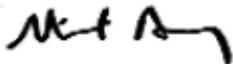


Children's Services Department: Service Plan 2019/20

HAMPSHIRE YOUTH JUSTICE PLAN (as required under s40 (1) of Crime and Disorder Act 1998)

Service:	Hampshire Youth Offending Team
Service manager/lead:	Nikki Shave, Head of Service 
Chair of YOT Board	Stuart Ashley Assistant Director (Children & Families) 

Introduction

This plan is required in statute, submitted to the Youth Justice Board annually. This year, the Youth Justice Plan is required by 31st August 2019.

Summary of Achievements and review of 2018/19

- In the inspection which took place in May 2018 Hampshire Youth Offending Team was rated as good overall and outstanding in relation to its Partnerships and Services and assessment of court orders.

- Developed and implemented a post inspection action plan including specific refresher training on Asset Plus.
- Continued to embed Asset Plus into the service, undertaken refresher training and produced guidance on key areas. Introduced a new timeliness tracker
- Introduced a quality board who are responsible for overseeing the HMIP action plan and other quality initiatives. Made up of a cross section of role grades and specialisms from the staffing group
- Continued to monitor and drive performance improvement initiatives.
- One of the examples of services on offer is the Therapeutic Wellbeing Officers (TWO). This service went live in the spring of 2018, it is funded by the clinical commissioners for a period of two years.
- Expanded the activities on offer to young people; including opportunities with the Dogs Trust, a photography course, Music Fusion, football sessions (out in Katy's grant) as well as maintaining referrals to the Wessex Dance Academy and the Summer Arts programme.
- Arts Mark – completed our 'Statement of Commitment' and developed our action plan to increase the use of Art and Culture within YOT delivery of interventions. The outcome will be our Arts mark quality mark.
- Continue to work in partnership with the IOW YOT this includes regular support from team managers across the divide in accordance with specialisms. For example, Hampshire Managers supported the IOW with a pre-inspection and the IOW manager continues to lead on harmful sexual behavior.
- Continued to develop partnerships with key agencies including Public Health, Office of Police Crime Commissioner (OPCC) and partners outside county boundaries.
- Completed a comprehensive analysis into the health needs of our children.
- Introduced and delivered a Risk of Serious Harm consultation group to support practitioners who are dealing with High risk children.
- Introduced a new MAPPA memorandum of understanding.
- Completed a pilot on offering clinical supervision to practitioners.
- Following the receipt of 144K from the Office of Police Crime Commissioners introduced a Trusted Adult service (TAW). This service employs four workers who work alongside children who have experienced trauma in childhood.
- Successfully continued to meet the criteria for the Restorative Services Quality Mark (RSQM).
- Supported the OPCC with the planning and delivery of the Restorative Justice Conference
- Completed a SEND needs analysis and action plan.

- Received funding from Police and Crime Commissioners for Youth Crime Prevention in the same amount as 2018/19 and Break4Change
- Continued to support a volunteer workforce of 50 people.

Structure and Governance

A) Governance

HYOT partnership provides youth justice services for the county of Hampshire. The role of YOTs, 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 to the YOT; the local authority, police, probation and health.

Financial funding comes predominately from the local authority and the Youth Justice Board (YJB) the YJB is a non-departmental public body which is sponsored by the Ministry of Justice.

Locally, HYOT is accountable to, and governed by, the HYOT Management Board. Which is chaired by the Assistant Director of Children's Services (Stuart Ashley) The Board consists of representatives from the four statutory agencies (Hampshire County Council Children's Services, Hampshire Constabulary, Hampshire Clinical Commissioning Groups and the National Probation Service), along with representatives from the Office of the Police and Crime Commissioner, Community Rehabilitation Company, Community Safety partnerships/district councils, HMCTS, Housing, Public Health and the voluntary sector.

This Board meets on a quarterly basis and receives reports on finance, performance, inspection, audit, review of all Critical Learning incidents and specialist services. The YOT Head of Service has used these members to overcome any barriers to delivery and support with funding

Under a strategic partnership with the Isle of Wight Council, Hampshire Children's Services manage the island's Children's Services (social care and education). This arrangement included the HYOT's Head of Service therefore line manages the Isle of Wight YOT's Team Manager and the Island's Team Manager and Assistant Team Manager form part of a joint management team with Hampshire YOT. The Isle of Wight YOT retains a separate Management Board and is directly accountable to the Isle of Wight Council through its elected members. The Chair for both Hampshire and Isle of Wight Boards is the same (Assistant Director of Children's Services).

The Head of Service for HYOT is line managed by Amber James, Head of Resource & Partnerships, Hampshire & IOW.

B) Structure

HYOT is structured into four area teams for local delivery, with countywide functions being managed centrally. The four area teams cover:

- North West (district council areas of Basingstoke and Deane and Test Valley north)

- South West (district council areas of Eastleigh, New Forest, Winchester and Test Valley south)
- North East (district council areas of Rushmoor, Hart and East Hants)
- South East (district council areas of Fareham, Gosport and Havant).

The countywide services of Restorative Justice, Trusted Adults workers, Break4Change, Parenting and Employment, Training and Education are managed by a central manager. The 'prevention arm' of HYOT is the Youth Crime Prevention Team (YCP) who have a close link to the Family Support Service and early help hubs in Hampshire. YCP work is currently funded jointly from the HYOT partnership budget (via a proportion of the YJB grant), Children's Services and a grant from the Police and Crime Commissioner (which previously came direct from the Home Office).

HYOT has a strong commitment to improving and developing its safeguarding practice. The Head of Service sits on the Hampshire Safeguarding Children Board and attends three sub groups (workforce development, learning enquiry group and the newly developed Pan-Hampshire MET group). The other LSCB sub groups are attended by a YOT manager. In addition, HYOT has strong links with the Willow team (Child Sexual Exploitation/Missing, Exploited, Trafficked Team) and attend the operational Missing Exploited and Trafficked group.

Resources and Value for Money

HYOT partnership has a current revenue budget of circa £3.8m (both cash and staffing resource from partners)

There are 78.5 staff directly employed in the YOTs across case management and specialist services. Appendix One provides an overview of the HYOT funding for 2019/20.

The Youth Crime Prevention budget is £569,000 with 17.5 FTE currently in post. The money comes from Police and Crime Commissioner grant (40%), Hampshire YOT's contribution from the Youth Justice Board grant (38%) and Hampshire Children's Services (22%)

The National Probation Service, CCG and Police contribute through staffing. The resource allocated from partners is: 4 Police Officers, 0.5 Police Sergeant, 2.5 CAHMS workers and 1.5 Probation Officers.

The YOT also receives money from the CCG to provide 2 Therapeutic Wellbeing Officers (TWOs) and the OPCC office via monies received from the early intervention youth fund has provided 4 Trusted Adult Workers (TAW).

The National Probation Service has reduced their contribution to 1.5 FTE, however have struggled to fill the posts and they are currently vacant.

Workload

The number of children who are under the supervision continues to fall. This is the result of a concentrated effort to keep children out of the Youth Justice system and address their needs in a different way.

During 2018-19, 420 young people received Pre-Court disposals and a further 164 were sentenced in court. The Youth Crime Prevention programme worked with 242 young people in the same period.

During 2018/19 the number of young people either remanded or sentenced to custody was 22.

Hampshire YOT continues to complete AIM assessments on young people who have Harmful Sexual Behavior.

The YOT serves three magistrates courts, two of which are shared with colleagues from Southampton and Portsmouth respectively.

The numbers above indicate that our court work continues to fall, however these young people have increasingly complex needs. Accordingly, good assessments, holistic plans with interventions to meet young peoples needs continues to be the bedrock of service delivery

Partnership Arrangements

In addition to the safeguarding partnership arrangements mentioned in the Governance section above, HYOT has strong links with other partnerships including:

Hampshire's Supporting Troubled Families Programme (STFP) and is represented within all ten local co-ordination groups; the Head of Service is a member of the SFTP management steering group.

The Head of Service sits on the Hampshire Children's Trust Board, The County Strategy Group, Starting Well for Emotional Wellbeing and Mental Health partnership and the 4 counties Public Service Board,

The Head of Service regularly meets with the other YOT leads from the Pan Hampshire area (Portsmouth, Southampton and Isle of Wight). They represent the four Pan Hampshire YOTs at the MAPPA quality sub group.

HYOT together with the other three YOTs, the Police, Hampshire and Portsmouth adult services commissions the Appropriate Adult Service. This is due to be retendered in 2020/21

HYOT meets its duty under 'Prevent' in collaboration with partners.

HYOT also has positive relationships with the Office of Police Crime Commissioners and is invited to participate in developing funding applications. As mentioned one previous bid was for four Trusted Adult Workers who are managed by the YOT. This initiative is just one part of the work on ACES and trauma informed practice, and to oversee these initiatives a Public Service Board has been convened and the HOS has been invited.

Performance

The three main measures: First time entrants (FTE), reducing reoffending and custody has been a challenge, current performance is as follows:

The reduction of first-time entrants (FTE) has been a challenge for the YOT and its partners. The last quarter measured (the year up to December 2018) showed a significant drop of 39 to 214 which is the lowest rate since July 2017. This reduction in the young people we are working with has meant the needs are more complex and an impact on their offending harder to achieve. The current reoffending rate for the YOT is 43.6% which is slightly above the average for England and Wales. The use of custody remains low with 22 young people being remanded or sentenced to custody in 2018-19.

Since coming into post the Head of Service has started to develop a service wide performance culture. This is dependent on; the accessibility of data, the leadership of managers to drive the agenda and holding people to account, behavior of staff.

Risks to future delivery against the Youth Justice measures

The overarching risks to future delivery for HYOT can be summarised in the following significant areas:

- (i) Future reduction in financial and other resource – Childrens service has reduced its funding by 70K in 2019/20 and a further 150K in 2021. Further, this year has seen a reduction in YJB grant of £10,000. A review of the service will begin on October 2019 and is due to report in March 2020.
- (ii) Reduction in Probation Officer resource to 1.5 officers – The delivery model is that three 0.5 Probation Officers were to be seconded to HYOT with two based in the south of the county and one in the north. Their role is to work with those who are making the transition into adult services. Currently the NPS are having difficulty in identifying officers and as a result the YOT is without any probation resource.
- (iii) Maintenance of Prevention and ‘non-statutory’ work – HYOT Management Board see the value in the continued investment into Youth Crime Prevention. The OPCC have indicated that they support this model of delivery and we are progressing a three-year funding agreement at the current level. The proven benefit of early intervention and diversion, along with the continued decrease in first time entrants, has reduced the need for more costly statutory inventions. The reduction in the Children’s Service contribution could result in a reduction in service provision which could have an adverse impact on the statutory caseload for YOT.
- (iv) An increase in reoffending – as the cohort size of children we are working with decreases, but the risks and needs of these children continues to be complex and demanding, we need to constantly ensure we are using interventions that are appropriate and achieve the best outcomes.

The above risks, whilst testing, will be mitigated by:

- (i) A current vacancy management strategy where all vacant posts are evaluated according to need. A planned service review from October 2019 to identify any efficiencies.
- (ii) Working with the NPS to creatively solve the problem to the staffing issue.

- (iii) Ensure continued good communication with the Police and Crime Commissioner and his office. Providing evidence of the success of YCP. Currently negotiating a three-year funding arrangement.
- (iv) Continued strong relationship with Children's Services at all levels. Especially in relation to the offending of children looked after, remands, county lines resettlement and accommodation for those aged 16 years plus. Working with partners to develop what is available to young people to address their offending

Section A: service priorities

Guidance on priorities is provided within the service planning toolkit.

Priority no.	Priority description	Which corporate and departmental priorities does this link to? (e.g. CYPP1 - see priorities list below in appendix three)
1	Implement the standards for Youth Justice within Hampshire Youth Offending Team and its partners.	HCC1 SH1, CYPP1(1,3,4,6), HCC2, CYPP2(1,3,4,5) CYPP3 (1,2,3,6) CYPP4(1) CYPP5 (1,2,3)
2	Using standards for Youth Justice, capturing the views of Young People and HMIP assessment criteria; continue to develop HYOT to become an outstanding service.	HCC1, SH1, CYPP1(1,3,4,6) HCC2, CYPP2 (1,2,3,4,5,6) CYPP3 (1,2,3,5,6) CYPP4 (1,2) CYPP5(1,2,3)
3	To continue to improve performance to achieve green status on key performance indicators and local targets	HCC1, HCC2, SH4, CYPP1 (1,4,6), CYPP2 (5,6), CYPP3(1,6) CYPP5 (1,2,4,5)
4	To continue to reduce reoffending in the young people under our statutory supervision and prevent offending through its Youth Crime Prevention.	HCC1, SH1, CYPP1(1,4,6) CYPP2 (1,2,3,4,5,6) HCC3, CYPP3 (1,2,3,5,6) SH4 CYPP4 (1,2) CYPP5 (1,2,4,5)
5	With support from the Transformation Team undertake a review of HYOT to improve on efficiency whilst maintaining quality and effectiveness.	HCC1, SH1, CYPP1(1,3,4,6), SH2, CYPP2(1,3,4,5) SH3, CYPP3 (1,2,3,6) HCC4, SH4 CYPP4(1)
6	To continue to develop the YOT workforce into an effective, supported, and skilled group who are committed to becoming an outstanding service	HCC1, SH1 CYPP1 (1,3,4,6) CYPP2 (1,2,3,4,5,6) CYPP3 (1,2,3,6) CYPP4(1) CYPP5 (1,2,3)

Section B – delivery section

The delivery section sets out the key activities that need to take place in order to achieve the service priorities. All activities should be delivered within agreed budgets and levels of workforce. Success measures are used to assess progress against activities and priorities.

Further guidance on establishing activities, success measures and targets is provided in the service planning toolkit, available online at: <http://intranet.hants.gov.uk/childrens-services/pandp.htm>

Priority no.	Activity	Lead officer	Success measure	Baseline 2019	Target (or target date) 2019/20	Performance update section (to be completed at quarterly intervals, when requested by Planning & Performance Mngr)		
						Current data	RAG rating	Commentary
1	To include: Arrange an HYOT partnership board away day to assess where the board is in relation to strategic element of new justice standards. From the above complete an action plan Implement the action plan Complete the audit of cases to assess the operational benchmark in relation to new justice standards. Action plan completed	HoS HoS HoS and the board TM/ATMs	Away day completed, and benchmark identified Action plan in place Review of the action plan identifies that objectives have been achieved. Audit completed and the areas for development identified	Planning the away day No plan currently No plan currently Not due until March 2020	November 2019 January 2019 Board June 2020 March 2020			

Priority no.	Activity	Lead officer	Success measure	Baseline 2019	Target (or target date) 2019/20	Performance update section (to be completed at quarterly intervals, when requested by Planning & Performance Mngr)		
						Current data	RAG rating	Commentary
	Implement the Action Plan	TMs/ATMs and Quality Board.	Action Plan in place Action plan reviewed, and objectives have been progressed		April 2020 June 2020			
2	To include: To develop a young person's engagement strategy. Engage with the Youth Commission to support with identifying your people views on the service and what works To continue to implement the existing action plan by: <ul style="list-style-type: none"> Expanding the use of reparation in HYOT Continue to focus on planning with young people, their parents/ 	Quality Board TBC HOS, managers and Quality Board	Engagement strategy in place Using service user views when developing services Reparation schemes in place across HYOT	No current written strategy No coordinated approach Current scheme in SW	December 2019 March 2020 March 2020			

Priority no.	Activity	Lead officer	Success measure	Baseline 2019	Target (or target date) 2019/20	Performance update section (to be completed at quarterly intervals, when requested by Planning & Performance Mngr)		
						Current data	RAG rating	Commentary
	<p>carers and partnership agencies.</p> <ul style="list-style-type: none"> Undertaking an audit on Planning 		<p>Audit shows an improvement in Planning activity.</p>	<p>New planning tool in place</p> <p>Court order= 70%,58% and 59%</p> <p>OOC = 70%, 56% and 60%</p>	<p>December 2019</p>			
	<p>Revisit the inspection report and identify other areas to develop. Especially how HYOT intervenes in young people lives to address their needs.</p>	HoS	<p>Revised plan in place</p>	<p>Current HMIP plan</p>	<p>August 2019</p>			
	<p>Full case audit to assess progress against quality measures.</p>	HOS	<p>Audit completed, and results produced which indicate an improvement in scores from the 2018 inspection.</p>	<p>Current HMIP action plan</p>	<p>March 2020</p>			
				<p>Range of scores in the last</p>	<p>March 2020</p>			

Priority no.	Activity	Lead officer	Success measure	Baseline 2019	Target (or target date) 2019/20	Performance update section (to be completed at quarterly intervals, when requested by Planning & Performance Mngr)		
						Current data	RAG rating	Commentary
	Undertake any guidance, training etc which support improvement.	Quality Board	Supporting documents in place Audit completed, and results produced which indicate an improvement in scores from the 2018 inspection.	inspection from 60% to 70% As above				

To continue to reduce the number of FTE coming into the system.	Performance manager (PM) with YOT managers	To reduce the numbers of FTE in line with the National and SE average.	Last figure Q4 18/19 = 179 per 100,000	Reviewed quarterly			
To work with other YOTs in the Hampshire area and the police to influence the number of children coming into the system	HOS	As above	As above	Reviewed quarterly			
To continue to improve the timeliness of asset completion	TMs and ATMs	To improve timeliness of asset to 90% of all assessments.	Current figure 66% quality and timeliness	Reviewed quarterly but 90% by Q2 19/20			
To develop a performance culture within HYOT by: <ul style="list-style-type: none"> • ATMs and TMs analysing data identifying actions • ATMs and TMs taking the learning to teams. • ATMs and TMs looking at alternatives when Case holders request extensions. 	HoS, PM, TMs and ATMs	TMs regularly analysing data and bringing this to monthly managers meetings	Commenced June 2019	Reviewed quarterly			
	AM/ATMs	Recorded discussions with teams	Commenced June/July 2019	Reviewed quarterly			
	AM/ATMs	Asset, and referral order timeliness over 90%	First one completed April 2019	Reviewed quarterly			
	TMs and ATM	Quarterly bulletins in place.	Current appraisal objective	Reviewed quarterly			

Priority no.	Activity	Lead officer	Success measure	Baseline 2019	Target (or target date) 2019/20	Performance update section (to be completed at quarterly intervals, when requested by Planning & Performance Mngr)		
						Current data	RAG rating	Commentary
	<ul style="list-style-type: none"> Regular performance bulletins form the HOS. Holding people to account for their own performance. <p>To develop the quality of data to support accurate analysis.</p>	PM and BS	<p>Appraisal targets reviewed. Individual performance shows 90%</p> <p>Consistent and accurate recording across all teams</p>	Current appraisal objective	<p>Objectives reviewed and show individual performance</p> <p>Reviewed quarterly</p>			

4	<p>To expand the portfolio of interventions to meet the needs of young people to prevent and reduce their offending. Including:</p> <ul style="list-style-type: none"> Developing the skills of case managers in working with young people with speech language and communication needs. Developing the arts and culture offer for young people. To continue to embed the Therapeutic Wellbeing Officers into practice To identify interventions to address knife crime. Decide on the continued use of the adult to parent violence course. Explore general offending behaviour courses Build on the success of RJ and improve the take up of the offer by victims 	<p>HOS, PO and TMs and ATMs</p> <p>ATM specialist services</p> <p>As above</p> <p>NE TM</p> <p>HOS and BM</p> <p>TM for specialist services</p> <p>HoS</p> <p>ATM specialist services</p>	<p>Interventions which are offered are fully utilised by Case Managers.</p>	<p>Interventions are under subscribed</p> <p>Current training offer in place</p> <p>Offer in place</p> <p>2 TWOs in place until 2021</p> <p>Nothing specific in place</p> <p>Course in place needs to be recommissioned</p> <p>Nothing specific in place</p>	<p>Reviewed March 2020</p>			
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Priority no.	Activity	Lead officer	Success measure	Baseline 2019	Target (or target date) 2019/20	Performance update section (to be completed at quarterly intervals, when requested by Planning & Performance Mngr)		
						Current data	RAG rating	Commentary
	To improve the referral rates from case managers to what is available. This includes the dance academy.	TMs and ATMs	All interventions used to full capacity	10% of the offer is taken up by victims Courses not fully utilised				
	To develop our work with Alternative provision considering the Timpson review	ATM for specialist services	Integrated partnership working	Current links with PRUs in place				
5	HOS to meet with Director of Transformation to discuss the project.	HOS	To have a plan which details the scope of the review	Meeting planned	July 2019			
	The parameters of the project are scoped	HOS and TT	Scoping plan in place					
	Project group identified	HOS	Cross grade group of staff					
	Undertake the review to identify efficiency savings	Project team	To have identified how to save £150,000 from the YOT budget.	Current budget in place for 2019/20	March 2020			

6	<p>To develop a high performing workforce which embraces the Hampshire approach and meets the needs of children and young people under their supervision.</p> <ul style="list-style-type: none"> The leadership skills of the TM/ATM group Identifying and commission required training Continue to offer opportunities for case discussion and advice via the high risk and HSB consultancy Deliver quality reflective supervision to support, develop and deliver staff performance. 	<p>HoS, TMs, ATMs, PM</p>	<p>Consistent leadership across the geographical area which focuses on developing a quality service</p> <p>Flexible team plan which responds to need</p> <p>People regularly attend the sessions</p> <p>Supervision is reflective and focuses on quality, performance</p>	<p>Identifying what needs to be done with each TM</p> <p>Training plan in place which has scope for some flexibility</p> <p>Sessions in place</p> <p>Supervision sessions in place</p> <p>All polices are in one</p>	<p>Review via appraisal process</p> <p>Training plan reviewed Q3 2019</p> <p>Review attendance Q3 2019</p> <p>Review supervision practice Q3 2019</p>			<p>.</p> <p>.</p>
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Priority no.	Activity	Lead officer	Success measure	Baseline 2019	Target (or target date) 2019/20	Performance update section (to be completed at quarterly intervals, when requested by Planning & Performance Mngr)		
						Current data	RAG rating	Commentary
	<ul style="list-style-type: none"> Identify and close any gaps in policy practice and 	HoS and identified leads	All policies are current	place on Sharepoint	End March 2020			

Section C – Impact checklist

The impact checklist is based on a series of 'yes/no' questions, designed to assess whether service planning has considered and/or addressed risks; communication needs; and statutory requirements concerning equalities, community safety and biodiversity/sustainability. Further guidance is provided within the service planning toolkit, available online at: <http://intranet.hants.gov.uk/childrens-services/pandp.htm>

Key questions		Yes/No or N/A
(a) Risk management (full guidance on all aspects of risk management is available online at: http://intranet.hants.gov.uk/childrens-services/risk-and-business-continuity-management/cs-riskmanagement.htm):		
1	Are there any risks to relating to the activities in your service plan?	Yes
2	If so, are measures in place to eliminate or reduce any unacceptable risks to an acceptable level? If no, please see the Children's Services risk management toolkit, available online at the above link.	Yes
3	Are contingency plans in place (if needed)? If no, please see the Children's Services risk management toolkit, available online at the above link.	N/A
4	Are there adequate resources to deliver the contingency plan? If no, please discuss with your line manager.	N/A
(b) Communications and participation:		
5	Does your service need any communications support? (e.g. internal or external awareness raising, promotional campaigns etc.) If yes, please contact the Children's Services Communications Lead, Diana Leahy (01962 847368)	No
6	Does your service plan include activities that will involve children, young people and families in planning, delivery and monitoring? Advice and guidance on participation is available from the Participation Team,	Yes
(c) Equality and diversity (full guidance is available online at: http://intranet.hants.gov.uk/childrens-services/equalitiesdiversity.htm):		

Key questions		Yes/No or N/A
7	Does your service plan include activities that will improve equality of access, particularly for those with 'protected characteristics'? (see below)	Yes
8	Will the activities in your service plan have a positive impact on any of the groups of 'protected characteristics'? (see below)	Yes
9	Will any groups of 'protected characteristics' be disadvantaged by the activities within your service plan, or unable to use your service? (see below) If yes, then a full Equality Impact Assessment should be completed. Guidance is available online at the above link.	No
(d) Community safety (further information is available online at: http://intranet.hants.gov.uk/saferhampshire.htm):		
10	Does your service plan include any activities that will reduce crime and disorder, or make it easier to prevent, or help to make people feel safer?	Yes
(e) Biodiversity and sustainability (further information is available online at: http://intranet.hants.gov.uk/sustainability/sustain-board.htm):		
11	Will the activities in your service plan help to reduce the County Council's impact on the environment, or help the Authority to adapt to climate change? (e.g. by reducing energy consumption)	N/A

Protected characteristics (Equality Act 2010): The public sector equality duty covers eight protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership are covered, but only for the need to eliminate unlawful discrimination (aim 1 of the general duty)
- Race
- Pregnancy and maternity
- Religion or belief
- Gender
- Sexual orientation

Hampshire County Council is also committed to reducing inequalities between rural and urban areas of the county. Although not a statutory requirement, it is good practice to consider activities that will improve equality of access for people in rural areas.

The general equality duty (Equality Act 2010): Public bodies must have *due regard* to the need to:

1. eliminate unlawful discrimination; harassment; and victimisation and other conduct prohibited by the Act;

2. advance equality of opportunity between people who share a protected characteristic and those who do not; and
3. foster good relations between people who share a protected characteristic and those who do not.

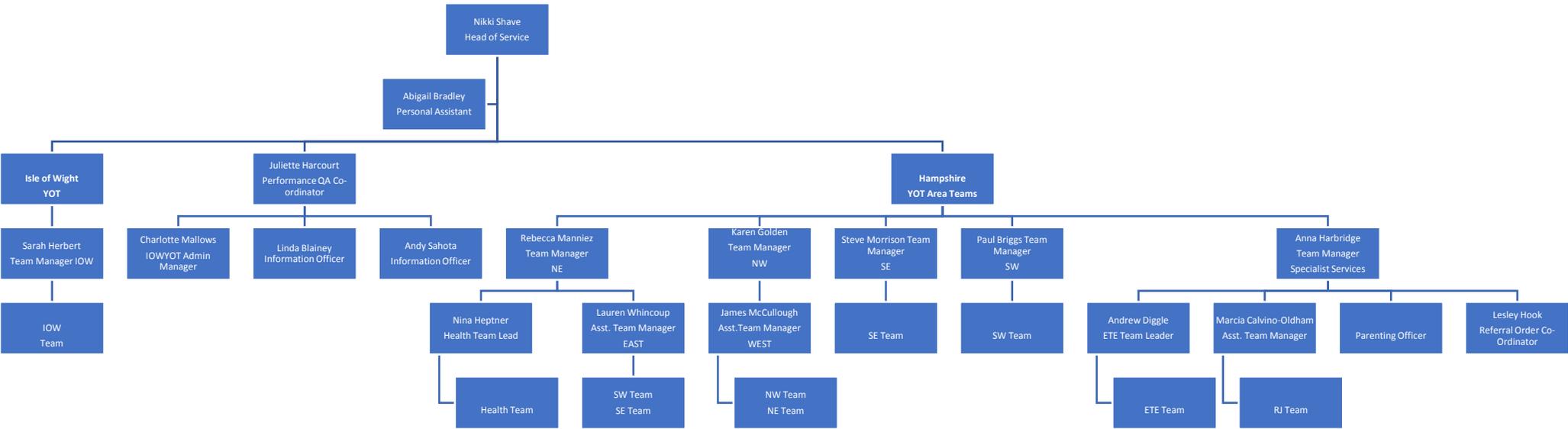
The general duty applies to public authorities (including schools) **and** private/voluntary organisations carrying out functions on behalf of a public authority (either commissioned or funded through grants). The duty applies to all work, including services, policy making, employment, procurement and decision making.

Appendix 1 – Finance

	Budget
	£'000
Income	
Partners' Contributions:	
National Probation Service	(15)
Hampshire County Council	(1,786)
Youth Justice Board	(1,071)
Other income:	
Carry forward from prior years	(240)
Police Crime Commissioner Grant	(141)
Isle of Wight recharge	(79)
Contribution in kind:	
Hampshire Constabulary staff	(224)
CCGs	(84)
Probation	(202)
Total income	(3,842)

Appendix 2 – Structure Hampshire YOT

(note also shows IOW YOT)



 HYOT HQ Structure Chart - Admin Team

 HYOT HQ Structure Chart - South East T

 HYOT HQ Structure Chart - South West

 HYOT HQ Structure Chart - North East T

 HYOT HQ Structure Chart - North West

 HYOT HQ Structure Chart - Specialist W

 HYOT HQ Structure Chart - Restorative J

Appendix 3 – Priorities list

Corporate aims		Shaping Hampshire priorities		Children and Young People’s Plan 2019 -21 priorities	
HCC1	Hampshire safer and more secure for all.	SH1	Health and wellbeing: improving health and wellbeing for all	CYPP1	<p>Outcome - Be healthy Priorities:</p> <ol style="list-style-type: none"> 1. Employ strategies with all agencies to promote emotional wellbeing and good mental health 2. Promote healthy weights and physical activity 3. Promote health and wellbeing in pregnancy and childhood 4. Promote equality of access to health services for vulnerable groups of children and young people 5. Continue to work to reduce the rate of teenage conceptions among girls aged 15-17 6. Reduce and tackle substance misuse in parents and children
HCC2	Maximising wellbeing.	SH2	Economy: Promoting economic prosperity and protecting the environment	CYPP2	<p>Outcome - Stay safe Priorities</p> <ol style="list-style-type: none"> 1. Improve awareness of, and responsiveness to exploitation children 2. Reduce the number of reoccurrences of children going missing from home or care 3. Educate children and young people to manage risks and understand unhealthy and risky behaviour 4. Improve support to adults to mitigate the impact of domestic abuse on the children / young people, ensuring that young people are supported

Corporate aims		Shaping Hampshire priorities		Children and Young People's Plan 2019 -21 priorities	
					<ul style="list-style-type: none"> 5. Reduce offending and reoffending by young people 6. Continue to develop responses and approaches to the trigger trio in children and families
HCC3	Enhancing our quality of place.	SH3	Communities: Working with communities to enhance local services	CYPP3	<p>Outcome – Enjoy and achieve Priorities</p> <ul style="list-style-type: none"> 1. Continue to improve educational outcomes for disadvantaged children, especially those in care, those eligible for free school meals, those with special educational needs and those with minority ethnic and traveller group heritages that do not achieve as well as children in other groups 2. Promote the opportunity for children and young people to participate in their local community 3. Promote school attendance to all cohorts, and improve school attendance for the vulnerable cohorts, and reduce exclusions 4. Building resilience in schools 5. Promoting resilience and support to parents and professionals 6. Ensure opportunities for children and young people are available to all
HCC4	Maintaining strong economic growth and prosperity	SH4	Efficiency: delivering high quality, cost-effective public services	CYPP4	<p>Outcome – Make a positive contribution Priorities</p> <ul style="list-style-type: none"> 1. The voice of the child / young person is heard and influences services

Corporate aims		Shaping Hampshire priorities		Children and Young People's Plan 2019 -21 priorities	
					<ol style="list-style-type: none"> 2. Promote Rights Respecting Education (UN Convention on the Rights of the Child) as a whole school approach to interpret the Convention in a meaningful way for CYPP and thus enable them to become responsible citizens, understand and promote their own rights and their responsibilities, and respect the rights of others 3. Promote school participation in the selection of Hampshire members of the UK Youth Parliament, and the promotion of Members of Youth Parliaments (MYPs) priorities and campaigns
				CYPP5	<p>Outcome – Achieve economic wellbeing Priorities</p> <ol style="list-style-type: none"> 1. Support programmes to deliver change to identified children and their families with multiple problems including parent/carers not in work and children not attending school 2. To support young people to develop the skills that will support their future careers by participating in education, employment and training 3. To provide young people with access to high quality careers education information, advice and guidance (CEIAG) and inspirational experiences that will allow them to make informed decisions for their future careers 4. To ensure that the Hampshire employment and skills system is effective and responsive to the needs of employers and individuals

Corporate aims		Shaping Hampshire priorities		Children and Young People's Plan 2019 -21 priorities	
					5. Improve housing options for vulnerable young people and ensure young people are prepared for independent living