



Northamptonshire Youth Justice Plan 2018/19

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1. Context

This Plan aims to show what is being done to address offending and reoffending by young people in Northamptonshire. It has been written to meet the needs of Northamptonshire County Council (NCC), the multi-agency Youth Offending Service partnership, and the Youth Justice Board (YJB). The preparation of the Plan is a statutory expectation.

2. Introduction

Northamptonshire Youth Offending Service (NYOS) aims to deliver high quality services to the people of Northamptonshire that achieve the core purpose of preventing and reducing offending and improving outcomes for children and young people.

The YOS is a multi-agency partnership between Northamptonshire Police Service, the National Probation Service Northamptonshire, Health, and Northamptonshire County Council. It was set up following the Crime and Disorder Act 1998, and is a statutory partnership. Other agencies and partners contribute to the work of the YOS including the Police and Crime Commissioner, and volunteers.

The stated aim of the YOS is to reduce offending and reoffending by children and young people. The YOS sits in both children's services and the criminal justice system; so it aims to improve the wellbeing of young people within wider legislation and guidance such as safeguarding, while also making them less likely to reoffend and diligently implementing court sentences.

The Northamptonshire Youth Justice Plan 2018/19 also sits within the wider planning context of the county. This includes the plans of the Police and Crime Commissioner for Northamptonshire, Northamptonshire Safeguarding Children Board, Children and Young People's Board, and Community Safety Partnerships.

Needs assessment:

Northamptonshire is in the centre of England. It stretches from southwest to northeast and covers an area of 914 square miles. It encompasses both urban and large rural areas which include significant social, cultural and environmental diversity. The needs of the population therefore vary considerably both within and between Northamptonshire's seven districts and boroughs.

Northamptonshire has an estimated population of 733,128 of which 181,327 are children and young people aged 0 to 19 years (25%). The target age group of the YOS is 10-17 years, who total 67,710 of the population of the county (9%).



Review of 2017/18

The past year has seen the YOS and the partnership achieve good results in youth justice:

- Performance against Key Performance Indicators has been maintained at a high level in all of the most significant areas including first time entrants, reoffending rates and the use of custody. NYOS continues to achieve outcomes better than the national and regional comparators in all of these and relevant local analysis and measures have been undertaken to address areas where there have been increases, for example custody, which – despite an increase from last year – has been appropriately minimised (for details see Appendix).
- Prevention work, in particular regarding out of court disposals has continued to develop effectively, delivered through the Prevention and Diversion team (PaDs). This was recognised 2017 when NYOS was selected to be one of the areas included – reflecting innovative and good practise – in an HMIC thematic inspection on out of court disposals. This was a positive process and the thematic inspection as a whole has fed into shaping the relevant aspects of the new inspection programme (see Section 4 for details).
- NYOS's innovative work involving Magistrates in post-sentence reviews, building on the recommendations of the 2014 Carlile enquiry, has achieved national recognition and led to a symposium being held at the YOS in July 2018 attended by the Senior Presiding Judge for England and Wales and a number of senior national representatives of criminal justice agencies.
- Close cooperation with the Police, the Institute of Public Safety Crime and Justice at the University of Northampton and NCC has continued, utilising data and analysis to develop a better understanding of best practise locally along with evaluation of what is effective to support service delivery and inform developments in the YOS and the wider partnership.

Governance:

During 2017/18 there have been no changes to the membership of the YOS Management Board details of which are included in the Structures and Governance section of this report. The attendance of the Chair of the Youth Bench, at the YOS Management Board, which commenced in 2014 remains a valuable positive link to the local magistracy.

Innovative /promising practice

- Working relationships between NYOS and the Courts remain strong. Magistrates' confidence in the information presented in Court appears to be high, and this is evidenced by the fact that magistrates routinely seek NYOS input before making sentencing and other decisions. Where there are issues with the quality of information provided, magistrates are confident that they can raise these with the relevant NYOS managers, and that their concerns will be responded to appropriately.

A mark of the strength of the working relationship is the training in Court presentation skills that took place in May 2018. Magistrates had identified that some NYOS practitioners who were not accustomed to presenting in Court found the environment an intimidating setting and struggled to communicate effectively. Magistrates and HMCTS staff worked with NYOS to offer a training event in which case managers were able to present realistic scenarios in a court room to a bench of magistrates overseen by a Court legal advisor. The magistrates and legal advisor were able to give feedback to the NYOS case managers on their Court presentation skills. Feedback from case managers was that this was empowering and supportive training.

NYOS has remained at the forefront of national developments in Court work. NYOS staff represent on the national HMCTS service development working group with a view to ensuring that national developments in the running of Youth Courts remain child-friendly. NYOS also represents on the MoJ/YJB led initiative to work with the Bar Standards Board and the Solicitor's Regulatory Authority to drive up standards of youth advocacy. In addition, NYOS has again been asked to contribute to the annual national CPD event for District Judges in November 2018.

Most significantly, the Northamptonshire Model for involvement of magistrates in post-sentence reviews has achieved national recognition. These reviews follow the recommendations from the 2014 Carlile Inquiry, to develop “problem solving approaches”. They aim to engage the magistrates in supporting the work of NYOS by motivating children to engage with their Orders. In practice, the benefits are much wider, including quality assurance feedback from magistrates, support for multi-agency working, and a stronger appreciation by magistrates of the social issues facing the children who find themselves before the Courts. A symposium hosted by NYOS on 13.7.18 showcased the Northamptonshire Model to the Senior Presiding Judge for England and Wales, and a number of senior national representatives of criminal justice agencies. The outcome has been the creation of a strong impetus to see the Northamptonshire Model adopted by other YOTs around the country. NYOS will continue to support this as a national development over the coming year.

- Last year, following the re-commissioning of services by Children’s social Care, Bail Support and ISS provision was brought in house. The Interventions Team was formed, carrying out these and a range of other functions including the Junior Attendance Centre, and is now well embedded within the service. This Team has provided a significant additional level of flexibility to meet young people’s individual needs, and support the wider service in a range of ways. Additionally, this Team is leading on the development and delivery of the in-house ASDAN provision. All of this is being provided at a cost significantly lower than the previous contracted arrangement for the two specific services.
- Signs of Safety is strength based solution focused model created in Australia and used now in over 12 countries within social care settings. This model was adopted by Northamptonshire Social Care in 2017. Its purpose is to enable practitioners across different disciplines to work collaboratively and in partnership with families and children. The tools within this model are designed to help conduct risk assessments and produce action plans for increasing safety, and to reduce risk and danger by identifying areas that need change while focusing on strengths, resources and networks that the family have. Northamptonshire Youth Offending Service operates a strength based model utilising the Youth Justice Board Asset Plus assessment and intervention tool. This practice ensures that the voice of the child is heard and intervention is delivered collaboratively. However it is recognised that we need to understand this model to ensure that we continue to work effectively with our partners across the county. Implementation and knowledge of working practice within the Signs of Safety model will take the form of directed staff training and introduction of Signs of Safety informed professionals meetings and risk panels over the next 12 months.

- ASDAN is an awarding body, offering programmes and qualifications that explicitly grow skills for learning, skills for employment and skills for life. Having been delivering the ASDAN Activities Short Course for almost 10 years, in 2017, NYOS became an ASDAN Customised Accreditation partner. Customised Accreditation is a bespoke arrangement where ASDAN accredits and certifies a programme written by another organisation. The NYOS programmes – Going Places: Rights and Responsibilities and Going Places: On the Right Track, were created by the multi-agency partnership to structure learning on issues including substance misuse, victim awareness, gender equality, thinking and behaviour skills and employability skills.

Rights and Responsibilities focuses on experiential learning through group work, while On the Right Track involves delivery on a one-to-one basis. Going Places is the NYOS overarching informal education programme, which is tailored to meet the needs of each young person. The programmes allow flexibility and involvement of multiple professionals to assist with the empowerment of young people by using a recognised framework. In 2018/19 NYOS will continue to develop additional customised accredited programmes and has a target of at least 75 ASDAN accredited outcomes per year.

3. YOS Action Plan for 2017/18

The YOS has developed the following action plan in conjunction with the Children and Young People's Partnership (CYPPB) Plan, and taking account of other local plans including the Police and Crime Commissioner's Police and Crime Plan, MAPPA Business Plan, the County Council Plan, and the Safeguarding Children Board Business Plan. It aims to explain what will be done during 2017/18 grouped under the four CYPPB priorities, plus an additional victim centred priority.

The YOS also has an internal Business Plan which ensures practices develop positively. This is informed by audits, in depth reports and other performance reporting, as well as by HMI Probation publications, YJB guidance, and local and regional learning. It is reviewed regularly by the YOS Senior Management Team.

1 All children and young people grow up in a safe environment

Reduction in offending by young people subject to YOS supervision

This YJ Plan covers the whole range of work undertaken by the YOS partnership, all of which aims to reduce offending, being the core aim of YOS work. This measure is one of the three mandatory Key Performance Indicators which the YJB monitor closely, and is enshrined in the Crime and Disorder Act 1998 S.35, so remains a critical part of the YJ Plan.

The rate of reoffending is measured using data from the past, and so is not necessarily relevant to the current situation, with the most recent data available relating to the period July 2015 to June 2016. This is due to the need for a two year gap to show whether an individual has reoffended. Furthermore, reoffending is measured in two ways – firstly has the young person reoffended, and secondly the number of offending events (known as binary and frequency).

For the period July 2015 to June 2016 the reoffending rate was 35.6%. This is lower than the national rate (of 41.9%) and also better than the Regional rate of 37.0%. Northamptonshire continues to perform better than the national average in terms of the number of offending incidents. Please see Appendix for further detail, including changes from October 2017 in MoJ methodology for measuring reoffending.

Analysis of the reoffending cohort has identified that a small number of the cohort are responsible for a significant amount of the proven reoffences. We have worked with the Institute of Public Safety, Crime and Justice to provide some comprehensive analysis

of the needs profile of our most prolific offenders (those with 5 or more convictions). This work, which has been presented and discussed at the YOS Management Board has identified a number of noticeable differences in their need profile. This has included that they are

- 6 times more likely to have a statement of SEN
- 6 times more likely to view substance use as positive or essential
- 4 times more likely to have inconsistent supervision and boundary setting
- 4 times more likely to have experienced abuse
- 4 times more likely to display impulsive behaviour
- 4 times more likely to say they committed offences for money
- 3 times more likely to live with known offenders

During 2017/18 the YOS has continued to deliver a Junior Attendance Centre for which the YJB have provided funding. This continues to expand the range of interventions open to work towards reducing offending and increasing employability. This work has been further enhanced by the introduction of an interventions team enabling services to be delivered more flexibly and further improved performance.

The Interventions team is also using the profile and analysis of our most prolific offenders to ensure that there are appropriate responses and interventions in place to address the identified needs of those that cause the most harm and demand.

Use of custody to be appropriately minimised during 2017/18

Those who commit serious crimes may need to be sent into custody to protect the public and serve as punishment. However, most are back in the community after relatively short periods, often in unstable circumstances which increase the likelihood of further offending. So appropriately minimising the numbers is a positive way of reducing offending in the county.

The number of young people going into custody from Northamptonshire has been reducing over time, from 99 in 2007/08 to 10 in 2015/16. In 2016/17 there was a slight increase to 14 and in 2017/18 this increased further to 22 sentences (relating to 14 young people). A previous audit of cases and the circumstances leading to custodial sentences was undertaken and reported to the YOS Management Board in June 2017. This process identified that custodial sentences were appropriate in those cases. Further audits and analysis have been undertaken and brought to the YOS Board during the last year providing reassurance and understanding of the underlying reasons for this along with plans to address it. Northamptonshire's custody rate remains lower than the Regional and National rates. Please see appendix for further detail.

Further analytical work with the Institute of Public Safety, Crime and Justice at the University of Northampton is to be undertaken in the forthcoming year and one of the key strands of work will be in respect of custody. The analysis will look at 3 years' worth of assessment data on those receiving custodial sentences to understand the profile of the cohort in respect of offending history, risk and vulnerabilities, needs and circumstances, as well as understanding the chronology of YOS involvement prior to the custodial sentence. This will be used to better understand and identify future cohorts at risk of custody and we can better manage their needs in the community to address their offending behaviour, needs and risks.

Secure remands being kept to the minimum

The YOS monitors secure remands on an ongoing basis, and reports the results to the YOS Management Board quarterly. The number of remands has reduced considerably in recent years. In 2012/13 there were 1536 'bed nights' (which is how the YJB measure remands), which came down to 810 in 2013/14, and 455 in 2014/15. Over the same period the number of individual remand episodes fell from 38 to 12. In 2015/16 the number of bed nights was slightly increased to 508, and in 2016/17 the number was 623. In 2017/18 the number of bed nights increased again to 845. A significant proportion of these bed nights related directly to a single lengthy legal process affecting a group of young people, and this accounted for the majority of the increase on the previous year. Remand management was previously managed through commissioning arrangements, but was brought back in

house to the YOS, in order to manage this more closely as an area of risk. This has been a successful approach, with effective oversight now in place.

Young offenders in suitable accommodation at the end of orders to be maintained above 95%

Performance in this area for 2017/18 was 98.9% of young people in suitable accommodation, which maintains the very high levels achieved consistently over a number of years (see appendix for further details).

Work is currently underway to review homelessness 16/17 year olds protocol with the Local Authority and Borough and District Councils.

Reduce violent crime by young people, including involvement in gang activity

The evidence from analysis of assessments is that a growing proportion of children and young people referred to YOS have some link to gang related activity. Work has also been undertaken with the Institute of Public Safety, Crime and Justice to analyse the profile of young people known to Children's Social Care with a gangs factor of concern within their Single Assessment, to understand the other key risk factors and needs that are most associated with those that are involved in gangs or at risk of becoming involved, to help shape local responses to the issue. The findings of this report were presented and discussed at the YOS Management Board. The YOS has strong links into both the Police and Children's Social Care as part of the county-wide work to address this growing phenomenon. Children as young as seven or eight are known to have been groomed to take part in the activities of these gangs, not least because they are below the age of criminal activity. Nearly a quarter of the young people identified with a gangs factor of concern in their Social Care Single Assessments were aged 8 or younger. Whilst the change in the social landscape is shocking – for example the rise in the use of firearms by young people – the YOS is working with the issue in line with national guidance, both in terms of intervention and information sharing. The YOS was directly involved in the production of the recently launched NSCB guidance on the subject.

There is a growing awareness that viewing children as becoming members of gangs as a lifestyle choice is as unhelpful as it was when the same approach was taken to what we now recognise as Child Sexual Exploitation. The concept of Child Criminal Exploitation (CCE) is now gaining currency and the YOS will be working with that approach over the next 12 months to ensure that the grooming and exploitation of children and young people is recognised for what it is.

Northamptonshire Police are launching a gangs intervention called CIRV (Community Initiative to Reduce Violence) which will coordinate activity, manage cases, disrupt gangs as well as supporting people out of gangs. This will cover from school age children and their families through to adults. This intervention is being built is based on the highly successful gangs' intervention run in Glasgow which received international accolade. Plans are currently being drawn with a view to this being in place by the start of 2019. Updates on the development and progress of the intervention will be presented to the YOS Management Board on an ongoing basis.

YOS engaging with the Child Sexual Exploitation strategy

The YOS Operations Manager responsible for CSE, attends the Northamptonshire Safeguarding Children's Board sub group for CSE, the group has recently been involved in the completion of the Northamptonshire CSE Strategy 2018 – 2020. In addition the Operations Manager responsible for CSE has recently completed Advanced CSE CPD accredited training.

The NSCB CSE toolkit has been reviewed and updated to include the voice of the Child. The YOS have an internal checklist for young people at risk of CSE, there is a male and female version and case managers complete one on all young people open to the YOS.

2 All children and young people achieve their best in education, are ready for work and have skills for life

Young offender rates to be maintained above 80% in suitable education, training or employment at end of orders

The proportion of children and young people in suitable education, training or employment at the end of their orders remained steady at 84.6% in the year 2017/18. Being involved in a regular, meaningful activity reduces the likelihood of offending for the majority of young people and, as a result, the YOS is determined to achieve beyond this basic measure. Over the period, whilst 97% of children and young people up to and including year 11 were in suitable provision, only 77% of those above that age were similarly situated.

There is considerable concern about the shrinking provision for that age group, and in particular those with the most disrupted educational history, which is typical of the 23% not in suitable provision at the end of their orders. The YOS will be making a determined effort over the next year to address this issue positively in partnership with others, with the aim of reducing the proportion of young people over 16 who are not in appropriate provision. Additionally, the YOS will be focussing on measuring achievement in young people in other ways, and at other points in the process, in order to ensure that each child has the best possible opportunities at the point when we cease working with them.

Appropriate compliance and enforcement being delivered and maintained

During the year 2017/18 NYOS prosecuted 20 breaches. This comprised breaches of 5 Referral Orders, 11 Youth Rehabilitation Orders (YRO) and 4 Detention and Training Orders (DTO). 3 breaches were sentenced alongside other matters and resulted in custodial outcomes, one breach resulted in recall and a further breach resulted in the YOS agreeing to extend the licence & test compliance. The remaining breaches either resulted in the Orders being allowed to continue or were sentenced to different non-custodial disposals. This represents an overall increase from the previous year when 15 breaches were prosecuted. The fact that 4 of the young people breached ended up in custody underlines the increasing complexity of the post-Court caseload. Contested breaches remain rare.

When a young person becomes non-compliant with their Court Order NYOS has a number of mechanisms that it uses to help facilitate compliance. These include our YOS compliance and emergency Referral Order panels and the use of our YRO reviews to support continued motivation of young people being supervised on YRO's and DTO's.

3 All children and young people grow up healthy, and have improved life chances

Reduction in First Time Entrants to the Youth Justice System by 5%

In 2017/18 reductions in the number of first time entrants have continued and the level remains below the national, regional and family averages. The latest data (Jan 2017 – Dec 2017) shows Northamptonshire had a FTE rate of 223 per 100,000 10-17 population, compared to the national average of 291 and regional average of 279 for the same period.

Analytical work is to be undertaken with the Police to better understand the FTE cohort by examining what prior involvement the Police have had with the cohort before an outcome that constitutes an FTE is issued. This will be used to identify opportunities to intervene with future potential cohorts before they potentially become a First Time Entrant. This will not only consider previous use of Community Resolution Disposals (CRDs), but all other crime outcomes as well as other intelligence, flags and markers.

A pathway is also being developed between the Police and the County Council's Targeted Early Support Services to refer young people involved in "offending" behaviour where they are under the age of 10 to ensure that they get the support to address any issues and behaviours that may result in the becoming an FTE once they reach the age of criminal responsibility. This pathway will be in place during 2018/19 with update reports provided to the YOS Management Board on an ongoing basis.

A similar pathway is also being developed between the Police and the County Council's Targeted Early Support Services to refer children of adult offenders. Local analysis undertaken identified that nearly 40% of YOS cases lived with other known offenders, rising to over 60% with prolific YOS offenders, so the link with intergenerational offending is clear. This pathway will initially focus on the children of the prolific adult offender group subject to Integrated Offender Management (IOM). As with the above, this pathway will be in place during 2018/19 with update reports provided to the YOS Management Board on an ongoing basis.

Pre Court Disposals actively pursued, along with measures to reduce Anti-Social Behaviour

Prevention and Diversion work (PaDs) has continued to be effectively developed during the last year (see Section 6 below on Restorative Justice/Practice for more details). The updated Triage process has remained in use and continues to work well. The process itself is channelling children and young people towards the correct level of both service and outcome. The anticipated level of partnership oversight is being provided whilst overall scrutiny of the decisions made continues to sit with the Out of Court Disposal Scrutiny Panel at which Magistrates, Police, HMCTS, CPS, Probation and YOS are represented. Detailed analysis in

regards to Out of Court Disposals and their reoffending rates has been undertaken alongside data comparing the impact of work through PaDS. Through this, recommendations have been made to the YOS Management Board for the further development of the PaDS with evaluative support to be provided through the Institute of Public Safety, Crime and Justice (IPSCJ) at the University of Northampton.

4 Improving outcomes for children and young people who are looked after

Monitor LAC on YOS caseload, monitor progress custody rates, reoffending rates and other national indicators

Regular reports on Looked After Children (LAC) and children known to both Children's Social Care and YOS are prepared and used to focus provision for LAC. 20% of the current YOS post court caseload were Looked After Children, while 34% of the caseload were known to Children's Social Care. These figures show that LAC who offend have higher levels of vulnerability, as well as presenting higher levels of risk to others. Through collaborative work with the IPSCJ, a comprehensive programme of work analysing YOS ASSET data has been undertaken to develop a full understanding of the needs of young people that offend who are LAC.

The work, which was presented to and discussed at the YOS Management Board, identified a number of significant differences in the profile of those under YOS Supervision that were in care compared to those that were not. They were 7 times more likely to be prolific (have 5 or more convictions) and twice as likely to have behaviour that indicates that they are intending or preparing to cause serious harm; however they are also twice as likely to have attempted suicide and have a mental health diagnosis and seven times more likely to have experienced abuse (physical, emotional, sexual). This information is now being used within the YOS to ensure interventions are appropriately developed and shaped to meet the needs of those that are under YOS supervision and in care.

In addition to the link between offending and those in care, there's a similar association in terms of victimisation and those in care; analysis of Northamptonshire Police's Victims Matrix identified that 22% of the 200 most vulnerable and repeat victims between the ages of 10-17 were or have been in care. Northamptonshire Police are currently working with NCC to pilot a piece

of work to have PCSOs as SPOCs to a number of RSA and ISA settings within the Northampton North East Sector where the Early Intervention Hub is currently being piloted. The aim of this will be able to develop more proactive and preventative relationships with both the providers and the young people in the settings. Updates regarding the development and progress of this will be appropriately provided to the YOS Management Board.

- The YOS continues to work with high proportions of children and young people who are currently open to Children's Social Care, a significant majority of whom are Looked-After Children or those with Leaving Care entitlements. Work is ongoing in partnership with colleagues in the Police and Children's Social Care seeking to aid early identification of children and young people engaged in gang related activity, those who evidence experience of multiple ACEs (Adverse Childhood Experiences) and those who may be disproportionately represented in or treated by the system.

5 Victims

Further develop Restorative Justice Services, especially victim contact and mediation

Northamptonshire YOS has maintained its Quality Mark for Restorative Services awarded by the RJC. Having consistently had a core group of staff trained to full RJ Conference level, a recent series of training events mean that 31 members of staff are now trained to this level from all areas of the organisation. Full RJ conferencing is the 'gold standard' to which we aspire, but in reality not all victims of crime committed by young people will want to engage to this level. The training carried out recently will ensure not only that practitioners have the ability to engage in that process where appropriate, but will also have the wider potential for restorative work at the front of their minds when working with children and young people. Over the next year there will be a review of how the YOS engages with victims, with a view to increasing take up of the range of opportunities on offer. The YOS is also engaged in the work a multi-agency group chaired by a representative of OPCC aiming to embed restorative justice in work across the county.

Keep focus on Effective Practice in working with young people and victims within the YOS

Effective practice principles are applied in all of the work of the YOS and are specifically taught to new recruits via the Youth Justice Effective Practice Certificate (YJEPC). Undertaking this programme, provided by Unitas in partnership with the Youth Justice Board, is a clear expectation for all staff who work directly with children, young people and the victims of their offences. The YOS monitors the quality of work being undertaken via reflective supervision, group case discussions, Risk and Safety/Wellbeing Panels, Compliance meetings as well as through more traditional QA work. Additional evidence for this comes via the external accreditations held by the YOS, specifically the RJC Quality Mark and the Investing in Volunteers Award, which is being renewed this year.

In addition, NYOS is represented on the national Workforce Development Council, and thus has a voice in the direction of travel in this area of work. Interesting developments are under discussion, including the adoption of a nationally recognised Youth Justice qualification which would be the equivalent of those currently accepted in Northamptonshire (Social Work, Teaching, Youth Work, Probation, Nursing etc). There is also a well-developed plan to put a professional body in place, in conjunction with a National Institute which will encourage, undertake, commission and disseminate Effective Practice guidance.

Continue to develop police work within the YOS

The seconded Police Officers continue to play a vital role in YOS; requiring them to work with young people at the entry point to YOS, Community Resolution Disposal, through to those who become subject to Detention and Training Orders.

The role requires officers to complete technical triage in the Out of Court Disposal process, engage with young people who are assessed as high risk of re-offending and high risk of causing serious harm and those subject to MAPPA. They gather and share

information in order for the YOS case manager to make sound assessments in terms of those risks and deliver specific pieces of intervention such as knife, driving and violent crime programmes.

Additionally, each officer is actively involved in initiatives focussing on YOS development; YOS officers contribute to the Knife Crime and Restorative Organisation working groups. Two officers also run a cycle maintenance and restoration programme, Cyclopps, which has proven success as a prevention tool with local schools and adult offenders open to Integrated Offender Management intervention. There are also 2 officers that have completed AIM training and both are now valued members of the AIM2Change team in supporting YOS Case managers to deliver specific interventions when young people have displayed Sexually Harmful Behaviours.

Whilst the role has significantly developed over recent years, a further role review is due to take place with police managers in the early autumn of this year. The intention being that each of the four officers will have a 'specialism' to focus on and develop over the next 12 months. One particular area noted for development is in addressing gang issues in Northamptonshire, others include prevention work in schools and transitions of YOS cases into the Probation Service.

An independent interim evaluation of the EI Hub has been undertaken and produced by the Institute of Public Safety, Crime and Justice at the University of Northampton, which was presented to the YOS Management Board. The evaluation identified that the right type of cases were being referred and that the thresholds and pathways were clearly and understood by partners. The Police are currently looking at options to expand the resource to cover the county and integrate into the County Council's developing Locality model. A full evaluation of the EI Hub is to be produced in November 18, the findings of which will be presented to the YOS Management Board.

Work with Probation (NPS)

Following on from the work last year on the E3 agenda (Effectiveness, Efficiency and Excellence) which impacted on the deployment of NPS resources, including staff, to all YOSs, there has been a national change in the formula used to calculate the level of resource. In the case of Northamptonshire YOS, this has meant a reduction from 2.4 fte to 1 fte, and the way in which we will be able to make use of the expertise of Probation Officers has altered as a result. Work is underway to ensure that the best

use is made of the expertise available, taking account of the expectations of the National Partnership Agreement. It has been recognised, however, that with a significantly reduced resource, it will not be possible to spread the expertise across the same range of activities outlined in the Partnership Agreement as was previously the case.

The Joint National Protocol for Transitions in England puts in place the arrangements necessary between the National Probation Service, HM Prison and Probation Service and the Youth Justice Board for the transition of young people into adult criminal justice services. This protocol was under review last year, and work was undertaken locally between NPS and YOS to clarify how this would be implemented in the County. This advance work meant that, when the revised version was published on 27th April 2018, we were able to implement immediately.

NYOS Work in the Courts

Working relationships between NYOS and the Courts remain strong. Magistrates' confidence in the information presented in Court appears to be high, and this is evidenced by the fact that magistrates routinely seek NYOS input before making sentencing and other decisions. Where there are issues with the quality of information provided, magistrates are confident that they can raise these with the relevant NYOS managers, and that their concerns will be responded to appropriately.

For further details on NYOS work in the Courts see section under Innovative and Promising Practice above.

4. Inspections

During 2017/8, HMI Probation consulted widely on the proposed new inspection framework and Northamptonshire YOS was directly involved in this process in a number of ways. A significant change planned by HMIP was the inclusion of Out of Court disposals in the framework for the first time. The process began by undertaking a Thematic Inspection in a small number of YOSs known for their good and innovative practice in the area. Northamptonshire YOS was one of those inspected: we welcomed the opportunity to test our approach against the draft standards and gained significantly from the experience. Since the publication of the Thematic Report, we have been able to consider the practice of other areas, along with the views of the Inspectorate, and have an action plan aimed at further developments embedded in the YOS Business Plan.

In addition to the above, staff from YOS attended and directly engaged in the face to face consultation process, and also submitted a written response to the draft framework. In addition to the inclusion of Out of Court Disposals, there is a significantly more robust approach to the inspection of Governance arrangements, and the role of the wider partnership in delivering services. The new Inspection Framework was published in March 2018, and the programme went live in June 2018. There is additional and helpful guidance on the way in which judgements will be made in Domain One which addresses the organisational aspects of service delivery, and in particular, governance and leadership. There is no indication of when the Inspection will come, and the YOS is keen to support partners in preparing for it.

5. Partnership Arrangements

Good partnership arrangements are in place between the YOS and other agencies in Northamptonshire.

The YOS also has the active support and participation of 25 local volunteers who assist with the Referral Order panel arrangements. They play a vital part in the management of these Orders. They willingly give up their free time to ensure young people and their parents are guided through orders, setting tasks for them and monitoring their progress. The quality of their work has been recognised in differing ways.

The YOS ensures that volunteers are properly prepared and valued for their work, through recruitment, training, and ongoing support.

The YOS has held the “Investing in Volunteers Award”, the UK quality standard for management of volunteers, since 2012. This is a strong testament to the quality of work that volunteers bring to Northamptonshire communities. NYOS applied for and was reawarded the IIV award in 2015 for a further 3 year period. This is an accredited process and our evidence went to the UK Quality Assurance Panel, who approved all reports that were submitted alongside that of our Local Assessor and agreed that we met the standard. This is an excellent recognition of the positive work undertaken by and with volunteers at NYOS. NYOS is currently in the process of resubmitting for a further period of accreditation, which should be concluded this autumn.



All statutory partners actively contribute to youth justice services in Northamptonshire. There are protocols in place to support this, with a range of different agency staff in the YOS. So the YOS partnership benefits from seconded police officers, probation officers, community psychiatric nurses, as well as specialist substance misuse workers and education staff.

The YOS is represented on all relevant decision making partnership forums within Northamptonshire, through the Head of Service or Area Managers. These include Northamptonshire Safeguarding Children Board, the MASH Steering Group, and the MAPPA Management Board. Members of the YOS Management Board also sit on these other Boards and groups, so effective linkages are created between the various strands involved, and the needs of young people who offend are actively considered.

Ongoing training in MAPPA is taken up by staff in the YOS, to enhance public protection practice and to manage risk. The Head of YOS sits on the MAPPA Board, and the Service engages fully in the joint management of those at high risk to other people, with an Area Manager attending all Level 2 and 3 meetings.



The YOS reports to the Corporate Parenting Board to ensure that Looked After Children who offend receive a high quality service, and so aid their progress to adulthood. Looked After Children represent more than 20% of the YOS statutory caseload. Work is ongoing to improve outcomes for Looked After Children on the YOS caseload. As described above in Section 3, work is underway in by NYOS and partner agencies in Northamptonshire to identify and address the issues which lead to the criminalisation of Looked After Children and to develop appropriate responses.



The YOS sits on the Northamptonshire Safeguarding Children Board (NSCB) through the Head of Service, and contributes to the key priorities identified within the NSCB Business Plan. Some of these relate directly to safeguarding vulnerable young people, including those who offend. The YOS participates in training staff, and ensuring policies and best practice are in place.

The YOS are involved in the delivery of Integrated Offender Management (IOM) with partners including Police and Probation for young people during the transitional phase to adulthood. The roles of the seconded Police Officers continue to include a focus on IOM to enhance the management of those actively offending.



A new Police and Crime Plan is in place. The plan retains, as a key priority, a focus upon early intervention and the prevention of young people coming into the youth justice system.



There is a strong focus on working with victims in the YOS, as detailed in Section 3, with a variety of restorative work being undertaken. These include contacting all victims, conferences between victims and offenders, and other forms of mediation between them. YOS Victim Workers have links with victim staff in other agencies which enhance the understanding and role of victims in the process. The Restorative Service Quality Mark also evidences this area. NYOS is engaged in the work of a multi-agency group, chaired by a representative of the OPCC, aiming to embed restorative justice in work across the county.

The YOS continues to benefit from improved health services delivered via Northamptonshire Health Foundation Trust (NHFT). These include Chlamydia screening and other sexual health services, smoking cessation programmes, and pregnancy support for young women. Building on the training from NHFT for supervising staff in health screening undertaken last year practice has continued to develop effectively with young people being worked with including signposting built in to ensure health services are accessed where necessary.

The strong reputation NYOS' Court work enjoys has enabled us to contribute to three other national developments.



- 1) The YOS has been asked again to contribute to training of all “youth ticketed” District Judges in November 2018, building on previous successful training undertaken.
- 2) NYOS has previously contributed to the development of practice standards for youth advocates by the Bar Standards Association, and continues to engage with them to work on strategies to improve barristers and solicitors’ practise in youth courts and how this can be supported by YOS’s.
- 3) NYOS is also engaged with the HMCTS Working Group to develop youth court practise nationally.

The YOS continues to benefit considerably from the support of the Youth Justice Board (YJB). This comes in a variety of ways. The YJB actively supports the funding of YOTs (around 25% of NYOS funding), and by providing up to date briefings, guidance, promoting effective practice, as well as holding the YOS to account for its performance and being a link to government and the inspectorates.

6. Restorative Justice/Practice

Restorative Justice remains central to the work of NYOS.

In 2014 NYOS was the first organisation in England and Wales to be awarded the Restorative Justice Council Quality Mark since its official launch. The Quality Mark aims to celebrate organisations' best practice and show that they are providing the public with a safe, high quality service. NYOS was successful in resubmitting for accreditation through the Quality Mark in February 2017.

The Prevention and Diversion Scheme (PaDs) is managed by Northamptonshire Youth Offending Service (NYOS) in partnership with Northamptonshire Police. PaDs was established to merge the most effective elements of triage, prevention and diversionary activity. The aim is to provide an effective response to low level offending by children and young people within a consistent framework, reducing the number of first time entrants and offering a coherent approach to assessment and early intervention. Over the past year we have dealt with over 400 referrals from Northamptonshire Police. The crime can be dealt with by an out-of-court disposal if this is an appropriate response to the young person, and/or the seriousness and consequences of the offending.

PaDs workers along with the RJ team also engage with all the victims of youth crime to bring their voice into the assessment and intervention delivery as appropriate. Over the past year 34% of victims have engaged in an RJ intervention facilitated by NYOS. We continue to be cited in the Restorative Justice Council (RJC) Resolution magazine as being creative and innovative in our approach to Restorative Justice, building on our already good practice. This in turn has enabled our young people and their victims to be more open to engaging in a restorative intervention. By using other methods such as audio recordings, rather than a traditional restorative face to face meeting we have made this intervention more accessible, opening lines of communication which can in turn impact on a young person's risk of further offending.

NYOS continues to work towards being a fully Restorative organisation and we have a Restorative Organisation Working Group (ROWG) with representatives from across the organisation. The agreed purpose of this work is to become a Restorative Organisation where we will model restorative practices in everything we do, working with others to find solutions by seeking to understand and develop positive relationships. So that means not just the way we work with young people who have committed offences, but the way we do things with and for each other within the organisation, and how we relate to colleagues, partners and stakeholders outside the organisation.



The YOS has been involved in many Restorative Justice Initiatives during 2017/18.

- The Roll out further RJ training to Referral Order Panel Members to ensure RJ remains at the centre of Panel Meetings.
- The establishment of a Restorative Organisation Working Group (ROWG) to embed Restorative practice in the YOS.
- The YOS is also working with an RJC accredited trainer to ensure YOS staff are trained to RJ Facilitator level.
- The YOS continues to contribute to national RJC led initiatives through attendance at conferences, articles etc.

NYOS has 25 panel members trained in Restorative Justice, and 29 staff to the same level. In addition there are 31 staff trained to full conference level, with 3 of them also trained to train others. We also have a number of staff members trained in sensitive and complex cases and two trained in supervising restorative processes. We are also offering additional sensitive and complex training to more members of staff later this year. Alongside the recent YOS reaccreditation of RSQM two members of staff have also been reaccredited as restorative practitioners with the RJC.

The YOS Reparation Team is responsible for the operation of a Community Payback scheme whereby young people who have offended complete an agreed amount of work that benefits good causes and the community. This reparative work can either be direct to the victim, nominated by victims or an activity that benefits the community as a whole.

The YOS works with a number of statutory, voluntary and third sector organisations to provide opportunities for young people to complete reparation tasks. The YOS works successfully with our Community Payback partners ensuring that the Restorative wishes of victims are taken into account and also contributing to public confidence in the CJS by the completion of visible tasks.

The YOS is also responsible for delivering Unpaid Work for those aged 16 – 17 yrs of age, this scheme also operates on the principals set out above but with an added focus on providing a robust intervention available to the Courts.

NYOS Reparation Projects 2017-18

- Corby Borough Council – environmental work
- CyCLOPS – joint YOS / Police cycle maintenance project
- Cynthia Spencer Hospice – warehouse support tasks
- Daventry District Council – environmental work
- Delapre Abbey – grounds work
- Fire and Rescue Service – leaflet drops
- Lakelands Cancer Hospice – painting, charity shop & warehouse work
- Northampton Borough Council – leaflet drops and environmental work
- Northamptonshire Country Parks – painting, conservation work
- Oakfields Residential Home Easton Maudit – site maintenance work
- Phoenix Resource Centre charity Irthlingborough – warehouse tasks
- St Barnabas Church Wellingborough – gardening & site maintenance
- Umbrella Fair cooperative – maintenance and event support
- The YOS also supervises Young People carrying out tasks at the request of other organisations within the county including Victim Support, the Wildlife Trust, Wellingborough Borough Council, the Salvation Army and various Pocket Parks

The YOS continues to work in partnership with ASDAN to recognise young people's efforts whilst undertaking reparation. ASDAN are an educational and awarding charity that provides flexible and engaging programmes and qualifications that help young people develop skills for work and life.

In line with enhancing this area of achievement the YOS has now evolved to become an ASDAN Customised Accreditation Centre. This means that young people can now combine the accredited work gained through reparation with wider YOS interventions giving the opportunity to recognise fully all work completed during their time with the YOS.



7. Young People's Involvement

The YOS remains committed to the positive engagement of young people, both in the planning and delivery of individual programmes, and the development of the wider service.

The previous questionnaire, used periodically with children and young people who have offended, was a standardised one required and provided by the Youth Justice Board. This is currently being revised to ensure that it is as accessible as possible to the widest range of young people. Work is also progressing in terms of capturing the views of parent/carers and Volunteers. The new arrangements will be re-launched during 2018/19.

Children and young people routinely have their voices heard through the self assessments which are part of the wider Asset Plus framework. This links directly to both the assessment of need and the delivery method to best meet their needs. Additionally, individual intervention plans are developed with young people, in order to maximise their sense of ownership and thus engagement.

Young people are directly involved in the development of the Knife Crime programme as they were with the Junior Attendance Centre Pilot. Additionally, the Interventions Team are working on the introduction of a Youth Forum, where young people currently or previously involved with the YOS will have the opportunity to provide their views on existing delivery arrangements and provide ideas for future development.

Young people known to the YOS are now routinely involved with the recruitment of staff, having been trained for the role by members of the Interventions Team.

Further development work will follow the above to ensure that we capture feedback, views and suggestions from victims of crime more effectively than is currently the case.

8. Structures and Governance

The YOS is a multi-agency partnership between Northamptonshire Police Service, National Probation Service, NHS Nene Clinical Commissioning Group, NHS Corby Clinical Commissioning Group, and Northamptonshire County Council.

The YOS Management Board represents all the statutory agencies and other partners, in line with Youth Justice Board guidance. The Management Board in Northamptonshire has maintained strong representation from all agencies over the last twelve months. A number of personnel changes are anticipated during this year, although agency representation at the appropriate strategic level will be maintained.

Northamptonshire YOS Management Board Members 2018/19	
Lesley Hagger Chair	Corporate Director of Children, Families and Education, Northamptonshire County Council
Gordon King	Deputy Director of Mental Health, Learning Disability and Speciality Services, NHFT
Simon Edens	Chief Constable, Northamptonshire Police Service
Denise Meylan	Head of Northamptonshire Local Delivery Unit, National Probation Service (South East and Eastern Division)
Nicci Marzec	Director for Early Intervention, Office of Northamptonshire Police & Crime Commissioner
Jo Curphey	Head of LDU-Northamptonshire, BeNCH CRC

In addition to the members, the Chair of the Youth Bench (Amy Crawford) in the county also attends the Board meetings. This brings added value from the perspective of the magistracy, which is of considerable benefit to the work of the Board and the practice of the YOS.

The YOS Management Board has also, over the last twelve months, benefitted from regular attendance of Peter Ashplant, Head of Midlands Business Area, Youth Justice Board for England and Wales and Simon Scott (YJB Partnership Advisor). The Board meets quarterly and areas such as performance and financial management are standing items.

The YOS is located within the Children and Young People's division of the Children, Families and Education Directorate, with the Director of Children's Services being Chair of the Board. The Head of YOS is line managed by the Assistant Director for Safeguarding and Children's Services.

The YOS has previously reported into the YJB on community safeguarding and public protection incidents involving young people under supervision. This process has changed with effect from May 2018 and appropriate local arrangements are being put into place following agreement at the YOS Management Board. NYOS also reports into the Northamptonshire Safeguarding Children Board (NSCB) regarding serious case reviews. These cases are also raised at the YOS Management Board, so that both YOS and external agencies practices are addressed. Action plans are produced in each case which are then put in place. The YOS also complies with the expectations of the NSCB in terms of policies, procedures and practices to maximise safeguarding of young people.

Until recently, the Youth Justice Board was responsible for overseeing the system for responding to Community Safeguarding and Public Protection Incidents (CSPPIs). The system involved both reporting and investigating such incidents in order to consider whether things might have been done differently, potentially leading to a different outcome. The Youth Justice Board recently determined that a more local approach would be more appropriate, and areas were invited to put in place their own arrangements to meet this need. NYOS has designed a system, based on its forerunner, but now makes formal notifications to the YOS Management Board, which then has responsibility for overseeing the process and the outcomes. As before, MAPPA and or the NSCB are informed in appropriate cases. The anonymised reports will be presented formally to the Management Board, along with clear plans for practice changes where necessary.

9. Resourcing

The YOS Management Board and the wider partnership provide a range of resources to the YOS. The YOS budget is made up of contributions from all the statutory partnership agencies and other partners. The budget for 2018/19 is shown below.

YOS Budget Contributions	2017/18 Cash	2017/18 Cash & Kind	2018/19 Cash	2018/19 Cash & Kind
Police and Crime Commissioner	200,900	420,900	200,900	420,900
Probation	5,000	5,000	5,000	5,000
NHS Northamptonshire		80,620		80,620
Local Authority	1,442,622	1,442,622	1,488,408	1,488,408
Youth Justice Board Good Practice Grant	553,915	553,915	553,915	553,915
Youth Justice Board – UPW & JAC Grants	25,015	25,015	25,015	25,015
Other (LA SMU)	80,000	80,000	80,000	80,000
Total	2,307,452	2,608,072	2,353,238	2,653,858

The Local Authority funding has increased from £1,442,622 to £1,488,408, to fund additional costs of the Apprenticeship Levy and Employer's Pension contribution increase. The overall Youth Justice Board contribution has remained the same as 2017/18.

The table above shows both financial and contributions in kind. For 2018/19 the Police and Crime Commissioner provides the YOS with four seconded police officers plus a cash contribution, totalling £420,900. Also, the two community psychiatric nurses seconded from the NHS will be commissioned directly for the YOS so the real contribution is £80,620.

The YOS works across the county, with office bases in Northampton and Kettering. Report centres are utilised in the north and east of the county, reflecting its rural nature.

The YOS is hosted by Northamptonshire County Council (NCC), within the statutory multi-agency partnership, and so NCC provides much of the infrastructure within which the YOS operates. This is not costed but represents a considerable contribution to the partnership, in addition to NCC being the largest single financial contributor.

YJB Budget

The YJB requires a budget which provides details of how the YOS proposes to spend the grant for 2018/19. The chart on the next page shows this indicative budget, but as the YOS operates with a pooled budget from a variety of sources it must be noted that it is purely indicative. The original legislation for YOTs had a principle that all agencies contribute to a pooled approach, and this needs to be borne in mind here.

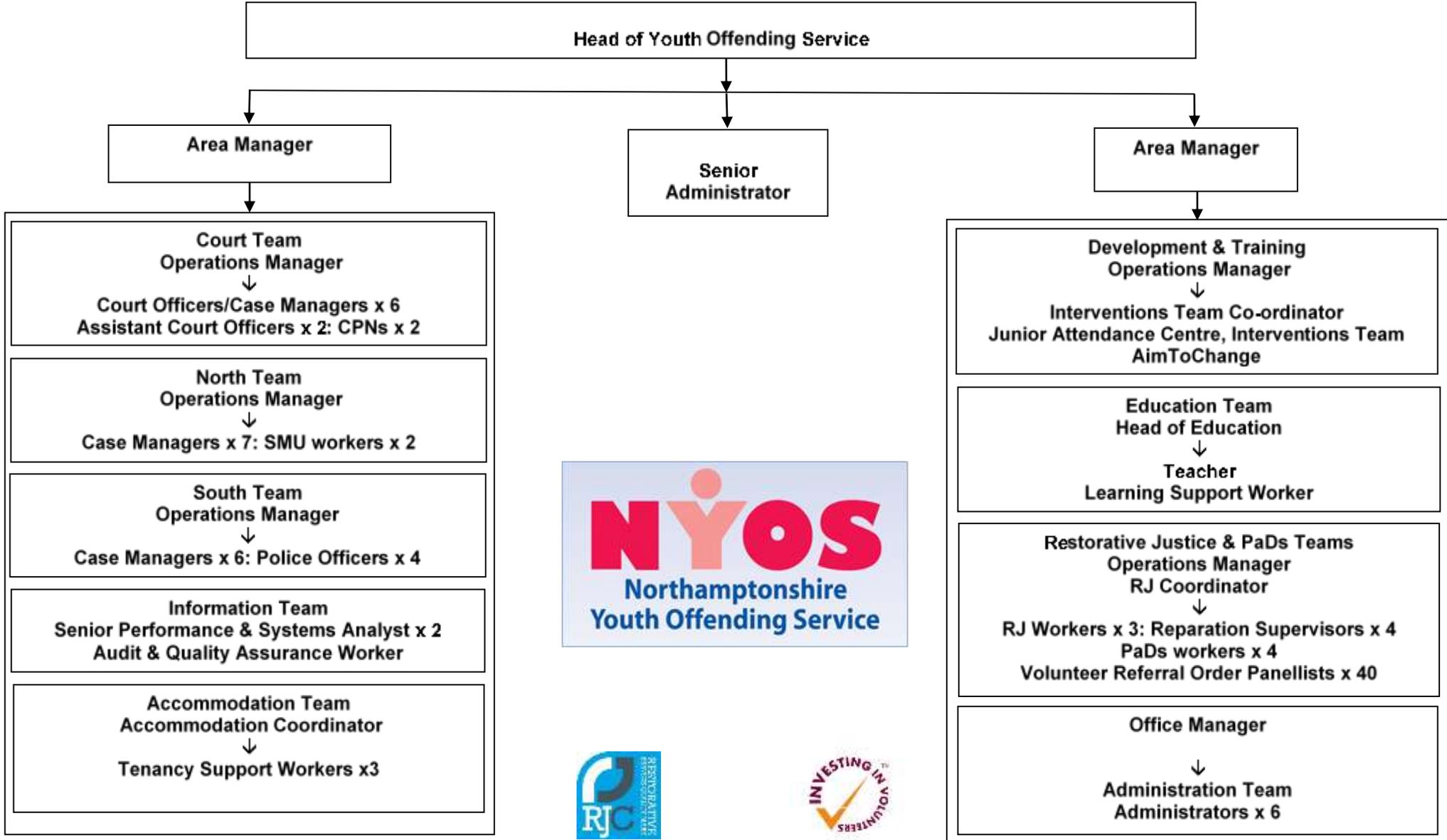
It is also purely for the YJB Good Practice Grant, as the grants for Unpaid Work and the Junior Attendance Centre are managed and accounted for separately.

This section uses the headings used in the Action Plan (in section 3 above).

Priorities	Areas for action	Areas for spend	Indicative costs
1 All children and young people grow up in a safe environment	Reoffending - Custody - Remands –Accommodation – Violence - CSE	ISS	114,000
		Courts	72,000
		Information	30,000
		Management	10,000
2 All children and young people achieve their best in education, are ready for work and have skills for life	ETE - Compliance/enforcement	ETE	22,000
3 All children and young people grow up healthy, and have improved life chances	First Time Entrants - Out of court – disposals – CAMHS	Prevention	110,000
4 Improving outcomes for children and young people who are looked after	Monitoring/reporting to effect changes - Corporate Parenting Board	LAC Supervision Management	
5 Victims	Restorative Justice - PCC Voice - Effective Practice - Police	Reparations	85,000
		Referral Orders & Victim work	111,000
Total			£554,000

The YOS partnership contributes staffing as per the minimum requirements set out in the Crime and Disorder Act 1998. Details are on the chart on the following pages, with police officers, probation officers, qualified social workers working as 'YOT Workers' along with other professionally qualified staff, teachers, and community psychiatric nurses.

A full structure chart is on the next page, followed by staffing breakdowns. The latter are presented using YJB counting rules. The first is a headcount of staff by type of post, while the second presents data by ethnicity and gender. The totals differ slightly as volunteers are not included in the first chart.



Type of Contract	Strategic Manager (PT)	Strategic Manager (FT)	Operational Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Students/trainees	Volunteer	Total
Permanent		1		9	14	26	3	5				58
Fixed-term												0
Outsourced												0
Temporary						1					1	2
Vacant				1		2		2				5
Seconded Children's Services												0
Seconded Probation					1							1
Seconded Police						4						4
Seconded Health (Substance misuse)												0
Seconded Health (Mental health)						2						2
Seconded Health (Physical health)												0
Seconded Health (Speech/language)												0
Other/Unspecified Seconded Health												0
Seconded Education												0
Seconded Connexions												0
Seconded Other												0
TOTAL	0	1	0	10	15	35	3	7	0	0	1	72
Disabled (self-classified)	0	0	0	0	4	3	1	1	0	0	1	10

	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	1		5	4	8	29	1	6					7	15	22	54
White Irish					1	1									1	1
Other White					1	1							1		2	1
White & Black Caribbean						2									0	2
White & Black African															0	0
White & Asian															0	0
Other Mixed															0	0
Indian						1									0	1
Pakistani															0	0
Bangladeshi					1										1	0
Other Asian															0	0
Caribbean						1									0	1
African					1			1							1	1
Other Black						1								1	0	2
Chinese															0	0
Any other ethnic group															0	0
Not Known															0	0
TOTAL	1	0	5	4	12	35	2	8	0	0	0	0	8	17	27	63
Welsh Speakers																

10. Risks to Future Delivery

Risk	Seriousness	Likelihood	Action	Success Criteria	Owner
Inability to deliver effective services through budget reductions	High	Medium	Reports to YOS Management Board on performance and resourcing. YOS budget set for 2018/19 including partner contributions and YJ grant at similar levels to last year. No current indication of in-year reductions.	Performance maintained /improved	Head of YOS
Performance reduction	High	Low	Monitor performance, put in place corrective actions, support staff through training and supervision. Liaise with partners to assist performance, such as Police liaison over out of court disposals.	National Indicators maintained or improved	Head of YOS
Increase in first time entrants	High	Low	Monitor performance and referrals to Out of Court Disposals interventions. Liaise closely with Police colleagues. Report to YOS Management Board	Reduction in first time entrants	Head of YOS
Use of custody does not reduce	High	Low	Full implementation of local action plans, to develop court services further. Case audits undertaken following increase in custody 2017/18 in line with appropriately minimising custody. Findings indicated custody appropriately used. Report provided to YOS Management Board for reassurance. Further analytical work with the Institute of Public Safety, Crime and Justice at the University of Northampton is to be undertaken	Custody rates appropriately minimised	Head of YOS

Access to education, training and employment reduces	Medium	Medium	Ensure educational staff within the YOS are targeting young people, education providers and employers effectively	ETE rates static or increasing	Head of YOS
Loss of experienced staff, and subsequent difficulties in recruiting specialists	High	Low	Motivate staff by effective management and support. Ensure recruitment and induction processes are robust.	Specialist staff retained. Recruitment effective	Head of YOS
Governance arrangements adversely impacted by financial constraints, leading to further cuts and worsening outcomes	High	Medium	YOS Management Board to monitor partner contributions, and lobby where necessary to ensure commitment and compliance with the Crime and Disorder Act 1998	Performance improved	Chair of YOS Management Board

The following items are referred to here due to YJB guidance:

For plans to improve on the 3 Key Performance Indicators see Section 3 above. Secure remand information is also in S3.

There is no planned service review due to take place during 2018/19. The YOS has carried out regular audit activity to ensure performance is upheld, and has contributed to the development of the new inspection framework, so that young people and other agencies get the best service possible, and to be ready when inspections are announced.

The recommendations of all HMI Probation thematic reports and relevant local and national Serious Case Reviews are included in the actions in the NYOS internal Business Plan.

The needs of all young people are addressed on an individual basis, and the last HMIP SQS Inspection in March 2015 identified that attention to barriers to engagement and diversity factors was good in 91% of cases. During 2017/18 action to address barriers to engagement and respond to diversity factors has remained a cornerstone of YOS practice.

11. Conclusion

NYOS continues to perform well, maintaining outcomes regarding KPI's at a high level in all areas, in relation to regional and national comparators. There is continuing commitment in the YOS and the partnership to build on this strong basis by further developing innovative practice (for example relating to prevention and diversion work, and post sentence review panels), and this approach has stood the organisation in good stead during the last period and it is anticipated will continue to do so during the next year.



APPENDIX – PERFORMANCE

Northamptonshire Youth Offending Service Performance Data 2017/18

NI 19: Rate of Proven Reoffending by Young People in Youth Justice System (Binary)



In October 2017 the Ministry of Justice changed the methodology for measuring the Reoffending.

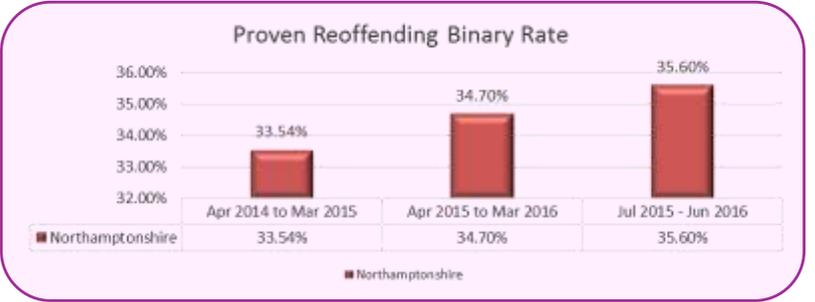
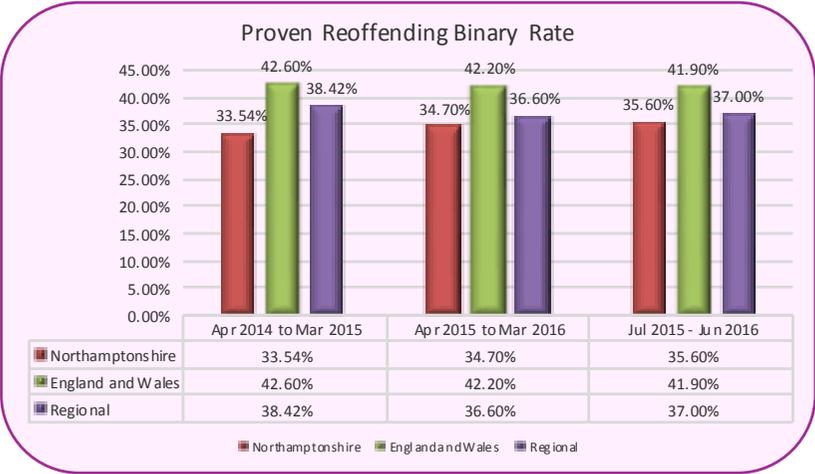
There has now been a move to a 3 month cohort rather than a 12 month cohort. The 3 month cohort will still be tracked over 12 months.

The new methodology aligns with the Ministry of Justice measure Payment by Results reoffending.

Changing from 12 month offender cohorts to three month offender cohorts results in a greater proportion of prolific offenders and hence higher reoffending rates, but this is proportionate to the 12 month cohort.

The binary rate for reoffending is now showing an upward trend since Apr 2014 – Mar 2015 up to 35.60%, however, this is still lower than the England and Wales rate and regional rate.

Source - <https://www.gov.uk/government/statistics/proven-re-offending-statistics-april-2016-to-june-2016>



NI 19: Rate of Proven Reoffending by Young People in Youth Justice System (Frequency)



This Frequency reoffending data relates to the national PNC Cohort and is the most recent reoffending performance available.

The latest position is the July 2015 – June 2016 cohort reoffending after 12 months

The Data is the average number of re-offences per member of the cohort.

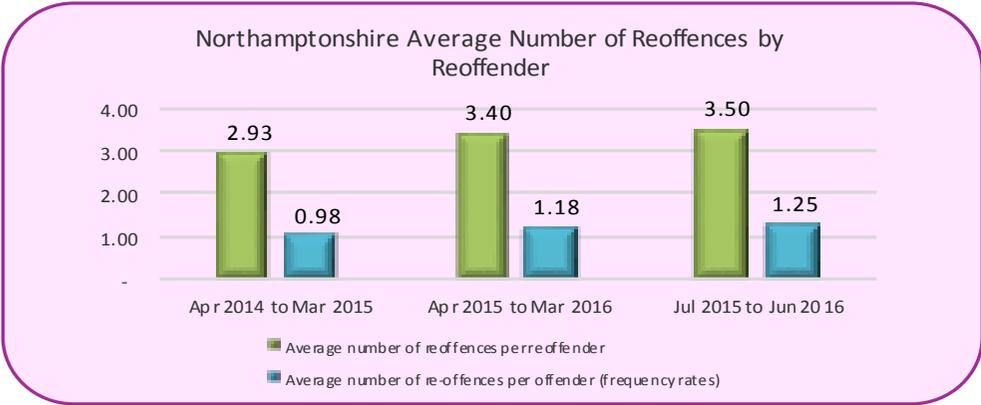
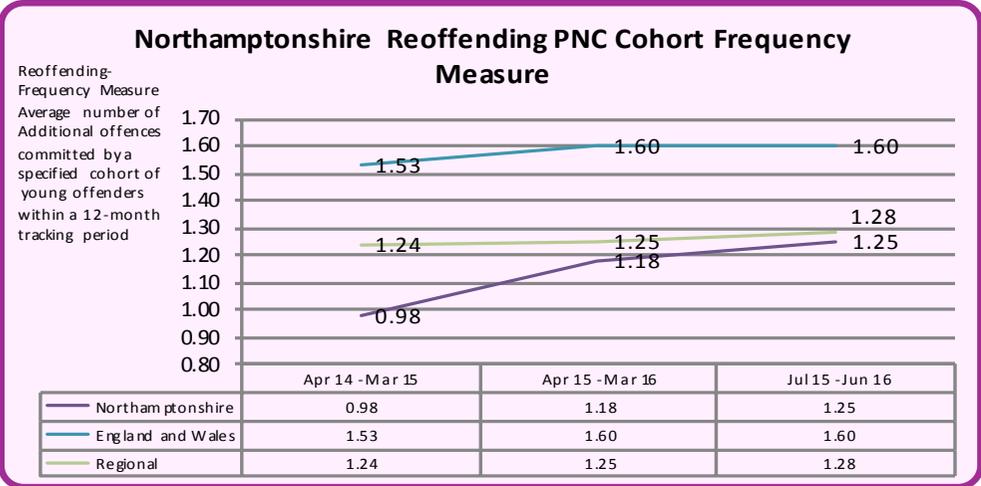
Changing from 12 month offender cohorts to three month offender cohorts results in a greater proportion of prolific offenders and hence higher reoffending rates, but this is proportionate to the 12 month co-hort.

Northamptonshire's performance is showing an upward trend at 1.25 but this trend is mirrored to both England and the Regional figures, and is lower than both.

The national measure includes the average number of re-offences per REOFFENDER .

This figure is at 3.50 for the latest performance which is lower than England and Wales figure of 3.83.

Source Data – <https://www.gov.uk/government/statistics/proven-reoffending-statistics-april-2016-to-june-2016>



NI 43: Young People Receiving a Conviction in Court who are sentenced to Custody

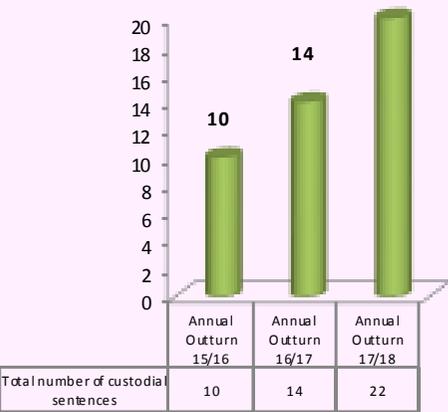


National Measure expressed as a rate per 1,000 population

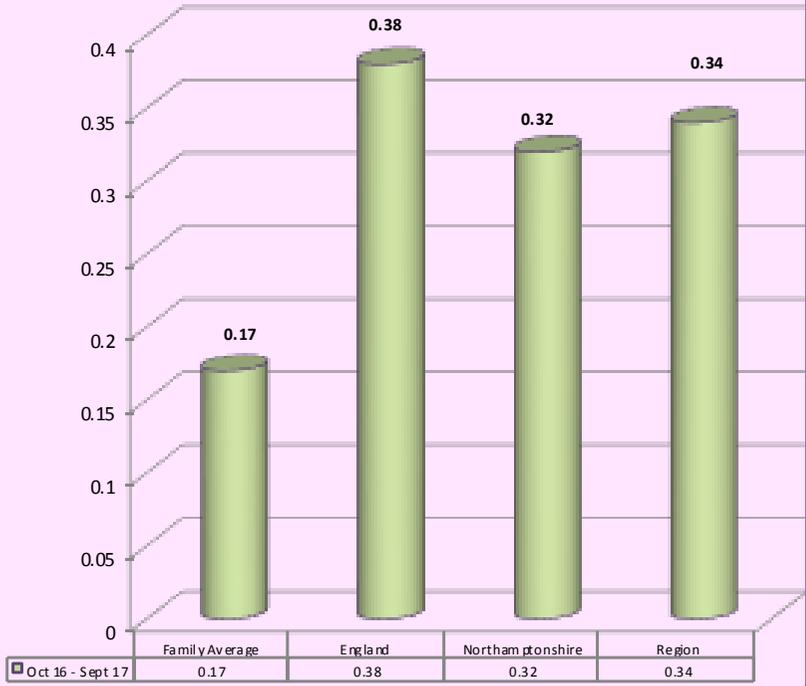
Due to concerns with the integrity of the national data relating to custodial figures, the Youth Justice Board has stated “we cannot publish YOT data which has known quality issues, We will keep YOTs updated with our progress” – 05/06/2018

Data for the period 2017/18 show that 22 young people received custodial sentences in this period.

Numbers of Custodial Sentences



Custody Rate per 1000 population Comparator Groups



The data is published by the YJB quarterly from information taken from the YOS case management system, sent as an excel spreadsheet called the YDS. Source Data - 93.Final YDS for England Apr 17 – Dec 17 v1.0

NI 111: First Time Entrants to the Youth Justice System Aged 10 - 17



The data for this indicator comes from the Police National Computer and is published by the MoJ. The data is shown in rolling full-years. The latest figures available are for January 2017 – December 2017.

National PNC Measure expressed as a rate of First Time Entrants per 100,000 population.

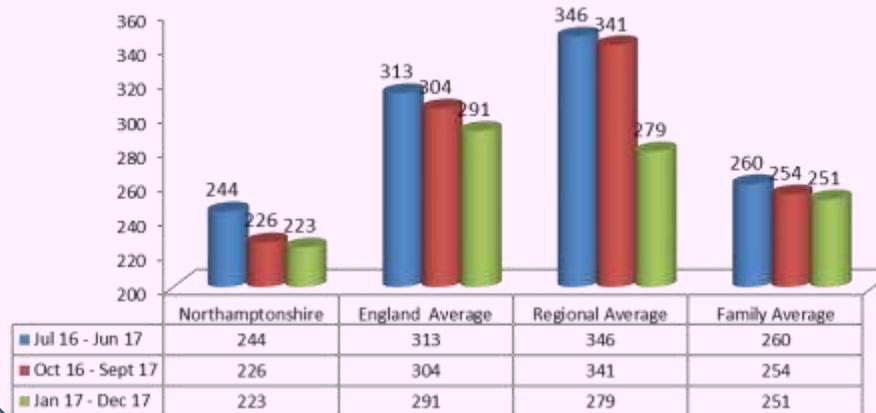
A FTE is a first time entrant to the criminal justice system in England or Wales. This is an offender who has received their first reprimand, warning, caution or conviction for an offence processed by a police force in England or Wales or by the British Transport Police.

Performance for Jan 17 – Dec 17 continues to show a decrease in the First Time Entrants rate compared to the previous data with the current rate at 223 per 100,000 pop compared to 226 in the previous data.

Northamptonshire’s rate of FTE 223 is below the England, Regional and Family Average.

Source Data - <https://www.gov.uk/government/statistics/criminal-justice-system-statistics-quarterly-december-2017>

First Time Entrants Rate per 100,000 population



First Time Entrant Rate per 100,000 population

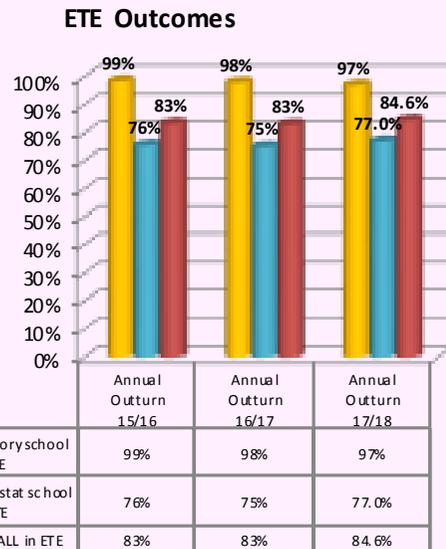


NI 45: Engagement in Education, Training and Employment by Young People who Offend
NI 46: Access to Suitable Accommodation for Young People in the Youth Justice System



Local YOS Tracking

This indicator measures the proportion of young people on relevant youth justice disposals who are actively engaged in suitable education, training and employment (ETE) when the disposal closes. Active engagement is defined as 25 or more hours for young people of school age and 16 or more hours for those above statutory school age.



Target 80% . Northamptonshire has achieved the target of 80% over the last three years

Local YOS Tracking

Local YOS Measure -percentage of young people at the end of YOS Orders who are in satisfactory accommodation. The YOS has consistently performed above target on this indicator.

