

## HAMPSHIRE COUNTY COUNCIL

### Report

<b>Panel:</b>	Children and Families Advisory Panel
<b>Date:</b>	15 October 2019
<b>Title:</b>	Hampshire Youth Offending Team (HYOT) Service Plan
<b>Report From:</b>	Director of Children's Services

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#### Purpose of this Report

1. The purpose of this report is to brief the Children and Families Advisory Panel (CFAP) on Hampshire Youth Offending Team's (HYOT) Service Plan. This plan combines the Youth Justice Plan as required by the Youth Justice Board (YJB) with Hampshire Youth Offending Team's (HYOT) Service Plan. This plan is a statutory requirement of the YJB before they release the YOT's central government grant for 2019/20.

#### Recommendation

2. That the panel note the work of Hampshire Youth Offending Team and the Youth Justice Plan for Hampshire 2019/20

#### Contextual Information

3. Hampshire YOT is a statutory partnership which provides youth justice services for the Hampshire Local Authority area. The role of YOT, under the Crime and Disorder Act 1998, is to prevent offending and reoffending by children and young people. Four agencies have statutory responsibility to provide resources either in cash or in kind to the YOT. These are: local authority, police, probation, health (CCGs) and central government (YJB). Locally, Hampshire YOT is accountable to, and governed by, the Hampshire YOT Management Board which meets on a quarterly basis. This is chaired by the Assistant Director of Children's Services. The Board consists of representatives from the four statutory agencies along with representatives from the Office of the Police and Crime Commissioner, Community Rehabilitation Company, HM Courts, Public Health and the Voluntary

sector.

4. Hampshire YOT works with children on a statutory and non-statutory basis. The statutory work includes the management of children who have received a Court Order. These include Referral Orders, Youth Rehabilitation Orders, Custodial Sentences, those on bail and remand and those who are dealt with through an Out of Court process (Youth Cautions and Youth Conditional Cautions).
5. Regarding the non-statutory work, this is completed by the Youth Crime Prevention (YCP) service. The aim of this service is to divert children away from the Criminal Justice System through the provision of interventions. Referrals to the service are from a variety of sources including early help, self-referral, education and from the triage panel. The triage panel is administered by the police and YOT with the aim of providing children and their victims with a satisfactory outcome. It considers all police administered community resolutions and decides if an intervention is required. In addition to the above, in early 2019 Hampshire YOT was given funding from the Early Intervention Youth Fund to provide four Trusted Adult Workers to work with young people who are risk of offending due to having an Adverse Childhood Experience (known as ACE). This project is overseen by the Office of the Police Crime Commissioner (OPCC) and is until 31<sup>st</sup> March 2020. Hampshire YOT will seek to incorporate this work into its YCP service from that date.
6. Hampshire YOT has four operational teams based in Eastleigh, Fareham, Basingstoke and Farnborough. Each of these teams has a seconded police officer and a CAMHS worker. There is also an allocation of 1.5 Probation Officers from the National Probation Service which are shared across the four teams. A Specialist Services team oversees our work with victims, Restorative Justice, Trusted Adult Workers and the Education, Training and Employment provision. The Specialist Service Manager also has responsibility for the triage process and YCP. Hampshire YOT serves three Hampshire Youth Courts; Basingstoke, Portsmouth and Southampton as well as the Winchester Crown Court.
7. At any one-time Hampshire YOT can be working with approximately 500 children. In August 2019 there were 478 open children of which 231 were subject to statutory order, 208 were managed under Youth Crime Prevention, 36 managed by the Trusted Adult Workers Service and there were three specialist assessments. During 2018/19 584 children were subject to statutory orders. The Youth Crime Prevention programme worked with 242 young people in the same period and the number of young people either remanded or sentenced to custody was 22.

8. The Youth Justice Board (YJB) requires Hampshire Youth Offending Team to complete a Youth Justice Plan and this was submitted in early August 2019 (attached). This plan combines both YJB and HCC requirements and comes in two parts. The first part is in line with YJB Guidance and includes sections on the following:
- A review of the previous year's achievements
  - The structure and governance of HYOT
  - The resources available to the YOT and value for money
  - The partnerships the YOT work with including the meetings which are attended
  - The risk to future delivery and how these will be managed.

Additional information on performance and workload were also included.

9. The second section of the plan complied with Children's Services - Service Planning Guidance 2019/20. It includes the Hampshire YOT's priorities for 2019/20, cross referenced to the Serving Hampshire Strategic Plan 2017-21 and the Children and Young People's Plan 2019-21 (CYPP). These priorities are as follows:
- Priority One – To implement the standards for Youth Justice within Hampshire Youth Offending Team and its partners.
  - Priority Two – Using standards for Youth Justice, capturing the views of Young People and Her Majesty's Inspectorate of Probation (HMIP) assessment criteria, continue to develop HYOT to become an outstanding service.
  - Priority Three – To continue to improve performance to achieve green status on key performance indicators and local targets
  - Priority Four – To continue to reduce reoffending in the young people under our statutory supervision and prevent offending through its Youth Crime Prevention.
  - Priority Five – With support from the Transformation Team undertake a review of HYOT improve on efficiency whilst maintaining quality and effectiveness.
  - Priority Six – To continue to develop the YOT workforce into an effective, supported, and skilled group who are committed to becoming an outstanding service.

The detail of how these priorities will be delivered is in section B of the plan

## Finance

10. Hampshire YOT partnership has a current revenue budget of circa £3.8m (both cash and staffing resource from partners) £1,786m of this money is from the Local Authority Children's Service and £1.07M is from the Youth Justice Board. The National Probation Service, CCG and Police contribute through staffing. The resource allocated from partners is: four Police Officers, 0.5 Police Sergeant, 2.5 CAMHS workers and 1.5 Probation Officers. The Probation Officer posts are currently vacant and this issue has been escalated through the Board.
11. Hampshire YOT has an establishment figure of 78.5 staff directly who are employed across case management, specialist services and YCP. The Youth Crime Prevention budget is £569,000 with 17.5 FTE currently in post. YCP is part funded by the Office of the Police and Crime Commissioner (40%), Hampshire YOT's contribution from the Youth Justice Board grant (38%) and Hampshire Children's Services (22%).
12. The YOT also receives money from the Clinical Commissioning Group to provide two Therapeutic Wellbeing Officers (TWOs) and the OPCC office via monies received from the early intervention youth fund has provided four Trusted Adult Workers (TAWs).
13. The financial situation remains a challenge. Funding from the YJB and the OPCC is decided on a yearly basis and in the last year the contribution from Childrens Services reduced by £70k. Further, financing the pay award has resulted in additional expenditure. This has resulted in the requirement to accrue savings through managing vacancies. Therefore, when people leave, decisions around recruitment are taken in accordance with need. The reduction in the number of children both in custody and subject to statutory orders over recent years has assisted to alleviate some of the financial pressures. Currently the YOT is on target to make meet these savings. In the longer-term Hampshire YOT is required to make £150k savings for T21, to support this the transformation team are working Hampshire YOT to identify these efficiencies and opportunities.

## Performance

14. Hampshire YOT has three national performance indicators; the numbers of first-time entrants (FTE), the reduction of offending on those subject to out of court and court orders and the numbers of children in custody. Currently performance against these indicators is solid. The reduction of first-time entrants (FTE) has been a challenge for the YOT and its partners. However, efforts are being rewarded and there has been a recent significant drop which has been sustained over two quarters. The current rate is 173 young people per 100,000 population

as compared to the National average of 224 Whilst this is the lowest rate since July 2017 it remains higher than its comparator group average of 138. Work is therefore continuing with our Portsmouth, Southampton and Isle of Wight YOT colleagues and the Police to reduce this further.

15. There has been a steady reduction in the children we are working with on a statutory basis. This has meant the needs are more complex and an impact on their offending harder to achieve. The current reoffending rate for the YOT is 41.6 (lower than the figure quoted in the plan); this is slightly above the average for England and Wales which is currently 39.2. The use of custody remains low with 22 young people being remanded or sentenced to custody in 2018/19.
16. In addition to these centrally managed indicators Hampshire YOT has a series of local indicators. These indicators are largely process based for example the time it takes to complete a key activity. One of the challenges in meeting these targets is the importance which staff attribute to them. Therefore, one of the activities for the coming year is to develop the performance in Hampshire YOT.

### **Consultation and Equalities**

17. This plan was completed following consultation with the HYOT Partnership Board and the YJB.
18. The plan includes a review of HYOT to achieve the £150k savings in 2021/22. This is potentially four members of staff. To mitigate this risk HYOT has undertaken a vacancy management approach in 2019/20 so that at the end of this year the service is in a financially sound place. One of the priorities for this year is to review the structure of the YOT with the support of the transformation team. The plan is that the revised structure will be put in place over the following 12 months.
19. Any impact on the service offered to children will be managed by ensuring that standard statutory services remain as they are now, with staff working in a more efficient way. Regarding the Youth Crime Prevention service, this will be more targeted, focused and outcome based than it is currently. This will ensure that children who need the resource can access it within a reduced budget.

### **Other Key Issues including inspection framework**

20. The New Standards for Youth Justice were introduced in April 2019. These standards were different than previously received as they are based on quality delivery rather than prescriptive process driven activity. Further, one of the main objectives is to unite all youth justice partners, therefore the standards at a

strategic level are not for YOTs to achieve single handily.

21. There are five standards; Out of court, At court, In the community (court disposals), In secure settings and In transition and resettlement. Each standard is divided into two elements; strategic actions for the YOT Board and operational actions for the team. Between September 2019 and March 2020 Hampshire YOT will complete a self-assessment against both the strategic and operational standards. This includes a case file audit.
  
22. In May 2018 Hampshire Youth Offending Team was inspected by Her Majesty's Inspectorate of Probation (HMIP). The Inspection criteria covered three domains: Organisational delivery, Court disposals and Out of court disposals. Hampshire YOT was rated as Good overall with two Outstanding elements; Partnerships and services and the assessment of court disposals. There were also areas which required improvement, specifically planning, implementation and reviewing of both court and out of court disposals. In the year since inspection the Hampshire YOT has concentrated on addressing HMIP's recommendations. This work has been largely completed with some residual activity remaining. The YOT is now beginning a journey to get from good to outstanding before the next inspection and has started at addressing the areas where the team needs to improve. Initially, the focus will be on the way in which the YOT plans its work with children including the engagement of their parents and other services. This work is overseen by the Hampshire YOT's quality board, a cross grade group of staff which meet regularly to drive forward the quality agenda.
  
23. Since the plan was completed the Office of the Police Crime Commissioner (OPCC) received funding to set up Violence Reduction Units (VRUs), across Hampshire and the Isle of Wight. The Home Office has stipulated that the YOTs will be an integral part of these units. Therefore, the Head of Service will sit on the VRU core group. There are several strands including:
  - Supporting children at risk of violence focusing on those who have experience ACES. This will be achieved through the commissioning and delivery of interventions
  - Keeping young people safer in and outside school. This includes school-based activity themed around serious violence and ACE awareness. Also links to diversionary activity.
  - Changing the narrative around violence and engaging with communities
  - Supporting families. This is achieved through parenting activity for those on the supporting families programme.

## **Conclusion**

24. This completes the summary of Hampshire Youth Offending Teams service plan and some of the detail which sits behind it.

**REQUIRED CORPORATE AND LEGAL INFORMATION:**

**Links to the Strategic Plan**

<b>Hampshire maintains strong and sustainable economic growth and prosperity:</b>	Yes
<b>People in Hampshire live safe, healthy and independent lives:</b>	Yes
<b>People in Hampshire enjoy a rich and diverse environment:</b>	Yes
<b>People in Hampshire enjoy being part of strong, inclusive communities:</b>	Yes
<b>OR</b>	
<b>This proposal does not link to the Strategic Plan but, nevertheless, requires a decision because:</b>	

**Other Significant Links**

<b>Links to previous Member decisions:</b>	
<u>Title</u>	<u>Date</u>
<b>Direct links to specific legislation or Government Directives</b>	
National Standards for Youth Justice Services  <a href="https://www.gov.uk/government/publications/national-standards-for-youth-justice-services">https://www.gov.uk/government/publications/national-standards-for-youth-justice-services</a>	<u>Date:</u>  <u>1<sup>st</sup> April 2019</u>

## EQUALITIES IMPACT ASSESSMENT:

### 1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

### 2. Equalities Impact Assessment:

See guidance at <https://hants.sharepoint.com/sites/ID/SitePages/Equality-Impact-Assessments.aspx?web=1>

Insert in full your **Equality Statement** which will either state:

- (a) why you consider that the project/proposal will have a low or no impact on groups with protected characteristics or
- (b) will give details of the identified impacts and potential mitigating actions