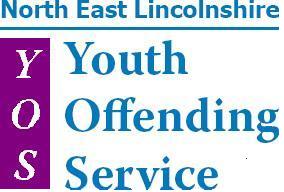


**Paul Caswell (NELC)**

**Service Manager, youth offending and community safety services, North East lincolnshire council**

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**North East Lincolnshire Youth Offending Service**

**Youth Justice Plan 2020 - 2021**

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* **1. Introduction**

Youth Offending Teams were set up in 2000 because of the Crime and Disorder Act 1998, which commits local authorities to address youth crime by the establishment of YOT’s. The act also defines statutory partners with the local authority as being the police, probation, education, and health services. However, in North East Lincolnshire this also includes the Office of the Police and Crime Commissioner (OPCC)

Youth Justice Plans are dealt with in section 40 of the 1998 Act, which states that it is the duty of each local authority, after consultation with the partner agencies and, if the local authority is a county council any district councils whose districts form part of its area, to formulate and implement for each year a youth justice plan setting out:

- how youth justice services in their area are to be provided and funded

- how the YOTs are to be composed and funded, how they are to operate, and what functions they

are to carry out.

The youth justice plan must be submitted to the YJB and published in accordance with directions of the Secretary of State – this document sets out to fulfil this statutory obligation.

The North East Lincolnshire management board is now named the Youth Partnership Board due to extensive links to other strategies and work streams covering the youth justice model, especially ASB, Diversion and exploitation



Becky Bailey

Chair of North East Lincolnshire Youth Partnership Board

Community Director, Greater Lincolnshire, Interserve (Justice)

The Humberside, Lincolnshire & North Yorkshire Community Rehabilitation Company Ltd.

* **What we know about our young people**

In October 2017, the North East Lincolnshire Council 0-19 programme split statutory YOS and Out of Court Services. Out of Court (OOC) moved across to sit under Prevention and Early Help (PEH) services to ensure that it is developed in a whole family approach to really understand the story behind the child and to drive the main focus of the non-criminalisation of children, always - child first , offender second.

Whilst in different areas of the local authority both services and those supporting the prevention of Anti-Social Behaviour now operate under a single and agreed youth justice model. (Please see youth justice model within point 8, Appendices)

The below performance data takes into consideration all youth justice orders and interventions both statutory and out of court.

* In 2019 – 2020 141 individual children between the ages 10 -18 were involved in 181 youth justice cases.
* 83% (117) were male
* 17% (24) were female
* The peak of Offending is between 16 and 18, this covering 63% (89) individual children
* 57 % - 104 cases were delivered in the Out of Court element of the NEL youth justice model, these were broken done as below. This detail shows the vast reduction of the youth caution, which has been traditionally delivered with no youth justice involvement. North East Lincolnshire Youth Justice services and Humberside Police have worked hard to reduce the amount of formal youth cautions as they do not encourage joint working around risk and re offending and factors to support desistance.
* Youth Conditional Caution – 15
* Youth Caution - 1
* Informal Diversion / Diversion work – 84
* Community Resolution Programme – 4
* 43% - 77 cases were delivered in the formal statutory YOS, broken down as below.
* Referral Order 27
* Youth Rehabilitation Order (YRO) – 23
* ISSP programme as a condition of bail – 2
* Bail support programme – 4
* Remanded in custody (YDA) YOI – 9
* DTO Custody Programme – 5
* DTO post custody / Licence programme – 3
* Section 90 / 91/ Through care programme – 2
* Other – 2
* Theft from shop was the most common offence committed followed by criminal damage, assault, and possession of a controlled drug of class B.
* **2. Review of 2019 – 2020**
* **Key Achievements**

1. **Mock Inspection July 2019.**

In preparation of the impending HMIP YOS inspection North East Lincolnshire developed a mock inspection on Domain 1 (organisational delivery) to ensure that the principles and outcomes were aligned to the recommendations set out in the self-assessment. This was completed with the assistance of an ex HMIP lead inspector and from the recommendations we have worked hard to further develop the board. The below statement was taken from the summary of findings.

*North East Lincolnshire is ambitious to achieve an Outstanding rating in an inspection. To achieve this, it must perform well not just in case practice but also consistently across Domain 1, including the effectiveness of its governance and leadership arrangements.*

*There is an established management board in place and positive plans to extend its remit to include other aspects of service provision that directly relate to offending by young people. Those members who regularly attend the Board, including the Chair, are knowledgeable and committed to the work to prevent offending by young people. Many elements of the local youth offending partnership appear to be strong – including those involving Probation, the Police and related to emotional or mental health. The out-of-court disposal scheme is well thought through and speaks to effective joint-working. The Board and the YOS are safe places in which to have open discussion, and in which challenge is encouraged. The Board has already started on a journey to become more effective.*

*The board have focused on the 14-point recommendation plan, which is a standing agenda item within the North East Lincolnshire Youth Partnership* Board. (Please see 14-point plan within References)

The former youth crime board was changed in 2019 to the youth partnership board and it now supports all aspects of the justice model from low level ASB through the young people in custody. The board is now attended by strategic leads for ASB, out of court and statutory YOS services.

1. **Youth Justice Board audit on national standards, September 2019 – January 2020**

* Operational Audits – **Outstanding**

The YJB audit request was for a minimum of 20 audits to be completed before 31-03-2020 across all 5 of the national standards, as detailed below, Out of court disposal, At Court, In the Community, In secure settings, In transition

* The audits for National Standard 1 was completed by specialist lead and team manager for out of court disposals
* The audits for the remaining 4 National Standards were completed by Service Manager, Youth Offending and Community Safety Services and team manager Youth Offending Service.
* The audits were completed by the end of January 2020
* The audits were also scrutinised through a peer review by North Lincolnshire Operational managers. 1 audit was taken from each of the national standards and the detail within and the outcome was quality audited.
* 93% questions answered yes, so as per YJB scoring anything over 80% is ‘outstanding’

The below detail was taken from the peer audit completed by NL YOS managers, followed by embedded PDF document as evidence. Cases dip sampled

* 867424 – Out of Court. NEL evaluation = outstanding
* 868473 - Court. NEL evaluation = outstanding
* 868653. Community. NEL evaluation = outstanding
* 865993. Secure Setting. NEL evaluation = outstanding
* 866040. Transition. NEL evaluation = outstanding
* Strategic Audits – **Outstanding / Good**

Following the NELC YOS mock HMIP inspection of domain 1 in July 2019 it was decided that the NELC Youth Partnership Board would identify board champions for each of the national standards.

The below bullet points are the standards and the champions with job title and judgement

* Standard 1: Out of Court. Colin Lomas, ASB team manager, NEL **Good / Outstanding**
* Standard 2: At Court. Superintendent Craig Scaife, Humberside Police **Outstanding**
* Standard 3: In the Community. Spencer Hunt, Assistant Director SAFER NELC. **Outstanding**
* Standard 4: In secure settings – Clare Linfitt, SEND service manager NELC. **Good / Outstanding**
* Standard 5: on transition and resettlement – Laura Booth, Senior probation officer NL / NEL NPS **Outstanding**

It was agreed that each board champion would be invited to YOS team meetings to discuss each of the standards with staff to understand the current process and associated challenges / barriers. This then triangulated with associated policies and external partners where identified.

Initially this was successful with the first 3 standards completed this way, however with COVID 19 lockdown and working from home the last 2 standards were completed on Microsoft teams with the board champion, YOS managers and any staff / seconded staff present.

Overall NELC YOS faired Outstanding / Good. (Please see National Standards documents within references)

1. **Embedding of the out of court disposal (OOC) process and diversion policy**

The NELC diversion offer was written following research and training by the centre for justice innovation and 2 years of profiling young people who kept returning into youth justice. The research allowed analysis of themes and patterns of young people in order to see what were common themes of why they entered the criminal justice system. These being lack of attachment and poor relationship with a main care giver, poor educational experience, health needs being unmet and lack of positive activities in their life. In addition to this the need to remove the criminal experience was identified as a very real reason why they may return to crime following intervention. The Policy clearly stated that it was open to all offences so there was no bias in decision makers and that it would go before a panel and then scrutinized quarterly by an independent panel which includes any disproportionality of BAME.

The language in intervention changed and we removed crime, offender and criminal to young person, behaviour, and incident. Humberside Police are very supportive of this approach and work closely with the OOC team to ensure best outcomes for young people, including not arresting if risk will allow instead taking the young person to a place of safety and then having an interview at home. There is no paperwork or appointment slips saying Youth Offending, there are no visits to a building with a sign saying the Youth Offending team these are all carried out in the family hubs, in the community they live in or at their homes. The OOC work book was overlooked by a speech and language therapist once it was completed to ensure the workbook became the Voice of the child and it was suitable for any age or ability due to scaling, pictures, writing, emojis, pages for communication using craft and creativity. These are reviewed by young people yearly.

The policy also works closely to avoid criminalising young people who have offended at home at school, offended due to being criminally or sexually exploited or being a young person that has displayed harmful sexualized behaviour due to them being sexually harmed themselves. The HSB panel works with this team and they work victim first in a lot of these cases.

Importantly risk is still at the core of the assessment and intervention analysing risk and desistance equally to ensure public protection. We look at strengths and safety in a young person’s life and network as well as the risks presented. (please see Diversion Policy within references)

1. **Embedding of the North East Lincolnshire justice model**

The NEL youth justice model is a collaboration of statutory and non-statutory partners working in partnership through the life pattern of a child. It aims to identify issues that affects a child or young person at the earliest opportunity and by utilising a stepped approach intervene at each stage of the process and do all that it can to divert the child away from entering into the Criminal Justice System.

It is well recognised that home circumstances are a major influence on a child’s path in life. Being exposed and witness to domestic abuse, substance misuse or mental health issues can and does have a lasting effect on a child or young person and often their behaviour is a direct result of this exposure. It is seen as a priority to put support into place to help the child or young person to be able to cope and recover from their experience through the multi-agency partnership that exists and to ensure they are safeguarded against harm and not drawn into situations where they can be exploited.

Evidence shows that in most cases a young person will engage in anti-social behaviour from minor to more serious acts before committing crime. The system that operates aims to identify a young person who is displaying early signs of misbehaviour and intervening positively at the correct level with the right amount of support. It is recognised that agencies may already be working with a child or young person and all relevant checks are made to avoid duplication and to ensure that any action taken either compliments or enhances the current work.

Many young people within this arena have never had boundaries set for them and their parents do not have the skills to provide that support due to their own upbringing. It is important that within the offer that parents are also supported, made aware that the responsibility lies with them to parent their child correctly to enable their child to succeed in life and achieve their maximum potential. Support is offered to all parents who require this. The support spreads across the spectrum from the universal services that are in place up to targeted support and where necessary using parenting contracts and parenting orders when the situation dictates.

It is often that a single agency will intervene with a child in the first instance and a child or young person is given a verbal warning. Where the behaviour persists but remains at a low level a request is made to the chair of the ASB Panel for a nuisance warning letter to be sent to the young person and their parents officially pointing out the behaviour that is being committed and the offer of support. In the vast majority of cases this is sufficient to effect behaviour change but where a young person continues to come to attention of the agencies for the wrong reason the facts are referred into and heard by the panel. All necessary facts are gathered to identify any and all adverse childhood experiences, the behaviour they are encountering and what if any support is already in place so a balanced decision can be taken as to what or if any action is required. Depending on the results of the research there are several options open to the panel. These range from doing nothing at one end of the scale to court proceedings at the other with alternative options in the middle from scaled warning letters to an Acceptable Behaviour Contract (ABC).

At each stage of the process support is offered to the parent to assist them. Where it is felt that a young person should be made subject to an acceptable behaviour contract this is balanced through support for the young person as well as boundary setting. A youth worker is identified to be a mentor and support the young person to comply and engage in positive activities. They are supported by a member of Humberside Police to provide a formal setting and explain what may happen should they fail to respond and change their behaviour. Parents are again offered support and encouraged to visit the family hubs where all support for them is available. The ABC and behaviour of the child is monitored and reviewed at the panel. The panel can release a child earlier from the 6-month contract where appropriate and congratulate them on their behaviour but with a caveat that they may again be subject to the sanction if they reverted to their previous behaviour. Continued breach of the ABC where parenting is an issue can result in the parent being required to enter a voluntary parenting contract and complete an approved course with a parenting expert. The parent can refuse this support. When all efforts to change the behaviour of the child has failed there is the option to ask the court for a civil injunction to put a more formal contract in place which is supervised by a YOS worker. A parenting order at this stage would be considered and requested for at the court hearing.

Where a child or young person through whatever reason progresses to minor criminal offences, again a balanced approach is taken with formal interventions being put into place through the Out of Court Disposal process. Expert workers engage with the child over a set period and determine the correct course of action which needs to be taken with access to the ASB Panel for their interventions if they think it is beneficial and will help to change the young person’s behaviour. (Please see ASB strategy with references)

1. **Staff skills audit.**

During the Spring of 2019, all YOS staff were asked to complete a training audit to enable management to assess any gaps in training or knowledge. As managers we listened to the staff’s views, assessed the needs identified and arranged the following training.

* Special Educational Needs
* Trauma in childhood
* Adverse Childhood Experiences (ACES)

Following the audit all staff attended for training with the Local Authorities SEND Team which equipped staff with identifying what support young people with SEND can access and how to challenge agencies/schools to ensure that young people are given the appropriate level of support.

Humberside Police Early Intervention Team sergeant delivered a detailed course on ACES. In addition, all staff participated in three days of excellent training facilitated by Jonny Matthews. This was a joint training exercise with East Riding Youth Offending Service. Staff came back from the training with a greater understanding of young people who have suffered trauma and with new ideas of working to equip skills with greater skills when working with young people who have suffered significant trauma.

Following this, changes were made to incorporate case formulation within staff’s monthly CBT supervision for any new YOS Orders where advice/ideas of engaging young people are given.

1. **New Referral panel Process**

The Referral Order panel process had not changed since its introduction in 1999 and whilst it has always been a successful way in involving a young person in the construction of their Order, we felt that it had become too prescriptive. Our understanding of restorative justice and the how the process can engage and support both the young person and victim has developed since the initial introduction of Referral Orders and we felt this was not reflected in the panel process.

We looked at all aspects of the panel process, consulted with the YJB, spoke to other YOS’s and young people about how it felt through each step, often finding difficulties WHICH as adults and professionals we had not thought of.

From this consultation we made changes in nearly every aspect of the panel process, from the venue, to the report and how we formulate the contract. We contact every victim so they can attend or have their views represented at the panel and the young person must hear the impact and effect of their behaviour.

Throughout the introduction of the new panel process we have re-trained the existing panel members, recruited, and trained new panel members and re-trained all members of staff. They are then able to use this knowledge to prepare the young person before the meeting.

Since introducing the new process young people and their families have engaged more with the process, with each panel lasting longer due to everyone wanting to have input and be heard and parents/carers being more involved in the construction of the contract. Panel members report a higher level of satisfaction at the end of each panel and there has been a huge reduction in unsuccessful panels were a young person has left without having signed a contract.

1. **Development of the Assessment and Qualifications Alliance (AQA) Unit Award Scheme (UAS) within YOS**

Children that are subject to Court Orders are often not in education/training and employment and have very little qualifications to their name. Whilst with YOS, children complete a large amount of work which has been identified on their intervention plans, therefore a decision was made to capitalise on this and gain recognition for the work they complete whilst with us.

It was identified that Assessment and Qualifications Alliance (AQA) Unit Awards Scheme (UAS) is a unique recording of achievement scheme, which offers the children the opportunity to have their achievements formally recognised and receive a certificate each time a short unit of learning is successfully completed. These units can be used as a steppingstone towards achieving a full qualification. There are no limits on what can be accredited if it is worthwhile and meaningful for the child or with regards to who can achieve, in terms of age, ability or how long it takes to achieve. There are also no restrictions on where the work takes place if the learning can be evidenced.

In September 2019 NEL YOS applied and were accepted to be a registered UAS Centre and the scheme has provided a wide range of units which are differentiated, making accreditation accessible to all children, regardless of their abilities and learning styles.

**Case Study/Example of how used.**

A fifteen-year-old male on a six-month Referral Order for assault and criminal damage. Diagnosed with ADHA and has ECHP due to very low learning ability. Young person’s verbal communication was good, but he could not read or write, to the extent he could not write his full name without support. This young person was unable to concentrate for more than ten minutes at any time and struggled with emotional regulation. The young person lived at home with both parents and two younger siblings but was subject to a Child Protection Plan and received little practical support from them, due to both being long term substance users.

After the intervention contact was agreed at the initial panel meeting, the UAS units were utilised and paired with the intervention work and outcomes to be achieved. Due to the versatility of the UAS units, each session could be tailored to be delivered through a range of mediums to match the young person’s ability and learning style. During his six-month Referral Order this young person was able to achieve seven AQA Unit Awards Scheme units which include.

• The Implications of Knife Related Crime

• An Introduction to the awareness of Cannabis Awareness

• Anger Management

• Young People and Crime

• Health and Safety in the Kitchen

• Introduction to Cooking

• Introduction to Bicycle Workshop Skills

At the review panel the panel members praised his hard work and progress and both the young person and his mother both displayed pride in his achievement. When his Referral Order was successfully completed, the certificates were placed into a record of achievement and given to the young person. He stated that these were the only certificates he had ever received.

* **Performance against Youth Justice Outcome Indicators and local performance measures against risk and welfare.**
* **First Time Entrants**

North East Lincolnshire continue to drive down the first-time entrants into the justice system, this is also a trend nationally however we have one of the lowest rates nationally and the lowest rate in the Humberside Region and within our YOS family

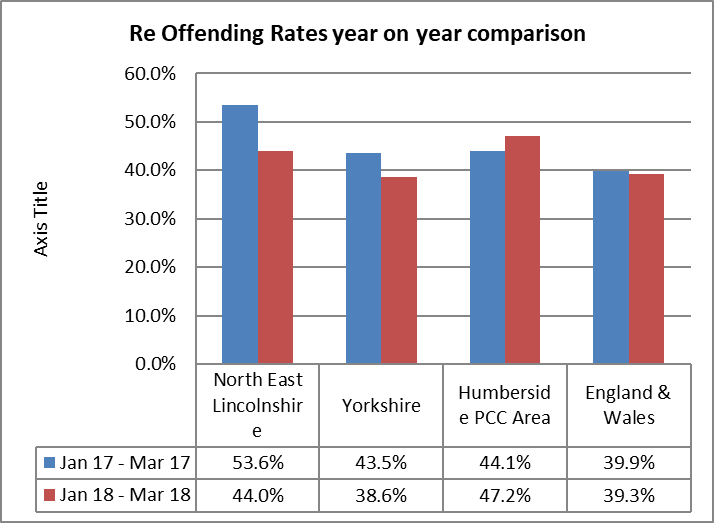
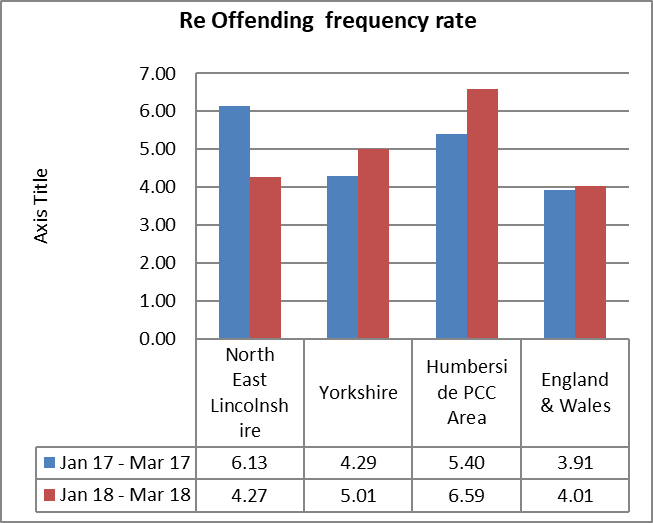
There is evidence within the diversion process to show this has a direct effect on FTE plus a dedication across the youth justice model to look at the story behind the child to ensure non criminalisation at the earliest opportunity.

* **Rates of the use of custody**

The latest figure shown in the graph to the right shoes a figure of 8 children in custody over a rolling 12-month period as detailed below, this figure should be 5, so we are showing a consistent number of children in custodial settings

* Jan – March 18 / 19. Showed 0, correct
* April – June 19-20 showed 1, correct
* July – Sept 19 -20 showed 2, incorrect child 2 was a recall to prison so should not be counted
* Oct – Dec 19 – 20 showed 5, incorrect as child 1 attended crown court but was then returned to youth court for low level offences and child 2 the same as child 1, child 3 correct.
* So, this should be 5 in a rolling 12-month period and YOS business support have been made aware of data submissions.
* Rates of Re-Offending

North East Lincolnshire have historically shown a high Re Offending binary and frequency rate. This due to the ever-shrinking cohort of Re Offenders within the overall offending cohort. The smaller the cohort the higher the potential binary rate. This detail shown in the 3rd graph below as a comparison over the years in relation to cohort, as detailed there is a steady reduction in all the amounts. There are now fewer offenders, fewer re offenders and offences potentially making North East Lincolnshire a safer place.

* Levels of risk of serious harm and concerns around safety and wellbeing

The above graphs show the new data being collected by YOS in respect to the rates of re offending, risk of serious harm and safety and wellbeing. It is noticeable that the risk of re offending is reducing however the risk to both serious harm and safety and wellbeing are increasing to high and very high. This, we feel, is a direct correlation to the increased risk of county lines in North East Lincolnshire, hence the close relationship to children’s services and the GRAFT CCE team. (Please see full performance documents within references)

* **Feedback from service users**

As part of the YOS continuous improvement process, the views of young people and their parent / carers are regularly received at the review stage and the completion of the of the work. This gives the service a good picture of how the service is doing and where things need to be changed to improve.

* Parents.

My child has been grateful for the support, everything has helped, and he is enjoying his traineeship

The YOS helped me as it was good to have advise on what will happen if he carries on this path

I feel that it has helped my child having someone else there to go to with problems

YOS have helped as my child now understands the system and consequences

I feel that looking at the impact of his behaviour has helped my child

* Young people

YOS have helped me with my mental health and drug abuse, I have been given a lot of support

Since I have had my YCC things have got better as I have a job and my family is getting better

YOS helped me calm down and made a safety plan

YOS have helped me out with my problems

YOS have helped me out and to understand the consequences of my behaviour

3**. Structure and Governance**

The structure and governance arrangements for the YOS now rests with a Youth Partnership Board which contains several statutory partners but has a wider membership and a larger remit covering all aspects of the youth justice model plus elements of vulnerability. Whilst having an enlarged remit it is still required to carry out the statutory functions of a YOS board. These are included in the terms of reference which are refreshed annually, this detailed in the board working plan.

The board is chaired by one of the statutory partners and has member representation in both the portfolio holder for children and families and community safety.

The board reports directly to the Community Safety Partnership Exec and informally into the Safeguarding Children’s Partnership Board.

The Head of Youth Offending and Community Safety services sits on several strategic boards to ensure the YOS is involved in any strategic development.

4. **Use of Resources and value for money**

The budget for 2019 – 2020 is slightly more than in the previous year due to an increase of staffing costs due to a 2 % pay rise. The statutory Youth Offending Service sits within the Youth Offending and Community Safety Service area and as such has other services shown within the overall costs, however the function of the Youth Offending Service sits within the Youth Justice Board costed plan and details where grant is spent, this is 100% on staff, further detailed in the 19 -20 YOS / YJB audit from as below.

The contribution from the Police has changed from previous years following the election of a new Police and Crime Commissioner (PCC). All previous funding by the PCC is now devolved to the local Community Safety Partnership Exec who decide how the funding is to be spent, this saw the same level of funding this year however the situation may change in future years

The Youth Offending services has the below seconded stat

1. 1 x WTE Humberside Police constable
2. .65 WTE NEET PA from the Young Peoples Support Service, earning and learning section
3. .50 WTE National Probation Service Officer



1. **Partnership Arrangements**

North East Lincolnshire YOS is an active member of the Humberside Criminal Justice Board arrangements and the Head of Youth Offending and Community Safety Services sits on several area wide strategic groups such as the Safeguarding Assurance and Improvement Group (SAIG). This ensures that YOS interests are given sufficient profile as well as promoting joint working to benefit all partner agencies.

The management arrangements for the YOS ensure that there is appropriate representation on the safeguarding and community safety boards, and YOS staff are fully engaged in several working groups across all thresholds.

To ensure excellent proactive partnership arrangements YOS has several partnership agreements, Policies, and action plans in place, these are refreshed annually, and quality assured by the Youth Partnership board, they are as below

* 1. YOS / CASS policy, 2. YOS / Police / LAC policy, 3. YOS / Magistrates Policy,4. YOS / CCG – CBT delivery policy, 5. YOS / School nursing policy, 6. YOS / NEET policy,7. YOS / Substance misuse, 8. YOS / Appropriate Adult Policy, 9. YOS / Victims policy, 10. YOS / Risk Policy, 11. YOS / Safeguarding Policy, 12. YOS / Re-Offending action plan,13. YOS / SEND action plan

The YOS has an important role to play in identifying those children who are at risk of Child Exploitation, Modern Slavery, and repeat incidents of missing from Home and Care. To ensure effective and robust management oversight of all levels of vulnerability the YOS team manager is an active member of the Operational Vulnerabilities Meeting (OVM) and the Head of Youth Offending and Community Safety Services represents the service on the Multi Agency Child Exploitation meeting ( MACE). The Head of Youth Offending and Community Safety Services works closely with the children’s Social Care lead officer for exploitation and between them operate an edge of care process utilising youth workers and exploitation officers from the GRAFT team. This is currently under development and will be detailed under an exploitation umbrella strategy.

YOS have an excellent relationship with substance misuse services within North East Lincolnshire with the service manager of ‘We are With You’ sitting as an active member of the NEL Youth Partnership Board. The services received are swift, with the Young Persons Substance Misuse Practitioner siting in YOS 1 day per week and is active in a number of open cases, the support from mental health services is also very swift, even more so now that all staff in YOS are trained in Cognitive Behavioural Therapy, Adverse Childhood Experiences and Trauma.

1. **Risk to future delivery against the Youth Justice National Outcomes**

The YOS like all other public services continues to operate in a context of reducing resource and increasing demand within our communities. Ongoing funding continues to be a significant risk to delivering high quality services, including the devolved funding into the Community Safety Partnership and the scaling reduction in the YJB grant.

North East Lincolnshire has a significant number of looked after children (550) and those on a child protection plan (440). This causes significant pressure on the system with an increasing need for all services to work in a collaborative manner and share resources. We are seeing an increase in drug and violence offences linked to county lines which will have a detrimental effect on our young people and the dangers and risks they face daily.

The current COVID 19 pandemic has caused risk to our services in both development and delivery against the YOS statutory responsibilities. Whilst there is a low infection rate in North East Lincolnshire there is always the risk of this rising and for there to be a local lockdown or even more severe a second wave which will cause a complete national lockdown. This will add further serious risk, however with support from corporate services in NELC we are confident that we can continue to develop our duties to ensure the children we work with are kept safe and continue to reduce their re offending rates and risks through safety and well being and serious arm to others.

1. **Priorities for 2020 – 2021**
2. **HMIP inspection preparation**

The impending HMIP inspection is an area of priority in 2020 – 2021 and as such is a standing agenda item on the Youth Partnership board. The Mock Inspection 14-point action plan is continually monitored by the chair and the Head of service. The 14-point action plan is all green, however progress needs to be made to ensure positive and continued progress.

* The self-assessment for Domain 1, organisational delivery is owned by the Service Manager YOS
* The self-assessment for Domain 2, court disposal is owned by the YOS Team Manager
* The self-assessment for Domain3, out of court disposals is owned by the specialist locality lead for out of court.

1. **National Standards**

The new standards for children in the Youth Justice System 2019 are welcomed and will be embedded within NEL YOS. There is a dedication for Youth Partnership Board champions to continue to assess progress on an annual basis and as such the board champions will continue as directed by the Chair of the board.

There will also be an annual operational audit on all 5 national standards. 2 audits will be completed per standard and there will also be external verification from YOS managers across the Humber region, this completed before 31-012-2021 and reviewed at the February 2021 board. Managers will analyse all feedback and recommendation from the board to improve service delivery and outcomes for young people and other service users.

1. **Desistance factors**

During the mock HMIP inspection it was recommended that NEL YOS also develop a performance framework that concentrated on the here and now, so not just reliant on the national indicators which due to police systems can be 6 months to 2 years behind. This due to correlation on the police systems as these measures are taken over a rolling period and have to be verified. Due to this we are now developing further local performance measures that support desistance factors. These being around education / training and employment including the Special Educational Needs and Disabilities (SEND) agenda plus understanding Education, Health and Care plans (EHCP), this vitally important to understand structural barriers such as exclusion and the intrinsic links to poor mental health and general wellbeing. Further explored is suitable accommodation, positive peer groups, positive activities, resilience and a sense of self efficacy, substance misuse amongst other family oriented positive factors. Diversity is managed from assessment stage as we have too many young people in the system due to diversity needs.

With North East Lincolnshire being an area of high deprivation, we work very closely with our ETE partners with an aim to assist our young people with accreditation for further learning and learning opportunities. Through the YOS modern partnership we have a NEET PA who works very closely with a host of partners to ensure the young people have an opportunity of a positive destination, included in the YOS offer is functional skills through maths and English and as detailed above the AQA scheme.

The new local performance dashboard will clearly show the current risk levels recorded in the ASSET plus assessment of risk of reoffending, risk of serious harm and safety and wellbeing.

We wish to implement contacting Young people who have desisted from offending for more than 12 months and find out how they are doing and how they managed that, this so we gain the voice of the child and evidence of what worked so we can do it more.

1. **NEL YOS response to Covid 19**

On 23rd March 2020, the Prime Minister announced that the country was going into lockdown. Following this announcement North East Lincolnshire (NEL) Youth Offending Service (YOS) had to adjust to unprecedented ways of working.

By the 24th March 2020, all staff members of NEL YOS were working from home. Staff had to quickly become familiar to completely different ways of working. One of the biggest challenges for some staff was the use of social media, including Microsoft Teams. Staff very quickly adjusted to using Teams in their everyday work, including joining multi-agency meetings on Teams, rather than attending in person.

Covid affected many areas of YOS work including.

* Governance and Leadership

The Youth Offending and Community Safety Services management team have met virtually 3 times per week during lockdown to ensure a systematic approach was provided to young people across the NEL youth justice model. This consisted of YOS / Youth and ASB managers. This offered greater capacity to support young people in crisis across the thresholds. Whilst ensuring we always achieved our statutory responsibilities and that children were not criminalised due to the pandemic. To add to this several policies in support of this were developed with partners, in most cases Humberside Police. This in relation to the restrictions around social distancing and unlawful gatherings in a dwelling. No child in NEL was further penalised or criminalised through Covid.

To add to this children’s services senior management meetings were held regularly to ensure all children were supported. This process has seen fantastic multi agency working in NEL especially with YOS and CASS management.

The YOS management board has maintained its statutory responsibility and met quarterly, through teams, this process has also followed within the Community Safety Partnership (CSP). Of which the Youth Partnership Board reports into the CSP. All other associated boards have also developed via media portals.

All processes developed through Covid has been directed by NELC health and safety and people and culture (HR) and supported through public health colleagues, this following national governmental guidance. Any change in practice has been developed in a systematic corporate manner followed by the development of risk assessments and safe systems of work.

* Team capacity.

Since lockdown, as dated above the NEL Youth Offending Service has continued to operate at full capacity throughout the pandemic. The team have had no reports of staff sickness due to Covid 19, which reflects the very low cases overall in North East Lincolnshire. There has also been no redeployment of YOS staff due to a dedication in SAFER senior management and that in Children’s Services leadership to ensure the YOS continues as normal. In fact, the staffing levels have increased as the targeted youth work team have also continued to deliver services to young people across all thresholds, including those in YOS and in edge of care.

* Courts.

Initially courts were only hearing overnight remand cases. Arrangements were made for staff to join the court hearing via Cloud video hearing. This meant that staff were not able to visit young people in the court cells before and after court. Arrangements were made for staff to speak to the young person via the telephone instead.

* As the lockdown eased Courts have gradually resumed sentencing backlogged cases. The impact of this on children is that many of them have had a delay in sentencing. One child should have been sentenced in April 2020, but he is still waiting for his case to be finalised. In addition, court would not list breach cases, which meant that we were not able to effectively manage cases. A further impact is that trials have been postponed especially in Crown Court. A consequence of this is that we have had several children who would normally have been sentenced by now but are still on remand/bail awaiting their trial. Two children have since turned 18 years whilst on remand who would normally have been sentenced before their 18th birthday. This means that once sentenced these young people will transfer straight to an adult prison and that the Crown Court Judge will have to take into consideration that the offences were committed whilst under 18 and during Covid which slowed the process. These young people will have been on remand for robbery for at least 8 months when sentenced.
* Appropriate Adults at the Police Station.

Youth Justice staff were required to continue to offer an Appropriate Adult Service. However, the police station quickly ensured that PPE equipment was available for staff and larger rooms were used for carrying out interviews, allowing for social distancing. What became normal practice, however, is that solicitors, rather than being at the police station to support children, prepared a pre-prepared statement. The impact on children being that they were not being provided with a full level of legal support.

* Case Management/Supervision.

Due to Covid staff initially were instructed to work from home fully which in effect meant that only phone contacts could be made. However, the targeted youth engagement team (street based team) were able to offer support via detached patrols and Operation Python ( a joint patrol with Humberside Police) as they continued to carry out doorstep visits in the community on YOS’s behalf for children assessed as high risk. After some easing of lockdown YOS practitioners gradually were permitted to carry out doorstep visits. Following further easing this has now increased to visits in gardening and open spaces and some home visits with the use of PPE.

* Reparation.

At the beginning of lockdown reparation sessions were suspended completely. Following slight easing YOS adjusted to this and arranged for packs to be distributed to children to complete colouring and letters to support older people in care homes etc. Feedback from the care homes was very positive. Children were also given packs to make face masks for staff in care homes. As lockdown has eased further young people have also been able to carry out litter picking on a 1-1 with a staff member. The impact on children is that due to the suspension of reparation and other reparation projects have not yet been able to be resumed, some children have not been able to complete their reparation hours.

* Referral Panels.

Referral order panels are a requirement in law (Crime and disorder act) for YOS and we are currently delivering these in a new method to support social distancing. Initially there was no alternative than to use Microsoft Teams, if panel members had access to Teams, and the young person/carers were contacted by telephone. This was not an ideal situation, but it was the only solution. As lockdown has eased and we have re-commenced home visits, we have arranged for staff members to take their laptop to the child’s house for them to be able to join by Teams. This is a better arrangement as some children struggle to communicate over the telephone.

* Custody.

The YOS have a responsibility to maintain monthly visits with young people in custody. This has not been possible during lockdown and remains the same at the present time. The impact on children in custody has been immense. They were not permitted to attend for education and were given educational packs to complete on their own in their cells. They were all put in family groups of three and could only go out for exercise for one hour a day in the family group. They were basically were kept in their cells for 23 hours a day. Wetherby reported that some children’s mental health concerns reduced as they were not having to associate with large groups of prisoners, although others will have struggled. There will also have been an impact on their education and physical health. The greatest impact for most of them though is the loss of family and professional visits. Wetherby have only recently re-commenced family visits and are still not allowing professional visits. To compensate children were given more access to telephone calls and were permitted to call their YOS workers as frequently as they wished.

* Next steps

The YOS building (Molsen Centre) has been Covid risk assessed and is now ready for a phased return to work along with other NELC buildings.

Staff have completed e -learning Covid courses.

PPE is readily available and is ordered weekly for staff in all service areas.

1. **References**

