



PLYMOUTH YOUTH OFFENDING SERVICE
YOUTH JUSTICE PLAN 2011/2012

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List of Acronyms

ACRONYMS

ASB	ANTI SOCIAL BEHAVIOR
BME	BLACK MINORITIES ETHNIC
DYO	DETER YOUTH OFFENDING
EIG	EARLY INTERVENTION GRANT
IST	INTEGRATED SUPPORT TEAM
KYPE	KEEPING YOUNG PEOPLE ENGAGED
PBR	PAYMENT BY RESULTS
YCAP	YOUTH CRIME ACTION PLAN
YISP	YOUTH INCLUSION AND SUPPORT PROJECT
YOS	YOUTH OFFENDING SERVICE
YRD	YOUTH RESTORATIVE DISPOSAL

Plymouth Youth Offending Service Pledge

We will provide a fair and equitable service that embraces the diversity of young people, the people of Plymouth and its community.

We will improve access to services for young people to divert them from offending and help them lead happy and productive lives.

We will encourage and support young people to repair the harm they have done to their victims and communities.

We will encourage young people to have aspirations and support them to make good decisions and have a successful transition to adulthood.

We will work in partnership with parents and carers in helping them support their young people make positive change.

We will work in partnerships with other agencies to reduce youth crime and protect the public.

We will listen and work with victims and communities and will be open and accountable for our service.

We will work hard to increase public confidence in youth justice.

Executive Summary

Plymouth Youth Offending Service's Youth Justice Plan has been developed in accordance with the requirements of the Crime and Disorder Act 1998 and sets out how youth justice services in Plymouth are to be provided and funded. It sets this against both a national and local context. It gives information about how the youth offending service operates, and what functions they are to carry out. It also lays out priorities for the coming year and sets out how the YOS will aim to meet both its national and local targets.

Plymouth YOS Management Board remains active in key decision making and ensuring partners are all engaged in the delivery of Youth Justice Services and preventative work across the city.

Plymouth YOS has worked throughout 2010/11 working on its Improvement Plan following the HMIP Inspection report which was published early in 2010 following what was a pleasing set of Inspection Results. Much of this work focused on the development of a robust quality assurance framework and the updating of policies and procedures. This was supported by additional management resources.

There has also been much work around preparing the service for the challenges of the financial climate and developing government policy. This has included the planning of a restructure of the service in line with its objectives and the government Green Paper Breaking the Cycle: Effective Punishment, Rehabilitation and Sentencing of Offenders. This paper addresses all three of the government priorities of punishing offenders, protecting the public and reducing reoffending.

Plymouth YOS remains a forward thinking and ambitious service which is aiming for excellence. It has a critical role in the drive to reduce the fear of crime and to raise Young Offenders aspirations and to support them in achieving their potential and successful transition to adulthood.

A driver for 2011/2012 is the embedding of the principles of Restorative Justice throughout the work of the YOS. The YOS Management Board has aligned resources so that the YOS has the capacity to do this and to enable the service to have a dedicated Victim Advocacy Worker to ensure that the voice of the victim is considered in all aspects of the YOS's work. An additional aim is for members of the community, including young people, to be involved in all aspects of the service including influencing its direction and methodology and ensuring that resources meet both community and individual needs.

The service is also aiming to increase the focus of work towards parents and the whole family to address negative patterns of behaviour that increase the risk of offending and ensure parental responsibility. The service will continue to provide a fair and equitable service to young people with a focus on risk management based on rigorous assessments of likelihood of reoffending, risk of harm and vulnerability.

Plymouth Crime Information 2010/2011

The Plymouth Report (2010) produced by Plymouth 2020 states that 'Plymouth is a comparatively safe city when compared to other urban conurbations, with falling overall crime, particularly acquisitive crime, such as theft of and from vehicles, domestic burglary and robbery. Offending linked to the night time economy and alcohol remains problematic for the city with drunkenness, alcohol related violence and offences such as sexual assaults and domestic abuse main issues. Violence against the person has reduced over the past few years, though the city still performs poorly against its national comparative group for assault related crimes.'

In respect of crime relating to young people there too has been a reduction in crime. The number of young people offending (2010/11) has reduced from 587 to 557 and the number of offences committed in 2010/11 by young people has reduced from 1055 to 1041. This amounts to reductions of 5.1% and 1.3% respectively.

The most prevalent detected crimes for young people are:

	<u>2009/10</u>	<u>2010/11</u>
Violence against the person	234	201
Theft and Handling	227	192
Public Order	166	145
Criminal Damage	182	129

It is also noted that motoring offences committed by young people have decreased substantially from 178 in 2009/10 to 43 in 2010/11 a reduction of 76%.

The area experiencing the highest number of both offences and young offenders is Plympton, with St Budeaux second in young people's terms. Other areas experiencing higher than average levels of young people offending and generally a higher number of offences in no particular order are Honicknowle, Plymstock, Devonport, Stonehouse and North Prospect.

National Context of Youth Justice

Youth Justice Board

The Youth Justice Board for England and Wales (YJB) is an executive non-departmental public body within the Ministry of Justice which; oversees the youth justice system in England and Wales, works to prevent offending and reoffending by children and young people under the age of 18 and ensures that custody for them is safe, secure, and addresses the causes of their offending behaviour. It's vision of an effective youth justice system is that:- more offenders are caught, held to account for their actions and stop offending, children and young people receive the support they need to lead crime free lives, victims are better supported and the public has more confidence in the youth justice system.

Developing Government Policy

In December 2010 the Green Paper Breaking the Cycle: Effective Punishment, Rehabilitation and Sentencing of Offenders addressed all three of the government priorities of punishing offenders, protecting the public and reducing reoffending. It set out how an intelligent sentencing framework, coupled with more effective rehabilitation would enable the breaking of the cycle of crime and prison. Within the paper there is a focus on early intervention and preventative work with a commitment to intervening early in the lives of children at risk and their families, before behaviour becomes entrenched, which presents the best opportunity to break the cycle of crime alongside greater parental responsibility. There was also a clear commitment to Restorative Justice with moves to ensure that victims have a more central role in the criminal justice system. The paper also introduced the idea of Payment by results to drive improvements in performance, incentivise the diversification of providers and increase accountability.

Key Local Partnerships and Plans

Plymouth 2020

The aim of Plymouth 2020 is to provide strong leadership for the transformation of the city and to promote a positive image of Plymouth as a vibrant waterfront city where an excellent quality of life is enjoyed by everyone. The priorities for Plymouth 2020 are to: Deliver Growth, Raise Aspirations, Reduce Inequalities and to Provide Value for Communities. The public, private and voluntary and community sectors are all represented on the Partnership Board, Executive and Theme Groups.

Plymouth Children and Young People's Trust

Plymouth Children and Young People's Trust is a formal partnership that brings together everyone in the city who works with children, young people and their families. Parent carers and young people are also members of the partnership. The purpose of the Plymouth Children and Young People's Trust is to: provide strategic direction for the development of children's and young people's services in Plymouth, provide leadership on the development of integrated services for children and young people, support the achievement of national and local agency targets by developing closer and linked ways of planning, delivery and improving services for children, young people and their families and to implement the priorities in the Children's and Young People's Plan. The Trust's vision is that all our children and young people Live, Grow, Achieve and Exceed in their Hopes for the Future.

The Plymouth Children and Young People's Plan 2011 to 2014

The Plymouth Children and Young People's Plan has been developed by Plymouth Children and Young People's Trust and describes the joint agency approach in the local

authority area for children and young people's services, and sets out the vision and key priorities agreed by those agencies in helping children and young people to achieve the best outcome. In Plymouth the Youth Offending Service is one of a number of services for young people that deliver the key priorities of Plymouth's Children and Young People's Plan 2011-2014 identified in support of Plymouth 2020's improvement priorities.

Plymouth 2020 Priority: Deliver Growth

Children and Young People's Plan 2011 – 2014 Priority 4: Equip young people with skills, knowledge and opportunities to make a successful transition to adulthood.

Plymouth 2020 Priority: Raise Aspirations

Children and Young People's Plan 2011 – 2014 Priority 3: Improve levels of achievement for all children and young people

Plymouth 2020 Priority: Reduce Inequality

Children and Young People's Plan 2011 – 2014 Priority 1: Decrease the effects of child poverty

Children and Young People's Plan 2011 – 2014 Priority 2: Provide all children with the best possible start to life

Plymouth 2020 Priority: Provide value for communities

Children and Young People's Plan 2011 – 2014 Priority 5: Tackle risk taking behaviours

Plymouth Safeguarding Board

The role of the Plymouth Safeguarding Children Board is an essential element in ensuring that there is the highest level of scrutiny, ownership and accountability with regards to safeguarding as it affects the lives of all children and young people. The Board is charged to seek assurances from all agencies that they are working together to keep children and young people safe across the city and to provide challenge when necessary and to raise awareness of safeguarding issues.

Safeguarding is everyone's business across agencies and communities. Working together is fundamental to the protection of children and young people to keep them safe from harm. The role of the Board in promoting, monitoring, challenging and ensuring that this is a reality continues to be paramount. The YOS manager is a member of the Safeguarding Board.

The Plymouth Safeguarding Children's Board role is to monitor, scrutinize and contribute to the planning and delivery of children and young people's services through the Children and Young People's Strategic Plan.

Plymouth Community Safety Partnership

The Plymouth Community Safety Partnership (CSP) produces an annual Strategic Assessment which provides an accurate evaluation of the significant crime, disorder and substance misuse issues that may impact the Partnership over the coming year as well as areas impacting the partnership over the last 12 months.

The plan reflects on the proposed cuts to spending and how these might impact across a number of the priority areas. Taking into account performance, risk, harm and vulnerability to victims and the national picture, the following areas have been identified as the highest priorities for the partnership; Domestic Abuse, Sexual Abuse, Anti-Social Behaviour, Alcohol Related Violence, Reducing Re-offending, Drug Treatment, Integrated Offender Management, Hate Crime and Serious Acquisitive Crime (Burglary Dwelling).

Housing Plan 2012-2017

The Plymouth Housing Plan sets out the city vision for housing across all tenures and how by working together with residents and partners a real difference to homes and communities can be made in Plymouth.

The work of the Youth Offending Service (YOS) has particular relevance to the objectives set in relation to anti-social behaviour: Objective 1-To Reduce anti-social behavior and hate crime and Objective 2-To reduce significant harm associated with anti social behavior (ASB) to victims, families and communities.

Youth Offending Service Management Board

The YOS Management Board membership is a mix of strategic and operational managers from a range of statutory and other partner agencies who contribute to the delivery of youth justice and preventative services in the city. YOS Board members also take the lead to champion specific areas and issues and take responsibility to improve services for young people who offend within their own agencies. The YOS Board receives quarterly updates from the YOS Manager who reports on performance, service development and considers issues that need to be resolved in terms of youth justice. The contribution of the wider partnership and the scrutiny of the YOS Management Board ensure that an effective forum not only continuously monitors performance in detail, but also supports the YOS in the implementation of improvement plans.

The Assistant Director for Children's Social Care has this year taken over the Chairing of the YOS Board from the Director of Services for Children and Young People after five years, through two core inspections and key in driving up standards and striving for excellence.

Other board members are;

YOS Manager (PCC), Commissioning Manager from Services for Children and Young People (PCC), Strategic Commissioning Officer – Reducing Harmful Risk Taking Behaviour (PCC), Superintendent – Devon and Cornwall Police, Youth Issues Manager - Devon and Cornwall Police, Assistant Director for Learner and Family Support (PCC), Senior Education Officer (PCC), Manager Careers South West, Senior Probation Officer Devon and Cornwall Probation Trust, Senior Accountant (PCC), Director of Plymouth Racial Equality Council, Manager of Plymouth Community Safety Partnership (PCC), Manager Anti-Social Behaviour Unit (PCC), Children's Commissioner for Children and Young People's Health, Principal Advisor for Neighbourhood and Informal Learning (PCC) and a Justices Clerk from Plymouth Magistrates Court.

The average attendance of Board Members listed above for 2010/11 was 71%.

Nationally Monitored Targets for Youth Justice

Rate of Proven re-offending by young people who offend (measured offences per 100 offenders)

First time entrants to the youth justice system aged 10-17

Young People receiving a conviction in court who are sentenced to custody. A reduction in the number of children and young people receiving custodial sentences

Locally monitored outcomes for Youth Justice:

Ethnic composition of young people on youth justice system disposals

Access by young people who offend in suitable education, training and employment

Access by young people who offend to suitable accommodation

Participation by victims in Restorative Justice

Plymouth Youth Offending Service

Plymouth Youth Offending Service has the responsibility under the Crime and Disorder Act 1998 of coordinating the provision of youth justice services for all those in the authority's area that need them, with the principal aim being to prevent offending by children and young people, including:

- the provision of an appropriate adult service to safeguard the interests of young people detained or questioned by the police;
- the assessment of children and young persons and the supervision and provision of rehabilitation programmes to prevent offending to young people sentenced to a variety of orders to prevent reoffending and reduce risk of harm.

- the co-ordination of Risk Management and Vulnerability Management plans for young people.
- the provision of support for young people remanded or committed on bail while awaiting trial or sentence
- the provision of reports or other information required by courts in criminal proceedings against children and young persons.
- the responsibility to manage parenting orders.

The key principles of the service are that;

- The service will provide a fair and equitable service to young people with a focus on risk management based on rigorous assessments of likelihood of reoffending, risk of harm and vulnerability.
- The service will integrate restorative justice processes across all interventions to ensure that all young people and parents known to the service are aware of the impact of crime on the victims and take responsibility to make amends for their criminal / anti-social behaviour.
- The service will work systemically with the whole family to address negative patterns of behaviour that increase the risk of offending.

Youth Offending Service Resources

There has been a reduction in funding to the YOS of over £385 000 (approximately 20%). A significant part of this, approximately £202800, funded YOS Prevention Services. The funding for these has been distributed within the remit of the Early Intervention Grant (EIG), with Plymouth Local Authority redistributing the funding to other projects and holding the 'First Time Entrants' target centrally rather than as a sole YOS target.

The element of funding now received from the EIG (£30000) was an acknowledgement of the funding previously received from Youth Crime Action Plan (YCAP) to provide 'YOS Officer in custody' which continues and is used to fund an 'Out of Hours' support to the Police custody suite.

Within the YJB grant the ring fencing has been removed enabling the YOS to make local decisions around how the money is spent. Taking into account the YOTs strategic direction and the YOTs purpose a restructure is taking place to align resources to enable the YOS to meet National Indicators and effective practice standards within expected levels of need. The decision was also influenced by the expected direction of Youth Justice following the Breaking the Cycle Green Paper as well as taking into account of the YOS's HMIP Inspection report.

There was a reduction in numbers of Team Managers in the service from four to three and the decision was to maintain this level throughout the period of the restructure. A key recommendation made in the 2010 Inspection Report was in relation to the need to improve and have clear evidence of quality assurance and decision making by managers. The YOS also has over 100 volunteers who require management and clear oversight of their practice which would not be possible with a reduction in management capacity.

In recognising the changes in volumes of work in both numbers of cases held and the levels of risk they pose, the YOS has restructured the service to merge its Case Management and Court Team's together. This has created one Case Management Team which has a reduced number of Social Work qualified staff with additional non social work qualified staff which achieves a saving in staff costs.

The creation of a Programme Delivery Team, (which incorporates ISS, IRS) has slightly increased costs in this area but enabled the YOS to strengthen the delivery of interventions and supports the work of the Case Management Team.

A distinct Restorative Justice Team taking into account the direction set by the YOS management Board and the Green paper has been maintained. This has meant the Final Warning Team and Restorative Justice Team have been merged and has introduced a new dedicated Victim Liaison Worker. This will strengthen contact with victims and drive delivery of restorative justice across all relevant interventions.

These changes have ensured that the YOS is able to stay within budget and meet its statutory requirements. This has made a saving of £70886.

Partner agencies have continued to fund the YOS, and although there has been an average reduction of 10% this has not meant a reduction in staff secondments. There was a significant drop in funding for substance misuse work and the shortfall was covered by core funding.

The YOS will continue to endeavour to make savings as there are likely to be further cuts to funding as both core and partner funding reduces over the next few years. The YOS is involved in the new efficiency drive within the Criminal Justice Sector aimed at speeding up the process from arrest to sentencing. This involves the police, CPS, HM courts and the YOS in reducing the physical transfer of paper, greater efficiency in use of personnel time and routine use of IT systems. Plymouth YOS is already in an advanced position having access to and using Video Conferencing, secure e-mail systems and accessing other partner's databases for information.

There will be increased work with partners including those in the third sector to support bids to draw additional funding into the city with the aim of reducing youth offending.

Within the Green Paper there are also plans to reform secure remand for young people so that all children under 18 are treated in the same way for remand purposes, rather

than treating 17 year olds as adults. This will ensure compliance with the United Nations Convention on the Rights of the Child. All young people who are securely remanded will become "looked after" by the local authority and this is laid out in the Legal Aid, Sentencing and Punishment of Offenders Bill. In addition, local authorities will become financially responsible for all youth remands to secure accommodation with the aim of providing an incentive for local authorities to invest in alternative strategies for this group of young people.

There is also an additional need to prepare for a possible decrease in budget in 2012/2013 as the Youth Justice Board are currently reviewing the formula used to distribute the Youth Justice grant amongst YOTs in England and Wales. There are discussions that future funding could be based on some or a combination of the following; the existing core grant formula, Indices of Multiple Deprivation, size of area, volume of offences weighted against gravity score and number of community and custodial disposals. These changes could have an impact of either reducing our budget by 5% (approx £30 000) through to increasing the budget by 24% (approx £137 000) based on YJB calculations. The principles when determining a new formula includes that the funding formula should support delivery against the three Youth Justice outcomes indicators, that there should be no perverse incentives and that there should be the least possible disruption to YOS financial planning.

This does not relate to linking the Youth Justice grant to payment by results (PBR) although this is being explored for 2013/2014.

Funding Comparison Table

	2010/11	2011/12
YJB-	(£s)	(£s)
Effective Practice	241,989.00	
ISS	159,680.00	
IRS	50,000.00	
Drugs & alcohol	46,253.00	
KYPE	28,746.00	
Prevention	165,997.00	
Total	692,665.00	565,689.00
Partnership funding		
Police-	118887.00	111387.00
Probation-	90000.00	81798.00
Health-	70823.00	63740.70
PCC- CSC	585293.00	535293.00
PCC- EDUC	69372.00	69372.00
Total	934375.00	861590.70

Additional funding streams		
YCAP	79594.00	0.00
YISP	75875.00	0.00
Outreach	62016.00	0.00
EIG		30000.00
Positive Futures	40000.00	40000.00
SIP	25000.00	25000.00
Total	217485.00	30000.00
Overall Totals	1,844,525.00	1,457,279.70

Plymouth YOS Structure and Work Streams

As stated in the Resource section of this plan the work of the YOS is to be delivered through three distinct teams with the focus being the reduction of reoffending and the management of risk. This is more often than not done in partnership with other Children's Services to ensure young offenders and those at risk of offending have improved outcomes including; increased resilience, improved mental health, increased aspiration and attainment, reduction in vulnerability and the reduction in Risk of Harm to Others.

The three teams are:-

Case Management Team

This team is responsible for working in court and managing all court ordered interventions. This includes the assessment, intervention planning, risk and vulnerability management in all cases.

The case management team work within clear risk a management procedure which includes the use of Risk and Vulnerability Management Meetings, MAPPA, MARAC and the pathway for Children & Young People who sexually harm others which includes the use of specialist assessments.

Programme Delivery Team

This team consists of specialists seconded and deployed from partner agencies and YOS employed programme delivery staff who receive referrals from the case management team. Their role is to provide timely and appropriate interventions to support the case managers intervention plans (including Risk and Vulnerability Management) to reduce offending, risk of harm and building young people's resilience.

The work previously delivered by the distinct and separately funded ISS and IRS teams are now being incorporated into this team but remains priority work and are resourced accordingly.

This team will also have capacity to develop, coordinate and deliver groupwork interventions across the service which can be delivered as requirements within Youth Rehabilitation Orders.

Staff in this team include Education Welfare Officer, Psychiatric nurse, Substance Misuse Worker, Accommodation Worker and a Parenting Worker.

The YOS has a parenting worker who is creating links with Children's Social Care Family Support Team and proactively offers parents and carers support. They are responsible for the delivery of parenting contracts and parenting orders as given by the court. Additional parental support is provided to parents of the most likely to reoffend and high risk young people who includes those in custody. Parents and carers of young people contained in the secure estate receive support to visit their child and receives support throughout the sentence with particular focus delivered as resettlement support. This works links closely to the work of the IRS role

The IRS seeks to ensure that all young people coming out of custody are given the best possible support to enable them to lead crime-free lives. The objective of IRS is to support the resettlement of young people leaving custody through: reducing reoffending, addressing substance misuse issues, addressing other needs and vulnerabilities, for example, those surrounding accommodation, mental health, education, training and employment as well as working with parents, carers, families and peers.

The Secondary Inclusion Programme is a jointly funded piece of work between the YOS and Plymouth Excellence Cluster. It was previously managed through the YOS Prevention Team. It currently provides a three week programme for young people who are either on a fixed term exclusion or are requiring a preventative intervention to prevent future exclusions. Currently work is being undertaken to bring the work of the SIP inline with that of Plymouth ACE to benefit both young people referred into the programme from schools and academies as well as creating opportunities of young people registered with ACE. This should allow for young people involved with the YOS and who are not engaging in 25 hours education to receive a SIP intervention to move them back into more formal educational settings.

Positive Futures was also previously managed through the YOS Prevention Team but now is placed in the Programme Delivery Team. Positive Futures is an intervention based social inclusion project working within the Programme Delivery Team. Interventions are focused to reduce young people's substance misuse and criminal behaviour. a variety of interventions including sports activities, arts projects, TKAP (knife crime) group work, substance misuse programme and healthy living programmes are used to effect positive change. The project was previously based in one neighbourhood of Plymouth but due to its success (Gold standard for 2010-2011) in meeting both national and local objectives it was agreed that it be delivered as a citywide project.

Positive Futures will work across Plymouth with key partners to coordinate the strategic development and delivery of positive activities and interventions for young people who are at risk of social exclusion and offending behaviour. This work will be undertaken in line with this Youth Justice Plan and Plymouth's Children's and Young People's Plan 2011-2014 to enable the public and private sectors to improve the lives of young people in health, education raising aspirations, reducing inequality and offending behaviour.

Restorative Justice Team

Plymouth Youth Offending Service is committed to the principles of Restorative Justice and is aware of the great benefits that this can bring to both victims and offenders in terms of the victim coming to terms with an offence which has been committed against them and the offender taking responsibility and making amends for their actions.

Restorative Justice is a focus within the government green paper and the setting up of a distinct RJ Team was driven by the YOS Management Board due to the priority it places on restorative justice locally.

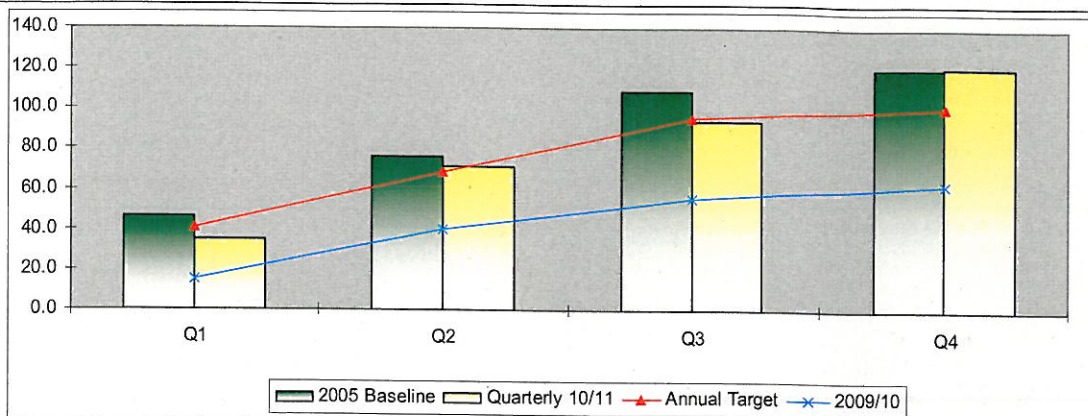
The RJ Team is made up by an RJ Coordinator, a seconded police officer, a victim liaison officer as well as support workers who deliver restorative reparation.

The desired outcomes include; the increasing of the range and availability of Restorative Justice Interventions, the putting of the victim at the forefront of the RJ process and to build increased public confidence in the service.

Data around the participation of victims is reported to the YOS Management Board on a quarterly basis.

Delivery against Key National Indicators

Rate of Proven re-offending by young people who offend (measured offences per 100 offenders)							
		Annual Target	Q1	Q2	Q3	Q4	Final Rate
2010/11		101	34.9	71.2	93.8	120.5	120.5
2009/10		105	15.0	40.0	55.6	62.2	62.2
Quarterly Target (2010/2011)			40.7	67.9	95.0	101.0	



What we have achieved 2010/2011

Throughout 2010/2011 the target was met throughout the first three quarters and was only exceeded in the last quarter. The reoffending rate in the last quarter however did mean that the year target was not met. This was in large part due to 3 young people within the cohort being convicted for in excess of 10 offences each within the final quarter. Without these young people the performance would have been on or within the target level set.

Whilst 2009/10 performance was substantially better (62.2 offences per 100 young people) it should be noted that 63 young people re-offended against 66 for 2010/2011. When also comparing these two years, 2009/10 cohort comprised 225 young people whilst the latest only contained 146.

This coupled with the overall reduction in the annual number of offences & young people receiving convictions tells us that there are a small group of prolific offenders responsible for a disproportionate level of offending. This matches national offending patterns.

How we will improve 2011/2012

The introduction of Deter Young Offender procedures will ensure earlier targeting of those individuals who are most likely to have high reoffending rates. Deter Young Offenders are young people in the youth justice system who will require an intensive level of intervention. Plymouth Deter Youth Offending (DYO) procedures have been developed in conjunction with partners.

A young person meets DYO status if their assessment indicates that they have a high likelihood of reoffending or they have a high risk or very high risk of serious harm. Young people subject to bail or remand can also be considered within the DYO criteria.

The YOS has introduced DYO case planning forums on a monthly basis which provides multi agency input in the development of clear intervention, vulnerability and risk management plans with management oversight. This will be monitored in line with reoffending rates of the YOS as well as through any changes in assessment scores and risk levels.

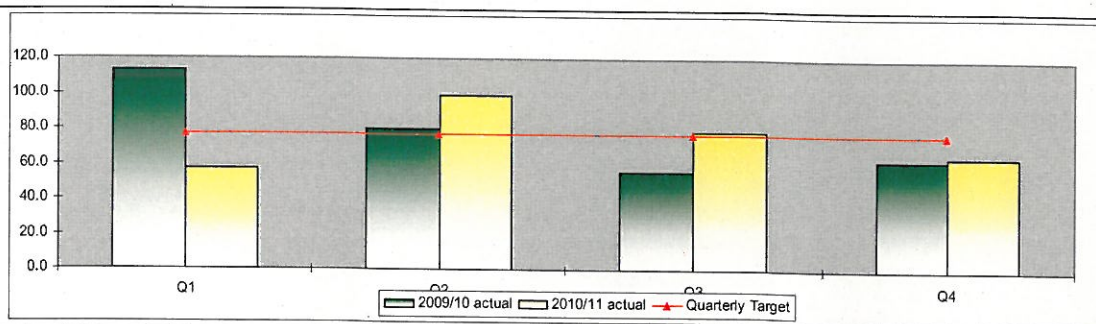
There is the possibility that the DYO work could increase reoffending rates due to closer information sharing between the YOS and the Police but this would meet with one of the strategic aims of the YJB that 'more offenders

are caught, held to account for their actions'.

There will also be case reviews around the three young people that were convicted of a high number of offences in quarter four (2009/2010) and any learning will be disseminated through the Management Board.

First time entrants to the youth justice system aged 10-17

		Annual Target	Q1	Q2	Q3	Q4	Final Total
2010/11		308	57	99	79	65	307
2009/10		366	113	80	56	63	312
2005 Baseline							
Quarterly Target (2010/2011)			77	77	77	77	



What we have achieved 2010/2011

Measurement of FTE has been changed at year end from a number count to a rate per 100,000 of population and is based upon PNC data supplied by the police.

There was a substantial reduction in recorded FTE during the 2009/10 year which was largely attributed to the introduction of the Youth Restorative Disposal which accounted for an average reduction in reprimands by approximately 30%. The continued use of Youth Restorative Disposal (YRD) has maintained the levels of reduction through into 2010/11. A discrepancy between YOS figures and that of the police were identified and is currently being researched.

One of the main achievements of the YOS Prevention Service was the maintaining of its function during the time

How we will improve in 2011/2012

Due to the reconfiguration of services following the Early Intervention Grant this target has become a citywide target and will be a priority for the developing integrated locality based services which will provide services that are high quality, efficient and coordinated around the needs of children, young people and their families.

We will identify families where there are siblings of young offenders and will target parenting resources towards them with referrals of siblings to prevention and early intervention services.

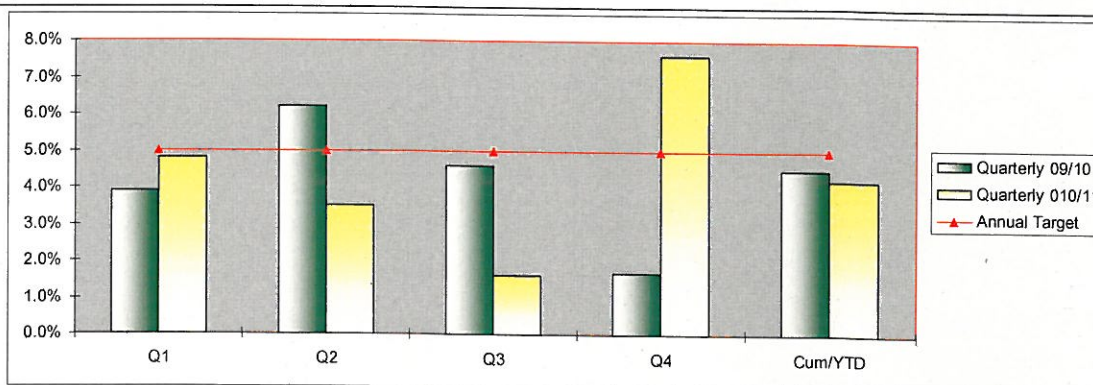
We will continue to support the work of the SIP to provide provision for those at risk of exclusion from school which may in turn lead to offending.

when all staff were at risk of redundancy. All staff outside of the SIP and Positive Futures which have been kept under YOS Management have been redeployed in other Children's Services.

We will support preventative and third sector provision in work related to the reduction of risks related to entry into the Youth Justice System.

Young People receiving a conviction in court who are sentenced to custody.

	No. of Young People	Annual Target	Q1	Q2	Q3	Q4	Final Rate
2010/2011	18	5%	4.8%	3.5%	1.6%	7.6%	4.2%
2009/2010	20	5%	3.9%	6.2%	4.6%	1.7%	4.5%
Quarterly Target			5%	5%	5%	5%	



What we have achieved 2010/2011

Plymouth YOS has performed well against its family group with a final year custodial rate of 4.2% against the national average of 5.6% and family average of 5.9%.

There were a total of 19 young people receiving 20 custodial sentences during 2010/11. Of these all classified their ethnicity as white uk. Three were female. One of the males received two separate Detention & Training Orders during the period.

In all cases the custodial sentences were received for serious offences (e.g. burglary or robbery offences) or due to persistent offending. Failure to comply with previous orders also featured amongst this group.

How we will improve in 2011/2012

The YOS will maintain the delivery of ISS to provide a robust community sentence when the courts are considering custody. There is also a new Courts Procedure which will enable clear oversight and multi agency input for all young people at risk of receiving a custodial sentence. The development of the Programme delivery team will also provide interventions that the court can refer young people to as part of their sentence. This team will also link with other agencies to provide a wide range of sentencing options and constructive opportunities for young people to support them remaining in the community.

The YOS will however continue to recommend custodial sentences to the court in the most serious cases when it is felt necessary to protect the public or to reduce future offending. The maintaining of the ISS function within the

In the final quarter the quarterly target was not met but this did not cause the year target not to be met in the main due to the good performance in quarter 3. In this quarter 4 there were 8 custodial sentences against a total of 105 court disposals (7.6%).

Of the 8, 2 were female, and all were self classified as of white ethnicity. The two females had a history of offending and failing to comply with previous orders. The remaining males had committed serious offences of robbery (3) and burglary (2). The other having a history of offending and failure to comply with previous orders including periods of custody.

This target remains as a national target for 2011/12.

Programme Delivery Team provides the court with the most robust community option as an alternative to custody. The mandatory inviting of the ISS Coordinator to All Option PSR Panels will trigger an assessment completed by the ISS Coordinator to be presented to the court.

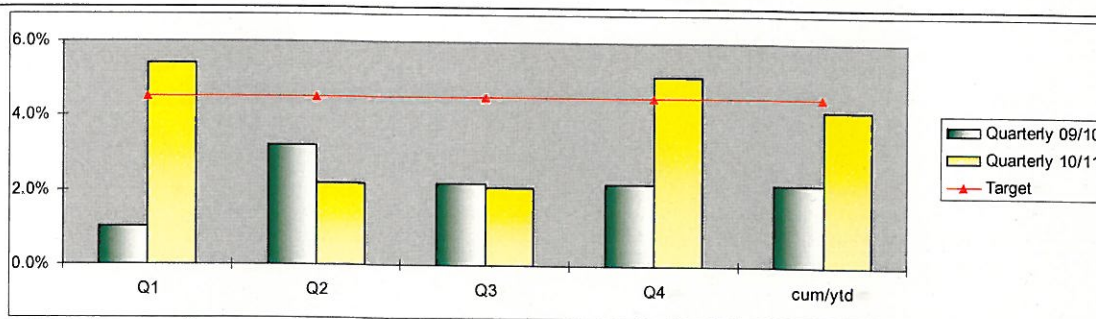
The Integrated Resettlement Support will remain in place as a discrete element of the programme delivery team to provide enhanced resettlement support for those leaving custody with the aim of preventing any future offending and possible return to custody.

Delivery against Local Targets

Ethnic composition of young people on youth justice system disposals

% of BME young people from year cohort

			Q1	Q2	Q3	Q4	Final Rate
2010/2011			5.40%	2.20%	2.10%	5.10%	4.20%
2009/2010			1.0%	3.2%	2.2%	2.2%	2.2%
Target			4.5%	4.5%	4.5%	4.5%	4.5%



What we have achieved 2010/2011

Ethnic Breakdown of all young people receiving convictions in 2010/2011 is as follows; White 554, Mixed Heritage 9, Asian 5, Black 9.

How we will improve in 2011/2012

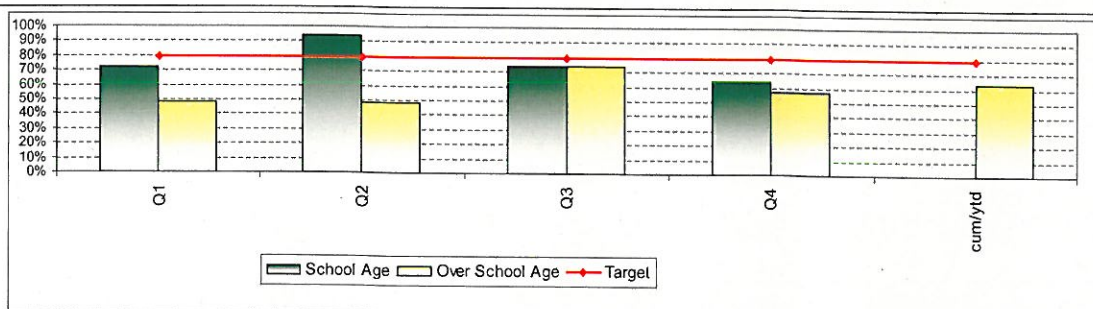
YOS research previously found that the three main areas which contributed to Black Minority Ethnic (BME) young people's offending in Plymouth were issues of identity, the experience

With the national comparison data available our target has been adjusted to 4.5%. On this basis Plymouth has come within target although it is still acknowledged that more up to date data is held locally which indicates Black Minority Ethnic (BME) population is higher than the adjusted target level suggests.

of racism and cultural tension. We also have qualitative data suggesting that a significant number of white young people involved in the Youth Justice System harbour racist and prejudicial views. The YOS is therefore including work to challenge these attitudes and raise cultural awareness with all young people involved with the service. The Programme Delivery Team have developed a groupwork programme titled Cultural Diversity and Awareness. It is thought that this will impact positively on the number of BME young people in the criminal justice system.

Access by young people who offend in suitable education, training and employment

2010/11	No. of Young People	Annual Target	Q1	Q2	Q3	Q4	Final Rate
School Age	80		72.2%	94.0%	73.7%	64.3%	76.2%
Over School Age	183		48.6%	47.9%	73.6%	57.4%	57.9%
Total	263		56.6%	60.0%	73.6%	61.6%	63.5%
Target		79.1%	79.1%	79.1%	79.1%	79.1%	79.1%



What we have achieved 2010/2011

There has been a drop in performance in this area for Plymouth of 6.1%. From 2009/10 to 2010/11.

For year 2010/11 there has been a drop in performance across both the region and nationally. Regionally the level of young people at the end of their order was 70.9% a drop of 3.6% and nationally the level was 72.8% a drop of .5%.

How we will improve in 2011/2012

School Age

Close links between the YOS and ACE with weekly meetings to coordinate support and interventions around those who are not accessing education provided. Linking the SIP with the ACE Services will also support young people accessing suitable education. YOS involvement with Plymouth Tuition Service

School Age

There was a continued focus on working in partnership with Plymouth Tuition Services known as ACE to support and engage some of our shared young people. Within ACE there was a new head appointed and they have undergone a number of restructures and good relationships were developed between the YOS and the new service.

The use of Personal Education Plans for all YOS young people enrolled with ACE has been reinforced and this has supported the use of YRO Education Requirements.

The YOS has developed practice to comply with the Apprenticeship, Skills and Children's Learning (ASCL) Act 2009 to ensure the educational needs of young people in and leaving custody are met. All young people leaving Custody returned to appropriate provision.

Over School Age

The lack of employment opportunities and the constriction of preparatory training courses in Plymouth following the loss of European Social Funding and HM Treasury funding across the region has had an impact on the opportunities available for young people. This is particularly so for young people involved in the YOS who often have low qualification levels, history of school exclusions and limited support networks and they are often competing with young people with A star grades.

As unemployment rises it is known that the labour market for young people is impacted on greatest and with uncertainty from employers about future options there is a reluctance to commit to offering young people jobs and apprenticeships.

It has been found that if young people are to leave a training programme it is most likely to be after 3 to 6 months of starting. It is noted that this often coincides with the end of a young offenders YOS intervention where the level of supervision drops before ending completely. Some funding has been secured to address this issue.

Management committee will support this closer working relationship and better referral and communication between ACE and YOS. A new behaviour management system with rewards and sanctions is being introduced across ACE to encourage attendance and engagement in school. YOS will support this alongside the Education Welfare Service through the use of the full range of legislative options. ACE has also recruited a home school liaison officer to support the families of young people, acting as both an advocate and a critical friend.

The closer working relationship and referrals from ACE to SIP will also be a way to improve throughout 2011/12

Over School Age

Close working arrangements have been enhanced between YOS and Careers South West with named link managers and a named Careers South West link for YOS practitioners. Shared procedures have been developed to ensure all young people not accessing suitable education training and employment are identified and targeted. Careers South West have also supported the development of the DYO Case Planning Forums and are committed to attending.

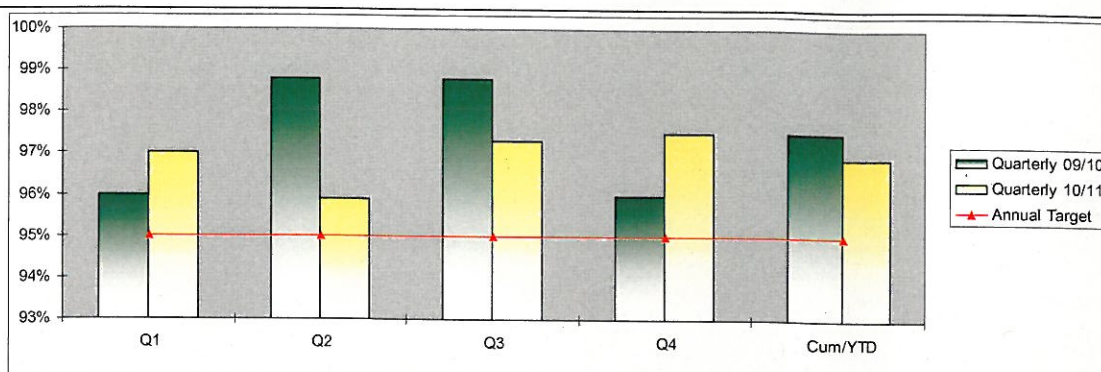
Funding from the 14-19 Participation fund has been secured (as mentioned) to employ a support worker to focus on those not accessing ETE or at risk of leaving ETE provision approaching the end of their YOS involvement and a period beyond. The sustainability of the post will be required to be mainstreamed locally if successful through existing commissioning arrangements.

Consideration on how to give positive messages to employers and how support services could be commissioned would also benefit YOS clients so that the provision available fits young people and not vice versa. This would support

the working towards the meeting of the target which will remain a challenge.

Access by young people who offend to suitable accommodation

			Q1	Q2	Q3	Q4	Final Year Rate
2010/2011			97.00%	95.90%	97.3%	97.5%	96.90%
2009/2010			96%	99%	99%	96.0%	97.5%
Annual Target			95.0%	95.0%	95.0%	95.0%	95%



What we have achieved 2010/2011

Plymouth YOS has ensured that our young people follow a pathway when threatened or are homeless that prioritises a return to their parent and carers if it is safe to do so. Much of the work in this area is done in partnership with colleagues from Children's Social Care.

Systems are in place to ensure that all young people who are presenting risk factors in 'living arrangements' and/or 'family and personal relationships' are referred to either the YOS's Parenting Worker or the Accommodation Officer to ensure timely homelessness prevention work.

The YOS also sits on the HUB a decision making panel to allocate supported housing.

The majority of cases 'not in suitable accommodation' are in short term Bed and Breakfast placements while their housing pathway is being confirmed. Thorough risk assessments support these placements by either Children's Social Care or Housing. The YOS in partnership with

How we will improve in 2011/2012

The YOS is involved in strategic decision making and commissioning processes across all areas of Housing of young people and advocates for services to meet the needs of young offenders. This includes young person's early intervention, homeless floating support and prevention service and the development of the Integrated Support Team (IST). There is also involvement in the creation of a housing pathway to prevent the use of B&B using local hostels where a placement from the hostel would lead directly into supported housing.

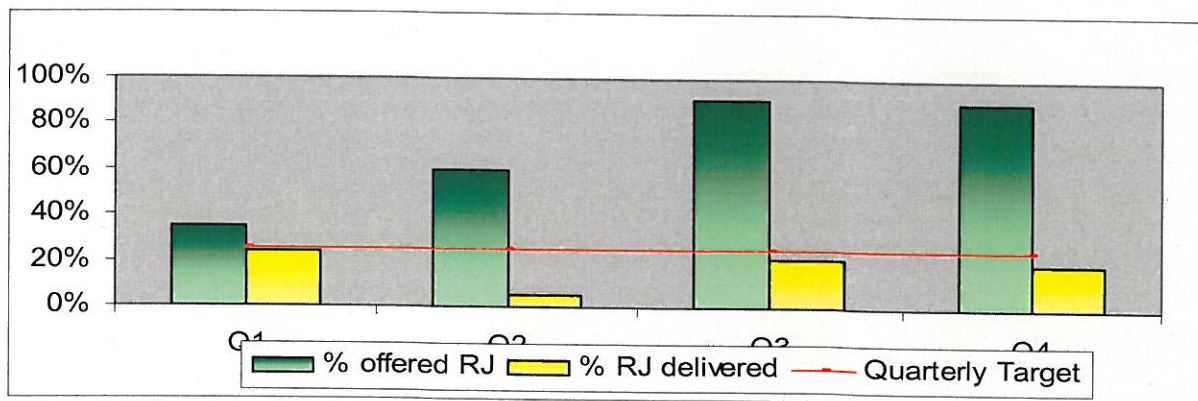
Joint procedures are being followed by Children's Social Care and YOS for young people leaving custody who are at risk of homelessness as well as more preventative measures for those where accommodation might become an issue following family breakdown.

other agencies provides additional support throughout this period.

The YOS will continue to be represented on all housing, planning panels that monitor and provide resources for young people's housing to keep YOS young people's needs high on the agenda.

Participation by victims in Restorative Justice

2010/2011			Q1	Q2	Q3	Q4	Total
Offences with Victims			46	57	47	51	201
Victims Offered RJ			16	34	43	46	139
% of Victims Offered RJ			35%	60%	92%	90%	69%
Direct RJ Delivered			0	1	8	9	18
Indirect RJ Delivered			11	2	2	0	15
% RJ Delivered			24%	5%	21%	20%	16%
Quarterly Target			25%	25%	25%	25%	25%



What we have achieved 2010/2011

With regard to number of victims being offered RJ there was a significant improvement throughout the year with 90% of victims being contacted in quarter 4. This is related to the development of RJ Procedures and in Q3 the appointment of a Victim Liaison Officer.

It is encouraging to note however that the level of Direct RJ significantly improved throughout the year.

Out of 316 orders closing 201 had offences with a victim.

How we will improve in 2011/2012

The target for victims offered RJ from those Offences with victims will be set at 90% and RJ is clearly stated as a priority by the management Board and is reflected in the team structure.

The RJ procedure that has been developed will be rolled out across the service following the completion of the restructure and forming of a distinct RJ team.

The focus is for the service to place the victim at the forefront of the RJ process and to build public confidence in RJ by raising awareness. There is also the aim of increasing the range and availability of RJ interventions.

There will also be the role out of a Victim Awareness Programme that will be delivered either as group work or one to one to all young people involved in the service.

Activity in Support of Key Performance Indicators and National Standards

Volunteers

Over 2010/11, Plymouth Youth Offending Service was supported by a team of around 100 volunteers, acting across a range of roles:

- Appropriate Adults: supporting young people in Charles Cross police station.
- Referral Panel Members: providing restorative justice interventions for young people involved in the youth court system.
- Mentors: operating on a one to one basis with young people to engage them in positive activities
- Prevention Team volunteers:
- Co-mediators

Over this period we significantly expanded the remit of volunteers, building on the quality of work we consistently see undertaken. We have implemented an evening shift for Appropriate Adults to support Plymouth's Out of Hours department, so increasing the efficiency of the police custody process. Volunteers have also supported reparation sessions, and acted as parenting and victim mentors. And volunteers have produced a film to present to victims of crime to promote their involvement in restorative processes.

Looking forward, we are in the process of training volunteers to formalize their involvement in the reparation process. Our mentoring scheme has been extended across the Services for Children and Young People department, to work with young people at risk of offending. We recognize that volunteers carry the potential to add value to the work undertaken by the YOS, and we are committed to enabling them to make a meaningful contribution.

The impact that volunteers have made has been significant. For example, according to Out Of Hours:

with regards to the evenings, it was a great help to have significant cover last month. There may be times when we have to prioritise responses and Appropriate Adult may not be at the top of the social worker's list'.

And, volunteers have benefitted from the opportunities available: 'my manager told me that my experience as an Appropriate Adult was key to me getting my job as a legal secretary'.

Quality Assurance

Our aim is to provide the best possible services and opportunities to children who become involved in the work of the YOS and have implemented a system of Quality Assurance that will seek not only to ensure processes are completed, but that they will also have a focus on the required outcomes of those processes and the impact they are having on people's lives. Quality assurance in this context is about ensuring we exercise sound judgments, based on good information and understanding, operating to the highest standards and expectations.

Quality Assurance work has begun with the Quality Assuring of assessments as stated in Plymouth YOS Improvement Plan following the HMIP Inspection which took place in 2009. This recognises the importance of assessments particularly following the implementation of the Scaled Approach. They are considered to be the foundation for all work undertaken in the YOS and this is reflected in the Audit Commission's 2004 report on youth justice which recommends that YOTs should make better use of assessment to determine the amount as well as the nature of interventions with individuals using a scaled approach. Other quality assurance measures that are being taken are the gatekeeping of all reports for panels and courts as well as management oversight of all Risk of Serious Harm forms and all Risk Management Plans and Vulnerability Management Plans.

In line with the Quality Assurance work taking place there has been and will continue to be the development of clear policies, processes and procedures that cover the full and varied remit of the service. This will ensure that the YOS is fit for purpose and organizationally defensible. Policies and procedures that are being developed and implemented over this year are; Risk, Courts, Custody, Restorative Justice and Quality Assurance.

Improving Public Confidence

The YOS is committed to increasing public confidence and with this in mind has developed a website that is being promoted through the council website and promotional material and presentations at city events. Neighbourhood liaison meetings will be used to promote the use of RJ and to offer reparation in the localities. The service will actively promote good news stories through the local press and national youth justice communications

Service User Participation

A key way to guide the direction and improve effectiveness of the service is to begin to gather feedback from service users; offenders and their families as well as victims and partners. This will also improve opportunities for young people to make a positive contribution. By enabling young people to actively evaluate the service they receive we aim to ultimately improve the quality of both the service and outcome for the young people involved with it. This can be difficult when young people have negative attitudes towards authority and those in the Criminal Justice System as below.

"You send me to prison and then ask me to complete a questionnaire – you can 'bleep', lol" (Written on a questionnaire and passed to ISS Team)

The YOS has developed a strategy to begin to allow young people to enable them to participate and influence key decisions that shape their lives. (Article 12 of the United Nations Convention on the Rights of the Child). This will provide opportunities for children and young people; to respond to the YOS's interventions that affect their lives, to identify and raise issues they think are important, make changes to service provision based on what they say and ultimately to support the YOS in providing better outcomes for all those involved with the service.

User Feedback

Feedback from young people

Completion of ISS – "Help me think twice before I act cuz I want to stay out of trouble and my family and ISS have helped me do that" – when asked if we could do anything more he said – "I don't think so cuz ISS does lots for people" (Alex W)

Bail Completion –custody sentence – "made me realise there is more to life than just being on the streets and drinking and smoking, it helped me choose the right sort of people to hang around with and got me in college" (Harry M)

"Found support help me through, lots of difficult times"
(Ms C Devonport)

"Parenting Wisely programme ,highlighted some effective methods of parenting "
(Mr +Mrs R St. Budeaux)

"Good to have someone, who listened to me"
(Mr J Derriford)

"My Aaron would be living elsewhere, without the support from YOS"
(Mrs G Plympton)

YOS Management Board Chair sign-off

Signature

Mairead MacNeil.

Date

26th October 2011

Name

Mairead MacNeil

YOS Management sign-off

Signature



Date

26th October 2011

Name

Benji Shoker

Youth Offending Service MANAGER