8 who deliver comprehensive training for this role.
- A dedicated training budget held by the WYOT Performance and Information manager is in place.
- Several WYOT staff have engaged and gained qualifications via the Youth Justice National Qualifications framework.
- Several WYOT staff in Hampshire have been supported to complete Social Work degrees and currently 2

<p>members of staff (1 in the North Hampshire WYOT team and 1 in the South Hampshire prevention team) are being supported on Social Work degree courses.</p> <ul style="list-style-type: none"> <li>• A staff supervision policy is in place</li> <li>• WYOT has its own Appraisal framework signed up to by all WYOT partners</li> <li>• WYOT has a professional development policy in place</li> </ul>			
<b>YOT partnership self-assessed score</b>	3	<b>YJB validated score</b>	3
<p>2.4 The extent to which staff have received diversity training and understand issues of disproportionality in the youth justice system.</p> <p>Please provide written evidence here:</p> <p>See also Table 6: Ethnicity – Ethnic composition of offenders on youth justice system disposals (NI 44) for evidence Diversity training is not currently included in the WYOT training programme but led by the reformed WYOT Diversity group there are plans to commission diversity training in 2010/11.</p>			
<b>YOT partnership self-assessed score</b>	1	<b>YJB validated score</b>	1

### 3. Access to universal and specialist services

Please provide evidence of the work undertaken by the YOT partnership to ensure that children and young people gain access to universal services they are entitled to.

<b>Specifically describe (providing supporting evidence):</b>			
<p>3.1 How the YOT partnership has developed effective strategic relationships to ensure the delivery of universal and specialist services to young people in the youth justice system.</p> <p>Please provide written evidence here;</p> <ul style="list-style-type: none"> <li>• Contractual arrangements (which are subject to quarterly contract reviews) exist for those services commissioned out by WYOT e.g. <ul style="list-style-type: none"> <li>- Appropriate adult work</li> <li>- Restorative justice and reparation work</li> <li>- Remand Fostering</li> <li>- Housing advice work</li> <li>- Resettlement work (Portsmouth &amp; SE Hampshire)</li> </ul> </li> <li>• WYOT steering groups in each of the 4 Local Authority Area's ensure local strategic relationships are in place. Children's Services, Education and Community Safety partners are active members of each.</li> <li>• The Head of Service sits on all four Children's Trust Boards and all 4 have 1<sup>st</sup> time entrants to the youth justice system as an Local Area Agreement priority (see also Table 1 commentary)</li> <li>• WYOT has an information sharing policy in place</li> <li>• WYOT has a Remands into Local Authority Accommodation policy with the 4 Local Authorities across Wessex</li> <li>• WYOT has an emergency contingency policy (which was put to the test during the heavy snowfall across the Wessex area in December 2009 &amp; January 2010 when many staff were stranded both in the office and at home) which ensured a service continuation during a difficult few days for staff and the local community.</li> <li>• A protocol with Hampshire Probation Area has been agreed, which includes the management of cases transferred from WYOT to Probation.</li> </ul>			
<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	2
<p>3.2 How the YOT partnership ensures assessment, screening and referral is in place to identify and meet the universal and specialist services needs of young people in the youth justice system.</p> <p>Please provide written evidence here:</p> <p>Where a need for a universal or specialist service is highlighted by Asset, the specialist workers and managers highlighted in section 3.3 are used to either directly meet this identified need or to broker services from their parent agencies that do.</p> <p>Quality Assurance checks via YORDAR/YJB audit tool ensure specialist assessment tools are used where needed and appropriate referrals to specialist services are made.</p>			



Gaps in service provision are reported to the local WYOT steering group and if necessary to the WYOT management Board.			
<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	2
3.3 How the partnership ensures that the YOT has the capacity and capability to enable young people in the youth justice system to access the universal and specialist services they need.			
Please provide written evidence here:			
<ul style="list-style-type: none"> <li>• WYOT has a dedicated Health Manager who ensures strategic links with health e.g. Primary Care trusts on substance misuse and mental health issues. <ul style="list-style-type: none"> <li>- Each WYOT operational team has specialist substance misuse and mental health workers</li> <li>- The WYOT health manager holds a commissioning budget for substance misuse work for those young people leaving custody in need</li> </ul> </li> <li>• Service Level agreements exist with the providers of young people's substance misuse services across Wessex.</li> <li>• WYOT has a Connexions manager who leads on Education, Training and Employment issues as well as accommodation issues. <ul style="list-style-type: none"> <li>- Each WYOT operational team has dedicated education workers dealing with school aged young people.</li> <li>- WYOT Operational and ISSP teams have dedicated Connexions Personal Advisors</li> <li>- In September 2009 the WYOT Connexions manager presented a paper on ETE performance across Wessex to the WYOT Management Board.</li> <li>- WYOT has an ETE policy and an accommodation strategy in place</li> <li>- WYOT has a protocol with Connexions</li> </ul> </li> <li>• A local housing manager sits on the WYOT Management Board <ul style="list-style-type: none"> <li>- The WYOT team on the Isle of Wight has an accommodation worker</li> <li>- Hampshire/Portsmouth/Southampton WYOT teams have access to a housing manager commissioned via the voluntary sector</li> </ul> </li> <li>• All WYOT operational teams have a dedicated parenting worker and agreements have been reached with all 4 LA's about the interface with Family Intervention Project (FIP) work.</li> </ul>			
<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	2

#### 4. Reductions in first-time entrants to the youth justice system

Please provide evidence that the YOT 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.

**Specifically describe (providing supporting evidence):**

**Also refer to the commentary for Table 1: FTEs – First-time entrants (FTEs) to the youth justice system aged 10–17 (NI 111) for supporting evidence in this section**

4.1 How a partnership approach is taken to identifying and engaging those most at risk of entering the youth justice system for the first time.

Please provide written evidence here:

- Processes are firmly established for each of the authority areas to report to the Yot Steering Group or its equivalent on a quarterly basis. In each of the areas there are good links with the CDRPs (14 in total) and in Hampshire the Yot are represented at the Strategy Group and the Performance and Commissioning sub-groups.
- A Youth Crime Prevention Strategy has been developed in each of the 4 authorities and has been fully implemented. Staffing issues on the Isle of Wight have resulted in this needing to be reviewed to ensure the focus of the work. SLAs are in place with our delivery partners in Portsmouth and Southampton, although these will need revising to take in to account developments with the FIPs. In Southampton the location of the YIP was selected on the basis of a high crime area with a significant population from BME backgrounds. In addition the expansion of the YIP's in Portsmouth has now included areas of the City with the higher BME presence as the original YIP area focused on a deprived white locality.

- All programmes get referrals from a wide range of professionals and from parents and all areas are working within the CAF processes to ensure information is shared between CAF and ONSET. In Hampshire a business processes model has been developed and agreed, which has recently been extended to cover ASSET, and this model has been shared with the other authorities.
- All agencies have embraced using ONSET and in Hampshire Portsmouth and Southampton all funded prevention programmes are using UMIS. Non funded programmes in Southampton and Portsmouth have also adopted ONSET and UMIS.
- A close working relationship has been developed with the FIP provision in Southampton, Portsmouth and Hampshire, while discussions in the IOW are at an earlier stage, but are progressing well. It is not anticipated that there will be any problems in meeting the contribution requirement from the prevention funding for the FIP.
- The Yot is involved with the ASB problem solving groups across the area and in Hampshire it contributes to this through the Prevent and Deter Workers and the 13+ Reprimand workers. There is not county wide coverage for these posts. In Portsmouth and Southampton there is a close working relationship between Community safety, Police and the Yot in delivering Challenge and Support and other YCAP initiatives.
- It is anticipated that funding will be at a level slightly below 2009/10, but it is believed that the funding will be adequate to support the strategy.

<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	2
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4.2 How a partnership approach is taken to the delivery of youth crime prevention services, including work with Youth Crime Action Plan-funded projects.

Please provide written evidence here: Much of the information supplied within 4.1 also applies here such as the references to SLAs and the reporting to the Yot Steering Groups, but in addition are the following:

- Through the assessment process there is evidence that ONSET is used to identify needs and this has informed service delivery. Within Hampshire a wide range of resources have been developed to cover a wide range of needs ranging from addressing issues such as anger management, sexualised behaviour, domestic violence, drugs, alcohol and smoking. Arts, sports and environmental activities have been developed to expand interests and provide new experiences. In Portsmouth the development of YIPs so that there are now 4 within the city has resulted in a wider range of opportunities becoming available. All provision identifies needs where in put from other agencies would be beneficial, but the thresholds for some of these services are so high that that it is only a limited number of cases where referrals are accepted. However good partnership working with schools and locality teams has been developed in all areas
- Minutes from YISP Panels, YIP ID 50 groups and TACs give evidence of joint planning and input in to service delivery.
- Training of staff across the area, and in particular Hampshire emphasise the importance of the assessment of ROSH and vulnerability, and the importance of clear exit strategies.
- In Southampton work is in hand to align provision with YCAP funded and other funded projects (YSDF). Meetings have taken place to strengthen the links between YIP, IIP, FIP and the Challenge and Support elements, but as yet there is no formally signed agreement between all partners.
- In Portsmouth a Youth Inclusion Support Group has been set up to act as an advisory group to the Young Peoples Safer Portsmouth Plan Strategy Group and this has representatives from Community Safety, Children's Services, Voluntary Sector providers, the FIP providers and the Police. It is chaired by the Yot Prevention Manager and is seen to be key to ensuring an integrated approach to preventative work in the City.

<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	2
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4.3 The prevention services delivered by the YOT partnership and how these services have been informed by analysis of the first-time entrant population and referrals to prevention programmes.

Please provide written evidence here:

- Quarterly reports are produced for the 3 Unitary Authorities and the 11 Districts in Hampshire and these give the age, sex and ethnic breakdown of the cohort and this information is used in targeting the provision and sharing out the resources. The programmes are tailored according to the needs identified through Onset and in Hampshire we are developing a family approach with close links with the Parenting Experts and the YISPs parenting workers as well as the planned support for the FIPs.
- A recent audit of the FTE population for Portsmouth was undertaken to try to identify the underlying factors in a rise in the FTE figures. This showed a significant rise in 13-15 year olds girls entering the system. In partnership with the Police it was identified that this was down to shoplifting on Saturdays in a particular area

of the city centre. A change in police tactics and a higher visible enforcement presence resulted in a significant drop in the figures. A similar audit is underway for Hampshire at present which will be discussed at the May Community Safety Performance Group.

- Within the YISP provision in Hampshire a rigorous quality assurance process ensures the effectiveness of interventions and this is supported by an effective staff supervision system. In Portsmouth, Southampton and the IOW where we sub-contract the preventative provision, the current monitoring is more quantitative than qualitative, but it is intended that we introduce a more thorough quality assurance system for these areas. We have already begun to do some joint training on vulnerability and ROSH with our partner providers and this training has been identified as potential for the directory of emerging practise.
- The YJB element of the funding has been used to provide evidence based programmes (YISP, YIP and Triple P) and it is anticipated that there will be sufficient funding in place for 2010/11 to continue to support the above activity, although in real teams there has been a reduction in funding partly due to stand still budgets and the contribution to the FIPs.

<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	2
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## 5. Reducing reoffending

Please provide evidence that the YOT 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

### Specifically describe (providing supporting evidence):

5.1 How the YOT has analysed the reoffending cohorts and rates to inform the YOT partnership's reducing reoffending strategy/plan.

Please provide written evidence here:

Refer to evidence provided with commentary alongside Table 2: Reoffending – Rate of proven reoffending by young offenders (NI 19).

<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	0
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5.2 The range and type of interventions available including alternatives to custody and how these have been developed to meet the identified need.

Please provide written evidence here:

WYOT has a well resourced ISSP team which also provides Bail Support services across WYOT. There is also access to both remand and intensive fostering via services commissioned from Action For Children which have a high proportion of successful placements in terms of low reoffending and custodial sentencing outcomes. This is in addition to Knife Crime programmes that operate across Wessex.

In respect of analysis of reoffending rates evidence provided with commentary alongside Table 2: Reoffending – Rate of proven reoffending by young offenders (NI 19).

In respect of WYOT engagement with Integrated Offender Management and Deter Young Offenders please also refer to evidence provided with commentary alongside Table 2: Reoffending – Rate of proven reoffending by young offenders (NI 19).

<b>YOT partnership self-assessed score</b>	3	<b>YJB validated score</b>	3
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5.3 How the YOT works to enable children and young people to comply with the requirements of their orders and ensures robust enforcement and timely breach processes when necessary.

Please provide written evidence here:

- Breach rates are monitored quarterly by area as part of the local performance information framework reported to the WYOT management Board.
- Adherence to the enforcement of Orders in line with National Standards form part of the monthly YORDAR quality assurance process.
- Breach packs with standardised templates are available across WYOT to ensure consistency

<b>YOT partnership self-</b>	2	<b>YJB validated score</b>	3
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assessed score			
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## 6. Custody

Please provide evidence that the YOT 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.

See also evidence provided in the commentary aligned to Table 3: Custody – % of Young people within the youth justice system receiving a conviction in court who are sentenced to custody (NI 43)

### Specifically describe (providing supporting evidence):

6.1 The work undertaken to build and maintain a strong relationship and communication with courts and sentencers.

Please provide written evidence here:

- The Head of Service meets twice yearly with the Youth Bench Chairs and Deputy Chairs of the 4 Youth Benches in Wessex and shares data in custody rates for each area.
- The Head of Service meets twice yearly with the Recorder of Winchester, the Senior Resident Judge at Winchester Crown Court.
- WYOT Area Managers regularly attend local Youth Bench meetings
- WYOT staff are involved with the induction/training of new Youth Court magistrates
- The joint training of youth magistrates and WYOT staff for the implementation of the Youth Rehabilitation Order and the Scaled Approach was well received and sought to cement positive working relationships.
- Youth Magistrates receive copies of the WYOT Newsletter
- Youth Magistrates are invited to, and many attend the Annual WYOT Conference

**YOT partnership self-assessed score**

3

**YJB validated score**

1

6.2 The arrangements in place to reduce the use of custody and remands to custody.

Please provide written evidence here:

See 5.2 and Table 3 commentary

**YOT partnership self-assessed score**

3

**YJB validated score**

3

6.3 How the YOT Management Board maintains oversight of use of custodial remands and sentencing.

Please provide written evidence here:

Custody rates are reported quarterly to both the WYOT Management Board and on a local basis to each of the 4 WYOT steering groups. The steering group drill down into finer detail. For example on the Island out of 20 custodial sentences in 2008/9 it was found that 13 of these were Detention and Training Orders of 4 months duration and half of these were for breach. As a consequence this was brought to the attention of the IOW Court User group and the WYOT team on the IOW reviewed their practice in terms of breach.

The Chair of the WYOT Board visited HMYOI Ashfield in February 2010

**YOT partnership self-assessed score**

3

**YJB validated score**

3

6.4 How the YOT works across the partnership to ensure effective resettlement for children and young people being released from custody.

Please provide written evidence here:

- In 2009 WYOT was the beneficiary of a resettlement grant from the YJB and a team of resettlement workers are now in place.
- Sports and Arts activities are in place for young people leaving custody
- The WYOT Health manager holds a commissioning pot to purchase services for those young people leaving custody at risk of substance misuse.
- Expert accommodation advice has been purchased from a local voluntary agency aimed at ensuring suitable accommodation for those young people leaving custody

**YOT partnership self-**

2

**YJB validated score**

2

assessed score			
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## 7. Risk of serious harm

Please provide evidence that the YOT partnership has contributed to addressing risk of serious harm to the public through local application of YJB risk of serious harm procedures.

### Specifically describe (providing supporting evidence):

#### 7.1 The procedures in place to identify and manage risk of serious harm to others.

- There is a Risk Management Policy for Wessex YOT which is available on the shared drive for all staff to access.
- Managers and staff have knowledge of the transfer policy between NOMS and YOTs, with particular reference to high risk young people, DYOs and young people subject to MAPPA.
- All managers and staff understand which incidents require Serious Incident reporting to the YJB and the processes that follows, including dealing with safeguarding issues;
  - Court staff alert managers to serious offences coming before the court for follow up by the manager who will alert the Head of Service. Another WYOT manager is then allocated to undertake the Local Management Review in order to ensure impartiality and clear learning.
  - LMRs are reported to both the WYOT Management Board, and the relevant local Yot steering groups which operate in each of the 4 Local Authority Areas.
  - Agreement has been reached with each of the 4 Local Children's Safeguarding Board that all Serious Incidents with safeguarding issues in their area will be reported to them.
  - If the Serious Incident involves a young person subject to Multi Agency Public Protection Arrangements (MAPPA), then the MAPPA co-ordinator for Hampshire and the Isle of Wight is notified, who will then decide if a full MAPPA Serious Case Review is required.
- Operational managers routinely check staff files prior and during supervision (evidenced by case file sheets identifying both risk and safeguarding). Risk Management Plans are scrutinised and counter signed by managers, who ensure the RMP both reflects MAPPA actions and is incorporated in the Supervision Plan. In addition scrutiny of the RMP will include an assessment as to whether the RMP is robust enough to manage the risk posed by a young person. Any RMPs which are not robust require further consultation with the Operations Manager and a discussion to ensure staff fully understand what constitutes a robust RMP and recorded in supervision notes.
- The Head of Service has high risk cases as a standard supervision agenda item with WYOT Area Managers
- Operations Managers have localised systems to alert them to RMPs which require updating and are able to check this has been completed. Files are checked and RMPs counter signed. YOIS will be marked when a case file has been checked by a manager in case diary and the process box.
- Risk Management and vulnerability plan completion rates form part of the local performance framework reported to the WYOT Management Board quarterly.
- WYOT has a diversity group which focuses on all matters pertaining to discriminatory practice. Operations Managers are tasked to ensure RMPs do not apply discriminatory assumptions and that there is a rationale behind the decisions and plans. Staff are tasked to employ sensitivity and understanding of discriminatory issues which could impact upon supervision, with particular note to the 'preventing violent extremism' agenda.
- Wessex YOT is represented on the MAPPA Strategic Management Board by an Area Manager, who also delivers training on MAPPA to all agencies who attend the multi agency MAPPA training, promoted and delivered by the MAPPA Strategic Management Board. WYOT staff have a number of places allocated on the training which takes place over two days on three or four occasions during the year. In addition staff have training available in house from this Area Manager.
- The WYOT MAPPA lead also delivers separate training to police MAPPA chairs as the Police Chair YOT MAPPAs. Training has also been delivered to Children's Services Managers so they are clear about their responsibilities under the MAPPA process.
- Any changes to MAPPA processes are updated to the management team by the MAPPA lead manager and then disseminated to all staff. NOMS MAPPA paperwork is used by the YOT and all newly identified MAPPA cases advised to the MAPPA co-ordinator. The YOT MAPPA lead also represents YOT on the multi agency county management level 3 panel which oversees all management level 3s in the county, thereby further enhancing MAPPA expertise within YOT and ensuring other agencies are understanding of YOT practice.
- MAPPA in Hampshire differs slightly from other areas of the country in that local MAPP meetings identify the management levels. This requires particular expertise from YOT staff and managers. Prior to MAPP meetings, YOT supervising officers complete information sheets, ensuring they are able to provide succinct

and up to date knowledge to the MAPP meeting. Regular contact is made with the Police Public Protection Unit to ensure robust management of all MAPP cases and actions agreed at MAPP meetings are incorporated into RMPs and supervision plans for the individual young people.

- These actions are all incorporated into core WYOT business and as such do not require additional funding in order to maintain this level of expertise.

<b>YOT partnership self-assessed score</b>	3	<b>YJB validated score</b>	3
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7.2 The procedures for the ongoing management of young people under the local MAPPA arrangements.

Please provide written evidence here:

- There is a comprehensive process for managing MAPPA in Wessex YOT. The Risk Management Policy covers the MAPP arrangements and is updated when new procedures are implemented.
- The New MAPPA guidance, which contains Key Performance Indicators on attendance at MAPPA, has been discussed and disseminated to staff. All managers and staff understand the MAPPA process, which in Hampshire differs slightly from other counties.
- At the point of allocation, YOT Managers liaise with the administration staff who advise the MAPPA co-ordinator of new MAPPA's. If the young person is in custody, the MAPPA management level is not identified (as per the MAPPA Guidance) but a MAPP will be set no earlier than six months prior to release in order to ensure actions are incorporated in community supervision. Invitations to attend the MAPP are either sent out by YOT, or alternatively, the police (based on information provided by YOT).
- There is a Memorandum of Duty to Co-operate, as per MAPPA SMB requirements, which clearly details which agency is responsible for which action. Invitees and attendees are recorded and reported to the MAPPA co-ordinator for dissemination to the MAPPA SMB and the Government office since these form part of the KPIs.
- All MAPP meeting dates are recorded on the YOIS process box and clearly identified. MAPP minutes are kept in the confidential section of YOIS and all actions incorporated in an updated RMP. Information is fully shared and all staff understand the need for effective communication.
- Staff understand the timescales for setting of MAPP meetings and have knowledge of the Guidance. The Probation Service Victim Liaison Officer (VLO) is, additionally, advised and invited to all MAPP meetings. The Victim Liaison officer is also advised of any Release on Temporary Licence (ROTL) in order that the VLO is able to contact the victim in accordance with the Victims' Charter. The VLO is also able to have input in respect of Licence/Notice of Supervision requirement in respect of the victim's wishes/safety.
- Staff understanding of the procedures is clearly evidenced on YOIS where categories and management levels are identified. There is also a live centralised list of all MAPPA cases on the YOT shared drive.
- Any staff identified as requiring further training (see supervision notes) will be booked on to the two day MAPPA training and attend the in house YOT MAPPA training. Staff working with MAPPA sexual offenders, will also be required to take part in the sexual offenders working group in order to maintain their knowledge base.

<b>YOT partnership self-assessed score</b>	3	<b>YJB validated score</b>	3
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7.3 How these ROSH and MAPPA procedures are overseen by the YOT management team and board to ensure quality and continuous improvement in services.

Please provide written evidence here:

- There is considerable evidence of YOT practitioners understanding and following procedures. Wessex YOT has live, up to date knowledge, on the number of MAPP nominals in each category and the levels of management. Levels are updated should a change be identified within the MAPP meeting and the co-ordinator advised accordingly. Any Level 3 Management cases will be referred to the Level 3 Panel for scrutiny (WYOT is represented on this Panel by the Area Manager with lead responsibility for MAPPA).
- WYOT MAPPA cases are routinely part of the mandatory SMB MAPPA audits. The YOT lead is a regular audit panel member and where YOT files are scrutinised, both the YOT officer, and line manager, in addition to the police representative, attend.
- New cases are referred to the MAPPA co-ordinator and all information placed on VISOR by the police. Quarterly KPI evidence to the MAPPA SMB demonstrates 100% YOT attendance. Minutes of MAPP meetings clearly identify YOT engagement and information sharing during the meeting. Multi agency input at MAPP meetings is evidenced within the YOT worker's report, or through the minutes of the meeting.
- There is a Memorandum of Duty to Co-operate which clearly sets out WYOT requirements in respect of MAPPA.
- MAPPA is a standing agenda item on the 4 LSCBs in Wessex where issues pertaining to safeguarding/social

work attendance at MAPP meetings will be raised. In addition, representatives from other agencies on the SMB clearly liaise with local LSCBs to ensure co-operation and multi agency ownership of actions.

- Where appropriate WYOT staff attend local PPO meetings. Attendance is minuted and actions agreed which are then incorporated into RMPs. Managers attend strategic meetings to ensure full WYOT engagement and full case knowledge.
- Learning from LMRs of Serious Incidents are disseminated to all Managers at the quarterly WYOT All Managers meetings, in addition local discussions take place. Information is then passed to staff and recommendations auctioned.
- The Head of Service has undertaken a review of all Serious Incidents in Wessex since 2008 and the main findings have been considered by the WYOT Management Board and WYOT Management.
- The Scaled Approach and risk management in respect of MAPPA cases is clearly detailed on case records and any breach deviations authorised by a manager with the rationale for this decision recorded on YOIS.

<b>YOT partnership self-assessed score</b>	3	<b>YJB validated score</b>	3
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## 8. Safeguarding

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

### Specifically describe (providing supporting evidence):

8.1 The safeguarding procedures in place to ensure the comprehensive, accurate and timely identification, assessment and management of safeguarding needs.

Please provide written evidence here:

- WYOT has a safeguarding policy and procedure in place
- Asset completion and vulnerability planning rates are monitored quarterly
- YORDAR and the YJB quality assurance audits which take place monthly focus on vulnerability/safeguarding issues as well as risk management
- All new staff receive safeguarding/child protection training as part of their induction
- Established staff can access refresher child protection/safeguarding training via the Children's Services Departments of the four local authorities, although sometimes there can be long waiting times to access such training.

<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	2
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8.2 How the implementation of these safeguarding procedures is overseen by the YOT management team and board to ensure quality and continuous improvement in services.

Please provide written evidence here:

- Vulnerability assessment, planning and intervention are inevitably intertwined with risk management and both are top priority for WYOT and resources are prioritised into this area e.g. via the Scaled Approach and WYOT training
- Vulnerability planning compliance is part of the local performance framework reported quarterly to the WYOT management board and WYOT senior management team.
- The Head of Service sits on the Hampshire Local Children's Safeguarding Board and the WYOT Area Managers for the 3 unitary authorities in Wessex sit on their LSCB's
- All Serious Incidents involving vulnerability or safeguarding issues are reported to the relevant LCSB
- All Serious incidents are reported to the WYOT management board and the relevant WYOT local steering group.
- In 2009 the Head of Service undertook a review of the 18 Local Management Reports into Serious Incidents in Wessex since the start of 2008 and provided a summary of the findings and lesson learnt that has also been subsequently disseminated to the WYOT management team.
- All frontline staff and managers are trained in assessing safeguarding needs
- Catch 22 who deliver appropriate adult and reparation and restorative justice services on behalf of WYOT are contractually obliged to ensure all their staff and volunteers are trained in safeguarding and to follow C22 safeguarding procedures

<b>YOT partnership self-</b>	2	<b>YJB validated score</b>	2
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<b>assessed score</b>			
8.3 How the YOT works with children's services to ensure that children and young people at risk of entering or in the youth justice system are kept safe from harm.			
Please provide written evidence here:			
<ul style="list-style-type: none"> <li>• WYOT is represented by senior managers on all 4 LSCB's in the Wessex area</li> <li>• Children Services Departments are represented on all 4 WYOT steering groups and chair them in Hampshire and Southampton.</li> <li>• The Registered Manager from Swanwick Lodge Secure Children's Home is an active participant in the Hampshire Yot steering gp.</li> <li>• The prosecution and custody rates of Looked After Children is monitored acted on by WYOT steering groups.</li> <li>• In Hampshire, agreement has been reached about how Asset and Onset interface with the Common Assessment Framework (CAF)</li> <li>• WYOT Area managers have strong strategic links into each of the 4 Children's Services Departments. For example the Area Manager in Southampton co-chairs the CSD's Making a Positive Contribution sub group of the Southampton Children's Trust.</li> <li>• The Head of Service sits on all four Children's Trust's Boards</li> </ul>			
<b>YOT partnership self-assessed score</b>	2	<b>YJB validated score</b>	2

## 9. Victim and public confidence

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

### Specifically describe (providing supporting evidence):

9.1 How the YOT partnership seeks feedback from service users about the quality of services it delivers and how this feedback has informed service development.

Please provide written evidence here:

In the summer of 2009, WYOT undertook a comprehensive staff survey via the Survey Monkey website and over 160 staff (about 2/3rds of WYOT staff) completed the survey. The results from the survey were broken down to team level and fed back by the Head of Service to the respective manager who was responsible for drawing up an action plan. One of the actions to come out of the survey was a staff newsletter and the first edition was published in December 2009 and was also made available to attendees at our staff conference which included other stakeholders such as magistrates. It is planned to do the survey again in the summer of 2010 and use the 2009 results as a benchmark.

Consultation with young people is an area requiring improvement and to kick start this WYOT has been selected as a pilot area for the UR Boss campaign by the Howard League for Penal Reform to ensure young people who have experienced custody. This will involve;

- Participation & Citizenship Workshops
- Legal education programme
- Multi-media participation projects
- Opportunities to contribute to national policy making
- Legal help and support

Through U R Boss, young people will develop skills including:

- Critical thinking
- Decision making
- Communication skills
- Confidence in presenting their ideas
- Team work

<b>YOT partnership self-assessed score</b>	1	<b>YJB validated score</b>	1
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9.2 The victim and restorative justice services delivered by the YOT partnership and how the YOT has reviewed these services to inform its victim/restorative justice strategy.

Please provide written evidence here:

WYOT currently commissions this service from Catch 22 and whilst performance has improved over the 3 years of this contract, targets around victim engagement and the availability of reparative activities have not been met.



As a result the WYOT Board are actively considering taking the service in house (see also 2.1)			
<b>YOT partnership self-assessed score</b>	1	<b>YJB validated score</b>	2
9.3 How the YOT partnership engages with local communities to improve public confidence in the criminal justice system.			
Please provide written evidence here: WYOT is fully engaged with the Local Criminal Justice Board and the 14 Community safety Partnerships public confidence and community engagement strategies e.g. <ul style="list-style-type: none"> <li>• The Head of Service recently attended and was on the panel at a Partners against Crime Action day on the Isle of Wight</li> <li>• There have been several positive news stories generated by WYOT, the most prominent of these featured several young people involved with WYOT's prevention team on regional television showing off the martial arts skills they had developed as part of a youth crime diversion programme</li> </ul>			
<b>YOT partnership self-assessed score</b>	1	<b>YJB validated score</b>	1

*Section 3: YOT partnership improvement plan*

Risk Identified via C&C assessment	Impact	Likelihood	Action to overcome risk	Success criteria	Owner	Deadline
<p><b>The numbers of young people in Hampshire offending has fallen in 2009/10. This has led to a higher proportion of reoffending amongst the smaller offending cohort that remains in some areas of Hampshire.</b></p>	<p>Medium</p>	<p>Medium</p>	<ol style="list-style-type: none"> <li>1. Closer analysis of reoffending data, particularly in Hampshire to identify areas where resources need to be deployed</li> <li>2. Use data to have strategic discussion with Hampshire Yot Steering gp</li> <li>3. Use data to have strategic discussion with Hampshire Community Safety partnership</li> <li>4. Ensure DYO's (17year olds scoring over 25 on Asset) are linked into Integrated Offender Management across Wessex.</li> </ol>	<p>Reoffending rates in Hampshire meets national target</p>	<p>Performance &amp; Information Manager</p> <p>Head of Service</p> <p>Head of Service</p> <p>Head of Service/Area Managers</p>	<p>30/6/10</p> <p>30/09/10</p>

						30/09/10
						31/12/10
<b>Too high a number of 'unknowns' skewing ethnicity data which may mask any disproportionality issues</b>	<b>Low</b>	<b>Medium</b>	<ol style="list-style-type: none"> <li>Continued work with the Police to obtain ethnicity data from reprimands</li> <li>Scrutiny of ethnicity data (in particular in Portsmouth) by the WYOPT Diversity group and drawing up</li> </ol>	Number of unknowns eliminated and resources deployed efficiently to eliminate any disproportionality issues.	Performance & Information Manager  WYOT Diversity group/Head of Service	31/03/11

			<p>of action plan to address any disproportionality issues</p> <p>3. Review of WYOT Diversity policy to take account of data &amp; trends</p>		<p>WYOT Diversity group/Head of Service</p>	<p>Quarterly</p> <p>30/09/10</p>
<p><b>WYOT makes insufficient use of the voice of young people to inform service delivery</b></p>	<p>Low</p>	<p>Medium</p>	<p>1. Implement UR Boss programme for young people leaving custody.</p> <p>2. Involvement of trained and supported young people in staff interviews</p>		<p>WYOT Connexions Team Leader</p> <p>WYOT Connexions Team Leader</p>	<p>30/09/10</p> <p>31/12/10</p>

<b>Poor risk/vulnerability management contributing to a serious incident by a young person under WYOT supervision</b>	High	Medium	<ol style="list-style-type: none"> <li>1. Robust implementation of YORDAR &amp; YJB QA Tool.</li> <li>2. Robust reporting of Risk of Serious Harm Asset Compliance to WYOT management team &amp; Board.</li> <li>3. Robust reporting of Risk management and vulnerability plan compliance to WYOT management team and Board</li> <li>4. Dissemination of findings and learning from the Local Management Reviews of Serious Incident Reports to all WYOT staff</li> <li>5. Ensure WYOT staff can promptly access safeguarding &amp; children protection training via Childrens Services depts..</li> </ol>		<p>Head of Service/Performance &amp; Information Manager.</p> <p>Head of Service/Performance &amp; Information Manager</p> <p>Head of Service/Performance &amp; Information Manager</p> <p>Head of Service</p> <p>Head of Service/Area Managers/WYOT CSD Management Board Members</p>	<p>30/6/10</p> <p>30/6/10</p> <p>30/6/10</p>

							30/9/10
							31/3/11

## ITEM NO: 12 Appendix 2

### Progress Update 09/10 Southampton

**Table 1: FTEs – First-time entrants (FTEs) to the youth justice system aged 10–17 (NI 111)**

	Wessex	Family*	Hampshire	IOW	Portsmouth	Southampton
2007/08 PNC FTEs rate per 100,000 of 10–17 population	1812	1732	1600	1970	2308	2959
2008/09 PNC FTE rate per 100,000 of 10–17 population	1526	1416	1340	1490	2356	2215
% change – baseline v 2008/09 out-turn	-15.8%	-18.1%	-16.3%	-24.4%	2.1%	-25.1%
2009/10 projected rate (YOT proxy data)	1262	1116	1123	1379	1842	1590
*The following YOTs are in the same family group as Wessex; Essex, Hertfordshire, West Sussex						
<p><b>Analysis</b></p> <p>Southampton saw a significant reduction (23%) in 1<sup>st</sup> time entrants between 2007/8 and 2008/9 and the proxy data for 2009/10 predicts a further fall. This reduction is linked to:</p> <ul style="list-style-type: none"> <li>• Triage arrangements, which involves putting YOT staff into Police custody suites at peak times, diverting young people from assessment and intervention.</li> <li>• Youth Inclusion Panels (YIPs) delivered in central Southampton since 2003, are now also running alongside a city-wide Intensive Intervention Project and further YIP's on the western side of the city, in the dock areas of Millbrook/Redbridge as well as the Weston area.</li> <li>• Southampton City Council reallocating the former Children's Fund and Positive Activity funding to target at risk young people between 8-16, as well as providing intensive support.</li> </ul>						

**Table 2: Reoffending – Rate of proven reoffending by young offenders (NI 19)**

	Wessex	Family*	Hampshire	IOW	Portsmouth	Southampton
2005 12-month rate	1.39	1.20	1.18	1.51	1.75	1.64
2008 12-month rate	1.41	1.14	1.36	1.49	1.37	1.58
% change – baseline 12-month v. 2008 12-month	1.4%	-5.0%	13.2%	-1.3%	-22.0%	-4.0%
2005 6-month rate	0.76	0.68	0.68	0.82	0.92	0.83
2009 6-month rate	0.71	0.61	0.76	0.57	0.57	0.73
% change – baseline 6-month v. 2009 6-month	-6.6%	-10.3%	11.7%	-30.5%	-38.0%	-12.0%
<p><b>Analysis</b></p> <p>There have been significant falls in reoffending rates in Southampton. This is the result of:</p> <ul style="list-style-type: none"> <li>• The 'Be Safe' weapons programme being delivered across the City.</li> <li>• The city-wide Intensive Intervention Project</li> <li>• The YOT interaction with the anti social behaviour agenda and core groups in the city.</li> </ul>						

**Table 3: Custody – % of Young people within the youth justice system receiving a conviction in court who are sentenced to custody (NI 43)**

	Wessex	Family*	Hampshire	IOW	Portsmouth	Southampton
<b>2009/10 Performance</b>	3.7	4.2	3.5	1.7	2.6	5.8
<b>2006/07 baseline</b>	6.1	5.1	5.5	7.5	7.0	7.2
<b>% change – baseline v Apr–Sept 2009</b>	-39.3%	-16.5%	-36.4 %	-80.0%	-62.9%	-19.4%
<b>Analysis</b>						
In 2008/9 Southampton was the only Local Authority in Wessex that did not meet the National Indicator target of 6%, this has been achieved in 2009/10. Analysis of the data in 2008/9 showed that in Southampton there were 82 custodial sentences on 42 young people so clearly a 'revolving door' of custody exists. A key task of the new resettlement service in the City will be to support young people leaving custody to break this cycle.						

**Table 4: ETE – % of Young offenders' engagement in education, training and employment (NI 45)**

	Wessex	Family*	Hampshire	IOW	Portsmouth	Southampton
<b>2009/10 Performance</b>	66.6	71.3	66.8	72.4	68.5	62.0
<b>2006/07 baseline</b>	79.3	71.2	82.9	90.9	92.0	68.7
<b>% change – baseline v Apr–Sept 2009</b>	-16.0%	0.2%	-19.4%	-20.3%	-25.5%	-9.7%
<b>Analysis</b>						
Like many YOTs nationally this is an area where Wessex has struggled across the board, although the data for 2009/10 is more encouraging and has seen a slight improvement in performance from the 61.2% of 2008/9. It should be noted the high performance of the three other Local Authorities in Wessex in 2006/07 was largely due to an inconsistent approach to data entry which has now been rectified. The NI measure for this has been reset to 70% and is within reach across Wessex.						
There has been a concerted and co-ordinated approach between the YOT and Southampton City Council to address the NEET group across the city involving both the Integrated Youth Support Team and the 14-19 teams. This has led to earlier identification of those young people who are likely to be NEET at the end of the order, and has also included a review of how services from the YOT are delivered. Whilst the overall total for the year of 62% is disappointing, this approach has generated improved performance across the year quarter by quarter.						
	Southampton 2009/10 Q1 54.88% (45/82)	Southampton 2009/10 Q2 60.18% (68/113)	Southampton 2009/10 Q3 65.52% (57/87)	Southampton 2009/10 Q4 66.10% (78/118)	Southampton Annual Total 2009/10 62.00% (248/400)	

**Table 5: Accommodation – % of Young offenders' access to suitable accommodation (NI 46)**

	Wessex	Family*	Hampshire	IOW	Portsmouth	Southampton
<b>2009/10 Performance</b>	91.1	94.8	90.9	90.8	90.6	92.4
<b>2006/07 baseline</b>	80.7	91.0	71.5	88.7	86.3	79.7
<b>% change – baseline v. Apr–Sept 2009</b>	12.9%	4.2%	27.1%	2.36%	5.0%	15.9%
<b>Analysis</b>						
Performance has improved substantially across Wessex YOT but most notably in Southampton which is now the highest performing Local Authority across Wessex. YOT workers now attend the Southampton City Council Supporting People Young Persons Steering Group and there are good strategic links with accommodation providers in the city which is underpinning this success.						



**Table 6: Ethnicity – Ethnic composition of offenders on youth justice system disposals (NI 44)**

Southampton	% of youth justice pop. in 2009/10	% of general pop. in 2009/10	% of youth justice pop. in 2008/09	% of general pop. in 2008/09
White	89.0%	87.6%	83.9%	87.9%
Mixed	3.0%	3.4%	2.7%	3.3%
Asian	3.7%	5.7%	2.2%	5.6%
Black	3.7%	1.4%	3.6%	1.4%
Chinese	0.3%	1.8%	0.1%	1.7%
Unknown	0.3%		7.3%	

**Analysis**

The 2001 Census, indicates that Southampton has the most diverse population within Wessex and thus the greatest number of young people from a BME background. Southampton mirrors the Wessex picture with black young people being significantly over represented in the youth justice system. This issue has been picked up by the Southampton Children and Young People's Trust Board and three actions have been identified:

- Targeting newly commissioned services at young people from BME backgrounds that are identified as being as higher risk.
- Sharing data across the Trust to ensure targeted work takes place with those BME young people identified as being at high risk.
- Using the Triage system that operates from Southampton Police stations (see also commentary on Table 1 First time entrants) to continue to redirect young people that are identified, to positive activities.

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