



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CORPORATE PARENTING BOARD

28TH JANUARY 2019

CWM TAF YOUTH OFFENDING SERVICE

REPORT OF GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES IN DISCUSSIONS WITH THE RELEVANT PORTFOLIO HOLDER, COUNCILLOR C LEYSHON

Author: Lyndon Lewis, Acting Head of Cwm Taf Youth Offending Service
Tel: 01443 827300 / 01685 724960

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to offer an annual review of the work of the Youth Offending Service (YOS) for 2018/19. This includes a summarised review of the implementation of a post inspection action plan following a Full Joint Inspection of the work of the YOS which took place during March 2017, the findings of which were published in July the same year.

2. RECOMMENDATIONS

- 2.1 It is recommended that members:
- 2.2 Acknowledge the proposed strategic changes within the Youth Justice System and potential impact upon YOS business;
- 2.3 Acknowledge the findings and outcomes of the Full Joint Inspection of Cwm Taf YOS and actions in this year's Youth Justice Plan that link to the post inspection improvement action plan, reviewed in July this year;

3. BACKGROUND

- 3.1 Cwm Taf Youth Offending Service is a statutory partnership legislated by the Crime and Disorder Act 1998 and provides services across two local authority areas, namely Rhondda Cynon Taf and Merthyr Tydfil. The local authority YOS areas merged to form Cwm Taf YOS in August 2014. The aim of the service is to prevent the offending and re-offending of children and young people. The statutory partners are: South Wales Police; Cwm Taf University Health Board; HM Prison and Probation Service; and the local authority areas of Rhondda Cynon Taf and Merthyr Tydfil. These partners provide financial and staffing contributions to the Youth Offending Service. The Youth Offending Service also attracts external grant funding from the Youth Justice Board, Welsh Government and the Office of the Police and Crime Commissioner.

- 3.2 Overall governance is facilitated by the Regional Cwm Taf Offender Management Board which meets quarterly to hold the service to account, examine performance, and to monitor the delivery of the service.
- 3.3 In addition to the scrutiny provided via the Offender Management Board, the Youth Offending Service also reports its performance on a quarterly basis to the Youth Justice Board (YJB), and to the Welsh Government in relation to its prevention work. The YOS is also subject to an inspection regime carried out by Her Majesty's Inspectorate of Probation (HMIP) (mentioned in section 2 above), and which subsequently informs a part of this report.
- 3.4 As the preventative functions of the YOS are not legislated or regulated, the Full Joint Inspection focussed on the statutory provision of the service. However, it should be acknowledged that over a significant number of years, a proportion of YOS business is carried out within the prevention arena, which has no doubt impacted positively on reducing the numbers of first time entrants (FTE's) to the statutory services and the youth justice system.

4. **SUMMARY OF THE 2017 FULL JOINT INSPECTION AND YOS ACTION PLAN/REVIEW**

- 4.1 The Full Joint Inspection (FJI) of Cwm Taf YOS commenced during March 2017, whereby judgements were formed against six key areas and marked within a scale of one to four stars corresponding to;
1. Poor
 2. Unsatisfactory
 3. Satisfactory
 4. Good
- 4.2 The FJI report (<https://www.justiceinspectorates.gov.uk/hmiprobation/wp-content/uploads/sites/5/2017/07/Cwm-Taf-FJI-report.pdf>) was published on 5th July 2017 where the following judgements against the key areas were made:



- 4.3 Overall, it was felt that the judgements of the Inspection presented a balanced picture of the service with clear indicators of areas that required developing or further attention.
- 4.4 A number of key recommendations were made. These included how strategic planning could be better informed by more effective evaluation to identify the needs of the cohort, the staff and the business needs of the YOS as a whole. Although it was acknowledged that the Management Board provided a good base for supporting the YOS to meet its priorities, there was no overarching strategy that was informed by a fuller understanding of the needs of those young people who are known to the service.
- 4.5 Furthermore, although there was good evidence of partnership working, the provision of health services, and in particular Child and Adolescent Mental Health Services (CAMHS), was deemed to be poor.
- 4.6 In relation to the findings highlighted in 4.4 and 4.5, the YOS has taken steps to address the issues and this work is continually in progress. For example, in June last year, the YOS took the opportunity to form a Resource Group which has taken on the challenge of identifying and redeveloping all existing resources used by the YOS and has created a comprehensive resource file for use within our interventions to reduce offending.
- 4.7 Regarding health provision, the Offender Manager Board have continued to raise concerns regarding the quality of the service provided. In June this year, a meeting took place between YOS and CAMHS to resolve the issues, and a new YOS/CAMHS Pathway is now in place. The Offender Management Board has asked for future assurances that the new arrangements are effectively monitored and reported back to Board.
- 4.8 As well as the key recommendations that were made, the report also highlighted areas of good practice that existed within the Youth Offending Service, which are evidenced throughout the report with particular reference being made to the level

of engagement between the YOS and service users, the use of restorative justice and the work carried out with victims and young people.

- 4.9 The YOS seeks to improve on the findings and recommendations made within the FJI report, and following its publication was tasked with completion of a post inspection improvement plan aimed at addressing the areas identified for improvement and development. Elements of this plan are set out in this years **Youth Justice Plan 2018/19** (see background papers and end of this report) and there is a continued focus on many of the initial improvement plan actions.

5.0 Potential changes to youth justice system and YOS performance.


- 5.1 Members should be advised that the Youth Justice System is currently under review both nationally and regionally, and the YOS has already been notified by the Ministry of Justice that there will be changes to the way that YJB grant money will be distributed to Local Authorities in the next financial year. It is uncertain what this will actually mean for the service at the present time.
- 5.2 The Youth Justice Board (YJB) Cymru has recently announced a new (reduced) structure and set out an operating model from which to deliver their priorities for 2019/20. This includes the progression of a *'Blueprint for Youth Justice in Wales'*. This document sets out a vision for Wales that takes a 'children first' trauma informed approach to youth justice that encompasses prevention and early intervention which recognises and responds to adverse childhood experiences (ACE's). The Blueprint is currently before the WG Cabinet for agreement of the principles within, prior to the commencement of any further detailed work.
- 5.3 Furthermore, the Youth Justice Board have recently announced changes to the way in which they will monitor the YOS, and a new Performance Oversight Board (POB) will notify YOS where there is a decline in performance in relation to Reoffending, First Time Entrants or the use of Custody. The YOS will then be assessed and ranked against other YOS services with similar demographics. In Cwm Taf, the YOS has continued to provide an effective and efficient service against a backdrop of continued financial challenge, but has both maintained, and in some areas, improved overall performance against the Youth Justice Board outcome indicators and the devolved performance measures for Wales.
- 5.4 However, there continues to be further work required in order to deal more effectively with young people who repeat offend. The YOS has now embedded an Enhanced Case Management (ECM) approach into its practice in order to deal effectively with young people who offend and who have been subject to adverse childhood experiences (ACE's). The YOS has invested heavily in this programme which has been received positively and is currently under evaluation. Alongside this, the YOS commissions a Viewpoint data system to capture the views of our cohort, and a collation of the feedback we receive will, to a large extent, inform the future development of the service.
- 5.5 In addition, a sub group of the Offender Management Board is currently working on a revised performance framework with which the Board can monitor and more

collectively address as a partnership the issue of reoffending rates amongst young people and adults. Much of this work will align with the priorities set out in the Community Safety Partnership Delivery Plan 2018/21.

- 5.6 Funding from Welsh Government (Promoting Positive Engagement with Young People, PPEYP) remained the same as the previous year. However, the projects delivered within this fund are now part of the Flexible Funding Pathfinder across Cwm Taf, to focus on a single programme and provide flexibility across all grants in 2019/20. The YOS utilises the PPEYP grant to develop, deliver and coordinate preventative interventions and services across the Cwm Taf area. Some of this work is coordinated alongside the Resilient Families Service (RFS) and also ensures that the Cwm Taf YOS Prevention Service can provide a swift and proportionate response to anti social behaviour (ASB), Restorative Justice Street Disposals (YRD's) and respond quickly to crisis referrals from the Children's Services Dept.

6.0 Conclusion

- 6.1 YOS management team are currently evaluating and reviewing the overall structure of the service and will continue to do so in the months leading into the new financial year. As such, the potential impact linked to the issues outlined above and the risks associated with potential changes to grant funding will need to be monitored closely to ensure that Cwm Taf YOS can properly meet the demands, aims and objectives ahead and to deliver better outcomes for young people who offend or who are at risk of becoming involved in offending behaviour.

BACKGROUND PAPERS		
Title of Document (s)	Date	Document Location
Youth Justice Plan 2018/19	July 2018	 Cwm Taf YJ Plan 2018 19 Final.docx



CWM TAF YOUTH OFFENDING SERVICE
GWASANAETH TROSEDDU IEUENCID CWM TAF
WORKING WITH YOUNG PEOPLE AND THEIR COMMUNITIES
GWEITHIO GYDA PHOBL IFANC A'U CYMUNEDAU

Cwm Taf Youth Offending Service

Youth Justice Plan Cymru 2018/19

Contents

1. Introduction
2. Review of 2017/18 Strategic Aims and Priorities
3. Strategic Aims and Priorities for 2018/19
4. Structure and Governance
5. Resourcing and Value for Money
6. Partnership Arrangements
7. Achievements and Risks against the Youth Justice Outcome Measures
8. Key Performance Indicators
9. Devolved Indicators
10. Safeguarding Practice
11. Public Protection
12. Victims and Restorative Approaches

Appendices

Appendix 1	Cwm Taf Youth Offending Service Action Plan 2018/19
Appendix 2	Cwm Taf YOS Management Board Members
Appendix 3	Cwm Taf Youth Offending Service Structure 2018/19
Appendix 4	Cwm Taf Youth Offending Service Staff Table 2018/19
Appendix 5	Cwm Taf Projected Planned Expenditure

1. Introduction

The Youth Justice Plan for Cwm Taf Youth Offending Service (YOS) 2018/19 is produced in accordance with the duty imposed within Section 40 of the Crime and Disorder Act 1998 for each local authority, in consultation with partner agencies, to formulate and implement a Youth Justice Plan each year.

This plan aims to set out how youth justice services in the area are to be provided and funded, and what functions the Youth Offending Service will carry out.

The plan largely follows the format as laid out within the Youth Justice Board document: 'Youth Justice Plans: YJB Practice Note for Youth Offending Partnerships' and acknowledges and adheres to the Terms and Conditions of the Youth Justice Grant 2018/2019.

The plan aims to examine key trends within the national and local youth justice system and to determine appropriate local responses. In addition, the plan acknowledges the ever changing landscape within the criminal justice system, particularly recent, current and future changes linked to funding, local priorities and changes to service delivery. The plan acknowledges the continued development of collaborative arrangements between two local authority areas in 2014/15 and aims to continue to build upon the work undertaken since that time. The plan compiled for 2018/19 is the fourth plan that has been submitted for the Cwm Taf region.

This plan acknowledges the 'Review of the Youth Justice System in England and Wales' as compiled by Charlie Taylor (current Chair of the Youth Justice Board) during 2016/17, as well as more recent reviews in both England and Wales that will, to a large extent, inform the future development of the service and regional youth justice practice. In Wales, the Welsh Government Community Safety Division has been leading on the development of a 'Blueprint' for the delivery of youth justice services. The YJB in Wales has been invited to advise on the Blueprint which sets out a recommended vision for youth justice in Wales, and elements of the recommendations will relate to some of the content set out within this plan.

Cwm Taf Youth Offending Service was subject to a Full Joint Inspection in March 2017 and much of the work set out in the corresponding action plan following its publication in July last year (and which is ongoing) will also be included within the actions planned for 2018/19.

Finally, there are indications from the Ministry of Justice that there are likely to be changes in the way that grant funding is to be allocated to Local Authorities in 2019/20. Alongside this, there is work being developed in order to create a single integrated approach to early intervention and prevention across Cwm Taf, via the 'Flexible Funding Pathfinder' overseen by Welsh Government. The potential risks/impact of the above means that there is currently some uncertainty for youth justice services as we enter into the next financial year.

2. Review of 2017/18 Strategic Aims and Priorities

As outlined above, the YOS underwent a Full Joint inspection in March 2017. The YOS scored well across most areas of its work, particularly in terms of its operational delivery. However, it was acknowledged that a greater level of development was required in relation to 'Governance and Partnerships', including the need for the Management Board to strengthen its role in directing strategic planning. In addition, a needs analysis of the YOS cohort should more clearly inform an overarching strategic plan for the service. This work is currently ongoing and involves a full re-evaluation of all YOS resources used in interventions with young people who offend.

During the last financial year, the YOS has worked alongside board members and partner agencies in order to merge the YOS Management Board with the Integrated Offender Management (IOM) Board in acknowledgment of common goals and a greater focus on longer term re-offending and planning. A Board development session took place in November 2017 to set out the expectations of the new Cwm Taf Offender Management Board whilst ensuring that there is a continued focus on children and young people. The Board is currently in the process of creating a new performance framework that will relate to, and monitor a cohesive set of outcomes relating to the business of the Board. The Board meets to monitor the work of the YOS on a quarterly basis.

The YOS has continued to provide an effective and efficient service in 2017/18 against a backdrop of continued financial challenge, but has both maintained, and in some areas improved overall performance against the Youth Justice Board outcome indicators and the devolved performance measures for Wales. However, there continues to be further work required in order to deal more effectively with young people who repeat offend. As such, the YOS has initiated an Enhanced Case Management (ECM) approach in order to deal effectively with young people who offend and who have been subject to Adverse Childhood Experiences (ACE's). This programme will be fully evaluated later this year with the prospect of being taken forward as a partnership between YJB Cymru, Welsh Government, All Wales Forensic Adolescent Consultation and Treatment Service, South Wales Police and Crime Commissioner, Public Health Wales and South Wales YOS's.

The YOS continues to invest in the development of the Asset Plus assessment tool in acknowledgement of the significant assessment framework change two years ago.

3. Strategic Aims and Priorities for 2018/19

The overall strategic aims and priorities for 2018/19 will continue to build upon the work undertaken during the previous financial years since the merger that formed the Cwm Taf Youth Offending Service, as well as ensuring that the direction set out in the action plan following the Full Joint Inspection in 2017 is adhered to and evaluated on a regular basis.

For 2018/19, the YOS partnership will focus on the following strategic priorities:

- To deliver effective and high quality youth justice services across the Cwm Taf region in acknowledgment of the key findings of HMIP Full Joint Inspection and the related actions set out within the 2017/18 Improvement Plan.
- To maintain and, where possible, improve performance against the Youth Justice Board outcome indicators and the devolved performance measures for Wales, with particular attention to the rates and frequency of reoffending amongst a relatively small cohort of young people.
- To review and revise relevant partnership approaches and agreements to achieve common goals and provide effective services to young people and their communities via the provision of youth justice and mainstream services.
- To continually review and where necessary revise practice guidance across the YOS service delivery within the context of continued improvement/change.
- To continue to invest in the development of staff to promote a skilled, resilient and well motivated workforce.
- To review and evaluate the overall structure of the service against a backdrop of potential funding changes/challenges and ensure the YOS can meet the demands ahead and deliver its objectives.

The action plan for 2018/19 (Appendix 1) will include further detail to meet the priorities set out above.

4. Structure and Governance

Working to the YOS Head of Service four Operational Managers are primarily responsible for each of the geographical areas across Cwm Taf (Merthyr Tydfil, Rhondda, Cynon and Taf) and an Operational Manager oversees the YOS Prevention team covering Cwm Taf. The previously devised 'Restorative Justice' team has become integrated across the functions of the operational teams and has enabled core restorative justice staff to effectively embed practice within the service. The structure continues to provide operational functionality across the prevention and statutory functions of the service that are flexible to varying caseloads, need and operational priorities.

The operational structure of the YOS is illustrated in Appendix 2

In June this year, following the decommissioning of prevention services provided by Safer Merthyr Tydfil, three members of staff from this agency were TUPE'd across into the Cwm Taf YOS and remain based in the Merthyr Tydfil area.

As mentioned in section 2, the latter part of 2016/17 saw a significant piece of work being undertaken in order to establish the potential benefits of merging the YOS Management Board and Integrated Offender Management (IOM) Board. The relatively new Offender Management Board has reviewed its Terms of Reference in order to ensure effective collaboration and understanding of the two former Boards.

The Board is currently co-chaired by the Local Authority Chief Executive Officer, Merthyr Tydfil, and Group Director, Children's and Community Services, Rhondda Cynon Taf, in order to ensure appropriate representation and level of decision making and influence across both local authority areas.

The inclusion of elected members on the board continues to enable effective communication through to the relevant political structures promoting a level of scrutiny across two local authority area domains. The inclusion on the board of the Office of Police and Crime Commissioner also ensures an effective means of communication through to a political structure and enables synergy throughout the planning processes.

The Board is well represented by all key partners. During 2017/18, there have been some minimal changes in personnel with some additions, but the core membership has been consistent with the appropriate level of representation in line with accountability and decision making.

The YOS partnership and overall governance formed part of the full joint inspection analysis and was reported upon accordingly. As noted in section 2, elements of the overall function of the Board were deemed to be unsatisfactory by the 2017 HMIP inspection, however, the action plan submitted to HMIP (which also incorporates some elements into this year's action plan), aims to continue to address areas noted and in need of development. Indeed, the Board has been proactive in monitoring the most recent improvement plan to ensure that all partners contribute to service delivery.

The current membership of the Cwm Taf Offender Management Board is illustrated in Appendix 3.

5. Resourcing and Value for Money

It is pleasing to note that the settlements agreed across the partnership for 2018/19 remained at a flat rate with no change to the level of Youth Justice Board Effective Practice grant. In real terms however, this represents a reduction of funding as on costs increase with no corresponding proportionate uplift to funding.

Due to the complex manner in which the YOS is funded and the potential changes ahead as mentioned in section 1, planning for the medium to longer term remains a challenge and funding reductions have been counteracted via existing staffing vacancies. However, the possibility of future changes to grant funding coupled with workload shifts, will no doubt result in the requirement for a review of the service in its current form, and it is anticipated that this will need to take place during this financial year.

Current funding arrangements to YOS are set out in the table below.

Individual Contributions	2014/15	2015/16	Reduction 2015/16	2016/17	Reduction 2016/17	2017/18	Reduction / Increase 2017/18	2018/19	Reduction / Increase 2018/19
YJ Effective Practice Grant	£804,093	£664,406	(£139,687)	£602,149	(£62,257)	£604,566	£2,417	£604,566	£0
YJ Unpaid Work Grant	£17,239	£15,574	(£1,665)	£0	(£15,574)	£0	£0	£0	£0
YJ Restorative Justice Grant	£11,141	£2,000	(£9,141)	£0	(£2,000)	£0	£0	£0	£0
Merthyr Tydfil (Local Authority)	£340,100	£323,100	(£17,000)	£323,100	£0	£323,100	£0	£323,100	£0
Rhondda Cynon Taf (Local Authority)	£1,011,280	£974,250	(£37,030)	£963,380	(£10,870)	£999,040	£35,660	£953,260	(£45,780)
Police	£164,550	£150,491	(£14,059)	£165,969	£15,478	£165,969	£0	£165,969	£0
Probation	£165,000	£165,000	£0	£50,135	(£114,865)	£50,135	£0	£50,135	£0
Health	£101,103	£101,103	£0	£101,103	£0	£101,103	£0	£101,103	£0
PCC	£99,300	£99,300	£0	£99,300	£0	£99,300	£0	£99,300	£0
YCPF / PPEYP (RJ, ASB, DIV)	£253,000	£253,000	£0	£251,000	(£2,000)	£251,000	£0	£251,000	£0
YCPF / PPEYP (SMT & YEP)	**£228,887	**£228,887	£0	£174,988	(£53,899)	£174,988	£0	£174,988	£0
Families First / Cymorth	£119,300	£90,790	(£28,510)	£90,790	£0	£90,790	£0	£90,790	£0
Total	£3,086,106	£2,839,014	(£247,092)	£2,821,914		£2,859,991	£38,077	£2,814,211	(£45,780)

Not included in total funding figure, as grant was the responsibility of Community Safety Partnership - however, position altered with effect from 2016/17

The YOS continues to operate and be resourced in line with the minimum staffing requirements set out within the Crime and Disorder Act 1998. A breakdown of role, gender and ethnicity is illustrated within Appendix 4.

6. Partnership Arrangements

The two local authority areas within Cwm Taf are regarded as post industrial / mining areas with dense areas of poverty and social deprivation. Merthyr Tydfil has a population of 58,800 (census 2011) and Rhondda Cynon Taf has a population of 234,400 (census 2011). In 2014 the Cwm Taf Region had a combined figure of three in the top ten of the most deprived areas in Wales with Merthyr Tydfil having the highest proportion of Lower Super Output Areas (LSOAs). It also has the most deprived 10 per cent in Wales for the employment domain (25.0 per cent) and the highest proportion of LSOAs in the most deprived 10 per cent in Wales for the health domain (Welsh Index of Multiple Deprivation 2014).

The YOS area falls within the existing regional footprint of Cwm Taf University Health Board as well as within the wider footprint areas of South Wales Police, South Wales Fire and Rescue and Her Majesty's Court and Tribunal Services. This regional footprint, which is recognised via the Welsh Government (WG) and the YOS in partnership with both Local Authority Community Safety arrangements, has been successful in securing regional funding via the 'Promoting Positive Engagement in Young People' (PPEYP) fund (formerly known as the Youth Crime Prevention Fund). This fund has been utilised to resource the prevention service within Cwm Taf YOS, and is now included within the Cwm Taf Flexible Funding Pilot. As mentioned, in June 2018, the Safer Merthyr Tydfil service was decommissioned and brought 'in house', providing complete alignment for equity of service across Cwm Taf.

Cwm Taf Youth Offending Service is one of four YOS's covering the South Wales area (Cwm Taf, Cardiff, Vale of Glamorgan, and Western Bay (which combines Swansea, Neath Port Talbot and Bridgend). The four YOS Managers meet quarterly in order to examine options for collaborative working and to promote consistency of service across the South Wales region.

There exists a broad range of collaborative arrangements and initiatives across the regional footprint area of Cwm Taf at both strategic and operational levels.

- The YOS Head of Service is line managed by the Service Director of Children Services within Rhondda Cynon Taf, and meets regularly with the Service Director's counterpart in Merthyr Tydfil.
- The Operational Manager leading on Prevention services represents the YOS on the Multiple Intervention Assessment (MIA) panels in Merthyr Tydfil which deals with early intervention and prevention interventions through the Families First agenda.
- The YOS draws upon funding from Families First within Rhondda Cynon Taf in order to support and facilitate work linked within the new Resilient Family Services.

- The YOS Manager is a member of YOT Managers Cymru, which meets in order to share good practice, discuss policy implications and devise joint responses to consider policy, and wider strategic and political issues that impact upon the functioning of Youth Justice within the Welsh setting.
- The YOS works with a range of partners, including police to target hot spots of anti social behaviour and provide targeted diversionary responses at identified times, for example, Friday nights, GCSE result times, Halloween etc. A strategic YOS/Police partnership meeting is held bi-monthly and there has been an initial central BCU police/ partnership meeting held to provide consistency regarding the role of YOS police officers across South Wales.
- The YOS currently commissions services from Barod (Formerly Drugaid) and TEDS, however, work is currently being developed to create an Integrated Substance Misuse Service.
- The YOS convenes and chairs High Risk Panels (HRPs) in order to ensure robust and coordinated multi agency planning for young people.
- Up to date service level agreements exist between the YOS and partners, including:
 - Children Services (Merthyr Tydfil and Rhondda Cynon Taf).
 - Local Education Authorities (Rhondda Cynon Taf and Merthyr Tydfil).
 - Barod and TEDS (Young people substance misuse service).
 - National Probation Service 'Youth to Adult' transition protocol (currently subject to national review).
 - MIA, Families First funding for Merthyr Tydfil
 - Resilient Families Service
 - Careers Wales
- The YOS has continued to review the Youth Bureau Clinic and its processes and continues to make practice changes in accordance with service demand to support and maintain the effectiveness of Out of Court Disposal work.
- The YOS continues to be able to call upon a Forensic (Tier 3) CAMHS and Mental Health Adviser, who are available to support case managers should they need to discuss issues regarding children and young people (see Mental Health section). The YOS also has the provision of weekly CAMHS consultant time.
- The YOS has access to a Speech and Language Therapist who has progressed from being purely a 'consultancy model' to assist case managers in their work with young people, now incorporating monthly assessment slots for young people. As referrals are not as high as

initially expected, the YOS is currently considering whether to increase this time to enable the Speech and Language Therapist to have involvement in the assessment screening process of young people.

- The YOS Information Officer attends the South Wales Information Officer Group (SWIOG).
- The four South Wales YOS areas commission joint training when appropriate.
- An Operational Manager represents YOS at the Quality of Life Forum in Merthyr Tydfil to monitor Anti Social Behaviour.
- The YOS Manager has Head of Service line management responsibility for the out of hours Emergency Duty Team.
- The YOS Manager sits on the Community Safety Partnership Steering Group and Area Planning Board.
- As the YOS are partaking in a pilot for 'Enhanced Case Management' (ECM), staff are able to access clinical supervision undertaken by a clinical psychologist.
- A YOS Operational Manager attends the ECM Operational Group. This group has been instrumental in terms of overseeing and developing the pilot.
- A YOS Health Board is convened on a quarterly basis. The purpose of this forum is to analyse trends, monitor current provision and identify any gaps in service provision.
- The YOS has an effective partnership with Health who second 1½ workers to the service. All young people who are in receipt of a statutory service receive a health screening assessment from the YOS health workers.
- A YOS Operational Manager attends the ACE's advisory group. This group assists to lead the development of an ACE informed workforce. Two YOS Operational Managers are currently attending training with a view to contribute to the development of a wider ACE aware workforce, and the YOS Head of Service sits on the ECM / ACE Steering Group.
- The YOS has representation on the Channel Panel. YOS refers and takes recommendations from the Panel. Channel Panel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. The programme uses a multi-agency approach to protect vulnerable people by:
 - identifying individuals at risk
 - assessing the nature and extent of that risk

- developing the most appropriate support plan for the individuals concerned

Channel Panel may be appropriate for anyone who is vulnerable to being drawn into any form of terrorism. The Panel attempts to ensure that vulnerable children and adults of any faith, ethnicity or background receive support before their vulnerabilities are exploited by those who would want them to embrace terrorism, and before they become involved in terrorist activity.

7. Achievements and Risks against the Youth Justice Outcome Measures.

The YOS has continued to maintain a steady performance against most of the national and devolved indicators. However, it is recognised that work is continually required to deal more effectively with the rate of reoffending (and more recently, the frequency of offending) amongst a relatively small cohort of young people. These young people present with a range of (often complex) challenges across a number of service areas.

As noted in the introduction, risks highlighted as a result of financial efficiencies and strategic change may well impact on aspects of future service delivery and it is worthy of note that as a consequence, priorities may require adjustment should the YOS need to maintain the quality of its service and achieve good outcomes for young people and families.

The University of South Wales is in the final stages of a research project in relation to AssetPlus, which has been undertaken in partnership with Cwm Taf YOS. One of the main aims of the project is to consider the degree to which a move to a different practice paradigm is understood, regarded and accepted within the service.

Due to the means by which the data for first time entrants and re-offending is established via the Police National Computer (PNC), the YOS currently has no means by which to ensure the accuracy of this data against local data. Indeed, there have been occasions where, for example, the data for first time entrants reported upon within the Youth Data Set (YDS) is at odds with local data. The YOS, in conjunction with YOT Managers Cymru is attempting to resolve this with the Ministry of Justice.

All of the performance figures below relate to the period 2017/18.

8. Key Performance Indicators

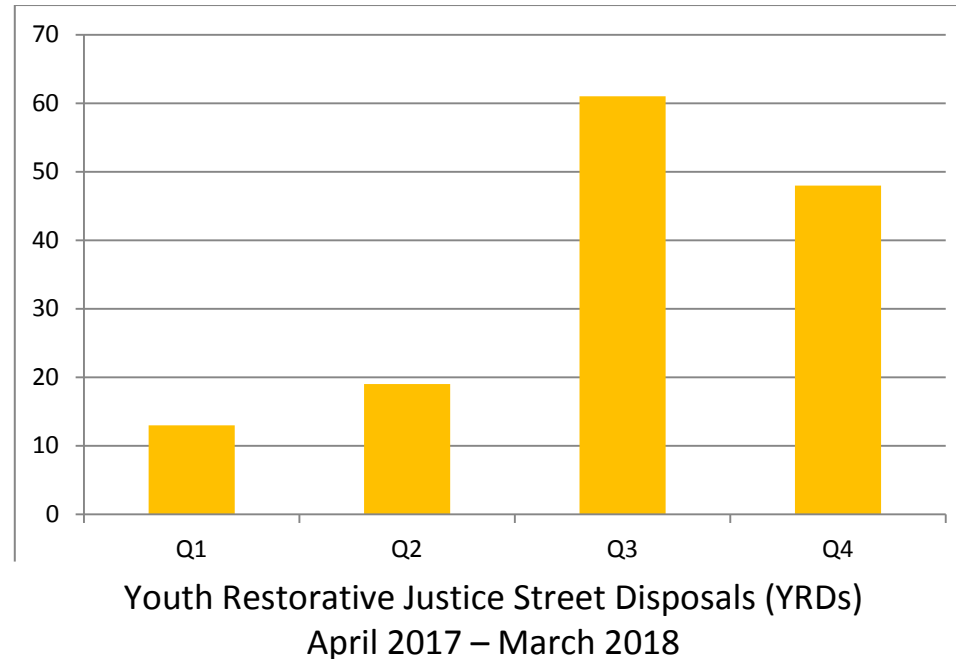
Diversion and Prevention:

The YOS, along with partner agencies, focus on prevention and early intervention and it is pleasing to see the impact this continues to have on first time entrants (FTE's). The low numbers of FTEs means that there are lower cohorts for re-offending data. However, it should be acknowledged that young people who are repeat offending are those who, in all probability, have experienced a number of adverse childhood experiences and have multiple complexities in their lives which contribute to their current behaviour.

The YOS continues to invest in the development of early intervention and prevention services as well as its links with partner agencies and their preventative strategies.

The YOS utilises the Welsh Government 'Promoting Positive Engagement for Young People' (PPEYP) grant to develop, deliver and coordinate Preventative interventions and services across the Cwm Taf area. The PPEYP is now part of the Flexible Funding grant. YOS is well represented and keen to add value to the Families First agenda across Cwm Taf to support families to resolve presenting issues before they impact negatively on the young person. In Merthyr Tydfil, this work is coordinated via the Multi Intervention Assistance (MIA) project and in RCT via the Resilient Family Service (RFS). Both projects have their separate assessments, plans and monitoring tools which Cwm Taf YOS adheres to. In RCT, the RFS also commissions an Outreach Project through YOS prevention.

The PPEYP fund also ensures that the Cwm Taf YOS Prevention Service can provide a swift and proportionate response to Restorative Justice Street Disposals, respond quickly to crisis referrals from Children's Services and contribute to the 'Out of Court Disposals' (OoCD) workload.

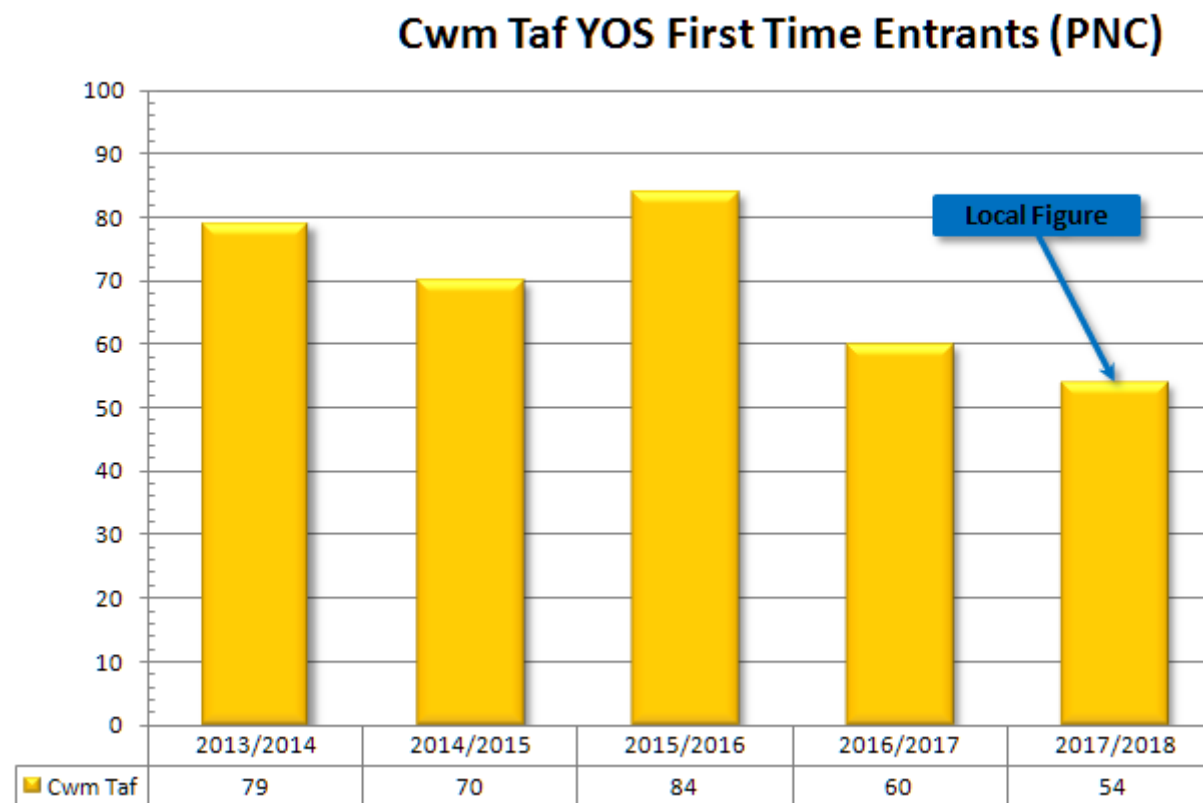


Q3 and Q4 show much higher numbers than Q1 and Q2. This is a result of the Police database (NICHE) reporting mechanisms changing half way through the year. During this period, the YOS's role was to send a letter to the parents and young person to offer diversion and prevention support. The total number of YRDs recorded is 141; but accuracy of this data is uncertain.

An evaluation of the process has seen a change of model in processing YRDs. The 2018/19 model minimises the risk that a young person might be processed mistakenly by ensuring eligibility for a YRD via the YOS Police Officer. Thereafter, the YOS Police officer and a Prevention worker visit the family home, whereby the offence, as well as safeguarding concerns can be dealt with quickly. The Prevention worker makes a professional judgement and recommends to the family a level of intervention (or not), pending the assessed risks. If this model is successful, South Wales Police plan to implement the procedures across South Wales.

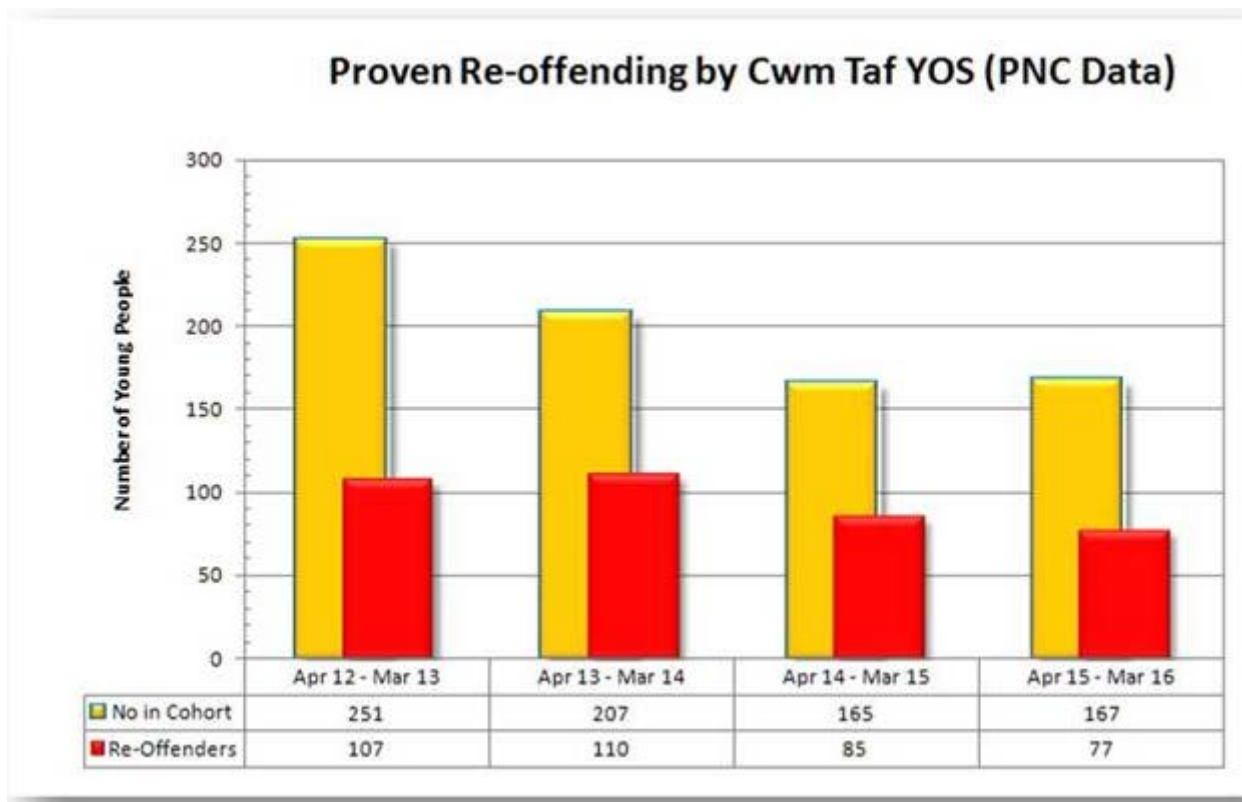
The Youth Bureau continues to be a key part of Cwm Taf YOS Preventative strategies. This effective and robust model has now been running for 6 years and continues to support young people and their families to implement strategies that divert a young person away from the Youth Justice System. In 2017/18, ninety nine young people attended an Out of Court Disposal Youth Bureau Panel and received a Community Resolution Disposal (a voluntary intervention from YOS).

First Time Entrants



The 2017/2018 year figure is a locally produced figure, and as such it is only an approximate one as the official PNC figure for this period is unavailable at the time of writing (the average PNC FTE figure for the first 3 months of 2017/2018 is 54). This is lower than ever before and is a remarkable attribute to the volume and effectiveness of prevention work undertaken at Cwm Taf YOS.

Rate of Proven Re-offending



Due to the tracking processes, timescales involved and the manner within which information is collated and reported, the re-offending data is not contemporary and provides an indication of trends and potential future direction of travel across the Cwm Taf region. Due to the manner within which the data is established (via PNC), the YOS has no effective means by which to ratify and confirm the cohort and align it against local intelligence / data. There is an ongoing piece of work between YOT Managers Cymru and MoJ in order to establish a means by which appropriate personal information can be shared in order to establish the identity of individuals within the cohort.

The trends evidence an increase in re-offending as it relates to both the binary rate and the frequency rate, however, there is a continued reduction in the actual numbers of young people within the system who go on to re-offend.

As acknowledged by YJB Cymru, there is a reduction in the current cohort of young people and those who reoffend, which to some extent accounts for the increase in the binary rate. The reduction in FTEs means that some young people who move into and remain in the Criminal Justice System have more complex needs and as individuals, are likely to be the most prolific offenders.

The YOS has attempted to use the YJB 'live tracker' tool on previous occasions, but initially had difficulty gleaning any significant contemporary information or trends to assist with monitoring the offending patterns of young people. However, with the focus on the increasing *frequency* of reoffending data, the YOS intends to explore effective ways to effectively monitor a specific cohort using the tracker tool during this financial year. A meeting has been arranged between YOS and YJB to explore these options further.

There are a range of initiatives and programmes that operate locally aimed at working with and engaging those young people with the greatest level of assessed need and risk and includes:

Internal Resources Group:

The YOS has set up a Resources Working Group to catalogue existing resources and improve access to the Youth Justice Resource Hub. The YOS has increased its resources across a wide range of crime/ anti-social behaviour related subjects and improved its accreditation framework to include the Award Scheme Development and Accreditation Network (ASDAN) youth award, ASDAN Stepping Stones (for those of lower age education development), and AGORED Understanding Law and Order and Restorative Justice accreditation. The YOS has also continued to run three CSCS card courses (Construction Skills Certificate Scheme) and facilitates examination days for those young people wanting to enter the Construction Industry but requiring formal qualification. The YOS launched the improved Resources Hub and accreditation framework in June 2018. This has been the most recent and significant piece of work undertaken by YOS practitioners and management, and is a direct response to findings following the 2017 Full Joint Inspection. The work outlined above continues to progress in order to impact on reoffending in the longer term, and will be used alongside the Viewpoint feedback/evaluation tool in order to better inform future service development (refer to Service User Feedback below).

Intensive Support and Surveillance:

Structured and more intensive interventions aimed at those with the greatest identified level of risk in terms of persistence and seriousness. ISS is provided as a requirement of YRO and as part of a DTO licence when deemed appropriate in line with national standards.

Knife Crime Awareness Programme:

The Knife Crime awareness programme has continued to run throughout 2017/18. For those not able to work in groups, individualised programmes of intervention have been created to suit the young person's learning style and needs

Girls Group

The Girls Group has been successful throughout 2017-18. The group has focussed on building self-identity, self-esteem and confidence. The girls use expressive art to interpret feelings and the service user evaluative surveys have produced positive results and feedback.

Domestic Violence intervention

The STAR programme has been adapted to suit individual need, age and the developmental stage and understanding of the young person. This programme targets young people who perpetrate violence or display verbal/physical aggression within their home environment and provides strategies for de-escalation of anger and frustration.

AIM 2 assessment / intervention:

The majority of case managers have now been trained in the AIM 2 assessment and intervention model. The YOS has developed a working policy, practice guidance and other supporting documents which have all been launched with case managers recently. Decisions are made on an individual basis as to whether it is appropriate for the assessment and subsequent programme of intervention to be delivered 'in house' or referred to more specialist provision if required. The YOS commissioned some consultancy time to assist with this process.

High Risk Panels (HRP):

Any young person with assessed high level of risk of serious harm (to themselves and others) is referred to the internal YOS risk management panel and where appropriate, referred to other forums. The Case Manager coordinates internal and external invites to the panel and police officers attend all panels to ensure the sharing of intelligence and NICHE reporting where deemed necessary.

Internal Referral / Specialist Workers / projects:

The YOS has a range of 'in house' resources where referrals, based on threshold and identified need can be made. This includes substance misuse worker, ETE workers (pre and post 16), Health Workers and Parenting Workers.

Remedy projects:

This project aims to involve young people subject to statutory interventions which includes direct and indirect reparation via a range of community based projects. There is a clear focus upon restorative justice / restorative approaches within the Cwm Taf YOS.

YOS Victim Workers:

Every victim of youth crime is contacted by the YOS seconded Police Officers and / or the YOS Victim Workers in order that direct victim views can be incorporated within the intervention, and where possible, restorative conferences / mediation can be arranged. Victims have been offered the whole range of restorative Justice Services in 2017-18

Resettlement:

The YOS has not developed stand-alone 'resettlement' panels, instead choosing to embed the principles of resettlement across its existing planning processes, which includes High Risk and Multi Agency Risk panels and commencement and review meetings. To this end, 'resettlement' is a consideration within all cases regardless of risk domain or level of intervention. The YOS has a 'wraparound' prevention service for relevant / appropriate young people with ongoing needs as a part of a robust exit strategy following statutory interventions.

Cwm Taf Bureau Process:

The Cwm Taf Bureau process, developed as a result of the Legal Aid and Sentencing of Offenders Act 2012 (LASPO), aims to target interventions for young people based upon assessment of risk and need and prevent escalation into and through the Criminal Justice System. This provides a multi-agency decision making forum to address offending behaviour at the earliest and most appropriate stage.

Police Intelligence Sharing:

YOS staff, together with Police Officers seconded to the YOS share relevant information regarding young people on statutory interventions within the YOS. This includes a once per week formal meeting (High Risk Panel) with case managers as well as regular discussions / updates throughout the week.

Service user feedback:

At the present time the YOS uses the self-assessment tool for young people and carers contained within the AssetPlus framework. The YOS adapted its own self-assessment tools, such as 'My Life', which was adapted by young people in the service as part of a young person's consultation and participation group. The YOS has commissioned and developed "Viewpoint" in order to enable the gathering of more effective aggregate data aimed at providing greater evaluation and analysis of effectiveness of specific interventions and processes within the service. This process has become embedded during 2018 for both young people and victim feedback. The YOS continues to develop our Viewpoint Surveys to include those who access the substance misuse service and these are currently being piloted before implementation and rollout. Currently, the YOS uses a specific member of staff to interview young people at the end stage of all interventions. This ensures that we capture feedback in a more independent and impartial manner.

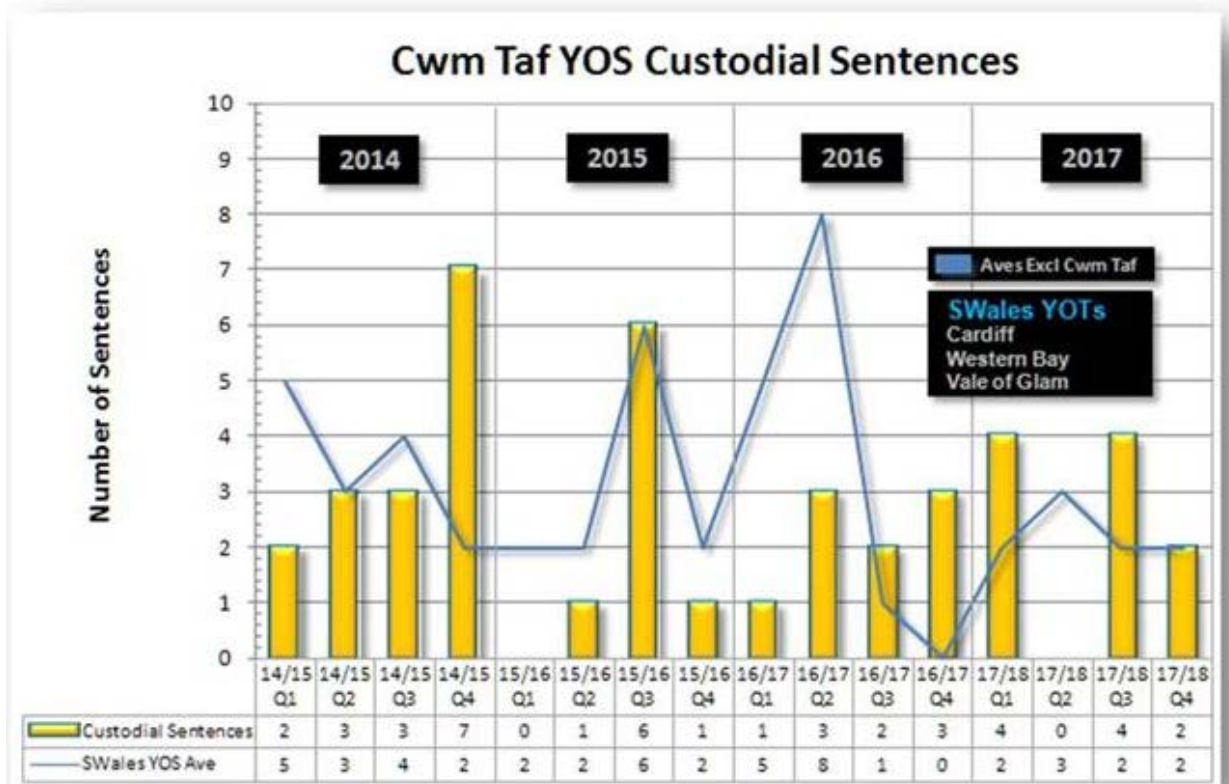
AssetPlus

The YOS is now 2 years post implementation of AssetPlus. The service has invested significantly in training and staff development both prior to and since implementation. This has resulted in a significant culture change in terms of assessment focus and methodology. YOS Operational Managers deliver regular AssetPlus 'refresher' sessions with practitioners focusing on different sections of the framework. These sessions were acknowledged by the HMI Inspection in 2017 as being beneficial and valued by YOS staff. External expert training has also been commissioned on 3 occasions since the implementation of the framework. Training will soon take place for case managers in relation to the transfer process of Asset+ assessments to the secure estate.

Enhanced Case Management (ECM)

As mentioned, in collaboration with youth Justice Board Cymru and the Office of the Police and Crime Commissioner, the YOS is developing the ECM model alongside a trauma based approach in order to attempt to impact upon the more complex cohort of young people, and in doing so, impact positively upon re-offending. The YOS has invested heavily in this model, which has included significant training (including training for key partners) and the secondment of a member of staff onto the project. Since October 2017, 17 young people have accessed the ECM model and thus far, none have withdrawn consent to engage. The initial review findings are positive and the effectiveness of the model will be subject to further evaluation towards the end of 2018/19.

Use of Custody (DTOs):



The use of custody has reduced significantly since 2011/12 across the Cwm Taf region, which, when previously made up of two YOS areas (Merthyr Tydfil and Rhondda Cynon Taf) was regarded as a “high custody” area. Associated performance has consequently been positive. The period between April 2014 and March 2015 had seen an increase in the use of custody as a sentence to 15 custodial episodes in comparison with the previous year’s all time low of 9 custodial episodes. However, subsequent years have seen a return to more typical figures with 10 young people receiving custodial sentences in 2017/18 which is an increase of one on the previous year. One young person served two custodial sentences in this period. It should be noted that due to the small numbers involved, any small increase or decrease can represent a disproportionate % variation.

Of those young people sentenced, 3 were made subject to Section 91 sentences reflecting the seriousness of the offences they had committed. All were assessed according to YJB guidance, and for each young person where a custodial sentence has been the outcome, pre sentence reports have been prepared for the sentencing exercise and alternative community options have been proposed. The YOS has reviewed and implemented its compliance and enforcement policy in order to ensure that young people are provided with all opportunities to comply with orders and sentences, with breach being a final resort (in line with national standards). The YOS has recently received the initial findings from a research project on breach. When the final report is available its recommendations will be given full consideration.

All but one of the custodial sentences in 2017/18 were for repeat offending young people, adding further evidence to the local and national view that young people who move into and remain in the Criminal Justice System have more complex needs and, as individuals, are the most prolific offenders. A disproportionate number of the young people were looked after and all but one were known to Children’s Services prior to arrest. Two are subject to Section 31 Care Orders.

On every occasion that a young person enters custody for a first time, the case is scrutinised via the regional safeguarding quality assurance sub group (QASG) in order for partners to examine involvement and potential missed opportunities / lessons learned. Of significance is the fact that the Children Looked After (CLA) young people had on average 8 – 10 different addresses in the 12 months prior to receiving a custodial sentence.

Remands to Custody

The YOS performance in terms of use of remand in 2017/18 saw a marked increase in remand episodes and the number of nights.

2013/14 = 5 remand episodes (150 nights)
2014/15 = 10 remand episodes (541 nights)
2015/16 = 6 remand episodes (290 nights)
2016/17 = 5 remand episodes (309 nights) (4 young people)
2017/18 = 9 remand episodes (712 nights)

Four young people each had over 100 nights on remand. Of these, one was convicted of terrorism offences receiving a life sentence, one was a Vietnamese young person who was assessed as being over eighteen years of age when he had been remanded for just over five months and two received lengthy custodial sentences for serious crimes (3 years and 8 years respectively). Of the remaining five, only one did not receive a custodial sentence. That young person spent one night remanded into custody and was released the following day on ISS Bail following an application from the YOS.

Clearly such an increase has had a significant budgetary impact upon Children's Services and the YOS has assessed all young people subject to remand to consider alternatives. There is no evidence of a remand to custody being imposed due to a lack of provision of services. CLA young people were over represented in the cohort and most were entrenched in offending behaviour with identified complex needs.

The YOS manager attends fortnightly CLA Quality Assurance meetings where all young people who are remanded and subsequently achieve a CLA status are discussed in order to promote de-escalation and alternative provision / options. The YOS and Children's Services have a working protocol that highlights CLA / remand responsibilities to which both adhere.

9. Devolved Indicators

Access to Suitable Accommodation: 2017/18

Of the 12 young people who were in unsuitable accommodation at the end of their intervention 8 were either remanded into custody or received custodial sentences. Five of these young people were in unsuitable accommodation at the start of their intervention although this was due in three cases to their having been remanded prior to sentence and two had been in bed and breakfast accommodation. The continuing use of bed and breakfast for 16 and 17 year olds is an issue and the difficulty of finding placements for young people of this age who are at high risk of reoffending and have complex needs is a nationwide problem and particularly applies to young people who have been looked after by the local authority.

These figures do not, however, reflect the work which is undertaken by the YOS and Children's Services in efforts to secure suitable accommodation for young people.

The complex nature and associated family support and relationships of some of the young people with whom we work has meant that some have been classified as living in unsuitable accommodation. Analysis of these cases evidences a range of reasons for an unsuitable placement being recorded. In some cases young people have made their own choices and lived with friends who are classified as 'unsuitable' due to their own circumstances. There have been some young people who have been placed in bed and breakfast accommodation on a temporary basis

whilst alternative accommodation is sought and for those young people there have been efforts made by all partners and agencies in order to “move on” to appropriate accommodation.

The YOS continues to work in partnership with other agencies; particularly Children’s Services 16 Plus teams in order to ensure appropriate accommodation and services are available for young people. Due to the complexity and history of cases where accommodation represents a challenge, the young people with accommodation difficulties are invariably known to Children Services and a partnership approach is employed in line with working protocols and procedures. For cases in the community and within custodial settings there is evidence of joint planning, particularly where a young person has had a Child who is Looked After status or been a Child in Need. The YOS has maintained positive working relationships with housing providers throughout the service collaboration.

Engagement in Education, Training and Employment: 2018/19

Statutory School Age:

In 2017/18, performance as it relates to ETE provision for statutory school age has experienced a positive increase in % change of average hours between start and end of YOS intervention although it is acknowledged that this still falls short of the recommended 25 hours. It should be noted that the relatively small numbers over a 12 month period within this performance measure, means that any significant variation on one or two cases, could have a significant impact upon the overall average. For example, one young person attending zero hours will have a detrimental impact on the overall average (performance).

The YOS continues to attend the Not in Education Employment Training (NEETs) strategy groups within both local authority areas and there is YOS representation on both the Education Other Than At School (EOTAS) panel in Merthyr and the Special Education and Behavioural Difficulties (SEBD) Panel in RCT. The YOS has updated the Careers Wales/ YOS working agreement and Careers Wales representatives attend the fortnightly YOS meetings in both areas to discuss and action NEET cases, or for those experiencing difficulties and are at risk of becoming NEET. The YOS will be holding an ‘in-house’ Careers day in August 2018 with Career Officers in attendance. Throughout 2017-18 the YOS has continued to review and vary some of its methods of maintaining good quality ETE provision for young people.

At point of entry, all young people continue to be colour coded (using a RAG system) in terms of their current ETE status via a fortnightly ETE YOS meeting. All red (NEETS) and Amber (issues in Education) rated young people are targeted and prioritised for a referral to an allocated Education Officer. The young person’s YOS case manager is then promptly informed of the allocated ETE worker so a joint home visit can be arranged. The Education monitoring database, Capita, is used to access educational information in both Merthyr and RCT authorities. ETE information is also gained from the AssetPlus risk assessment (which incorporates a young person self-assessment tool), utilising reports and up to date information from other relevant ETE agencies involved with the young person. This is to ensure that the YOS obtains as much educational information as possible about their current ETE strengths and needs.

The YOS has utilised all of the sessions offered via the Educational Psychology Department for children and young people experiencing a range of difficulties in Education. The YOS allocated Educational Psychologist has monthly meetings with the YOS ETE team to ensure young people have swift access to assessment when necessary. The Senior Educational Psychologist and The YOS Operational Manager will carry out an annual review of the system in August 2018.

The YOS is closely aligned to the Access and Inclusion Departments and has shared its RAG Data to assist review of EOTAS and Pupil Referral Unit (PRU) provision. The YOS has continued to offer support packages of intervention within both provisions. These include restorative interventions, substance misuse, health and personal development support.

Performance as it relates to ETE provision for young people above statutory school age has experienced a slight increase in the % rate compared with last year. Once again it is important to acknowledge that a small number of cases with zero hours recorded against them can have a significant impact upon the overall number.

General ETE Developments

There has been an increase in young people with multiple and complex needs who have greater difficulty in accessing and maintaining ETE provision (eg, those with chaotic lifestyles, frequent changes of address, drug misuse and mental health issues, complex offending history and domestic violence). This requires more intensive intervention at the earliest point and an increased package of support to assist young people in sustaining provision. Additional support and advice is often required from Speech and Language therapists, specialist Careers advisors and Educational Psychologists to ensure a tailored plan is implemented.

The YOS has continued to address this specific area by providing additional support to local training providers, utilising a speech, language and communications worker within the YOS, developing accredited programmes, delivering CSCS training and accreditation 'in house' and developing links between the YOS ETE team and the YOS Reparation team to prepare young people for the working environment.

As mentioned in Internal Resources (section 6), the YOS has launched an educational and resources hub and accreditation system utilising the support of the Children's Disability team. This has included cataloguing a range of resources to be used by practitioners linked to the young person's learning style and the launch of an ASDAN and AGORED accreditation system targeted at those young people who have difficulty maintaining education provision and who are less likely to achieve attainment in education. The YOS continues to operate the CSCS card accreditation system for those young people planning a career in the construction industry.

Access to Appropriate Specialist Assessment and Treatment Services

Within 2017/18, out of 81 interventions closing, 58 young people were identified as requiring a substance misuse assessment of which 17 were already receiving substance misuse support, 35 were referred for substance misuse support, 34 had an assessment, although 16 received this within five days. Of the 35 young people requiring a substance misuse intervention 31 received this service within 10 days. We recognise that within 2017/18, a significant number of young people did not meet the five day assessment target, although the 10 day intervention target was met more regularly. There were valid explanations for those young people who did not receive their assessment within five working days. These reasons included a considerable staff turnover within this year, staff sickness, the young person's lack of engagement, availability of young person and availability of staff to joint work particularly high risk cases.

The issues which led to the reduction in performance level in this year were dealt with as effectively as possible e.g. partnership working was prioritised and new staff members were appointed in an extremely timely manner. We would anticipate figures returned for 2018/19 will reflect the stability we have created in this area, although clearly, as a result of the needs of this client group, there will always be some barriers to reaching the target completely. However, development work is on-going in relation to the participation / engagement of service users with the aim of better engaging young people (which will hopefully have a positive impact upon performance figures in the future) within the revision of substance misuse leaflets, resources, etc..

Mental Health

In 2017/18, out of 81 of the interventions closing, 48 young people were identified as having issues in relation to mental health. At the point YOS became involved, 34 were already in receipt of mental health support, 9 were referred by YOS, 6 refused to consent to a referral. Of the 9 young people referred to CAMHS, 5 proceeded to assessment. Of the four young people who were not assessed, two moved to another authority prior to an assessment being undertaken, one absconded prior to an assessment being undertaken and then received a custodial sentence, and one refused an assessment.

The YOS facilitates a YOS Health Board, held on a quarterly basis, which is attended by a representative from CAMHS. This consultant is also currently willing to provide a level of consultation to staff, if required. However, the YOS health board has been working towards securing the services of a mental health consultant to have regular input with YOS young people. This will undoubtedly be a significant service development for the YOS and it is anticipated that this service will ensure appropriate referrals are made or for those young people not meeting the CAMHS threshold, alternative services are identified. It is also hoped that YOS practitioners increase their own knowledge and skills in this area and confidence in their practice.

10. Safeguarding Practice

Cwm Taf Youth Offending Service sits within the organisational structure of Rhondda Cynon Taf Children's services and is aligned to Children's Services within Merthyr Tydfil. Both areas are part of a regionalised Safeguarding Childrens and Adults Board of which the YOS Head of Service is a member. There is also significant and consistent representation from YOS Managers within a range of safeguarding sub groups which includes the Quality Assurance Sub Group, Training and Learning Sub Group (which has responsibility for reviewing the training needs of practitioners and ensuring that information about best practice and learning arising from reviews is disseminated), MACSE (Multi agency Child Sexual Exploitation Group) and the Protocol and Procedures Group. The YOS Head of Service chairs the Engagement, Participation and Communications (EPC) Group and also attends the Child Practice Review Group.

The Multi Agency Safeguarding Hub (MASH) continues to cover the Cwm Taf area. The MASH is a multi-agency partnership that deals with all child protection and child in need referrals. This model is innovative and enables all the key agencies, which includes Police, Social Services and Health to deal with and manage all referrals and subsequent actions, within one location.

The YOS has an Interface Document between itself and Children's Services across both regions in order to ensure consistency of practice and an alignment of safeguarding practices and general links with Children's Services. This document has incorporated the key responsibilities as laid out within the All Wales Child Protection Procedures and the Legal Aid, Sentencing and Punishment of Offenders Act (LASPO) 2012. The document is in the process of undergoing its annual review.

Throughout the 2017/18 period, the YOS was involved in two Child/Adult Practice Reviews in relation to a young person known to the YOS. The learning from both of these reviews has focussed on transitions from children to adult service provision with YOS practice being cited as very positive in one of the cases.

The Quality Assurance Group is now monitoring those young people who are kept in police custody overnight. Training delivered by the police regarding this issue has been attended by YOS management, and the learning from this shared with YOS duty workers. This should ensure that only those required by law remain in police custody when necessary.

All staff within the YOS are trained in safeguarding practices to a level commensurate with respective roles with two operational managers being trained trainers and central to the delivery of training across a broad range of agencies.

An Operational Manager attends and chairs multi agency child exploitation strategy meetings.

Two YOS Operational Managers assist the Cwm Taf training department to deliver Safeguarding Level 3 Training across Cwm Taf to a multi-agency audience and are members of the Safeguarding Training Delivery Group.

11. Public Protection

The YOS Head of Service is a member of the South Wales MAPPA strategic management board which sits quarterly and by exception. YOS Managers and relevant YOS staff have also undergone the MAPPA 'Four Pillars' training.

The YOS has developed and employed effective transitions processes with the National Probation Service in line with the Youth to Adult (Y2A) protocol. There is now a seconded Probation Officer link person who has the responsibility for coordinating and monitoring transitions alongside case managers within the service. This enables a more effective link for those young people who are identified to be transferred via the Integrated Offender Management (IOM) process to adult services.

The YOS operates a High Risk Panel (HRP) for appropriate young people with a determined level of risk. The YOS Risk Management Policy has been implemented across the Cwm Taf region and has been reviewed to take account of the new AssetPlus risk assessment framework. Further review is scheduled.

Following the Full Joint Inspection during 2017, the YOS has reviewed and streamlined its risk management policies in order to avoid duplication and ease communication, both within the service and across partner agencies.

The YOS continues to operate an Intensive Supervision and Surveillance service (ISS), to engage and supervise young people on a more intensive basis, including during out of hours and weekends. Sessional workers and members of the ISS team undertake this role as and when required.

12. Victims and Restorative Approaches

The YOS has continued to incorporate a broad restorative approach to the development of the service and service delivery. This has included continuing to comply with YOS restorative processes to underpin service values, relationships and functions. Staff have continued to utilise the values and core principles to build on the culture of the YOS and relationships with one another, service users and partner agencies.

The YOS continues to operate a Restorative Justice focus group which meets to ensure focus and identity within the service and organise restorative activity. This group has extended its membership to include a range of outside agencies such as Victim Focus, Cwm Taf ASB Coordinator, and Hate Crime representation.

The YOS continues to be involved in developing and assisting in the implementation of restorative approaches within schools and attends the Restorative Approaches in Education and Schools (RAIS) groups to assist in its development via our own experiences and expertise. The YOS has provided restorative justice awareness training throughout 2017-18 to new staff in-house and to external agencies such as care home providers, EOTAS provision and a number of post 16 educational training providers across Cwm Taf.

All victims of crime, as they relate to young people with whom the YOS work, are offered face to face appointments with the YOS victim officer. Their views are established and suitably incorporated within assessments and subsequent recommendations. A range of restorative interventions are offered which includes face to face conferences, direct mediation, corporate conferences, letters of apology /explanation, direct and indirect reparation and specific 1:1 victim awareness sessions. The YOS incorporates a clear restorative approach within indirect reparation which includes the use of 'circle time' group discussions and 1:1 work. The YOS also has a restorative policy for the service.

Two of the restorative justice staff have gained local authority awards for their commitment to their work in the restorative justice field.

The YOS has introduced a system to assess and plan for those young people receiving RJ street disposals. The YOS Police Officers have also trained community beat and neighbourhood policing teams on the RJ Street Disposal System within Cwm Taf. The Central Policing Team plan to utilise this system across South Wales.

The YOS has extended its Community Reparation Projects in 2017/18 to include two community allotments, Comprehensive Schools and Primary Schools across Cwm Taf, EOTAS, community centres, Rhondda Heritage Park and Tylorstown Welfare Hall. The project continues to respond to local community councillor requests and aims to increase community involvement, improve public confidence and break down barriers and perceptions of young people committing crime and anti-social behaviour in the local community.

The YOS has continued to recruit volunteers throughout 2017/18 and has trained them in using the YOS restorative approach. Throughout the year, the YOS has held two Referral Order panel 6 day training events and recruited 16 volunteers. The YOS Operational Manager continues to hold monthly meetings with all volunteers, which consist of a themed training focus (by request of volunteers and delivered by the subject specialist) built in as part of the meeting. The volunteers are used primarily to engage restoratively with young people as part of the community reparation projects, as part of Youth Bureau panels, as Referral Order panel members, for preventative engagement and for 1:1 mentoring. The volunteer support assistant role has been vacant for a significant period of time during this year, however, it is hoped that the role, which supports volunteer engagement within YOS, will gain successful recruitment by September 2018.

From October 2017, 179 victim evaluations were undertaken. Results from those evaluations reflected positively on the service provided.

A full Joint Inspection of Cwm Taf YOS undertaken in March 2017 deemed that Restorative Justice activity across the Service was.....

“...a strength of the YOS. We saw some excellent restorative justice interventions, which were appropriate, well developed, meaningful and valued by victims. The good work supporting this activity was informed by a Monthly Restorative Justice Action Group meeting, which was aimed at sharing updates on victim work, victim focus referrals, police work, reparation, volunteers and prevention activity. Updates were received in relation to planned restorative justice conferences, Bureau interventions, reparation work, police restorative justice card disposals and volunteer activity. This was a significant area of expertise that the YOS had developed and for which it should be commended.”



CWM TAF YOUTH OFFENDING SERVICE
GWASANAETH TROSEDDU IEUENCID CWM TAF

WORKING WITH YOUNG PEOPLE AND THEIR COMMUNITIES

GWEITHIO GYDA PHOBL IFANC A'U CYMUNEDAU

Cwm Taf Youth Offending Service Action Plan 2018/19


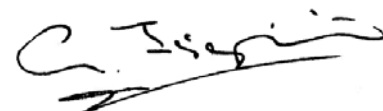

The following plan in part corresponds to the full joint inspection improvement action plan which formed the basis of service development throughout 2017/18.

Over Arching Theme	Specific actions	Owner	Monitoring process	Date of Completion	RAG Status
Inform Strategic Planning of YOS business	Continue to identify, monitor and evaluate the needs of the YOS cohort via Resources and Case Manager's Group	YOS Management and practitioners.	YOS Offender Management Board meetings (schedule established to March 2019)	March 2019 and ongoing	
Specialist Health Provision	Agree and implement appropriate health provision for young people.	LL, SW, AI	Quarterly YOS Health Board meetings. YOS Offender Management Board.	March 2019	
Accommodation provision for 16 – 18 yr olds	YOS to contribute to review of appropriate accommodation for young people across Cwm Taf with partner agencies	LL	WDI Quarterly returns to YJB. YOS Offender	March 2019	

Over Arching Theme	Specific actions	Owner	Monitoring process	Date of Completion	RAG Status
			Management Board.		
Review of Service	YOS Management to review structure and working practices, roles and responsibilities in preparation for potential changes to grant funding regionally and nationally.	YOS Managers	YOS Management team.	March 2019	
Joint working protocols	Review working protocols between YOS & Childrens' Services to align with new legislation.	LL, EW, SW, AI	Policies and Procedures Group	December 2018	
YOS Prevention Services	Review YOS Prevention Services to align effectively with Partner agencies (Childrens Services/Police).	LL, SC	YOS Management Team	March 2019	
Transitions (YOS to NPS)	Ensure local Transitions procedures are robust and understood by all YOS practitioners following Regional review of Transitions by YJB	LL, EW	YOS/Safeguarding	December 2018	
Reoffending (rates & frequency)	Meet with YJB to finalise monitoring process (potential live tracker) regarding young people who repeat offend.	YOS Management	YJB quarterly reports Offender Management Board	October 2018	
Quarterly Performance Monitoring to Offender Management	Develop Performance Management Framework with relevant partners to monitor a cohesive set of outcomes reporting to Offender Management Board.	LL and partner agencies	Quarterly reports at Offender Management Board	December 2018	

Over Arching Theme	Specific actions	Owner	Monitoring process	Date of Completion	RAG Status
Board					
Quality Assurance and Service user feedback and evaluation	<p>Ensure that good quality of Assessment, Planning Interventions and Supervision (APIS) is maintained across the service.</p> <p>Utilise Viewpoint System and other YOS feedback tools to collate findings in order to inform service development and future strategic direction of the YOS.</p>	<p>LL, CBG, SW, EW, SC, AI</p> <p>CBG, LL</p>	<p>YOS Management Team</p> <p>YOS Management Team and Offender Management Board</p>	March 2019	

Cwm Taf Youth Justice Plan 2018/19 Sign Off

NAME AND ROLE	SIGNATURE
<p>Gareth Chapman, Chief Executive, Merthyr Tydfil Council Co-Chair of Local Management Board.</p>	
<p>Giovanni Isingrini, Group Director, Rhondda Cynon Taf County Borough Council Co-Chair of Local Management Board.</p>	
<p>Lyndon Lewis Acting Head of Cwm Taf Youth Offending Service.</p>	

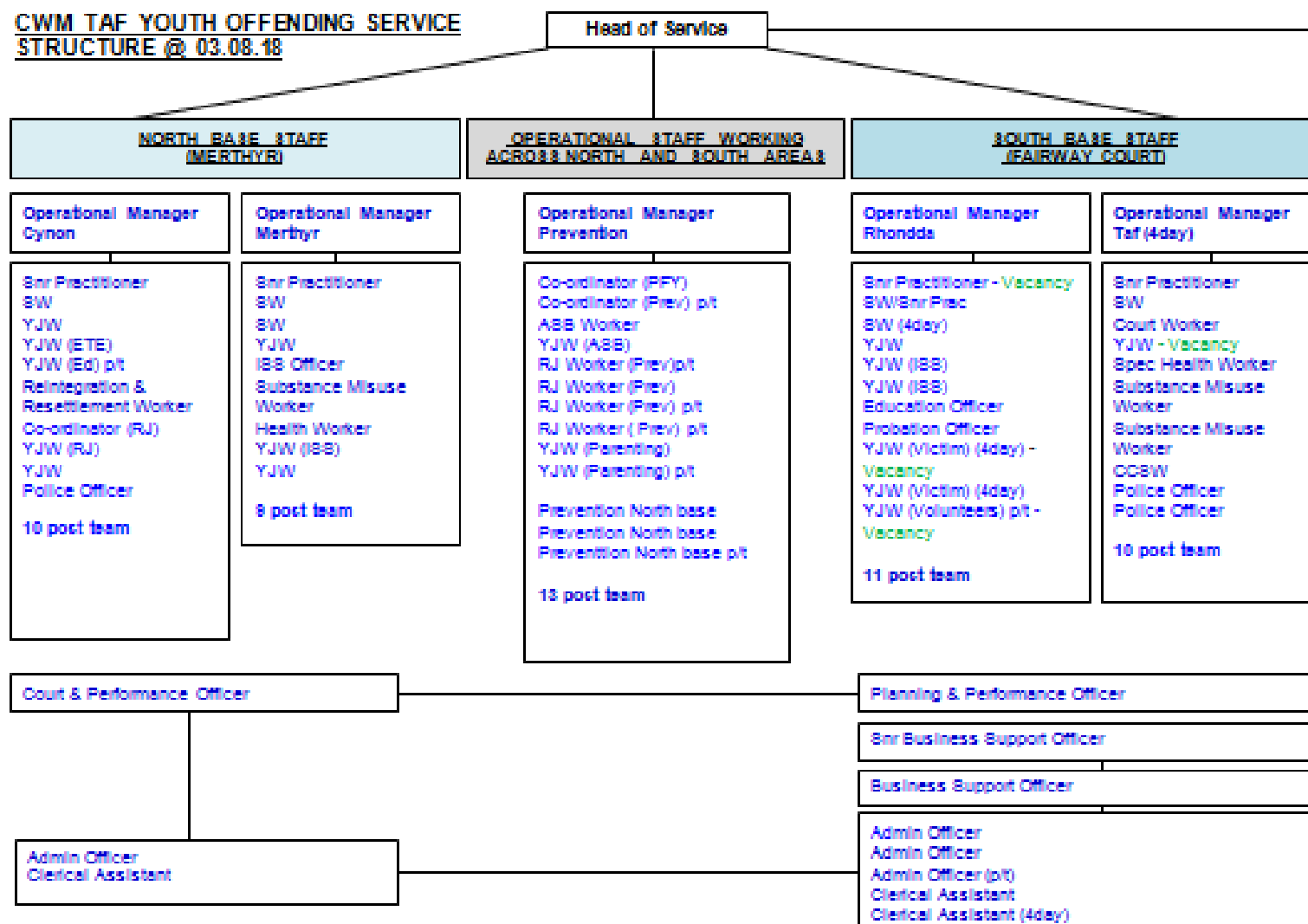
Appendix 2
Cwm Taf YOS Management Board Members

Name	Agency	Ethnicity	Gender
Gio Isingrini	Director of Community & Children's Services RCT CBC	White	Male
Gareth Chapman	Chief Executive MT CBC	White	Male
Eirian Evans	National Probation service	White	Female
Ann Batley	Head of Children's Services RCT CBC	White	Female
Annabel Lloyd	Head of Children's Services MT CBC	White	Female
Lyndon Lewis	Cwm Taf YOS	White	Male
Cllr David Hughes	MT CBC	White	Male
Cllr Christina Leyshon	RCT CBC	White	Female
Sarah Bowen	Education MT CBC	White	Female
Julian Pike	Community Safety MT CBC	White	Male

Nicola Mahoney	Safer Merthyr Tydfil	White	Female
Phil Ashby	South Wales Police	White	Male
Jane Randall	Cwm Taf Health Board	White	Female
Chris Hole	Learning for Life MT CBC	White	Male
Jean Harrington	Treatment & Education Drug Services	White	Female
TBC	Housing RCT CBC	White	Male
Gary Black	Community Safety RCT CBC	White	Male
Ceri Jones	Education RCT CBC	White	Female
Sian Rees	PCC South Wales	White	Female
David Bebb	Wales Community Rehabilitation Company (CRC)	White	Male
Andrea Chichester	Electronic Monitoring Services	White	Female
Ian Hargreaves	Department for Works & Pensions	White	Male

Appendix 3

CWM TAF YOUTH OFFENDING SERVICE STRUCTURE @ 03.08.18



Appendix 4

Ethnicity	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British	2			6	19	36	2	10							23	52
White Irish															0	0
Other White															0	0
White & Black Caribbean															0	0
White & Black African															0	0
White & Asian															0	0
Other Mixed															0	0
Indian															0	0
Pakistani															0	0
Bangladeshi															0	0
Other Asian															0	0
Caribbean															0	0
African															0	0
Other Black															0	0
Chinese															0	0
Any other ethnic group															0	0
Not known															0	0
Total	2	0	0	6	19	36	2	10	0	0	0	0	0	0	23	52
Welsh Speakers					3	3		1							3	4

Appendix 5

Projected Planned Expenditure for 2018/19

	<u>Youth Justice Grant</u>	<u>Local Authority</u>	<u>Police</u>	<u>Probation</u>	<u>Health</u>	<u>WG</u>	<u>PCC</u>	<u>Other</u>	
Expected Income	604556	1276360	165969	50135	101103	425988	99300	90790	
<u>Projected Expenditure</u>									
<u>Staffing</u>									
Salaries, wages & other staffing costs	550,000	1161360	152004	45135	101103	343988	34300	90790	
3rd Party Service Provider						30000	65000		
<u>Running Costs - including but not limited to :-</u>									
Client Related & Activity Costs	54,556	115000	13965	5000		52000			
Premises & Accommodation									
Resources & Equipment									
IT									
Stationary									
Telephones & Mobiles									
Training									
TOTAL	604,556	1,276,360	165,969	50,135	101,103	425,988	99,300	90,790	2,814,201