

Communities Scrutiny Panel

DATE	23 rd July 2024
REPORT OF	Emma Young – Deputy Service Director Youth Justice and Family Help.
RESPONSIBLE OFFICER	Ann-Marie Matson, Director of Children's Services
SUBJECT	Youth Justice Plan 2024/25
STATUS	Open
FORWARD PLAN REF NO.	CB 06/24/04

CONTRIBUTION TO OUR AIMS

The recommendations in the report will contribute to the achievement of the Strategic Aims set out in the Council Plan ensuring children and young people:

- Reach their full potential through skills and learning
- Enjoy good health and wellbeing
- Live in a safe environment, can have their say about things that are important to them and participate fully in their communities.

EXECUTIVE SUMMARY

Section 40 of the Crime and Disorder Act 1998 states that it is the statutory duty for each local authority, after consultation with the partner agencies, to formulate and implement an annual youth justice plan setting out:

- how youth justice services in the area are provided and funded;
- how the youth justice service is composed and funded, how it operates, and the functions it carries out.

MATTERS FOR CONSIDERATION

Scrutiny of the Youth Justice Plan 2024/25 to support the Youth Partnership Board to provide system wide leadership and advocate the child first principle and diversion away from the criminal justice system. This is in keeping with North East Lincolnshire's vision 'Our Children' Our Future' which aims to support children and young people to grow up happy and healthy, safe in their homes and communities, with people that love them.

1. BACKGROUND AND ISSUES

- 1.1 In March 2024 the Youth Justice Board (YJB) provided updated guidance on the required format and contents of Youth Justice Plans. This included a revised template that had to be utilised to support and facilitate the YJB oversight and analysis of plans.

- 1.2 Annual Youth Justice Plans are an opportunity to review performance and developments over a single year period and plan for the next year. This allows partnerships to be able to respond to any changes that have taken place in the previous year, including new legislation, demographic changes, delivery of key performance indicators, and developments in delivery.
- 1.3 The planning and production of a Youth Justice Plan is beneficial to partnership working and partnership delivery to ensure the best outcomes for children.
- 1.4 The annual Youth Justice Plan considers local and regional priorities including:
 - Reducing first time entrants to the youth justice system
 - Reducing the use of custody
 - Reducing reoffending rates
- 1.5 The plan sets out the local key priorities as:
 - Diversion and Out of Court
 - Reduction of Child Exploitation and Serious Violence
 - Transition to Adulthood process
 - Engagement in Education, Employment and Training
 - Health and Wellbeing
 - Equality, Diversity and Inclusion
 - Improved connectivity between Children's Social Work and Youth Justice Service

2. RISKS AND OPPORTUNITIES

- 2.1 Failure to support the Youth Justice Plan would result in financial loss to the local authority as the submission is a condition of the YJB grant. The YJB grant is used to fund service delivery which prevents children and young people from offending in the community. Failure to support would lead to a significant impact on service delivery and could increase the risk of anti-social and criminal behaviour by children and young people in the community.
- 2.2 The Youth Justice Plan provides an opportunity for the partnership to shape the direction of the delivery of youth justice so that it best meets the needs of the locality, children, families, victims and communities.

3. REPUTATION AND COMMUNICATIONS CONSIDERATIONS

- 3.1 The Youth Justice Service are required to publish Youth Justice Plans in line with relevant legislation.
- 3.2 The Youth Justice Plan 2024/25 will be presented to Cabinet and then to Full Council for final endorsement and prior to publication.

- 3.3 An accessible version of the plan is in development and will be published alongside the formal plan.

4. FINANCIAL CONSIDERATIONS

- 4.1 Section 40 of the Crime and Disorder Act outlines our statutory duty to prepare and submit an annual Youth Justice Plan. The plan must be written following the guidance published by the YJB and must be signed off by the chair of the management board. This duty is also outlined as a requirement of the terms and conditions of the YJB Grant.
- 4.2 As an accountable and publicly funded body, the Youth Justice Service is committed to ensuring value for money via robust budget management and effective delivery. The partnership ensures that resources are deployed appropriately to meet the changing demands of a smaller convicted cohort, with increased preventative and out of court disposal interventions.
- 4.3 The grant is provided by the Authority under its power in section 41 of the Crime and Disorder Act 1998. The Funding Period starts on 01/04/2024 and ends on 31/03/2025 unless terminated earlier in accordance with the Grant Funding Agreement.

5. CHILDREN AND YOUNG PEOPLE IMPLICATIONS

- 5.1 The Youth Justice Plan sets out the shared ambitions and priorities, which supports children and young people to be diverted from the youth justice system. Through partnership working and partnership delivery, it aims to meet the needs of the locality, children, families, victims and communities and ensure the best outcomes for children.
- 5.2 The Corporate Parenting Pledge in North East Lincolnshire commits us to 'consider the impact of any decisions on looked after children and care leavers that we make as a Council'. One of the key priorities within the plan relates to disproportionality which highlights our commitment to ensure children in care and care leavers are not overly represented within the criminal justice system.

6. CLIMATE CHANGE AND ENVIRONMENTAL IMPLICATIONS

None

7. FINANCIAL IMPLICATIONS

Production of the 2024/25 Youth Justice Plan is a requirement of the Youth Justice Board terms and conditions and is necessary in securing continued grant funding. In turn this ensures committed spend is funded through grant income without pressures on core council budgets.

8. LEGAL IMPLICATIONS

- 8.1 Section 40(1) of the Crime and Disorder Act 1998 ("the Act") provides that:
(1) It shall be the duty of each local authority, after consultation with the relevant persons and bodies, to formulate and implement for each year a plan (a "youth justice plan") setting out:
(a) how youth justice services in their area are to be provided and funded; and
(b) how the youth offending team or teams established by them (whether alone or jointly with one or more other local authorities) are to be composed and funded, how they are to operate, and what functions they are to carry out.
- 8.2 Further, by section 40(4) of the Act, the local authority must submit their youth justice plan to the Youth Justice Board established under section 41 of the Act and shall publish it in such manner and by such date as the Secretary of State may direct.
- 8.3 In accordance with Regulation 4(1) and Schedule 3 of the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 the Plan is to be referred to Full Council for ultimate consideration and adoption.

9. HUMAN RESOURCES IMPLICATIONS

There are no direct HR implications contained within this report.

10. WARD IMPLICATIONS

All Wards

11. BACKGROUND PAPERS

Youth Justice Plan 2024/25.

12. CONTACT OFFICER(S)

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COUNCILLOR RON SHEPHERD

PORTFOLIO HOLDER
FOR SAFER AND STRONGER -COMMUNITIES



North East Lincolnshire Youth Justice Plan 2024-2025

YJS | **Youth
Justice
Service**

North East Lincolnshire

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Introduction, vision and strategy

Foreword by the Chair of the North East Lincolnshire Youth Partnership Board

It is a pleasure as the Chair of the North East Lincolnshire Youth Justice Partnership Board to introduce the annual Youth Justice Plan. Over the last year, the Youth Justice Partnership has been working to build on the successful HMIP findings from 2022 and to enhance those areas identified for enhancement and development.

During the last reporting period a key focus has been for the statutory service and the Youth Justice Partnership as a whole to strengthen and enhance the interface with Children's Social Care. In working closely with a new children's services senior leadership team, the Youth Justice Partnership is better positioned to deliver against our key focus of taking a 'child first' approach to delivering services for young people inclusive of the statutory youth justice provision and the diversion from offending behaviour. In doing so, this year we have refreshed our priorities to enable a focus upon;

- **Better connectivity between YJS and Children's Social Care**
- **Further development of our diversion and out of court offer**
- **Reduction of child exploitation and serious youth violence**
- **Equality, Diversity and Inclusion**
- **Transition from childhood to adulthood**
- **Education, Training and Employment**
- **Improve emotional health and wellbeing**

The North East Lincolnshire Youth Justice Partnership Board is responsible for developing, delivering, and overseeing the Youth Justice Plan in order that the superb work progressed with young people is enhanced. This is critical in ensuring that collectively we continue to have a positive impact upon young people and the communities in North East Lincolnshire they are part of. To do so, the Youth Justice Partnership Board continues to lead and champion the priorities in this plan ensuring that the well-established ethos of a child-first approach is focused upon successful prevention and diversion.

Furthermore, the Board recognises how understanding the individual diverse experiences of young people is required to shape strategic direction and service delivery. The partnership continues to consult with young people and develop approaches with staff to ensure there is a continual cycle of learning and development to embed a strong understanding of the context for young people in North East Lincolnshire

I am delighted to present this plan which will deliver against all priorities over the coming year.

Nick Hamilton-Rudd



Chair of NEL Youth Partnership Board

Foreword by the Chief Executive of the North East Lincolnshire Council

As Chief Executive of North East Lincolnshire Council, I am pleased to introduce our revised Annual Youth Justice Plan which has been developed in partnership and is aligned closely to our Council Plan.

In North East Lincolnshire, all children and young people matter, and we are focused on ensuring extra care and commitment to those open to our Youth Justice Service. Staying true to our values we believe that children who feel safe, loved and engaged within their communities are much less likely to become involved in or remain within the youth justice system.

We want North East Lincolnshire to be a place our children can grow up happy and healthy, safe in their homes, with people that love them. Through our relational, strengths based and solution focused approach we aim to reduce anti-social and offending behaviour, protecting children and reducing victims of crime.

The council and its partners continue to prioritise vulnerable children, young people, young adults and their families by investing sufficient capacity and resources which reinforces our ongoing commitment for children and families to be at the centre of all we do and our focus on improving outcomes.

Led through our strengthened Children's Services Leadership Team, we will continue to embed our aspirational vision for North East Lincolnshire Children's Services that puts children at the heart and centre of all our work. By being stronger together, we can achieve our vision of **'Our Children, Our Future.'**

Rob Walsh



Chief Executive
North East Lincolnshire Council

Executive Summary

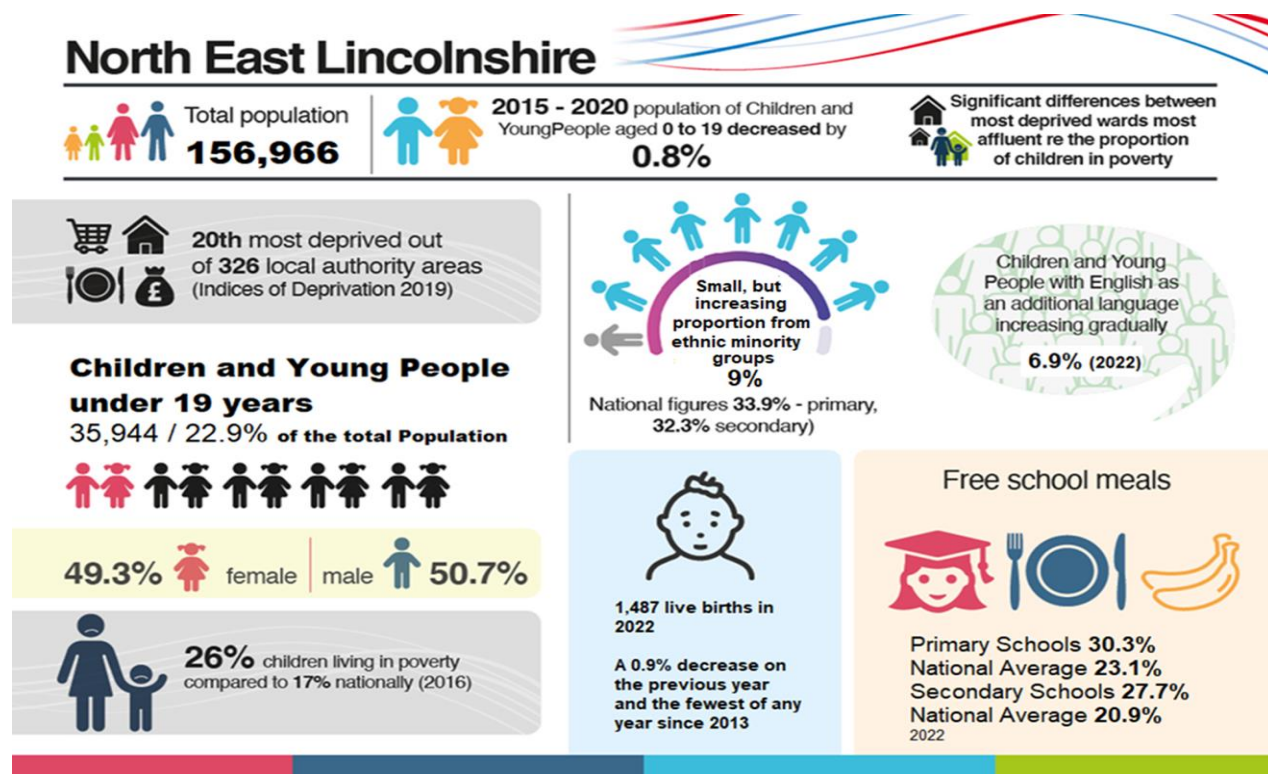
This Youth Justice Plan has been produced in partnership and sets out the vision and priorities for North East Lincolnshire Youth Justice Service. Children and Young people have been consulted and shared their views to support the plan and feedback has been provided so they know what is happening as a result of the experiences and ideas they have shared.

To ensure connectivity and interface between the partnership board and practice, the workforce have equally contributed towards the development of this plan and have shared their views on the progress made over the last 12 months and their views on the priorities for the upcoming year ahead.

The plan builds on our achievements in 2023/24 and sets out our strong partnership commitment to early help, prevention and diversion. It outlines our commitment to reducing first time entrants, reducing re-offending and sustaining our current performance in ensuring children are diverted from custody.

Localised priorities have been reviewed and updated. Individual partner board members have been identified as leads and have responsibility for providing regular updates at each board meeting outlining the progress against their lead priority area, ensuring accountability across the partnership board.

Local Context



Vision and Strategy

The Crime and Disorder Act (1998) places a statutory responsibility on local authorities, acting with statutory partner agencies, to establish a Youth Offending Team (YOT). The statutory function of the YOT is to co-ordinate the provision of Youth Justice Partnerships. Section 40 of the Crime and Disorder Act 1998 sets out responsibilities in relation to the production of an annual Youth Justice Plan. It is the duty of each local authority, after consultation with partner agencies, to formulate and implement an annual youth justice plan setting out:

- how youth justice partnerships in their area are to be provided and funded.
- how the YOT will be composed and funded, how it will operate, and what functions it will carry out.

Children, young people and families are at the centre of all we do and we want North East Lincolnshire to be a place our children can grow up happy and healthy, safe in their homes and communities with people that love them. We are ambitious for children's futures with a focus on learning and aspiration so they can be the best they can be.

In North East Lincolnshire, we want all children to be safe from harm and enjoy growing up in loving homes, have the best start in life and a happy, healthy, fun childhood. We want them to, start school ready to learn, do well at all levels of learning and have the skills and opportunities they need to enjoy a bright future. We want children be part of an inclusive, compassionate, and thriving community, be listened to, involved in the decisions on their future and respected.

In the context of the Children's Social Care National Framework 2023, we are also committed

to ensuring that:

- Children, young people and families stay together and get the help they need.
- Children and young people are supported by their family network.
- Children and young people are safe in and outside of their homes.
- Children in care and care leavers have stable, loving homes.

We want children, young people, and families to be supported by a workforce that is passionate, motivated, and proud of their work and who know, support and care for our children, families, and communities. We want our workforce to be supported by caring and knowledgeable leaders and colleagues and be supported to learn, develop, reflect on practice, and feel valued, appreciated, and respected. We will ensure the workforce have the tools and resources that they need to make a difference.

Our statutory Youth Justice Service is situated in Children's Service's within North East Lincolnshire Council, and as a multi-agency partnership, it is an integral part of our integrated offer for children and families across North East Lincolnshire.

The Youth Justice Service aims to prevent and reduce offending by children and young people through a partnership approach that builds resilience. At the heart of the partnership is the belief that children and young people within the youth justice system should be seen as children first.

The Youth Justice Plan clarifies our local youth justice arrangements, sets out the shared ambition and priorities across the Youth Justice Partnership and reinforces our focus on **system wide leadership** so that children are diverted away from the youth justice system wherever possible.

Our focus on both reducing and preventing offending, is enabled through early help, family help and protection, health provision, education, training and employment opportunities and suitable accommodation. This is further supported through enabling and empowering children and young people to participate and engage in the young people's offer across the place and neighbourhoods of North East Lincolnshire.

In North East Lincolnshire, all children and young people matter, and we are focused on ensuring extra care and commitment to those open to our Youth Justice Service. Through the collaborative work that we do, the determination of partners, we are making a positive difference, and we will continue our focus on listening, learning, reviewing and adapting to improve outcomes for our children, young people and families.

How will we know we are making a difference?

- Children and families will tell us they are more confident about their future prospects.
- Victims are supported and feel reassured that the likelihood of future harm is reduced.
- Our key performance indicators will show improved outcomes for children and families.
- Quality assurance activity will demonstrate the impact of our work.

Governance, Leadership and Partnership Arrangements

Our statutory Youth Justice Service (YJS) is an integral part of Children's Services within North East Lincolnshire Council, and as a multi-agency partnership, it is a vital part of our integrated offer for children and families across North East Lincolnshire.

The Youth Partnership Board (YPB) has a chair, Nick Hamilton-Rudd who brings extensive experience to the role including senior management within the National Probation Service and

has been a longstanding chair of the North East Lincolnshire Youth Partnership Board. Nick has a good understanding of the role, and work of the Youth Justice Service and provides confident leadership to the board.

The YPB meets quarterly and oversees strategic management, funding arrangements, partnership working and access to partner agency provisions. The Board receives quarterly management reports and closely monitors performance against the key performance indicators, staffing arrangements, generic workforce issues, and specific projects. The YPB also oversees action plans, policies, procedures and partnership protocols.

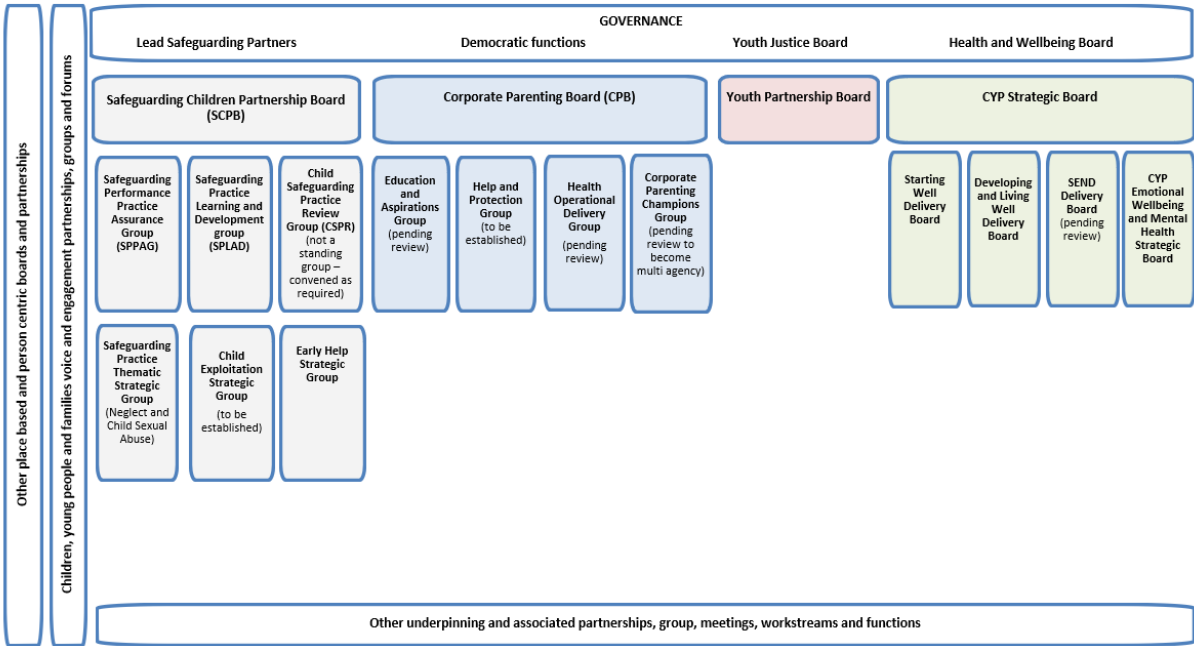
Following the HMIP Inspection of the YJS in 2022, organizational delivery which included governance and leadership, staff, partnerships and information and facilities were graded 'Good' across the board.

The Service Lead for Youth Justice reports quarterly and annually on new initiatives and financial issues that have budget implications for the overall expenditure.

The Head of the Youth Justice Service in North East Lincolnshire is the Deputy Service Director for Youth Justice and Family Help. This role provides systems leadership across Children's Services with strategic responsibility for early help, integrated youth, edge of care and missing and exploitation. The line management of the Head of Service falls within the remit of the Director of Children's Services.

A full staffing structure showing details of the staff roles in the YJS and the reporting arrangements for the Head of Service are included in [Appendix 1](#). A separate table also details the ethnicity, sex and known disability of staff.

The Youth Partnership Board interfaces with the wider strategic partnerships and boards within North East Lincolnshire including the Safeguarding Children's Partnership Board, the Community Safety Partnership, Violence Prevention Partnership Board and the Health and Wellbeing Board. This interface enables the partnership to have a line of sight on cross cutting priorities and workstreams and reduces the likelihood of duplication.



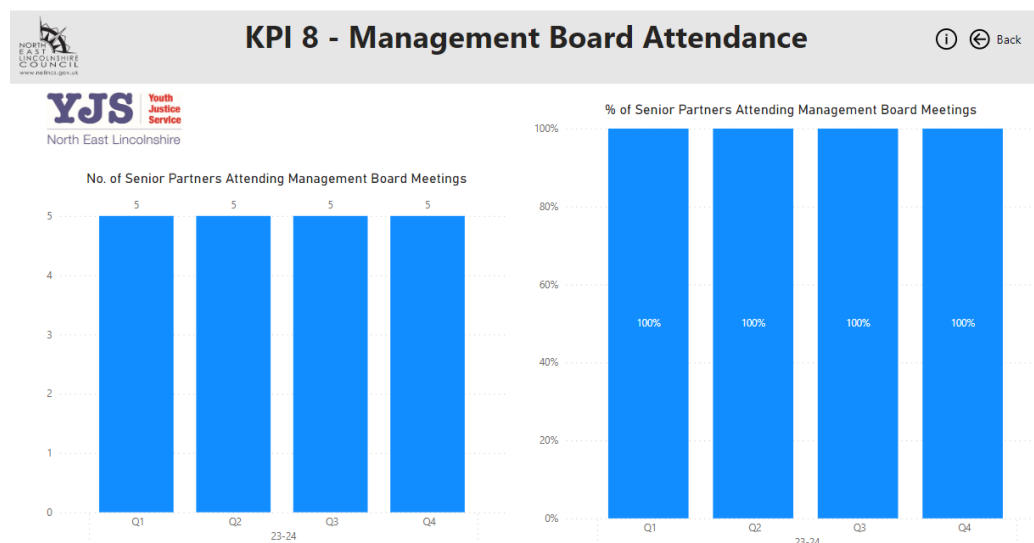
Locally, there is a culture of professional challenge and holding partners to account. There are embedded systems and processes for professional challenge across the safeguarding system and evidence of scrutiny and assurance arrangements in place at all levels across

our safeguarding partner organisations.

Key aspects of the YPB include:

- Senior representatives attend the board who add value through support and challenge and ensure child first principles underpin practice at all levels of organisations.
- Regular well attended meetings and development sessions take place with board members to build on strong relationships between partner agencies.
- Lead roles group meets between board to maintain momentum and members work with specific Youth Justice team members.
- Subgroups are developed to resolve issues.
- Regular Performance and budget information underpins planning process.
- Thorough induction process is in place for new board members.
- Partnership advocacy and commitment to 'Child First'
- Engaging and incorporating the views of children to deliver a high quality, individualised responsive offer.
- Formulation and implementation of the Youth Justice Plan
- Strategic oversight of the standards for children in the youth justice system
- Leadership that promotes valuing, equality and diversity

The new YJB KPI's will track senior partners contribution to the board. In 2023/24 there was 100% representation demonstrating senior leaders prioritisation of the Youth Partnership Board.



Partnerships

Section 39 (1) of the Crime and Disorder Act 1998 requires the co-operation of the named statutory partners to form a YOT. Section 38 (1, 2) identifies the statutory partners and places a duty on them to co-operate to secure youth justice partnerships appropriate to their area.

These statutory partners are:

- The local authority (this includes children's social care and education).
- The police.
- The probation service.
- Health.

The YJS is constituted of staff seconded from or employed by these agencies. To support the YJS, additional partners may also be recruited to provide specific provisions and support to children.

As we continue to deliver our Children's Service's Improvement Plan, we have amplified our focus on strengthening practice, improving workforce development and retention and fostering a cross council **'family feel'** **'families first'** culture, prevention and early help (with our partners), family help and intervention to ensure the best outcomes for children and families.

In relation to our relationship with our partners we want to:

- have relationships that unite us, putting children at the heart and centre of our work
- have relationships where innovation and collaboration come together to create lasting change
- have a commitment to early conversations with the right support at the right time by the right person
- hold each other to account with open and honest conversations based on trusted relationships
- have a shared understanding of a collective vision, risk and thresholds with roles and responsibilities

The Youth Justice Service is a core member of the subgroups that sits below the Safeguarding Children's Partnership including the Safeguarding Performance Practice Assurance Group Meeting (SPPAG), Safeguarding Practice Learning and Development Group (SPLAD), Early Help Strategic Group and the Safeguarding Practice Thematic Strategic Group (Neglect and Child Sexual Abuse).

In addition, the YJS is a key member of the Harmful Sexual Behaviour (HSB) Panel, Multi-Agency Child Exploitation (MACE) panel and the Channel and Prevent Panels.

VCSE Partnership working.

We are of the firm belief that partnership working between the VCSE sector, and statutory partners within the youth justice system is key to successful outcomes for young people at risk of, or being within, the criminal justice system. To this end the VCSE are represented on the Youth Partnership Board and have played a key role in the formation of North East Lincolnshire's Youth Engagement Alliance.

VCSE representation on the Youth Partnership Board is currently fulfilled by the managing director of a local social enterprise (Creating Positive Opportunity) that specialises in youth engagement and diversionary activities, and the Vice Chair of North East Lincolnshire's VCSE Alliance and VCSE Forum. Both the Alliance and CPO have a long association with the youth justice system, and the Head of the Youth Justice Service, having worked previously with the Graft project, and now the current Youth Justice Pilot Project – JEFF. Whilst the post on the Youth Partnership Board is a strategic one, the VCSE lead is both able to focus delivery from that sector, where it is most needed, but also to cascade information down to key partners within the voluntary sector.

To this end we believe the formation of the Youth Engagement Alliance (YEA) has been pivotal, and it is now pleasing to see that this approach is being hailed as good practice across the Humber Region. The YEA brings together VCSE organisations and statutory youth justice partners to ensure that activities, both in terms of geographical location, and by the range of diversionary opportunities available to young people have the maximum impact in terms of outcomes for those deemed at risk of entering the criminal justice system and de-escalating from it.

Service Level Agreement and Partnership Arrangement Review Process

To assure effective partnership working, Service Level Agreements (SLA) exist between the Youth Justice Services and key partner agencies, including police, probation, health and Children's Social Care. SLAs are subject to annual review and specify designated roles, accountabilities, responsibilities, recruitment processes, supervision, practice and delivery, and management of performance.

There have been a number of revised and developed protocols and agreements over the last 12 months including:

- Children in Custody Joint Protocol
- Prevention, Diversion and Out of Court Policy and Procedures
- Resettlement Policy

There are plans to review all policies and procedures over the next 12 months, aligned to the refreshed inspection standards that are set to be published by the HMIP. Colleagues within Partnership, Strategy and Evaluation services will support the co-ordination to ensure alignment across Children's Services.

All SLA's and protocols/agreements are endorsed by the Youth Partnership Board.

Regional & National Partnerships

North East Lincolnshire have developed excellent joint working arrangements with colleagues regionally and nationally. Regional partnership arrangements include:

- Reciprocal audit arrangements.
- Chair of Humber region quarterly head of service meetings.
- Consortium bid applications.
- Joint training.

Update on the previous year

Progress of priorities in previous plan

Last year's plan was shaped around the areas of improvement from the findings of the HMIP inspection of the YJS in 2022. Key priorities included:

- Diversity, Equality and Proportionality.
- Relationships with Children's Social Care.
- Transition
- Serious Youth Violence
- Adolescent risk offer

Whilst there has been substantial progress in the identified priorities for 2023/24 a number of these will remain for 2024/25 and therefore the progress from the previous year will be included within the priorities for the coming year section.

Anti-Social Behaviour

The NELC Young and Safe Street based team and VCS partner organisations deliver both targeted and universal open access youth sessions in areas identified for potential youth anti-social behaviour. These areas are identified from Youth Justice Services, ASB team, analytical seasonal trends, Humberside police information, Humberside Fire and Rescue, professionals, and community groups. The sessions are young people led with support from youth workers. Young people can also access partner agencies such as Compass Go for well-being and mental health and We are with you for substance misuse, school nursing and sexual health services. These sessions enable us to work with young people who may be displaying behaviours associated with offending, antisocial behaviour, or vulnerability, to safeguard children and promote positive outcomes to stop them entering the formal youth justice system.

These sessions are as below:

- Universal Youth engagement Sessions across the borough.
- Detached Youth Work: Youth workers work on foot, mountain bikes and a vehicle to access parks and open space to engage with young people in areas identified for youth ASB. The team will develop consultation with young people around ASB, activities they would like in their area.
- Youth Bus – A mobile unit that visits weekly, provides a safe place, activities, access to informal education, advice and guidance, sign posting to service, safeguarding. Access to play stations, wi-fi, phone chargers and more
- Youth Clubs – Weekly sessions in identified areas with partners and young people. Provides a safe place, activities, access to informal education, advice and guidance, sign posting to service, safeguarding. Access to play stations, wi-fi, phone chargers and more.
- Weapon Awareness – Yearly delivery of weapons awareness assemblies within local schools or when requested by the schools or if intel is received that there may be an issue with weapons in certain areas or schools. These are delivered in partnership with Humberside Police. Individual young people are identified for one-to-one work if required.
- Youth Alliance – All local youth providers including VCS, come together to discuss opportunities for young people, joint funding options to improve services, how we can support each other to deliver and to share best practice.
- Operation PYTHON – Joint operation with Humberside police, patrolling hot spots for ASB within the borough between 1700 – 2200 hrs Friday and Saturday evenings.
- Operation PRIAM – Child Sexual and Criminal Exploitation patrol, deployed to welfare visits and disruption tactics within hot spot locations for county lines
- Fair Play Football league – The ASB team deliver the Fair Play football league across several VCS organisations across the borough. This is funded through the OPCC. This includes a minimum of 6 weekly football activities, with quarterly football tournaments for all young people.

The Young and Safe Street based team successfully gained funding from the OPCC – Levelling up UK shared Prosperity Funding and Accelerator funding to open the HAVEN centre in the town centre of Grimsby. This centre is currently open Wednesday to Friday 18:30 – 21:30 and Saturday afternoon 14:30 – 18:30. The centre offers universal sessions throughout these times, however there is also the offer of more targeted interventions throughout the day, working with specialist services delivering interventions around sexual health, mental health, drug and substance misuse, education, and general well-being.

The centre is a joint venture with McDonald's and has been identified by McDonald's corporate comms team and Children in Need as an example of national best practice. The centre opened

officially in November 2023 to support the late-night shopping seasonal period, where historically young people have caused significant ASB. From 01/03/2024 – 3/0/2024 181 individual young people attended the HAVEN centre 474 times. The HAVEN is also seen as a safe place by young people and is a core part of the “ask for HAVEN” developed by the street-based team and partners in the youth engagement alliance.

ASB Team

The aim of the NELC Anti-Social Behaviour Team and partners is to divert and educate young people away from anti-social activities, provide early help and support working with the young person and family to provide a holistic and restorative approach helping minimise the risk for young people becoming drawn into crime or anti-social behaviour and make our communities safer and stronger. The team works in partnership across all agencies and intervenes at the earliest opportunity with families or individuals to reduce instances of anti-social behaviour.

As information of young people causing anti-social behaviour is identified partners such as police, voluntary community sector, children's services will share information about the areas, the groups. Initially the street-based team will be informed, who will then focus work on the area and groups of young people identified to look at the cause behind the anti-social behaviour, this delivered through targeted detached youth work, or focused such as Operation PRIAM or targeted joint operations such as Operation PYTHON. The dedicated youth workers within the street-based team will identify key issues and needs for the young people, build trusted and positive relationships, work on boundaries and consequences and acceptable behaviour within the community, provide positive activities, sign posting to specialist services and safeguarding where identified. This process will also be developed through open access community youth organisations across the borough, such as The Trin in Cleethorpes, Fusion wellbeing centre, Shalom and YMCA in Grimsby and One Voice in Immingham. The relationships are developed through the Youth Engagement Alliance.

Some young people may be considered for an Acceptable Behaviour Contract (ABC) through lack of positive engagement or changes in behaviour or simply needing more support. This process follows a tiered approach with several stages and follows the principles of a child first model as directed through the Youth Justice Board, by using non punitive engagement rather than damaging punitive sanctions such as Criminal Behaviour Orders (CBO). The ABC order is more about you should rather than you can't, with an emphasis on positive activities.

The ASB process in North East Lincolnshire Council is currently under review with a planned refresh of strategy , policy and practice and a refreshed referral process aligned to the new YJB diversion and out of court assessment tool. The ASB Panel will be re-launched, chaired by a senior manager within Safer.

The Community Safety Partnership is in the early stages of developing area based tasking in North East Lincolnshire, led through Grimsby East and Grimsby West Community policing teams. This development will drive local community problem solving using the OSARA model (Objective, Scan, Analyse, Respond & Assess) to clearly identify the 3 sections of the crime triangle theory, these being Adult Offender, Place/Target or Victim. These meetings are to be bi monthly for the place and monthly for the person, both victim and adult offender. All problem solving that involves young people will be in collaboration between ASB services and youth justice services, not within area based tasking . All ASB cases that are problematic will be discussed at these meetings and escalated to Safer NEL if further resources are needed.

Appropriate Adult provision

The last 12 months has seen a change in the way we manage our Appropriate Adult Provision. From 1st October 2023 we commissioned AAUK to manage our Appropriate Adult Provision outside of office hours, including weekends and bank holidays, which also includes AA cover overnight. Humberside Police were contacted in respect of this change. The stance of the police was not to use the increased AA overnight provision to interview children to expedite investigations throughout the night but to use the provision to ensure that timely welfare checks

are completed. During office hours, the YJS continue to provide an AA Services. Prior to October 2023 we shared an AA rota with Scunthorpe Youth Justice Service. Since October 2023 we have been responsible for only the North East Lincolnshire children at the custody suite. We have found that this has reduced staff's time considerably in attending at the police station during office hours.

In terms of the out of hours provision, we have been collecting data around the call outs to AAUK. We have compared the cost of using AAUK to that of what the approximate cost would have been to the Service. We have found that the cost for the AAUK Service was much higher than initially. However, over recent months it is estimated to have cost around the same, or slightly lower, than it would have cost if we were providing the service. We are continuing to review our appropriate adult provision to ensure that our model is most responsive to children and young people's needs.

Court

The Youth Justice Service continue to have good relationships with the courts. They trust the recommendations and guidance that is provided to them both orally within open court and in written documents including pre-sentence reports, breach reports bail packages and information for court reports.

The information delivered to the courts from the Youth Justice Service is provided taking a multiagency approach. All agencies working with the child are consulted pre court, to ensure a holistic overview of the child's current circumstances is available to the court to aid them in their decision making.

Crown Prosecution Service guidance published in May 2023, outlined the importance of taking a 'Child First' approach within the court arena. The Youth Justice Service has also embedded the 'Child First' practice within our work in the courts and several changes have been made to practice. These include the completion of new pre-sentence report template which outlines the assessment of the child first and the presenting behaviours latterly. Negative language has also been removed within all pre-sentence reports and all documents provided to the court.

The Youth Justice Service also now provide individualised communication passports for children with assessed speech and language needs. These passports outline the child's identified needs and what support would be helpful in effective communication with them in court.

Violence Prevention Partnership

The Humber Violence Prevention Partnership (VPP) launched in July 2022 and exists to lead and co-ordinate the local response to preventing and reducing Serious Violence through a public health approach. It is one of 20 Home Office-funded Violence Reduction Units across England and Wales. North East Lincolnshire YJS Head of Service is an active member of the Violence Prevention Partnership Board.

The Serious Violence Duty was created by the Police, Crime, Sentencing and Courts Act 2022. It requires specified authorities – local authorities, police, Fire and Rescue Authorities, the Probation Service, Youth Justice Teams, and Integrated Care Boards – to collaborate and plan to prevent and reduce serious violence.

The Humber VPP is working collaboratively with the specified authorities for the Duty and the four Humber Community Safety Partnerships (CSPs) (North Lincolnshire, East Riding, Hull and North East Lincolnshire) to deliver a coordinated approach across the Humberside Police force area.

The Humber VPP has produced a Strategic Needs Assessment, setting out the drivers and extent of serious violence in the Humber area. CSPs will supplement this with annexes incorporating additional data and drawing out the key conclusions for their areas.

The Humber VPP worked closely with CSPs and other partners, including North East Lincolnshire YJS to develop a Response Strategy for serious violence. Each CSP has its own Delivery Plan, forming part of the strategy, tailored to local needs.

As a result of the Serious Violence Duty, CSPs have a statutory responsibility to prevent people from becoming involved in, and to reduce instances of, serious violence. CSPs are governed by boards made up of the specified authorities and other partner organisations. The Humber VPP Board will lead the development of Humber-wide products and support collaboration across the area.

Information sharing is a core part of the Serious Violence Duty. The Humber VPP is supplementing CSPs' existing information sharing agreements by mapping and facilitating access to additional data and supporting collaborative work on data analysis

The Humber VPP has adopted the World Health Organisation definition of violence which is –

“The intentional use of physical force or power threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment, or deprivation”.

Their definition of Serious violence is – “Violence which consists of the following headline crime types”.

- Homicide
- Violence against the person (public space)
- Robbery
- Possession of a weapon
- Domestic abuse
- Sexual offences
- Violence against women and girls (VAWG)
- Child exploitation and county lines
- Modern slavery
- Organised crime groups

The **proposed scope** though for the Humber VPP is –



There are existing multi agency public health strategies and partnerships in relation to domestic homicide and Interfamilial violence/harm which the HVPP will monitor*

North East Lincolnshire has defined serious violence *and serious youth violence* as consisting of the following crime types:

- Murder

- Manslaughter
- Wounding or grievous bodily harm with intent
- Grievous bodily harm
- Weapon crime
- Robbery

However North East Lincolnshire takes the view that there are a number of other 'pre cursor' type offences which should be monitored in relation to serious youth violence in order to understand how these types of crime can escalate into more serious offences.

In terms of serious youth violence monitoring these pre-cursor offences enable partners to intervene and take appropriate action when they escalate above normal levels

These are:

- Assault Occasioning Actual Bodily Harm
- Common Assault
- Having an article of bladed or point on school or college grounds.
- Possession of an offensive weapon
- Possession of an offensive weapon on educational premises.
- Youth related anti-social behaviour (ASB)

The North East Lincolnshire partnership will tackle serious violence by focusing on three priorities:

Serious Youth Violence	Violence Against Women and Girls	Night Time Economy
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Harmful Sexualised Behaviour (HSB)

In NEL there is an established HSB Panel, with multi-agency management representation. In general terms, the purpose of the Panel is to act as a steering group for the programme; act as the referral and allocation route for the HSB offer; and act as a source of knowledge, expertise and support for the practitioner team.

A number of the YJS workforce are trained to complete AIM3 assessments and will hold HSB cases. There will be a full review of the current HSB offer in NEL which will include further workforce development to ensure more partners are better able to contribute towards this offer.

Substance Misuse Intervention

The Youth Justice Service work closely with the specialist service, We are with you around substance and alcohol misuse amongst young people. We are with you have the ability to see young people at the YJS office or within family hubs to meet the young persons needs and encourage engagement. Upon allocation of a young person, We are with you are always contacted to identify if the young person is known to their service and they are involved within the assessment process if identified as necessary.

The Youth Justice Service has supported We are with you alongside Young and Safe and

Family Help in the delivery of harm reduction substance misuse awareness and guidance for the workforce within North East Lincolnshire council.

YJS have met with We are with you to incorporate a drug screening tool to be used with all young people that enter the Youth Justice Service. The idea is that should a young person be identified as low risk then a package of work will be completed by Youth Justice practitioners and if identified as Medium or above this would trigger a referral to the specialist service, We are with you. Once open to We are with you, they will incorporate a package of support which includes awareness, education and reduction plan to work towards the young persons identified goals. However, if consent is declined by the young person, educational interventions will be completed to support a young person to understand the risks of using substances or alcohol on their body and mind.

New resources are being created with We are with you to ensure interventions are accurate and in line with those delivered by the specialist service. For example, we worked with a young male who declined an onward referral to We are with you and he was supported with educational resources to understand the impact of continued use on his future and employment. There was an identified need for support around substances because of him struggling with memory and anxiety which he did not recognise as being impacted by his substance misuse. Through the support and interventions, this supported him to recognise the impact of his cannabis use and overall reducing his use by half whereby he went from daily usage to every other day.

Performance

The progress and performance of the Youth Justice Service is reported to each Youth Partnership Board for scrutiny, oversight and action.

The Youth Justice Service continues to provide an offer that make a difference for children, their families and the community as a whole. There is a continued focus on prevention from offending through holistic family approaches, working with children and their families to help them address the issues that lead to children and young people becoming involved with criminal and anti-social behaviour and focusing on building and developing the skills of children and young people. Frontline practitioners have a clear understanding of how partnership delivery translates into performance and how individual roles contribute towards it. There is regular consultation with staff at all levels to ensure their understanding and commitment towards this.

There are established mechanisms in place to ensure robust management and leadership oversight of the cohort and performance. This includes oversight of the re-offending live tracking tool, comprehensive reporting and data cleansing exercises and a 'Top 10' cohorts meeting. Up until recently, the YJS did not have a dedicated data engineer. However, a new data engineer has been identified and will be trained to support the YJS and strengthen the way data and performance is presented.

A new Power Bi dashboard has been developed which will further support leaders and managers to have strong oversight of practice.

Local quality practice standards have also been developed aligned to national standards and are monitored within the Children's Experience and Audit Meeting (CEAM). The CEAM was established to involve 'leaders at every level' in the scrutiny of casework practice and to provide a line of sight from senior leaders through to front line practice across the children and families that we work with.

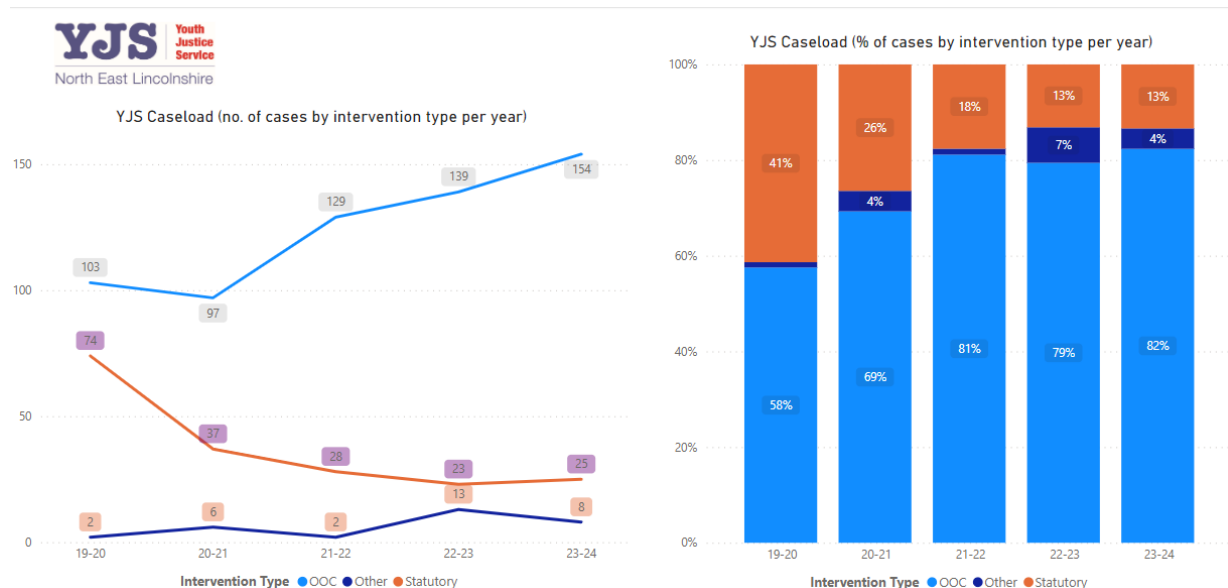
The Children's Experience and Audit Meeting is a key element of the Children's Services Assurance Framework and meets monthly to bring together learning from case audits,

management reviews and scrutiny activity across Children's Services. The Children's Experience and Audit Meeting also sets the theme for audits and thematic reviews based on findings of previous audits alongside local and national intelligence.

A monthly practice standards report goes to the CEAM containing information regarding a wide range of measures in respect of both statutory and local best practice expectations and commentary on exceptions.

Our fundamental aim is to promote a childhood removed from the justice system, using prevention, diversion and minimal intervention. Our data provides evidence of the impact our partnership approach to prevention and early help has had demonstrated by our increase in prevention and diversion programmes.

The percentage of programmes starting that are out of court disposals or prevention remain at a high level.



Our data demonstrates the significant reduction in statutory court orders since 2019/20 where these equated for nearly half of all programmes (41%) despite a similar cohort size. Since then, we have seen a continued reduction with only 13% of all programmes starting in 2023/24 being for statutory court outcomes and 82% being for out of court disposals.

Children in North East Lincolnshire are less likely, when compared to the England average, to become involved in the criminal justice system.

The number of first time entrants to the Youth Justice System remains at a low level. The Youth Justice Board measures FTE's as a rate per 100,000 of 10-17 years olds in our area.

The latest published data is from the period January-December 2023 which saw 19 first time entrants and a rate of 122. This was below the England rate of 167 and below our family rate of 184. Our reduction in FTE is evidence of local commitment to early help and prevention which can be further demonstrated in cohorts data, which shows how many more children are supported through out of court diversions.

First Time Entrants

First Time Entrants - Baseline

Jan 22 - Dec 22 (case level data)

First Time Entrants Current

Jan 23 - Dec 23

	Number	2021 Population	Rate per 100,000	Number	2022 Population	Rate per 100,000
North East Lincolnshire	28	15,151	185	19	15,525	122
New YJS Family						
Doncaster	52	29,102	179	39	29,833	131
Blaenau Gwent and Caerphilly	27	22,865	118	21	23,000	91
South Tees	55	27,478	200	48	28,150	171
Hartlepool	22	9,359	235	15	9,564	157
Barnsley	37	22,452	165	55	23,014	239
Tameside	50	22,915	218	53	23,704	224
Rotherham	44	25,821	170	49	26,395	186
Wigan	52	31,168	167	63	31,930	197
Cwm Taf	49	28,346	173	66	28,745	230
St. Helens	30	16,768	179	34	17,058	199
	32	42	23,627	177	44	24,139

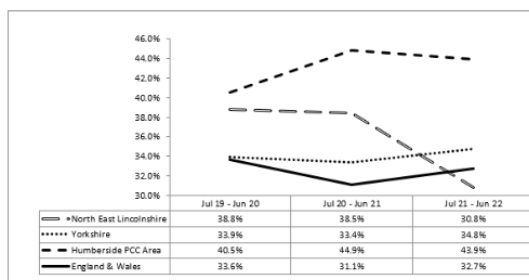
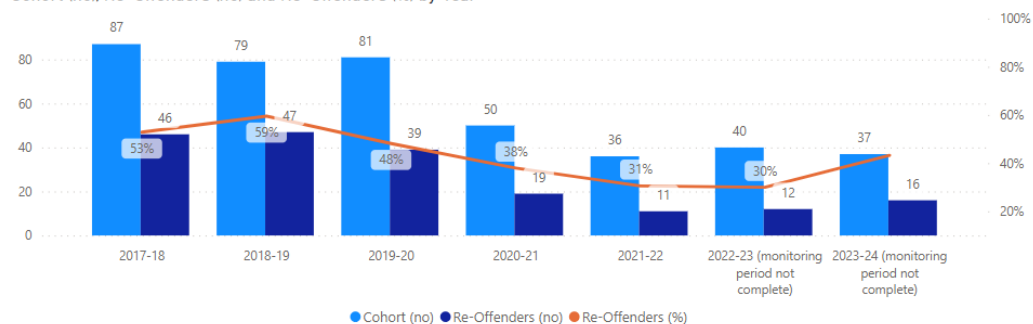
Data indicates that the % of children re-offending is below comparators.

Re-offending is measured by looking at a cohort of young people (aged 10-17) who received a caution or sentence or were released from custody during a 3-month or 12-month period. All the children and young people in the cohort are tracked for 12 months to see how many reoffended and how many further offences were committed. The cohort are tracked for a further 6 months to allow for offences that may have taken place but for which the outcome is not known at the end of the 12 months.

The latest MOJ data is for the April 21 – March 22 period which had a cohort of 36 children, of which 11 young people committed 55 re-offences. This gives a re-offending rate of 30.6% and 5.00 re-offences per re-offender. In comparison the family group average was 32.3%, England average was 32.2% and the Humberside rate was 42.7%.

We are locally monitoring the subsequent periods and projecting an increase in our % of children re-offending, this is due to reducing cohort size making our re-offending rate volatile.

Cohort (no), Re-Offenders (no) and Re-Offenders (%) by Year

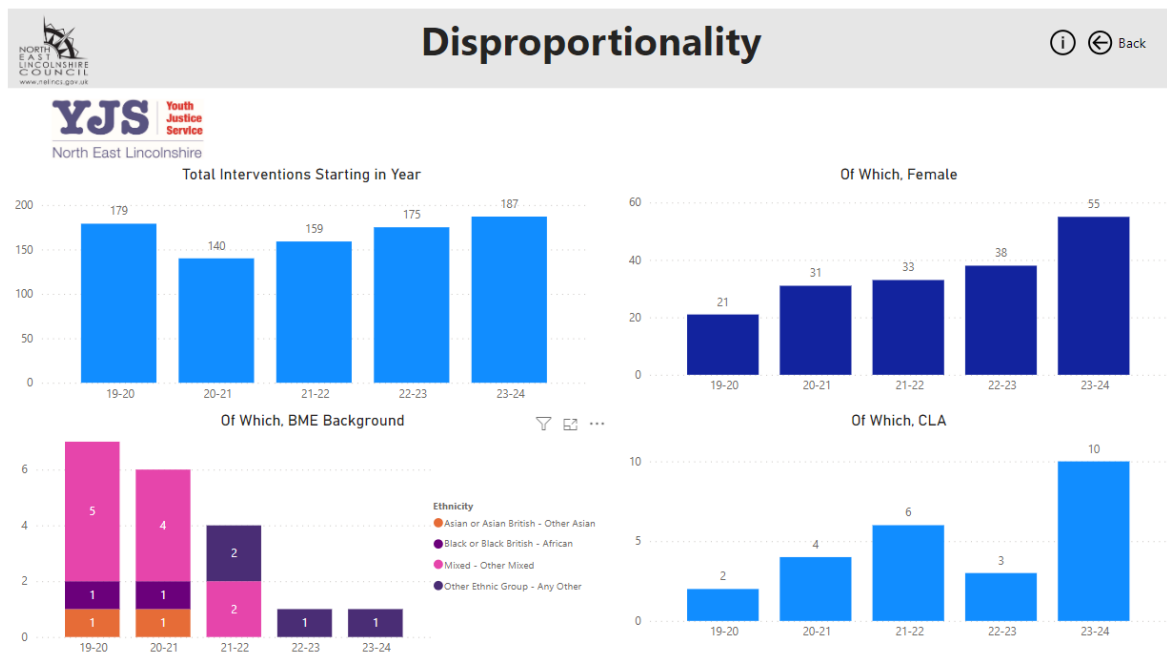


Disproportionality

There has been recent development on the way data and performance supports us to track over representation of minority groups, including BAME, Females and Children in Care. Whilst there is no current evidence to support an over representation for children and young people from ethnic minority groups, there has been a noted increase in the proportion of females open to the YJS and a noted over representation of children in care.

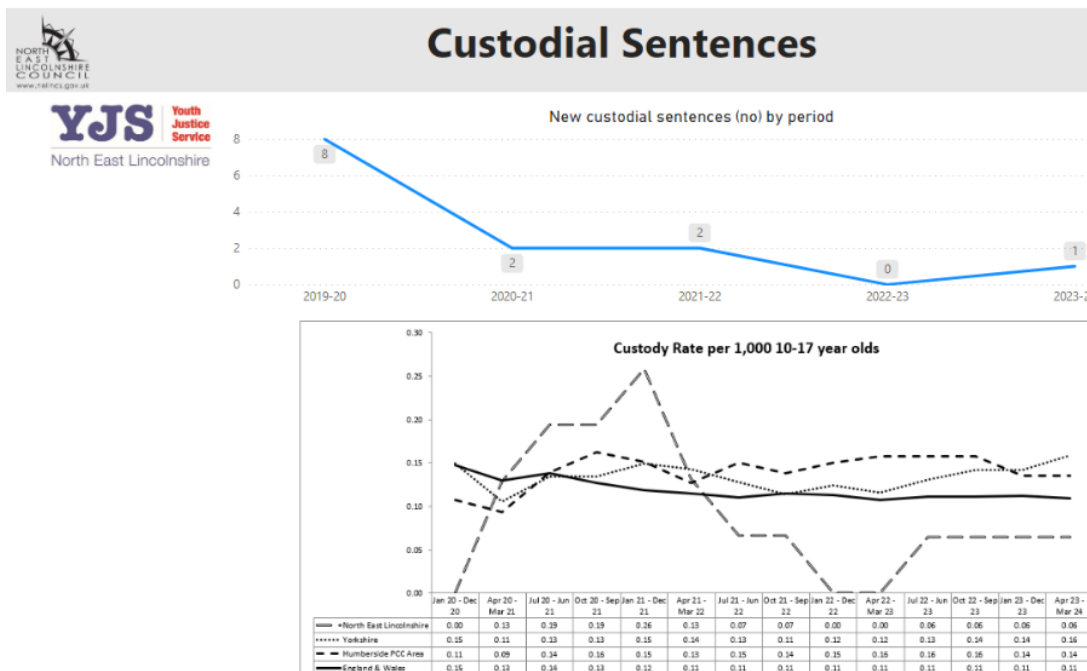
There are planned thematic to review these cohorts and identify any key themes and actions to tackle this over representation. There will be a review of our joint protocol with Humberside Police on reducing criminalisation of children in care and care leavers to ensure our strong commitment as corporate parents to diverting children away from the criminal justice system where possible.

In addition, there will be further work with our children's homes to ensure the 10 point checklist tool is utilised when deciding what action to take when children offend in children's homes.



The number of children sentenced to custody remains low

Our custody rate continues to be below national and regional comparator groups. In 2023/24 there was only 1 person who received a Detention and Training Order and there was a robust resettlement offer for this child when he was released. We continue to strengthen our partnership arrangements with the police and courts and aligned to child first ensure custody is only used as a last resort.



New KPI's

From 1 April 2023 youth justice services were asked to report on 10 new key performance indicators (KPIs) as part of changes to monitoring by the Youth Justice Board (YJB).

The youth justice system has developed significantly since the current set of KPIs were introduced, with the multi-agency model now much more firmly embedded. Whilst the number of children entering the system with a statutory disposal has fallen significantly, it is clear youth justice partnerships are working with increasingly complex caseloads.

The Ministry of Justice (MoJ) developed the new KPIs to improve the Youth Justice Boards understanding of how youth justice partnerships are responding to this different context and to reflect the areas that are strategically important in delivering effective help and support to children.

The new KPI's are:

- suitable accommodation
- education, training and employment
- special educational needs and disabilities/additional learning needs
- mental health care and emotional wellbeing
- substance misuse
- out-of-court disposals
- links to wider help and support
- management board attendance
- serious violence
- victims

Whilst North East Lincolnshire have been reporting on the new KPI's quarterly, this remains an area for development. New KPI Dashboards were released by the YJB on YJAF but following review of the performance it quickly became apparent that there were discrepancies. Through further analysis, it was understood that practitioners were not consistently recording aligned to the new guidance and subsequently this was leading to the data being pulled incorrectly. Positively, there has been a significant amount of work to develop this and training workshops have been delivered across the workforce so everyone is clear on how they should

be recording and the importance.

Locally, our Power Bi Dashboard has been utilised to support data cleansing which in turn provides additional assurance in the quality of our data and performance we are reporting. Most of the data for the new KPI's appears to be accurate now and validation processes have been embedded across the service. There is ongoing work on substance misuse and mental health and practitioners are tracking back so the YJB can refresh the dashboard and a more accurate reflection of the cohort can be shared. Key headlines for the new KPI's are as follows:

Children and Young People in suitable accommodation remains high

With regards to suitability of accommodation at the end of a young person's programme, this was 100% for 2023/24 compared to 89% across England and 91% in Yorkshire and Humber.

The number of children in suitable education at the end of their programme remains high.

Overall, in 2023/24 86% of children with an order ending in the period were in suitable education. The dashboard enables us to review those children who were not in suitable education and to reflect and identify and themes or challenges that need addressing via the Youth Partnership Board.

Data indicates that there are low numbers of children with identified SEND at the end of their programmes in NEL. 39 programmes ended in 2023/24 and only 3 children were identified to have a SEND need or EHCP. This data was cross referenced against the data held by education to ensure it was accurate. This is a priority focus for the Youth Partnership Board as there are concerns that some children and young people are assessed to have undiagnosed/unmet needs which could be a risk factor for future offending in the future.

The % of children successfully completing their out of court disposal programmes is high.

82% of children and young people whose programme ended in 2023/24 did so successfully. For those who didn't the majority had partially completed and others had re-offended or withdrew consent. Practice Supervisors drill down into the data to look at the journey for those children who did not successfully complete their orders to identify any learning to promote successful engagement for other children in the future.

The % of children supported by the YJS and linked to wider children's services is high

In North East Lincolnshire we believe that the robustness of our Family Help offer lies in the strength of our partnerships and multi-agency approach, where all stakeholders work collectively to address the diverse needs of children and families. By adopting a collaborative mindset and committing to shared objectives, we can leverage the expertise and resources of different professionals, resulting in a comprehensive and integrated approach to Early Help.

This collaborative model enhances the quality and effectiveness of services, ensuring early conversations, interventions, support and utilisation of universal provision to ensure that children have the right support at the earliest opportunity tailored to their specific circumstances.

There is a commitment to ensuring the right support, at the right time by the right person supported by an integrated workforce, one that works with the whole family and where we reduce unnecessary duplication of professionals involved with a child and family.

In 2023/24 31% of all programmes ending had been linked to wider services. 10% (17 children) were subject to Child Protection, 10% (16 children) were Child in Need, 7% (11 children) were

Children in Care and 4% (7 children) were open to family help. It’s recognised that there is an over representation of children in care open to the YJS and action through the partnership board to understand and tackle this.

Partnership representation at the Youth Partnership Board is good

The YJB now report on the partnership commitment to the strategic partnership board to obtain assurance in relation to attendance and levels of seniority. Positively 100% of statutory partners attended the Youth Partnership Board in 2023/24 demonstrating the positive partnership commitment to the board in NEL.

The rates of children convicted for a serious violent offence in NEL is low

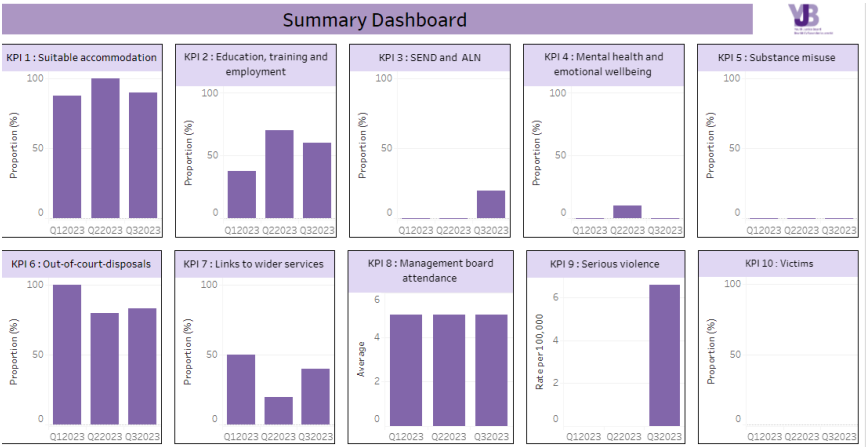
In 2023/24 there were 2 children who received a substantive outcome for a serious violent offence in NEL. The YJB defines serious violent offences as an offence with a gravity score of 5 or more (including Drugs and Robbery) which results in a caution or sentence.

Whilst the level of serious violence remains low, there is a higher proportion of children cautioned or sentenced for violence against the person offences which could pose as a precursor for serious violence and intervention plans are tailored as such to reduce risk.

The percentage of victims consenting to be contacted by the YJS and engaging in restorative justice opportunities is high

There is a strong offer for victims in NEL which can be further evidenced through our performance. 99% of victims consented to contact by the YJS, 94% were asked their views prior to decision making and 65% engaged in restorative opportunities. 34% of victims requested information on the progress of a child’s case and 97% of victims who requested this were provided with this. For those that wasn’t, this was due to the Victim Liaison Officer not being able to get hold of the victim.

Below is an illustration of the new KPI dashboard that is released on YJAF on a quarterly basis. For the purpose of this plan, below is for illustration purposes only whilst we validate the data that is being reported. However, going forward the dashboard will support how data and performance is presented at the strategic partnership board.



HMIP Inspection

North East Lincolnshire were subjected to a HMIP Inspection in 2022 and received an overall rating of ‘**Good**’.

As a result of the inspection findings, HMIP made eight recommendations that they believed, if implemented, will have a positive impact on the quality of youth justice services in North East Lincolnshire. The recommendations were:

1. develop a formal mechanism for gathering, collating, and analysing the views of victims, children, and parents or carers to inform service delivery
2. review its response to diversity, ensuring that it considers all protected characteristics; plans and policies need to provide explicit detail of how the service intends to address diversity
3. develop stronger links with education placements so that it can be involved in decisions about education for its children and have clearer escalation routes to challenge education packages
4. continue to strengthen operational relationships with children's social care to ensure that provision to keep children safe is promoted
5. support staff and managers so that they are more confident in knowing when to escalate concerns to partner services
6. develop data analysis processes to enable it to scrutinise and explore trends in data and desistance factors
7. review resettlement policy and provision to ensure that key partners are involved in and accountable for pathways to successful resettlement.

The Partnership Board should:

8. continue to support the service and advocate for children in contact with youth justice and early help to have access to direct speech, language, and communication therapy.

A Development plan was submitted and accepted by the HMIP and is reviewed quarterly via the Youth Partnership Board to ensure oversight of progress and any challenges. Full details of the development plan are within the service development section of the plan.

Risk and Issues

Appendix 3 details North East Lincolnshire YJS's risk log and outlines the current challenges, risks and issues recognised by the Youth Justice Service. The risk log summarises what actions are being taken to address existing issues and challenges and what proposed action may be needed to address potential risks should they emerge.

Plan for the forthcoming year

Child First

The principle '**Child First**' guides the work of the Youth Justice Board and underpins our work and values in North East Lincolnshire. Following inspection in 2022, HMIP also concurred that **"The partnership board is committed to the vision and ethos of child first"**.

We recognise that children in the justice system often have multiple and complex needs and we will prioritise these needs and seek to identify any structural barriers they may face. Where possible, we seek to divert children from the justice system entirely. The ambition of our YJS is to continually build and develop a trauma informed workforce that fully understands the story behind the child thus ensuring their individual journey ends in a positive destination.

For those who do offend, our core focus continues to be rehabilitation, tackling underlying causes of youth offending, and delivering a system that gives children the support they need

to break the cycle of offending and build productive and fulfilling lives. 'Child First' is now an evidenced based approach to delivering youth justice and North East Lincolnshire will continue to adopt and embed this approach across the partnership.

Evidence tells us that the way to prevent offending and have safer communities with fewer victims is by promoting pro-social identity and positive child outcomes. Rather than just managing 'risk of offending', which keeps children labelled as potential offenders, work focuses on achieving positive child outcomes.

Developing a pro-social identity means supporting children to see themselves in a positive way, encouraging positive behaviour and a productive future. It is known that contact with the youth justice system can increase the likelihood of re-offending therefore the system itself becomes a barrier to children moving forward with their lives. Interventions should therefore be future focussed to help young people move forward rather than underlying an offender identity. The young person should have a voice and be part of the solution, using positive prevention, diversion, and minimal intervention.

North East Lincolnshire YJS has embedded child first by developing and implementing the theory of change into the heart of our intervention planning, assessments, risk management processes and practice. There has been a focus on supporting the workforce to utilise appropriate language within assessments and plans to make these less pro-offending, for example we will never refer to the child as 'an offender'.

The guiding principle for the youth justice system

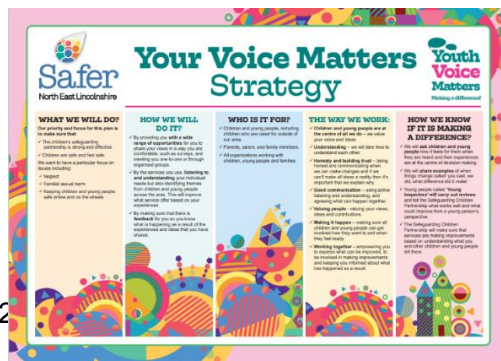
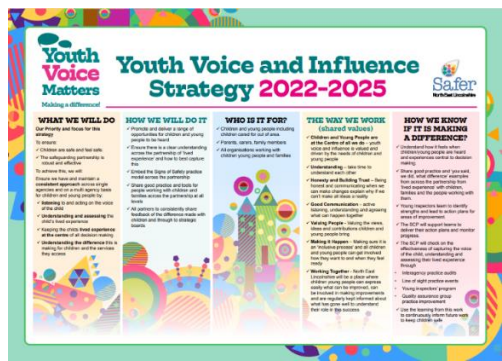
Child First means that all youth justice services...

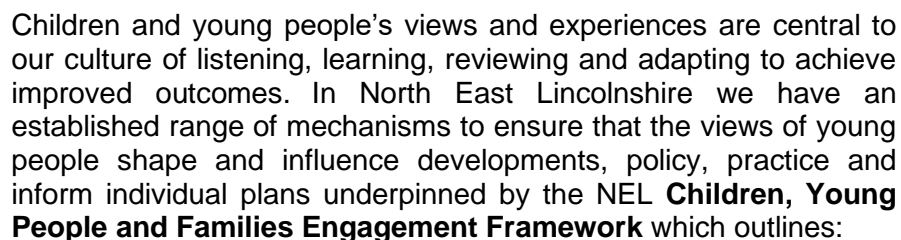
As children	Prioritise the best interests of children and recognising their particular needs, capacities, rights and potential. All work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children.
Building pro-social identity	Promote children's individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.
Collaborating with children	Encourage children's active participation, engagement and wider social inclusion. All work is a meaningful collaboration with children and their carers.
Diverting from stigma	Promote a childhood removed from the justice system, using pre-emptive prevention, diversion and minimal intervention. All work minimises criminogenic stigma from contact with the system.

Voice of the child

Children and Young People are at the centre of all we do and our Safeguarding Children's Partnership **Youth Voice and Influence Strategy** outlines our commitment to children young people and families in our area by:

- providing a wide range of opportunities for them to share their views in a way they are comfortable, such as surveys, and meeting you one-to-one or through organised groups.
- listening to and understanding their individual needs and identifying themes from children, young people and families across the area. This will improve what services offer based understanding their experiences
- making sure that there is feedback so children young people and families know what is happening as a result of the experiences and ideas that you have shared.



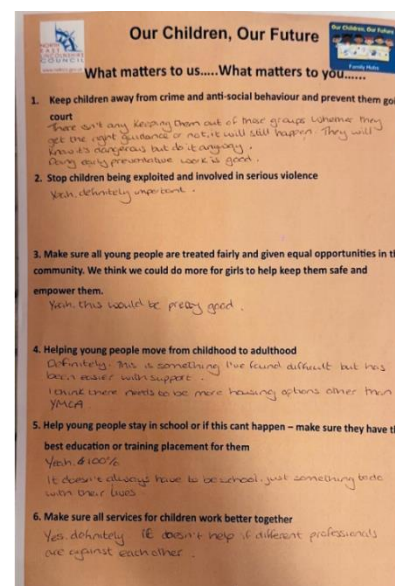


- We utilise our framework, **'you said, we did, what difference did it make'** to demonstrate the **'so what'** to children and young people and evidence how we used their voice. An example of this in practice is **Your Voice Your Vote**.

Your Voice Your Vote is an annual consultation for young people aged 11-19 to tell us what issues are most important to them. This not only contributes to local priorities for youth voice work but is also shared nationally through Young Advisors National network. This year young people voted the following as their priority issues, a number which align closely to the Youth Justice Plan revised priorities:

1. More things to do and places to go
2. Feeling safe on the streets
3. Reducing knife and violent crime
4. Mental health


Children and young people were consulted on the revised priorities for this plan. Pleasingly, a number of children and young people shared their views and were in agreement with the proposed priorities. Some children were able to share their lived experience in relation to some of the areas. Education, training and employment was categorised as the top priority by those children and young people consulted.



Following the HMIP Inspection May 2022, it was identified that, although we sought young people's views and used these to inform their order, we could do more to monitor and evaluate their progress and to gain feedback to improve the service.

Due to this area being identified through the inspection we have researched and developed various ways of collecting feedback in a child friendly way, using methods in line with our Speech Language and Communication Needs (SLCN) policy. A complete scheme of work called 'Your Voice' has been created to identify a young person's learning needs, identify where they are at the start of their order and then monitor their progress throughout.

We have focused the final feedback forms on self-identity and emotional engagement, rather than just knowledge learnt as this engagement has been shown through the research to have



YJS
 Youth Justice Service
 North East Lancashire

What makes me - options

Responsibilities

Do you ever feel someone is making the wrong choice about you?

yes/no	often/sometimes	never
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Religion or belief?

Religion is about beliefs and customs that are important and shared by a group of people.

no religion	Christian	Hindu	Jewish	Muslim	Sikh	Other
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Gender

Your gender affects a certain way about what you can do

male	female	transgender	other
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Learning needs

Do you need an extra effort to learn?

yes/no	often/sometimes	never
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Mental Health

Our mental health is how you are feeling inside, it can be good or sometimes it can be bad

anxious	depressed	self-harm	panic	other
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Physical Health

Physical health is how you are organs and the system function

yes/no	anxious	depressed	panic	other
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Sexual orientation

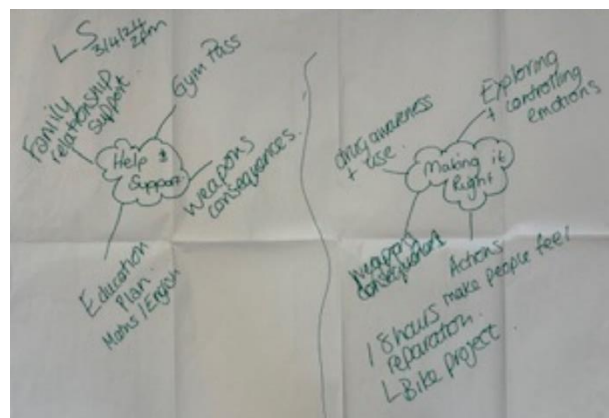
Sexual orientation is how you are attracted to a person, it can be heterosexual or

gay/lesbian	heterosexual	bi	transsexual	other
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Ethnicity

Being from a different background or culture. It is about the people that you are from

Asian	Black African	Black Caribbean	Black British	Black Pakistani	Black Bangladeshi	Black Indian	Black Other	Chinese	European	Indian	Irish	Pakistani	Persian	Puerto Rican	Spanish	White British	White Irish	White Other
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Recent feedback

"It's give him the opportunity to get on a course and he is really enjoying it. He has stayed away from certain friendship groups and he is going to his course, he is doing great".

"The Youth Justice Worker has helped me and my daughter, she has got better with the support".

"They help a lot of young people and me especially with my anger and mental health".

"You helped my son when nobody else was listening"

Future plans

The Youth Justice Service intends to build on the progress made in relation to voice. There are plans to recruit voice and influencer practitioners who will lead of capturing the voice of children and families in the YJS but across the wider children's services to ensure their voice not only supports how we develop our youth justice offer, but the overarching offer to children and families in NEL.

As we bring the Out of Court and Statutory Youth Justice Teams back together, the 'Your Voice' resource will be maximised and used consistently across the partnership.

As we move forward young people will be included, not just in the creation of their own plans but in policies and procedures development, the recruitment process and the creation of our policy and procedures and strengthening youth voice at the strategic partnership board.

Resources and services

As an accountable and publicly funded body, the Youth Justice Service is committed to ensuring value for money via robust budget management and effective delivery. The partnership ensures that resources are deployed appropriately to meet the changing demands of a smaller convicted cohort, with increased preventative and out of court disposal interventions.

The Youth Justice Service continues to achieve a balanced budget comprised in the main from Local Authority and Public Health core funding, the Youth Justice Board Grant and supplemented by partner contributions and additional grant funding opportunities. There is ongoing commitment from the Police and Crime Commissioner (PCC) to continue to support the work of the YJS in diverting from and preventing youth crime. The PCC has agreed core funding allocations until 2025 which provided some level of stability and continuity. Jonathan Evison was re-elected as the Police and Crime Commissioner for the Humberside Police Force area in May 2024 and has shared a commitment to supporting youth justice services sharing a passion for supporting young people, and how we all have a role to play in ensuring opportunity is open to those who need it.

As a result of the general election being called, the YJB wrote to all Heads of Service to outline the youth justice grant allocations would now be a matter for ministers post the general election and therefore were unable to provide specific or binding commitments. However, recognising the difficulties this causes for planning the MOJ and YJB advised that services should work on the basis that our 2024/25 allocation is the same as that of 2023/24. It is estimated that further correspondence was unlikely to be received until late July.

A table with indicative budget costs and contributions for 2024/25 can be found in [Appendix 2](#).

Board Development

The YJB requires local management boards to take responsibility for all aspects of youth justice partnership governance; to lead strategically across relevant partners and to ensure a high- quality offer is provided to all children. In 2021 the YJB provided updated guidance on youth justice partnership governance and leadership to support this.

Management board members are provided with information and training when important changes take place within youth justice or their locality which will impact on how the partnership operates and delivers its priorities. There is a robust induction in place for new board members which outlines the requirements of attendance at the board ensuring there is a commitment to regularly attend, to scrutinise, check and challenge information which is presented and contribute to oversight of the Youth Justice Service and its functions.

Annual board development/training sessions take place and board members meet to produce the annual youth justice plan and agree the priorities.

Workforce Development

We recognise that our Children's Services workforce is our greatest asset to contribute to the transformation of our offer to children, enabling children, young people and families to have positive experiences and outcomes.

Across Children's Services, there is an ongoing commitment to listening, learning, reviewing and adapting to contribute to our vision 'Our Children Our Future' where North East Lincolnshire can be a place where our children can grow up happy and healthy, safe in their homes and communities, with people that love them. We are also ambitious for children and young people's futures, with a focus on learning and aspiration so they can be the best they can possibly be.

Our Workforce Development Strategy 2024/27 sets out our commitment to and expectations of the Children's Services workforce. It provides the overarching framework for our collective workforce development outcomes and priorities and clarifies how we will know when we have achieved success.

From a national perspective, there are a plethora of policy drivers which reinforce the importance of having a highly capable and skilled workforce, including but not exhaustive:

- Children's Social Care National Framework: to ensure that the 'workforce is equipped and effective'
- Stable Homes Built on Love Implementation Strategy and Consultation: 'a valued, supported and highly skilled worker for every child that needs one'.
- SEND and Alternative Provision Improvement Plan: 'reform is not possible, without a strong and capable workforce with robust leadership'.
- Working Together 2023: 'successful outcomes for children depend on strong partnership working between parents/carers and the agencies working with them'.

Common to all of these is also the importance of working better together to meet the needs of children, young people and families at the right time, in the right place, by the right person via the fewest best interventions, reducing duplication and improving communication. This is underpinned by skilled and knowledgeable staff who enable a robust infrastructure which creates the foundations for the workforce to thrive.

In the context of key policy drivers, and our local ambition for children and families, we are committed to ensuring that our workforce is enabled to help children and young people to grow up happy and healthy, safe in their homes and communities, with people that love them, and that there is a focus on their learning and aspiration so they can be the best they can possibly be.

We want our Children's Services workforce to:

- be passionate, compassionate, motivated and proud of their work.
- know, support and care for their children, families and communities.
- be supported by caring, compassionate and knowledgeable leaders and colleagues.
- be supported to learn, develop, reflect on practice and feel valued, appreciated and respected.
- have the tools and resources they need to make a real difference.
- take responsibility for their own learning, development and practice.

Key factors from staff feedback that attract people to work in North East Lincolnshire Children's Services and influence them to stay are:

- Staff training and development
- Career progression opportunities
- Flexible working arrangements
- The employment offer.
- The opportunity to make a difference.
- Supportive management
- 'Family feel family first' culture.

YJS Leadership actively seek to develop the culture of the organisation as a learning community to ensure that staff reach their potential that are compatible with their competences.

Our staff retention rates are excellent, and we have a highly committed staff team, who work within a child first focus and who are not afraid to challenge professionals to achieve the best service for the young people we work with.

All our Youth Justice Lead Practitioners are educated to degree level in social work, probation and criminology, and all have completed the Youth Justice Effective Practice Award. All Youth Justice staff are trained in Cognitive Behavioural Therapy (CBT) and in addition to their monthly YJS supervision they also have monthly CBT Therapeutic Supervision from a Young Minds' Matter supervisor which enables staff to discuss individual cases and provides case formulation for all cases which thereby provides enhanced case supervision for young people. CBT training is in the process of being rolled out to all Out of Court staff who will then also benefit from the monthly CBT supervision.

In terms of Speech and Language five members of staff within the YJS and the Out of Court Team, have completed Elklan accredited speech and language and communication training and in addition all staff are trained in screening children using the Clear Cut speech and language assessment. To support staff further we have commissioned an independent speech and language specialist to provide monthly supervision for the Elklan trained staff.

As discussed in the Diversity Section of this plan the Equality Practice have been working with the team since July 2023 around Equality and Diversity. They have provided monthly sessions to raise staff's awareness of the subject with the last session planned for June 2024.

Staff are booked on Ambit Training from May to July 2024. The AMBIT approach is a trauma informed method that provides tools for putting mentalisation to use in work with clients, teams and colleagues. So, preparing us to think about, and understand another's mental state which underlines their behaviour. It looks at the inter-agency networks and relationships and has

been designed to support the development of local excellence and evidence-based practice.

In January 2024 all YJS staff completed "Making Sense of Autism Training". This training was specifically geared towards Youth Justice Teams. The training is an accredited module within the Autism Education Trust suite of training, which Cambridge Park School are licensed to deliver. The training aimed to increase staff's knowledge and skills around autism and the ongoing development around understanding a range of SEND across the services.

The Youth Justice Board have released a mandatory assessment tool for Diversion cases. The Youth Justice Board have released dates for train the trainer events. The training for our region is scheduled to take place in December and we will be allocated two places.

Exceptional work is recognised and acknowledged through feedback, supervision, and formal awards. A number of YJS staff have received commendations for excellent innovation and creativity to achieve positive outcomes from the local Youth Partnership Board. In addition, staff have received "shout-outs" in the weekly Director of Children's Services newsletters.

As well as access to a mandatory training programme across the directorate we also ensure that our staff are equipped to deliver programmes by investing in the Leadership Awards, Trauma Informed Practice and AIMS 3 and Good Lives.

Managers and Senior staff have completed qualifications in ILM Diploma in Leadership and Management as well as being trained as Local Assessors by HMIP and thereafter taking part in inspections of Youth Offending Services. Youth Justice practitioners pride themselves on the relationship that they build with young people and are incredibly supportive of each other. Staff progression is an area that is encouraged within YOS, including secondment opportunities for staff to gain experience in other areas and of management. Presently we have one staff member seconded to the Jeff Team, which is a team which deliver low level emotional and mental health support.

Last year all staff attended training provided commissioned by Just for Kids Law Ltd which provided a valuable refresh and update on law in relation to Criminal Justice. Just for Kids Law Ltd also offer training around pre-sentence report writing and seven members of staff are booked on this training in June 2024. We have also purchased the advice service provided by Just for Kids Law which provides regular seminars and an advice line for any queries in relation to Youth Justice Law that we may have.

We currently have 7 volunteer panel members, 2 volunteer Appropriate Adults and one student who all receive quarterly supervision and are provided with regular training. Plans are currently underway for them to receive child first training.

Evidence-based practice and innovation

Speech, Language and Communication

It is known across youth justice that a high number of young have undiagnosed speech and language issues. Our previous screening tool showed that no young person in our service had any speech and language issues which was contra to all the evidence.

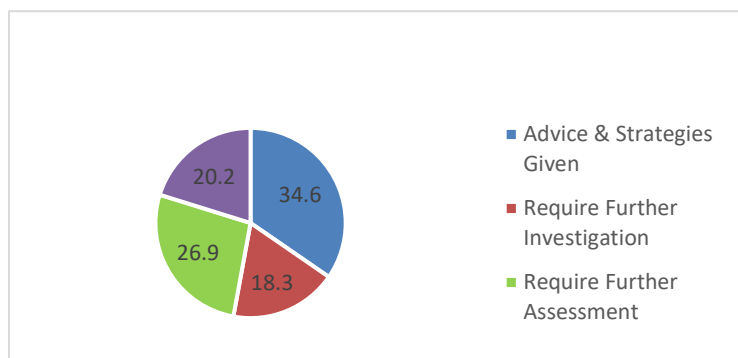
Research shows that young people convicted of a criminal offence are much more likely to have another conviction within 12 months if they have an undiagnosed language problem. Due to the national shortage of therapists and the backlog in the NHS we were unable to recruit or feed in to partner agencies. Instead, we thought creatively and trained 3 members of the youth justice service through Elklan and then expanded this to include 5 members of Out of Court team, Young People's Support Service and Park House (Alternative Provision). The training was specialist speech and language training specifically about young people involved in the justice system and was run by a therapist who worked in a secure children's centre.

The rest of the team then undertook The Box training delivered by the royal college of speech and language therapists.

We also purchased a better screening tool from Durham youth justice service that has been devised by their speech therapist. This consists of interactive cards that ask young people questions relevant to their life. Lots of 'it's hard' responses mean there could be an issue that warrants further support or investigation.

The trained staff have learnt to read these screening tools and to filter out those that may just need a bit of extra support. These are sent back to staff with strategy sheets – with tips and advice that they can use to help support a young person through their order and also advice for parents and schools around how they can help that young person.

We also recruited a speech and language therapist (SALT) who is able to offer staff monthly supervision. All the screening tools that are deemed as needing further specialist advice are taken to this monthly meeting. We go through them with the speech and language therapist who will advise what the best course of action is. This could be support and advice to practitioner and parents or it could be for them to have a further assessment by the SALT and / or a referral to NHS services.



So far, we have screened 104 young people.

- 20.2% have had no issues.
- 34.6% have had advice and strategies given to support them through their order and education. This can be specific to how we should contact them, how to format worksheets etc but also includes advice for parents on how to support their child, such as games they can play together.
- 18.3% have required further investigation – such as further discussions with school / parents etc.
- 26.9% have required further assessment. YJS have commissioned the SALT to complete a full SCLN assessment or they have been referred on to Young Minds Matter for intellectual/Autism assessments or referred on the NHS SALT service.

A number of the young people assessed by the YJS SALT have been diagnosed with developmental language disorder (DLD). Young people with DLD will have difficulty expressing themselves verbally or understanding what is said to them. The disorder often starts in early childhood but persists into adulthood and can cause many difficulties in life. In a national study of 145 young people recruited through the youth justice service, three in five were found to have DLD and none had been diagnosed before the study.

Poor language skills may make it hard for young people to take advantage of services designed to help them avoid reoffending. These services often involve talking through what happened, listening to victims and expressing regret. If young people are unable to participate

fully because of DLD, they may be more likely to reoffend or be breached for non-compliance. Those young people that were diagnosed with DLD were assessed as functioning well below their chronological age, many of them functioning within the primary school age group.

Quote from young person's worker:

I have been to O's home address today to share the feedback; parent was in tears and said this has given her the closure she needs and she hopes that school will take on board the recommendations.

She was so grateful saying how much support has been put in place since being referred through to the YJ team

Future plans

Over the next 12 months, we plan to develop the SALT assessments in to a child friendly document that explains the outcomes to parent and young people. Explaining how this may affect their life and strategies to support them in navigating the world with a SCLN issue. None of the NHS referrals submitted have resulted in any form of service. YJS would therefore like to develop support for those young people with SCLN via groups sessions, materials etc in order to break the link between SCLN and offending.

Virtual Reality Technology

An innovative project has been commissioned in partnership with a neighboring authority North Lincolnshire Council to co-produce our own local virtual reality resources with children and young people.

Virtual Decisions films enable participants to experience multiple dilemmas and illustrate the impacts of choices. Participants can experience the consequences of their decisions through the use of high-end VR headsets, which incorporate haptic feedback and 180° social interaction to immerse participants in unique scenarios.

There has been a review of resources and interventions and where there were gaps. This has supported the development of the film topics which will include joyriding, substance misuse and weapons awareness.

Cognitive Behaviour Therapy (CBT)

The YJS utilise and access the YEF tool kit which provides an overview of existing research on approaches and EIF guidebook that supports and assists practitioners around intervention programmes that been evaluated and shown to improve outcomes for children and young people. CBT has been rated as highly effective approach with a high reduction in behavioural difficulties.

All YJS Practitioners have completed the 3-day trauma training which focuses on the trauma recovery model, assisting practitioners to care and guide a young person towards recovery. It looks at child development and attachment. All Practitioners are also CBT trained and are provided with monthly Enhanced Clinical Supervision. Within this, an individualised case formulation is created to support the identity shift and practitioners utilise the trauma informed practice in their interventions and day to day work.

The trauma informed approach considers and explores the reasons for the behaviour and seeks to explore ways to prevent this using case formulations to discuss their thoughts, emotions, physical signs and behaviour. It moves away from blame, shame and stigma of the

individual to understanding and informed working, by asking 'what happened to you?' rather than 'what is wrong with you?'. These best questions compliment the signs of safety framework, with Practitioners recently undergoing 4-day training in this area also. NEL YJS have their own resources dedicated to this including direct work with the child to ensure their voice is at the centre of this including safety planning using words and pictures and 3 houses. We have also adapted our interview rooms, so they are more comfortable for the young person with ice breaker games including Jenga and card games to aid discussion.

Priorities for the coming year *(Provided by priority lead members)*

1. Better connectivity between Youth Justice and Children's Social Care

Charlene Sykes (Service Director - Safeguarding Children, Family Help and Youth Justice)

Over the last 12 months we have continued to build on the integrated approach aligned to the vision for children 'Our Children, Our Future' to ensure greater connectivity in identifying and responding to the needs of children and families early and delivering best outcomes.

In North East Lincolnshire, we want our children and young people to live in families, in their local community and achieve within their schools. Children, young people and families are at the heart of all we do, and we will work with them as experts in their own lives, ensuring they receive the help and intervention they need at the right time by the right person.

There have previously been challenges identified in the strength of relationships with Children's social care and Youth Justice and joint planning for children some of this is attributed to the high turnover of social work staff due to the challenges in recruiting a stable permanent team.

The curve is now turning at pace with this, and we have successfully appointed a permanent Director for Children and a permanent senior leadership team in which the Service Director has overarching responsibility for Safeguarding Children, Family help and Youth Justice and the Deputy Service Director having responsibility for Youth Justice and Family help. This creates a structure to promote integration and streamline the offer for children ensuring we maximise capacity and avoid duplication.

The values that underpin this ensures that a relational approach is built with children at the centre. We have listened to the voice of children who tell us that they want to tell their story once and not repeat this and by building an integrated offer and strengthening the connectivity across services, this reduces the need for this. The successful recruitment of permanent first line and middle managers (Practice supervisors and Service Leads) across Family help, Youth Justice and children's social care has now been completed and this will strengthen and embed the connectivity even further. We have recruited permanent social workers at a steadier pace, in the context of regional and national challenges. We have refreshed our workforce strategy and relaunched our recruitment campaign to attract social workers to and retain them in North East Lincolnshire. This is alongside the strengthening of the relationships with colleges, universities and growing our apprenticeship offer.

It is vitally important that we build trust and confidence amongst children, young people and our local communities. Young people want to be listened to and treated fairly. We must be open, honest and transparent in our relationship with them. Every engagement with a young person will be treated as a positive opportunity to enhance our relationship with them, to understand their journey and to support them in accessing advice and support where appropriate. The partnership board and the Children's workforce recognise and promote the

'child first' vision. They are dedicated to diverting children from youth justice. We have strengthened the joint planning and are building the opportunity for joint supervision where multiple workers are required to ensure collaboration, Clarity of roles and responsibilities and the opportunity for challenge and support.

The opportunity to understand the learning and best practice from across the service for children is critical in shaping practice and outcomes for children. We have developed the children's audit and experience meeting (CEAM) in which every part of children's service comes together on a monthly basis to share the summary and themes from audit which has built the relationships of the workforce, widened the skills and knowledge of the teams and shared learning consistently across the whole service.

The connectivity with the Integrated Front Door has strengthened, with daily information sharing about children who have been in police custody, children who are missing and vulnerable to exploitation and via the PITSTOP. The relationship with extended hours has been enhanced to ensure proactive planning for children outside of office hours.

The Youth Justice partnership have further built upon their role within the MACE to ensure that the child first principal is at the forefront of all decision making and that children are not criminalised within the realms of exploitation.

We have amplified our focus on our role as corporate parents and there is a strengthened connectivity with children in care and care leavers to ensure holistic, multi-agency planning benefits children who are in our care. To promote as a partnership, their education, future aspirations and divert from criminality.

We have ensured an integrated response to the different inspection frameworks (HMIP and ILACS) ensuring that the workforce in its entirety are involved and understand the requirements of both frameworks.

2. Further development of our diversion and out of court offer **Supt Sharon Philpott (Superintendent – Humberside Police)**

Prevention and Diversion Approach

We recognise that most young people in Humberside never come to police notice for alleged criminal matters, and of those that do commit offences, the majority of these will be less serious in nature.

We are committed to a Child Centred Approach to policing, in line with the national Children and Young People's strategy all children and young people will be treated as 'children first' in every encounter we have with them.

The Child Gravity Matrix (2023) issued by the National Police Chief's Council is a triage tool to support decision making and to assist in deciding the most appropriate outcome or disposal for children and young people under the age of 18 years who offend. The Matrix considers the breadth of statutory and voluntary options. Training on the new gravity matrix was delivered to all YJS practitioners by the early intervention lead inspector for Humberside Police.

Since the previous Youth Justice Plan, we have now formalised our commitment to deliver to all children and young people who have committed an offence, a youth justice outcome that is tailored to their needs, which recognises any adverse childhood experiences, and which has been determined in partnership between the YJ Police Officer and YJS colleagues.

We are committed to working collaboratively with partner agency colleagues to identify the

most appropriate outcomes both in terms of; crime disposal, sanctions and support, while developing diversionary strategies which are most effective to deal with the offending behaviour whilst also reduce any associated risks for future offending.

We will work proactively to deliver child centred outcomes, to reduce the number of first time entrants into the Criminal Justice System with our Youth Justice Police Constables working in-line with national YJS PC profile, with enhanced awareness of Adverse Childhood Experience theory and Trauma awareness to help identify vulnerability and develop bespoke responses, supporting the use of the non-statutory crime outcomes to keep young people from entering the Criminal Justice System wherever possible, for example, by way of Outcome 8, Outcome 21 and 22 as necessary.

The Youth Justice Service supports and advocates the use of Outcome 22 in those cases where an admission of responsibility has not been made, differentiating these cases from other outcomes such as a Community Resolution (Outcome 8) or a Youth Caution where admissions is required.

Outcome 22 can be used for example in cases where it is assessed as necessary to overcome any identified lack of trust of the police, partners or criminal justice system by different community groups, and ethnic minority communities, in which it is recognised that any potential distrust, could result in a greater number of individuals from ethnic minorities receiving formal criminal justice outcomes, but where an informal, diversionary outcome is still believed to be appropriate to support and divert any such children and young people away from criminality and to change their offending behaviours.

There are local and regional mechanisms in place to scrutinise out of court decision making, this includes partnership audit activity and an established scrutiny panel. Relevant escalation processes are also clear within local policy and procedures.

Humberside Police lead a range of dedicated and placed based tasking processes, at a range of levels, including; ward based beat planning, area placed tasking, and also the sub divisional Tactical Tasking and Coordination Group meeting. These mechanisms, include enhanced representation from colleagues from across the Community Safety Partnership and Youth Partnership Board and seeks to deliver constant assurance of horizon scanning, the identification of emerging concerns and threats, in addition to supporting, tracking and holding to account the delivery of placed based interventions as necessary to solve problems, reduce threat and risk, and to safeguard vulnerable people.

In addition, Humberside Police is committed to ensuring appropriate attendance by our Neighbourhood Policing Commanders (Inspectors) and our dedicated OCG / Child Exploitation meeting at key targeted meeting arrangements including MACE – of which Humberside Police are proud to co-chair in support of its' delivery and traction of action and activity.

This has allowed for the high intensity coordination of multiagency problem-solving activities, aimed at reducing risks, reducing vulnerability and delivering intervention that achieve sustainable engagement and reduction in offending / exposure to criminal offending.

Prevention of serious youth violence

As part of National Home Office funding we have delivered a targeted and evidence based initiative targeting identified hot spot areas with dedicated and enhanced highly visible patrols, as part of a Humberside wide randomised control trial, and look forward to publishing the findings of this activity in the coming months.

Child First

Humberside Police are committed to providing a child-centered approach to all children and young people to;

- Ensure the safeguarding of children & young people is at the heart of all we do;
- Provide dedicated and specialist offer to children and young people who are victims of crime
- Fully support the National Police Chief Council's Policing of Children and Young People strategy's identified priorities:
 - Police Custody
 - Prevention of harm
 - Youth Justice & Criminalisation
 - Engagement & Relationship
 - Children in Care and Care Leaver
 - Develop the understanding and application of theory around Adverse Child Experiences so as to identify vulnerable children & young people and to develop early help / early intervention responses.

As a partnership we recognise the importance of ensuring that our people are able to respond effectively to risks posed to children. We prioritise new and emerging threats such as child exploitation, online grooming, violent extremism, knife and gang crime and county lines.

Disproportionality

Over representation of children arrested from BAME backgrounds is recognised and understood. Fairness, equality, and diversity is promoted by Humberside Police and guided by the College of Policing's Code of Ethics.

All officers will act with fairness and impartiality and will not discriminate unlawfully or unfairly. All will ensure that children's voices are heard and their well-being is paramount.

Humberside Police currently has a performance dashboard which provides high level data on diversity and disproportionality. Work is only going to enable this to detail each LA area. The performance exceptions are scrutinised at monthly performance meeting, with a focus on a joint problem-solving approach to tackle over-representation.

Voice of the Child

It is vitally important that we build trust and confidence amongst children and young people within our local communities.

Young people want to be listened to and treated fairly. We must do what we can to be open, honest and transparent in our relationship with them.

Through our Neighbourhood Policing Teams, our Community Cohesion Officers, and through our Children and Young People's Independent Advisory Group – we will engage with Children and Young People to understand the impact of what we do and use their feedback to help inform how best we might improve our offer and delivery.

Every engagement with a young person will be treated as a positive opportunity to enhance our relationship with them, to understand their journey and to support them in accessing advice and support where appropriate.

Stop and Search

We will ensure that when it is necessary to conduct a Stop & Search on a young person, this is carried out in line with our child centred Stop & Search policy which identifies the child as

vulnerable and places safeguarding at the heart of the process.

Children and young people will be given information on how to provide feedback on the process and we will ensure that they are an integral part of our Young Persons Independent Advisory Groups.

We have invested in the development of Power BI, digital dashboards which provide an overview of Stop and Search prevalence across young people, which can be filtered by Local Authority area, and further including sub filtering around ethnicity, findings and outcomes.

This information is scrutinised at a monthly performance meeting to continue tackling improvements.

Concordat

The law already recognises that police cells are not a suitable place for children. The Police and Criminal Evidence Act 1984 requires the transfer of children who have been charged and denied bail to more appropriate Local Authority accommodation, with a related duty in the Children Act 1989 for Local Authorities to accept these transfers. Section 11 of the Children Act 2004 requires both police and Local Authorities to have regard to the welfare and protection of children welfare of children, and in 1991 the UK ratified the UN Convention on the Rights of the Child, agreeing that custody be used **“only as a measure of last resort and for the shortest appropriate period of time”**.

Humberside Police will ensure overnight stays for children in custody will only occur when absolutely necessary. Local Authorities and Police will work together to ensure that legal duties are met and that we fulfil our roles we play to ensure that concordat responsibilities are fulfilled.

Section 38 (6) PACE places a duty on police to transfer children who have been refused bail to local authority accommodation rather than keeping them in the police station overnight. The 2 exceptions to this are:

1. where the custody sergeant certifies that it is impactable to move the child to local authority accommodation;
- or
2. where the child has attained the age of 12 and no secure accommodation is available, and keeping the child in non secure local authority accommodation (such as emergency foster care, a children's home or staying with family members) would not be adequate to protect the public from serious harm for the child.

North East Lincolnshire and North Lincolnshire will regularly review children being held in custody and Humberside Police will ensure their officers are appropriately trained in the Concordat.

Strip Searches

Ensuring that any plans to strip search a child have a **clear rationale** as to why this is required, ensure that there is **proportionate** consideration as to the need for this to occur.

The **recording** of the strip search needs to be robust, transparent, child centred and stand up to scrutiny. There must be clear discussions held prior with appropriate agencies, police, and AA when strip searches are being considered.

As per the statutory requirement any child subject to a strip search **must** have an Appropriate Adult with them.

NEL internal policy agreed that any child who is subject to a strip search should;

- 1) be shared directly
- 2) the child must be seen and spoken to alone to assess the emotional impact within our enquiries.

Operation Yellowfin

The continued use and occurrences of antisocial and criminal use of motorcycles by small numbers of young people across North East Lincolnshire continues to be identified through our proactive partnership scanning and analysis work, with illegal motorcycle use being seen to enable wider offending activities including violence, the supply of controlled drugs, and theft offences.

The challenges associated with this emerging concern not only include the threat, risk and vulnerability around illegal motorcycle use or the wider offending, but also expand to significant challenges of community impact and public trust and confidence in Community Safety partners.

Operation Yellowfin continues to be Humberside Polices' response to this challenge, supported by a place-based piece of high intensity problem solving through Operation Consequence including a reoccurring intelligence profile being developed and shared, in turn driving proactive activity.

Op Sceptre

Supporting national Op Sceptre initiative Humberside Police will engage in a diverse range of activities to tackle knife and weapon related harm, including, school engagement, highly visible engaging patrols and knife sweeps, the use of proactive comms and engagement campaigns, in addition to a proactive knife amnesty.

3. Ensure a collaborative approach to tackle child exploitation and serious youth violence to ensure children are protected from harm

Harriet Malkin (Deputy Service Director Safeguarding and Children's Disability) and Paul Caswell (Safer Towns and Communities Service Manager)

Harm Outside the Home

Under the governance of the Safeguarding Children's Partnership we are currently enhancing our strategic and operating frameworks to reduce the risks to children from outside the home

The phrase 'harm outside the home' (HOTH) was incorporated into the December 2023 update of statutory guidance Working Together 2018, which tells us that 'alongside risks to children from within their family, children may also be vulnerable to abuse or exploitation from outside their families. This may include adults, groups of adults or locations that pose a risk to children. This may include schools and other educational establishments, peer groups, or more widely from within the wider community and/or online'. The North East Lincolnshire Helping, Supporting and Protecting Children and Families Document reflects the changes in statutory guidance.

The revised Working Together 2023 guidance clarifies the multi-agency response to all forms of abuse and exploitation from outside the home, consideration of children at risk of experiencing extra-familial harm in all children's social care assessments and includes

resources to support practitioners understanding of the response to online harm.

Progress over the last 12 months

Over the last year there has been a significant drive to ensure a reduction in child exploitation and serious youth violence, this has included a wide range of partnership working inclusive of earliest intervention to prevent escalation of need.

There has been a continued focus by the GRAFT team (Gaining Respect and Finding Trust) to work with children vulnerable to and experiencing exploitation to ensure they are equipped with the knowledge regarding exploitation and understand the support available to them, as well as working with parents and carers as partners to reduce risks faced by children. Group work has been effective in diverting children into positive activities and ensuring strong working relationships with staff, therefore creating opportunities for children to be seen, their voices to be heard and disruption of exploitation. The PIT stop meeting has also continued to identify those children on the periphery of exploitation and criminality, ensuring intervention at the earliest opportunity.

With specific focus on Sexual Exploitation there has been a partnership wide media campaign called 'look again' to raise awareness and encourage reporting of concerns to the police to enable identification of those vulnerable and those offenders and locations which require disruption.

With regard to Child Criminal Exploitation (CCE) inclusive of concerns for serious youth violence, there have been a number of partnership operations, including Operation Holistic, which involved a robust and dedicated partnership response to children identified at risk of CCE, this advocated a child first approach across the partnership, ensuring children were not criminalised but supported by police alongside the Youth Justice Service and Social Care workforce. Within this exploitation notices were served to those considered to be exploiting children delivering a clear message to perpetrators that exploitation would not be tolerated.

Operation Medusa was also effective in dismantling county lines operations between Merseyside and North East Lincolnshire resulting in 93 arrests and the closure of 13 Class A Lines, therefore reducing the risks faced by children.

Operation Roderick was also successful in reducing exploitation across North and North East Lincolnshire through a successful partnership approach, incorporating neighbouring local authorities which resulted in a number of adult offenders receiving custodial sentences. These offenders often used threats of violence and encouraged children to commit violent acts on their behalf.

There has been specific focus within the Nunthorpe area of North East Lincolnshire with the implementation of the governments Clear Hold Build strategy aimed at reducing threat, crime levels and longstanding exploitation. This has been positive in reducing the harm to children and has seen the partnership engage with children to achieve positive outcomes.

During September 2023 to January 2024 young people living in NEL were asked to participate in a survey regarding how safe they felt in the area, this resulted in 880 responses which have been collated and shared via the Community Safety Partnership. The Violence Prevention Officer commissioned through the Violence Prevention Partnership in NEL is leading on the analysis of the surveys and will be linked in with the Service Lead for the YJS to look at how the partnership responds.

Two education programmes have also been developed (Child Exploitation Programme and Violence/Weapons/Knife Crime Programme). These are designed to educate young people with AQA's attached.

NEL YJS are represented, and vice chair of the monthly Channel Panel Meetings which is a multi-agency approach to safeguard, support and protect children, and vulnerable adults at risk of radicalisation, extremism, or terrorist related activity.

Home Office – Devolved Decision Making for Child Victims of Modern Day Slavery Pilot

North East Lincolnshire were successful in the bid to participate in a Home Office pilot 'Devolved Decision Making for Child Victims of Modern Day Slavery' which has enabled us to utilise our current safeguarding processes to make decisions on the National Referral Mechanism. The funding was utilised to develop a Modern Day Slavery Co-ordinator role within the authority that supports the co-ordination of referrals. The pilot is currently being evaluated and the Home Office have confirmed that the pilot will be extended until March 2025. The pilot extension will enable further analysis of the local approach being taken and will inform national practice in the future.

The pilot has proved positive to North East Lincolnshire developing a better awareness of modern day slavery across the workforce and enabling decisions about whether a child is a victim of modern slavery to be made by those involved in their care. Decisions made are multi-agency and closely aligned with the provision of local, needs-based support and any law enforcement response. The pilot has improved timescales in decision making and assurance that children are being recognised as victims first and foremost.

Over the next 12 months there will be:

- A continued drive to strengthen the partnership approach to exploitation through to Multi Agency Child Exploitation Meeting, this will include enhancing the existing attendance and ensuring a wide range of actions available to disrupt exploitation.
- Development of the Child Exploitation Strategy to ensure best practice in the approach against exploitation and wider harm outside the home.
- Implementation of the Child Exploitation Strategic Group which will also include reporting from the newly established missing meeting.
- Continued focus on child first principles with greater outcomes of 10, 21 and 22 in the best interests of children.
- Continue to progress of Clear Hold Build within the specific identified areas.
- Continue training and development of staff relating to exploitation and direct work, inclusive of youth violence.
- Continue to gain the views of children through consultation and direct work to inform practice and the strategic direction.
- Continued links to the Community Safety Partnership to ensure collective understanding and responses across the boards.

4. Transition from childhood to adulthood

Nick Hamilton-Rudd (Head of Humberside Probation)

In order to ensure that a young person successfully transitions from the supervision of the Youth Justice Service to the Probation Service – North East Lincolnshire, it is critical that robust processes are in place to maximise the support for a young person. Transitions are a priority to the North East Lincolnshire Youth Justice Team as they recognise the need for young people to be safely managed, to put the young person at the centre of the process and to enhance the opportunity for a young person to benefit from rehabilitative requirements designed to prevent further offending. As such, the transition process and protocol developed in partnership with the Probation Service and the Youth Justice Service are underpinned by the following principles:

1. Individual needs and safeguarding requirements will be recognised and addressed.
2. Children who are eligible for transfer will be identified and allocated to a Probation Practitioner at the earliest point.

As part of our shared protocol, we will identify children under YJP supervision who will be eligible for transfer to probation services when they have turned 18 years old. This will be as soon as the child is sentenced and will be noted in their sentence plan.

The YJS with the Probation Service are to review children who are approaching 18 and eligible to transfer to the Probation Service, monitor any cases, identify and manage any issues within the transition process and assist them to develop a trusted relationship with their new case manager.

The Seconded Probation Officer is responsible for completing the Risk of Serious Recidivism (RSR) tool and the Case Allocation System (CAS) and shares this with the Probation Service to inform allocation. This should take place at 17 years and 6 months.

The YJS will ensure that the child has a transition plan as soon as the need is identified and no later than when they reach 17 years and 6 months. The plan should focus on individual need and identify the help that is most appropriate in meeting those needs. As a minimum, the transition plan will address the following areas:

1. Provide advice and information to inform the child and their family about the adult justice system.
2. Seek the views of the child and incorporate them into their plan.
3. Listen to concerns the child may have and alleviate their anxiety.
4. Describe how the relationship with the allocated PS Probation Practitioner will be developed.
5. Recognise which provision in the YJS will/will not be available in the Probation Service and seek to address any gaps.
6. Ensure health needs (emotional, mental and physical) are planned for and managed.
7. Ensure learning and communication needs are planned for and managed.

The YJS will advise the child and their parents/carers of the transition process to the Probation Service and involve and keep them informed at each stage. It is important to ensure parents/carers are involved, where appropriate, in discussions about transfer and in case transfer meetings where it is likely to assist the child's progress and engagement.

Transition planning must focus on providing flexible and continuous help and support tailored to meet individual needs. This should include consideration of any diversity issues for every individual.

All cases should be allocated to a caretaking Probation Practitioner prior to the young person reaching 17 years and 9 months. The case will be allocated as per risk and details of the Probation Practitioner will be shared. On receipt of full details of the case from YJS, the case will be recorded on the External Yorkshire and the Humber Provider on Ndelius. This means that entries can be recorded by the caretaking Probation Officer, prior to the case transitioning to the Probation Service.

It is acknowledged that the Youth Justice Service have low statutory caseloads and as such those cases that are eligible for transition are low. In the past year there have not been any cases that were eligible to commence transition planning at the point the child reaches 17 years and 6 months. We have had one case that was sentenced to a Youth Rehabilitation Order a month before their 18th birthday. We have, therefore, commenced their transition at this stage and in doing so we have fully consulted with this young person about his wishes and taken these on board in planning.

The following transition was agreed:

- A to meet with allocated Probation Officer at the Molson Centre for 4 weeks.
- Review transition meeting arranged accordingly, with A present to discuss the progress of this with a view of moving these appointments to the probation offices.
- Further review meeting to be arranged 4-6 weeks after A begins attending Probation to assess his views and progress.
- Final transition to be made after a further 4-6 weeks if A has completed his reparation hours and is happy to fully transition.

Seconded Probation Officer

The North East Lincolnshire Seconded Probation Officer currently works in the North East Lincolnshire YJS two days per week. The Seconded Probation Officer acts throughout as an advisor to Probation Practice, for transitions and regarding MAPPA protocols. Depending on risk and current workload allows, the seconded Probation Officer will be considered for the role of caretaking Probation Officer, prior to transition.

Whilst seconded to the North East Lincolnshire Youth Justice Service, the following tasks remain the seconded Probation Officers responsibility:

- MAPPA lead
- To participate in the Signs of safety meeting's each week
- To be allocated appropriate cases to manage
- To provide Court officer cover, taking results in Court, presenting reports and being available for questions.

5. Support and maintain our children and young people in education, reduce exclusion and further strengthen our support for children and young people with SEND.

Karen Linton (Strategic Lead Skills and Employability) and Rebecca Taylor (Head of SEND)

Training & Employment:

A NEET practitioner was seconded to the YJS from Young People's Support Services (YPSS), Earning & Learning team, and a refreshed Partnership Agreement agreed which encompassed wider education services and included the following:

- Signpost to relevant staff/services to ensure young people are supported, regardless of where they are being educated, including those educated at home, to external agency support as required e.g. support with emotional wellbeing. Liaise as appropriate with the Education, Health and Care Plan Co-Ordinator to ensure needs are being met as per their plan.
- Ensure that part-time timetables are meeting need and challenge as necessary.
- Offer NEET Practitioner support to young people who are NEET or at risk of becoming NEET to re-engage them back into a positive outcome.
- In partnership with The YJS team help and support young people to become work ready through giving information advice and guidance about career options and brokering support of more specialised services where appropriate.
- Ensure young people are aware of the Lincs2 portal and know where/how they can access this.
- Assist with applications for apprenticeships, learning or training opportunities and ensure The YJS are aware of recruitment events, skills fairs and open evenings.
- Assist young people in the creation of a Curriculum Vitae (CV).

- Support those who are out of education back into education, if the school placement is breaking down, attending meetings to support the young person and their family.
- Those young people who are subject to a YJS order were targeted for careers guidance as part of the YPSS Earning and Learning offer.

What are the plans for the next 12 months:

The Partnership Agreement above has been refreshed and the secondment of the NEET practitioner remains in place until 31st March 2025.

SEND

What was the focus and progress over the last 12 months

Head of SEND and Inclusion worked with Head of Youth Justice to improve knowledge and understanding around SEND, specifically focussing on Speech, Language and Communication needs.

A lead within the Youth Justice Team was identified, who was Lynne Macpherson, who has worked tirelessly to ensure full implementation of the SAL pathway.

The following activities have taken place since March 2023:

- An expectation was set by the Head of Service that all staff would complete 'The Box' training [The Box – RCSLT CPD](#)
- 10 practitioners also completed ELKLAN speech and language training which completed in April 2024.
- An Independent Speech and Language therapist was commissioned to work with the team from May 2023, to provide regular supervision of young people who had been screened via the ASSET tool, and direct assessment and therapy work was also commissioned on a 'pay as you go' basis.
- In August Head of Service fed back into the Strategic SALT review which had taken place across NEL.
- Attendance at a team meeting, to focus on the new Local Area SEND Inspection framework in September 2023, to ensure that staff had an up to date knowledge on the new inspection requirements and their role within it, should a young person be selected that is also open to Youth Justice.
- In January 2024, Making Sense of Autism, accredited by the Autism Education Trust was delivered in a staff training session to 11 team members across all of youth services.

Impact:

Over 10 months 104 young people were screened and of those 80% required SALT support. 28 young people have had a full assessment completed by a qualified therapist. Whole service approach to supporting young people in the youth justice system including the introduction of a communication passport.



communication%20p
assport%20case%20s

Feedback from the Making Sense of Autism training from those who attended:

Great training, that has really improved my understanding of autism.

As a result of this session, I am more aware and able to see autistic traits that may require further investigation.

Really informative and useful. Trainer was very knowledgeable and able to answer all questions. Excellent session, thanks!

What are the plans for the next 12 months:

Education – SEND (further strengthen our support for children and young people with SEND):

- For youth Justice to share their now established good practise with education setting SENCOS at the WELCOMM launch 8th July.
- To work with the new leadership team to establish further SEND priorities, and further integrating ways of working where a child has an EHCP.

Exclusion

Permanent Exclusion rates have continued to rise, in line with national and regional exclusion figures. The formation of the Attendance Alliance meetings (with secondary academy leaders) has identified that the attendance figures have been impacted by high suspension rates; this statistic had not been considered by school leaders. The AP review also highlighted the perverse incentive that some schools had been using permanent exclusion as a mechanism to expediate an alternative provision placement, as the duty falls upon the local authority to provide statutory Day 6 education provision.

What are the plans for the next 12 months

The Attendance Alliance meetings continue to be held, with suspension data a key element of the analysis. A School Attendance Officer has been appointed (May 2024) to ensure that each setting has a termly meeting to review and analyse attendance data. This officer has been attached to the Virtual School, with a remit to explore the correlation between attendance and exclusions of vulnerable cohorts. In addition, 2 deputy headteacher of the VS have been appointed; one has a specific remit to support the Extension Duties; education of children with a social worker.

In addition to local authority actions, CEOs of multi academy trusts are now meeting under the guise of a Systems Leaders Meeting, alongside NELC's CSC SLT and partners from the DfE. Reducing exclusions has been determined to be a key priority for the group.

- 6. Develop a systems approach to enhancing emotional health and wellbeing support for vulnerable children and young people who have or may have experienced trauma or adversity and those at risk of encountering the Youth Justice System**

Gemma Baker (Commissioning Manager ICB)

What was the focus and progress over the last 12 months?

Additional funding from NHS England has been committed to support the most vulnerable children and young people with complex trauma and who have experienced some of the highest levels of health inequalities:

- Multiple (e.g. across multiple domains, such as mental and physical health)
- Persistent (e.g. long term)
- Severe (e.g. not responding to standard interventions)
- Framed by family and social contexts (e.g. early family disruption, loss, inequality, prevalence of adverse childhood experiences (ACEs))

Humber and North Yorkshire (HNY) Integrated Care Board (ICB) submitted an expression of interest (EOI) to be selected as one of the vanguard sites across the country, this EOI was successful. Therefore, the HNY ICB has been working towards the delivery of the Integrated Framework for Health and Justice and North East Lincolnshire has been identified as one of the test and learn sites.

The joint test and learn pilot across health and youth justice has continued to be embedded to deliver the JEFF (journey to enrichment, fulfilment and friendship) programme. Since the mobilisation of the programme the team have worked together in a matrix managed approach across Compass GO and the Youth Justice Service.

The model in North East Lincolnshire supports children and young people who have emotional wellbeing and mental health concerns and evidence of the below:

- Known to the police for anti-social behaviour (ASB)
- Open on an Acceptable Behaviour Contract (ABC)
- Open on an Out of Court
- Open on a statutory disposal

Over the last 12 months the JEFF team have developed the programme of support and delivered on the following areas:

Information, Advice & Guidance

The team have worked closely with a media and marketing practitioner who has provided dedicated time and resource to the development of the communications, marketing and branding of the JEFF team. There has been a focus on the branding of the project, with specific resources being developed to ensure young people are able to engage within the support available.

The team have developed a series of videos which highlight the support available to young people, this has been developed using a young person's story and their experiences engaging with the JEFF team. These videos have been used widely to showcase the JEFF project to professionals, children and young people and parents/carers. A copy of the video can be found [here](#).

Engagement & Networking

The team have attended a range of events to engage with a number of key partners, to promote the service and embed the offer into the local area. The team presented at the NHS Humber and North Yorkshire Health and Care Partnership Children and Young People's Trauma Informed Care Programme First Annual Conference delivering a presentation which

focused on the team development of a trauma informed project and working in partnership. This showcased how the team has been established to work across health and youth justice and is supporting young people using a coordinated approach.

Coproduction & Engagement

There is a strong ethos and culture of coproduction and engagement with children and young people throughout the JEFF project. The voice of the child has been vitally important throughout the set-up, design and on-going development of the project.

"JUST THAT IT WAS REALLY GOOD & I WOULD RECOMMEND IT TO ANYONE."

The team collate monthly case studies to be shared with NHS England and HNY ICB, these showcase the impact the service is having on children and young people. These are also reflective case studies, to look at what changes can be made to adapt the service to better meet the needs of children and young people. Tailoring the support to the young person's needs is crucial to the success of the programme.

"I DON'T USUALLY LIKE TALKING WITH PEOPLE BUT I FOUND MY JEFF WORKER WAS KIND & LISTENED TO WHAT I HAD TO SAY. WE DID SOME FUN THINGS AS WELL AS DOING BITS OF WORK WHICH WASN'T TOO DIFFICULT"

"I HAVE IMPROVED MY SLEEP SCHEDULE & I AM NOW ON AN APPRENTICESHIP & I AM ABLE TO COPE WITH THIS NOW."

The service routinely collates feedback questionnaires from children who have been in the service, which highlights the positive impact the service is having on young people.

Evaluation of Service Questionnaire – March 2024	Certainly True	Partially True	Don't Know	Not true
When asked 'I feel that the people who saw me listened to me?'	100%			
When asked 'It was easy to talk to the people who saw me?'	85%	15%		
When asked 'I was treated well by the people that saw you?'	92%	8%		
When asked 'My views & worries were taken seriously'	100%			
When asked 'I feel the people here know how to help me?'	100%			
When asked 'I have been given enough information about the help available here?'	92%	8%		
When asked 'I feel the people who have seen me are working together to help me?'	100%			
When asked 'The facilities here are comfortable?'	84%		16%	
When asked 'The appointments are usually at a convenient time?'	92%	8%		
When asked 'It's quite easy to get to the place where I have my appointments?'	92%	8%		
When asked 'if your friend required this sort of help would you recommend them here?'	92%	8%		
When asked 'Overall the help I received here was good?'	100%			

Delivery Model

The team have undertaken a SWOT analysis to develop strategies to achieve the project aims and objectives and improve how effective the service is at delivery, whilst maintaining a positive reputation and quality service. The SWOT analysis also highlighted areas where the

service could improve or identified factors impeding the vision, aims and objectives. This was also completed with forecasting in mind, looking at the upcoming year and what the service aims to look like and how the service can achieve this.

An Equality Impact Assessment (EIA) has been undertaken which reviews data to ensure that the service is inclusive for all children and young people across the borough, specifically age, location, sexuality, ethnicity and disability. The service has subsequently set SMART targets which improves access for children and young people, specifically focusing on underrepresented groups. This work will be completed over the upcoming financial year. Workers have been recruited to deliver the Duke of Edinburgh award to widen the offer available to children and young people. This provides an opportunity for children and young people to undertake the programme to have fun, make friends, improve their self-esteem and build confidence.

VCSE Model

The VCSE model continues to commission 5 local youth providers to provide sessions for children and young people to access as part of the holistic health and wellbeing offer. All children and young people are given access to these services and engage in positive activities.

The champions within each of the organisations continues to be supported with training available to upskill their knowledge and skills regarding mental health and emotional wellbeing. All organisations are aware of how-to step-up support as and when appropriate. There will be a continuation of training to re-fresh partners knowledge and skills. In April 2024, there were 594 young people engaged with across the VCSE providers, and 47% of all brief interventions delivered were related to wellbeing.

This process is being overseen within the Local Authority to manage and coordinate, with regular reviews with the VCSE providers and quarterly data collection to evidence the impact with children and young people.

The below table details the key performance indicators of the JEFF team over 2023/2024 which is reported to NHS England and the Humber and North Yorkshire Integrated Care Board.

Key Performance Indicators	Q1	Q2	Q3	Q4	Total 23-24
Number of referrals	35	59	87	55	236
Number of appropriate referrals	30	52	73	45	200
% of referrals appropriate	85%	88%	83%	81%	84%
Number of new young people accessing the service	30	43	66	42	181
Total number in service	61	69	105	95	N/A
Number of young people exiting in a planned way	24	19	36	58	137
Number of young people reporting improved outcomes	24	19	36	58	137

Data from 2023/2024 will be analysed alongside the Equality Impact Assessment (EIA) to ensure that delivery in 2024/2025 meets the needs of children and young people locally and responds to the needs of the identified cohort.

Trauma Informed Care Programme

As part of the wider Humber and North Yorkshire Integrated Care Board vanguard, there is a focus upon trauma informed care and supporting children and young people who have experienced trauma and adversity. The programme of support via the ICB has ensured that NEL has access to support across several key areas:

- **Trauma Informed Training** – Offer of trauma informed training tailored to suit individual practitioners job role (e.g. Senior leaders/Attachment, Regulation and Competency (ARC) training)
- **Trauma Informed Care Organisational Toolkit** – Toolkit developed to support organisational culture change and to progress from being 'trauma aware' to 'trauma informed' to ensure the culture of the whole system reflects a trauma informed approach. The JEFF team have completed the toolkit and are working towards actions to become 'trauma informed'
- **Communities of Practice (CoPs)** – Development of a communities of practice model to support individuals and organisations grow and develop. The JEFF team attend communities of practice regularly to keep up to date with practice and share what is working well

Continual Professional Development (CPD)

The team have continued to attend training to upskill their knowledge and skills and expand their ways in which they are able to support children and young people via creative methods. Below highlights the training sessions undertaken:

- Trauma Recovery Model Practitioner Package
- Enhanced Cognitive Behavioural Therapy (CBT)
- In The Loop – Responding to Drug Use in the Night Time Economy
- Creative Therapies Training (Local Private Provider)
- 3-day APT accredited course in dialectical behaviour therapy (DBT)
- AMBIT training
- Championing the ARC Framework

What are the plans for the next 12 months?

Over the upcoming financial year the JEFF team will be focusing on the following areas to develop the model:

- **Continual Professional Development (CPD)** – undertake additional training to upskill the staffing workforce on a range of different courses which are pertinent to the practitioners' roles (e.g. Shame Training, Solution Focused Therapy, AMBIT training). This will be embedded into the practitioner's formulation whilst supporting children and young people.
- **Data** – Monitor data and performance within the new financial year to identify trends, share intelligence across the system and continue to adapt the service to meet needs. Engaging with focus groups as part of the Anna Freud/CORC to undertake research to evaluate the pilot project.
- **Deliver the Corporate Promise** – Ensure the team deliver on the Corporate Promise and innovative ways to include Care Leavers and Children in Care within practice and providing equal opportunities for access to support.
- **VCSE Partners** – Further work to establish the VCSE offer across NEL and ensure there are sufficient positive activities for children and young people. Continue to coordinate, review and monitor the uptake of the Tier 1 offer
- **Equality Impact Assessment** – Deliver on the SMART targets set out within the EIA:
 - Strengthen relationships in ward areas with higher referral rates
 - Ensure young people can access to gender identify resources
 - Report additional data (e.g. disability)

- **Trauma Informed Approach** – Continuation of the trauma informed approach via the Trauma Informed Organisational Toolkit. Ensure all staff members are trained in the trauma informed approach. Delivery of the trauma training to VCSE champions.
- **Positive Activities** – Trips planned with children and young people to promote good relationships, team building and resilience. This gives an opportunity for young people to experience new fun and adventurous activities and make memories

7. Equality, Diversity and Inclusion

Emma Young – Deputy Service Director Youth Justice and Family Help – Head of YJS)

At a national level addressing disproportionality is a priority for the Youth Justice Board, reinforced by the findings of the 2017 Lammy Review which recognised that systemic and institutional prejudices and stereotypes can lead to unequal treatment of children, often meaning that outcomes for children are less positive for children with diverse needs, for example:

1. Children from ethnic minority backgrounds involved in crime are often treated as adults.
2. When children are treated as adults, it can mean they are not being safeguarded properly.
3. Children from ethnic minority backgrounds (excluding White minorities) were more likely than their White British peers to be stopped and searched by the police.
4. A lack of diversity among the people who work in the criminal justice system was thought to contribute to systemic racism.
5. Disparity can lead to unnecessary criminalisation of marginalised groups and mistrust of authorities.

Understanding and responding to the unique needs of children, particularly those that relate to their protected characteristics, is a priority for the Youth Partnership Board in North East Lincolnshire. Aligned to this priority is a commitment to preventing, identifying and addressing disproportionality across youth justice provision, aiming to achieve equity of access, equality of opportunity, and consistently positive experiences of receiving help and intervention.

Over the past twelve months we have focussed on upskilling the workforce in relation to equality, diversity and better understanding disproportionality within the criminal justice system. Key members of the team were identified as champions within the team and have lead on this area.

We commissioned the Equality Practice to provide guidance around diversity with staff and to support the enhancement of our local policies to ensure they address diversity. The Equality Practice have worked with the team by providing monthly training over a 7-month period. The training culminated in a policy document being created by the team in conjunction with the Equality Practice. The last session is due to take place in June which will consider how to review the policy in light of internal strategy/policy and/or legal changes which may take place in the future.

As part of the training individuals that represent minority groups were invited in to speak to the team including a parent of a transgender female, an adult transgender female, a female who followed the Muslim faith in order to enhance staff's understanding of cultural difference.

NEL YJS are committed to improving experiences of young people within the youth justice system. One example of good practice in relation to meeting diversity needs was work with a transgender male. YJS were able to advocate for him in a number of areas, including enlisting the support of the school nursing service to complete a referral to the Gender Identity Development Service for ongoing support.

Another young person expressed that she felt she was being unfairly targeted by the police and that decisions to stop and search her were disproportionate and personal. Through professional relationships, YJS were able to pose challenge and YJS were able to help her to understand police processes and improve the relationship between her and the police.

There has been a significant amount of joint working with Birchin Way Custody Suite including the development of custody profiles which were produced for young people who are most regularly arrested and in custody. These profiles give the police detailed information about the young people including their family relationships, neurodiversity considerations, medical information, relevant screening and assessments (e.g. SLCN), and any other information that could impact on their time in custody. Examples include a young person who has an eye condition which makes her hypersensitive to bright lights. This informs police that she needs to be in a cell where the lights can be dimmed which in turn helps the experience to be less traumatic and ensure she can get through the system and released faster. Another example is a young person who has difficulties with communication and retention of information. The information in the profile informs police how to best communicate with the young person, helps them to understand diversity needs and why he may respond in particular ways and ultimately makes interviews more successful and ensures the young person has a better understanding of the process.

Next steps

Whilst there has been substantial progress made to develop practice, understanding and oversight in this area, we recognise that there is still more work to be done. It is recognised, that there is an over representation of certain children with protected characteristics, including girls and children in care and that there needs to be a sharpened focus to understand this better and reduce this.

Whilst children from black and ethnic minoritised groups are underrepresented in the youth justice cohort locally, the over representation nationally remains and therefore the importance of the workforce understanding this is significant and will be further prioritised over the next 12 months.

Our priorities will include:

- Strengthening data and performance reporting for the YPB with a wider range of diversity characteristics able to be reported on and analysed, across the partnership.
- Disproportionality analysis to be further strengthened and thematic audits to be taken to the board to identify themes and areas for learning and development.
- Recording of disproportionality and disparity to be strengthened in case work – focus on how barriers or prejudice experienced by children and their families are overcome and challenged within planning.
- Training to be delivered by Liminality Group on anti-racism and disproportionality (this was the training delivered to the Youth Justice Board workforce)
- Further development as part of the wider workforce development offer for children's services – including the use to Sector Led Improvement Partners in supporting our overseas social workers and how they could support the wider workforce in how we work with children and families from black and ethnic minorotised groups.

Standards for children

The Lord Chancellor's Standards for children in the youth justice system were published in 2019. A baseline self-assessment against these standards was undertaken in 2020-2021 and

submitted to the YJB. Correspondence was received from the YJB in June 2023 advising that the self-assessment would be undertaken again but that this would be against one of the selected standards. The standard selected was Standard 2: At Court.

The self-assessment was completed in partnership and initially considered our local strategy, policy and procedures, the quality and how far these followed case management guidance. The second part of the self assessment looked at practice and the partnership came together to review and audit cases falling into the period 1st April 2022 – 31st March 2023.

Section A : Strategy

This section had 9 areas to rate against and focused on the strategic functions of the partnership, including policies and procedures, processes for reducing the use of custody, response to disproportionality, work with courts, use of specialist assessments and capturing voice. North East Lincolnshire rated themselves as outstanding in 6 areas and good in 3.

Section B: Reports

This section considered the quality of reports produced for court. The partnership were able to review the reports completed within the time period and rated them as outstanding. Reports were argued to have been high quality, child focused, relevant and up to date with direct evidence of engaging parents and carers and analysis of risk. However, the impact on victims was identified as an area that required improvement.

Section C: Process

It was identified through the self-assessment that further improvement was required to ensure children understand and participate in the court process. However, the self-assessment was able to demonstrate the action that had already been taken as a result, this included the development of new leaflets and support for those children with speech, language and communication needs.

Overall, the court process was assessed to be good with qualified court officers understanding the process and supporting parents and carers as needed and outstanding record keeping.

Service development

North East Lincolnshire were inspected in 2022 an improvement plan was subsequently submitted to HMIP outlining our intentions for addressing the recommendations.

HMIP responded to state they were satisfied that the action we planned to take was an appropriate response to the issues found. The improvement plan was deemed to be comprehensive, clearly outlining appropriate actions to effectively address the recommendations.

Responsibility for monitoring the improvement plan has been through the Youth Partnership Board. However, the Youth Justice Board may ask for a progress report at any time. The HMIP will consider how well we have implemented the plan during our next inspection of NEL YJS.

Victim Standard consultation with HMIP

North East Lincolnshire held a session with HMI Probation in March to help shape thinking around the new victim standard that is proposed as part of the revised inspection framework that is set to launch in 2025. The YJS were able to utilise this opportunity to share our updated

policies and procedures, showcase the work we complete with victims and reflect on suggested areas of development which will support us to develop our local offer to victims further.

Youth Justice Board Strategic Plan 2024-27

North East Lincolnshire YJS has reviewed the refreshed priorities as outlined in The Youth Justice Board strategy for delivering positive outcomes for children by reducing offending and creating safer communities. We remain committed to the vision introduced in 2021 to promote a youth justice system that sees children as children first and will continue to champion this evidenced based approach across the partnership.

The YJB committed to increasing stronger leadership and improved guidance to drive system improvement. The YJB have allocated oversight managers to each region who attends the strategic partnership board on a quarterly basis. In addition, the oversight manager regularly represents the YJB at the Humber Regional Head of Service meeting.

The YJB oversight framework was recently shared which has supported clear, evidence based expectations and standards to be understood.

Over representation and addressing persistent racial disparities across the youth justice system remains a priority and is aligned to our local priority. Over the next 12 months, we intend to invite the Liminality Group to North East Lincolnshire to further train the workforce around racial disparity.

Learning from serious incidents

In 2021, the YJB reviewed how intelligence about serious incidents occurring in the community was gathered as part of its statutory responsibility for oversight.

This highlighted that without a notification process of serious incidents in the community the YJB has limited oversight of these serious events. This limits the effectiveness of timely and appropriate responses both locally and nationally, the deployment of practical support and, when required, ministerial liaison. It also limits collation of national data where a fuller picture of performance, trends, themes, and lessons learnt could be extracted.

In June 2021, the YJB introduced a voluntary serious incident notification process and North East Lincolnshire adopted this process and referred any incidents through during this period.

Following a review of the voluntary notification procedure and consultation with the sector, the decision was taken to make Serious Incident notifications across England and Wales mandatory from the 1 April 2022.

The Youth Partnership Board ensures robust oversight over any reportable incidents with a recurring agenda item at each meeting. The Service Lead will provide anonymised reports for the board where appropriate and appropriate reflection and learning is considered for any cases.

- Youth Justice Partnerships should notify the YJB of a serious incident if a child:
- Is charged with committing one of the following notifiable incidents outlined below, (a full list of reportable incidents is included at Annex A)
- Attempted Murder/Murder/Manslaughter
- Rape
- Grievous Bodily Harm or Wounding with or without intent – section 18/20

- A Terrorism related offence
- Or
- Dies while on the YOT caseload or up to 20 calendar days following the end of YOT supervision.

National Priority Areas

A number of our revised local priorities overlap with current national priorities and should be referred to under the priorities for the coming year section, this includes:

- Children from groups who are over-represented
- Policing
- Prevention and Diversion
- Education
- Serious violence, exploitation and harm outside the home

Restorative approaches and victims

Restorative justice empowers victims and gives them a voice in the criminal justice process, helping them to move on with their lives. Due to this we contact all victims of youth crime across the diversion and statutory service and embed their thoughts and wishes into the young person intervention plan and throughout their order. A minimum expectation of any victim contact is a telephone call or letter to ascertain their initial thoughts, provide information and ascertain if they wish to be involved in the restorative process.

The North East Lincolnshire YJS is committed to the aims of timely justice but recognises that victims should not feel pressurised into deciding in accordance with the timescales of the criminal justice system. As per the new YJB Guidelines less emphasis is now placed on facilitating face to face meetings as it has been recognised that this is not suitable or desirable for most victims. Instead emphasise is placed on encouraging any victim involvement to increase their sense of control and empowerment. To ensure that victims have choices in restorative processes, YJS have the following interventions available.

- Direct Reparation to the victim.
- Generalised reparation to the community arranged by the YJS.
- Indirect mediation – such as shuttle mediation.
- Direct mediation.
- Victim impact statement.
- Restorative conferencing.
- Youth Justice Panels.
- Letters of explanation / apology.
- Victim empathy work to be carried out with the young person.

In 2023/2024, 141 victims were contacted. 83 of these asked to be involved in some way. Many of these made statements addressed to the young people describing how the young person's behaviour has impacted and effected their lives. Many received letters of explanation or took part in shuttle mediation with the young person. We also requested restrictions, exclusions, and no contacts to keep victims safe.

The YJS is committed to further developing work to be undertaken with victims and recognises that this is integral to a repositioning of the public perception of the youth justice system. Due

to this we have addressed issues within the police force regarding the gaining of information sharing consent from the victim. This was impeding the uptake of victims and restricting us being able to offer a service to all victims. Through a training programme, information sharing and direct discussions with referring officers we have addressed this issue increasing the level of consent from only 58% in 2021 to 90.6% in 2023.

Victim safety is paramount, and each young person is risk assessed as to their risk of reoffending and of causing harm, including their attitudes towards the victim. This information is then used to complete a Victim Safety Matrix which records the risk of further incidents towards the victim. If the risk is medium or high, we will implement safety measures, such as restrictions and exclusions to ensure the victim is protected.

We have improved our victim impact work with young people to help them to take responsibility for their actions and further empathise with their victim. To implement this, we have purchased a 'Thinking About victims' programme. This is created by speech and language therapists and helps young people to take responsibility for their actions. We have adapted this to fit with our local needs and adapted the language to work with the Child First principles. Alongside this we have created a guide to writing a letter of apology and 2 AQA qualifications that can be gained by completing the work. This is relevant to young people on both diversion and statutory programmes.

The VLO has recently completed a whole victim service audit in line with the promotion of the Victim Code by the MOJ and introduction of KPIs by the YJB. This has helped identify strengths and areas for improvement and ensure the service is complying with the nationally set victim codes.

The victim audit primarily identified that we could improve our communication with victims who had additional language needs and /or vulnerabilities and strengthen how we inform them of their rights. We have identified 38 actions that will ensure that all victims are fully informed and aware of the victims code and their rights within the criminal justice system. We are in the process of rolling out these actions and plan to implement and improve on them over the coming year.

Future plans

There is clear evidence that many young people involved in the criminal justice systems have themselves been victims of crime at some time in their life. Moving forward the YJS hope to look further in to this link and work with child victims specifically to break this link and help them navigate the feelings and emotions involved by being a victim of crime.

The YJS is also part of the police and crime commissioners Victim and Witness Steering Group. This group aims to improve and develop services for victims in the area and is currently working towards a central victim's hub for the Humber region. Moving forward the YJS intend to develop stronger links with partner agencies and third sector groups that support victims.

Reparation

What is the Victims' Code?

The Victims' Code explains the rights that everyone can expect to receive as a victim of crime.

Whoever you are and whatever the crime, you have the right to be informed about the criminal justice process and the support available.

What are my rights under the Victims' Code?

Right 1: To be able to understand and to be understood
You have the right to understand the information you're given and to be understood. This includes access to translation or interpretation services if needed.

Right 2: To have the details of the crime recorded without unjustified delay
You have the right to have the crime recorded by the police promptly and may be able to get extra support from a specialist if you need help communicating.

Right 3: To be provided with information when reporting the crime
You have the right to receive written confirmation that the crime has been recorded, get information on the criminal justice process, and be told about support services.

Right 4: To be referred to services that support victims and have services and support tailored to your needs
You have the right to be referred to support services or contact them directly. You should also be told about any extra support at court which is available to you.

Right 5: To be provided with information about compensation
You have the right to be told about compensation that may be available for any loss, damage or injury caused by a crime.

Right 6: To be provided with information about the investigation and prosecution
You have the right to be given updates on your case, be told about important decisions and ask for a review of certain decisions.

Right 7: To make a Victim Personal Statement
You have the right to make a statement telling the court how the crime has affected you, which will be considered when sentencing the offender.

Right 8: To be given information about the trial, trial process and your role as a witness
You have the right to be told the date, location and outcome of any hearing. If you need to give evidence, you can get help before, during and after the trial.

Right 9: To be given information about the outcome of the case and any appeals
You have the right to be told the outcome of the case and the sentence. If the offender appeals, you should be told the outcome.

Right 10: To be paid expenses and have property returned
You have the right to claim expenses from giving evidence in court. If property was taken as evidence, you should get it back promptly.

Right 11: To be given information about the offender following a conviction
You have the right to join the Victim Contact Scheme if eligible. The scheme gives you updates on the offender's sentence, including when they're being considered for release.

Right 12: To make a complaint about your rights not being met
You have the right to complain to the relevant organisation if you're unhappy with how you've been treated.

YJS offer reparation and positive activities for all young people. We offer a variety of projects tailored to young people's ability and interests whilst helping them to learn new skills and payback to the community. All young people can gain a range of AQA qualifications for the work they do, therefore making them more employable in the future. All these qualifications are added to a CV that they receive along with certificates at the end of their work.

Below are a selection of projects and feedback:

Nunny Farm

Our young people have been supporting the project with tasks based around general maintenance of the farm,



including strimming and weeding, bagging up manure and litter picking. As well as benefiting the community, it is also a great environment for our young people to spend time in.

In addition to working at the farm, our young people have also been supporting the project by making Christmas trees in the workshop. These are on sale to the public in the Farm Shop, with all funds raised

going back into the project.

Woodwork

The YJS has been commissioned by local councillors as part of their ward funding to make bird, hedgehogs and bug boxes. These will be placed in parks and gardens around the ward as part of their environment agenda.



"Good Evening,

Just to let you know, all the bird boxes made by some of our young people on community orders have found good homes in Park Ward!

Oasis Wintringham and Lisle Marsden Academy have taken two each, whilst the rest have been shared out between two local nurseries and the Peaksfield Allotments. If this could be passed on to the young people involved, I think it would be great for their self-esteem and we would like to thank them for their efforts.

If we are able to support you again with some of our 2024/25 ward funding, we would very much like to do something similar.

Councillor Daniel Westcott."

Dear Mum,

I am writing this letter as a apology for the crime that I committed when I took your car for a joyride with Holly.

I know that this was a bad decision and that I made you upset. But I made this decision to take your car to show off as it was mischievous night. This one decision is that I couldn't go on to do again as it made you very upset looking the trust and respect we had for each other. I hope we could get to the point we was before.

I have learnt that this really it was a bad decision. Me getting caught by the police may have taught me a lesson on peer pressure and how bad decisions can impact others. This has definitely made me realise what harm I could have caused and I will not ever do this again as I don't want to disappoint you and others again.

When I was arrested it made me realise how much you are there for me and how much I missed you and the full breakfast in the morning.

Recycle Cycles

The cycle project continues to go from strength to strength with young people regularly requesting to work on this project. We have a waiting list for bikes which demonstrates that the project is both in demand and much needed in this area. YJS have developed a range of AQAs that can be achieved whilst working on the bike project which will improve a young persons employability, such as workshop health and safety, correct use of tools, basic mechanics etc. Reda Chadli is the main mechanic on the bike project and recently receive a commendation from the board regarding his work on the bike project and his thought for others.



Future plans:

With the merging of OOC and stat services more young people will have the opportunity to take part in reparation projects. YJS hope to be able to expand the bike project as a positive activity for some young people to help with their availability and CV building. We hope to pursue this on to looking at linked apprenticeships or work experience for those with a keen interest who have developed a high level of skill whilst on the project.

Detention in police custody

Humberside Police will try and deal with children (10 – 17 years) outside of the main custody environment (including either at a Police Satellite Station if operationally viable or in the child's home). This will take into account officer safety and will be assessed on a case-by-case basis. The intention of this principle is to avoid arrest where possible.

As part of the Youth Custody protocol, signed up to by all key organisations, all alternatives to arrest will be explored before a child is arrested and taken into custody where a victim can be successfully safeguarded.

Children and young people should only be taken to a custody suite when they have been arrested for offences where the risk of threat and harm merit detention, or where the risk is lower, only to secure and preserve evidence. Where this is necessary, they should be adequately supported by their responsible local authority or care setting.

Furthermore, as part of the joint protocol, Humberside Police will also ensure overnight stays for children in custody will only occur when absolutely necessary. Local Authorities and Police will work together to ensure that legal duties are met and that we fulfil the roles we play to ensure that concordat responsibilities are achieved.

When a child has been arrested the same rights that apply to adults apply to children. Their rights must be explained to them in the presence of an Appropriate Adult. These include:

- The reason for arrest and for being detained
- The right to free legal representation
- Seeing records and documents about arrest and detention
- Right to remain silent
- A phone call to inform someone of their arrest
- Medical help
- Right to read the Codes of Practice
- A written notice detailing their rights in custody (interpreted in chosen language)

The joint protocol for children in custody was endorsed by the Youth Partnership Board and outlines the expectations and considerations for:

- Children on the edge of care
- Racial Disproportionality
- Children in Care and Care Leavers
- Modern Day Slavery
- Child Exploitation
- Strip Search
- Appropriate Adults

Through the development of the youth custody tracker, Humberside Police will account to the Youth Partnership Board on youth custody rates, overnight detention and post charge custody on a routine basis.

Children in custody partnership meetings were introduced in 2023, the below provides a summary of the positive outcomes resulting:

- **Enhanced Understanding and Communication:** Both agencies now have a deeper understanding of each other's priorities and processes, leading to improved communication.
- **Key Information for Local Authority:** The partnership provides essential information about children who have been in custody, benefiting the local authority.
- **Improved Support for Children:** Over the past 18 months, there has been a significant enhancement in the provision of Appropriate Adults, ensuring better support for children.
- **Transparency and Professional Challenge:** Instances where things don't go as planned are met with professional challenge, fostering transparency and promoting wider learning.
- **Children's Concordat Compliance:** Better understanding and adherence to the Children's Concordat have resulted in a reduction in the number of children held in police custody following remand, especially when non-secure accommodation is suitable.
- **Reduction in Children Remanded:** Since the commencement of the YJS CPM there has been a significant reduction in the number of children remanded by the Police to Court, where children have been remanded there has been a higher number removed to Local Authority Accommodation and we continue to explore improvements in achieving improved transfers to secure LA Accommodation.

Custody and Remand

Remands for North East Lincolnshire YJS have decreased considerably over recent years. We had a short remand of only two days in March 2023. This remand occurred on a Saturday and the child (aged 16 years and 11 months) was remanded until the Monday Youth Court when he was sentenced to a 12-month Detention and Training Order for breach of a Detention and Training Order Licence and other serious specified offences. Prior to being remanded and sentenced this child was assessed as very high risk for both harm to others and safety and wellbeing. Prior to this 2 day remand the last recorded remand was in April 2021. The last remand to Local Authority that NEL YJS had was in January 2021.

NEL YJS advocate that statutory duty of courts to consider the welfare and best interests of the child when considering remand decisions. The presumption is children should be remanded in the community unless there is no other suitable alternative. To promote this, meetings are held with partners when a young person is identified at risk of a remand or custodial sentence. NEL will ensure they act in the best interests of the child and consider their individual needs and circumstances while making defensible decisions and ensuring protection of the public.

The YJS are currently working with partners within Children's Services at the feasibility of securing a PACE bed for children who would otherwise be held overnight in police custody.

The use of custody remains low in North East Lincolnshire due to the factors outlined below;

- Partners commitment to children remaining in their families, schools and communities.
- Robust and intensive support is offered at an early stage which can help avoid
- escalation through the courts. This allows for a focus on preventative work and the family as a whole.
- Use of robust Bail and community remand packages that provide holistic support to the young person. This can include Bail Support and Bail Support with ISS.
- resilience through supporting young people in their education, training and employment and ensuring that these, form part of the Bail or sentence plan to help ensure on-going engagement.
- Use of the early guilty plea where appropriate.
- Dedicated Court Officers that are well trained and experienced and knowledgeable in the court arena and in managing both bail support programme and sentenced children.
- Ability to offer robust assessments and interventions to young people to ensure that they can be safely managed in the community.

Constructive resettlement

NEL YJS have worked closely with the National Probation Service, Children's Social Care, Education, Health, We are with you, Wetherby YOI, and other YJS's including South & West Yorkshire and London to improve and enhance our Resettlement offer to children entering and leaving the secure estate.

The introduction of the 'NEL Resettlement Promise' which identifies the 7 pathways to Resettlement and holds each service accountable in providing the right support to support to children in the secure estate has seen better outcomes for children, particularly in relation to their accommodation, with one child receiving suitable accommodation in preparation for his release.

The introduction of an Evaluation form allows to see if we met our promise and how we can learn from it if not. One child identified in his evaluation that we failed to provide him education or training immediately on release due to external processes. NEL YJS are now in communications with education partners to see how we can strengthen and improve our relationships and access to external Post 16 education provisions to avoid this happening again.

Following the revised YJB Case Management Guidance on 'Custody and Resettlement' updated in January 2024, we are now in the process of reviewing the policy again to include more of the Child First Principles and Family Group Conferencing/Lifelong Skills for our children looked after by us. The revised guidance also heavily features practises from South and West Yorkshire and London's Resettlement Partnership which were central into our improved Resettlement Policy.

Working with families

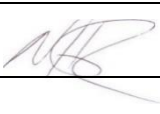
In keeping with our overarching vision and values in North East Lincolnshire, whole family working is embedded in practice and we encourage our workforce to work in an integrated, whole family way. Assessment and plans consider needs of the whole family and where required, practitioners will support parents and siblings to avoid multiple professionals becoming involved with the family or duplication.

The YJS Head of Service is also the Head of Family Help in North East Lincolnshire which provides consistency across the services. There are ongoing developments to streamline the family help offer and pathways in NEL to further develop our seamless approach to supporting children and families at the lowest level.

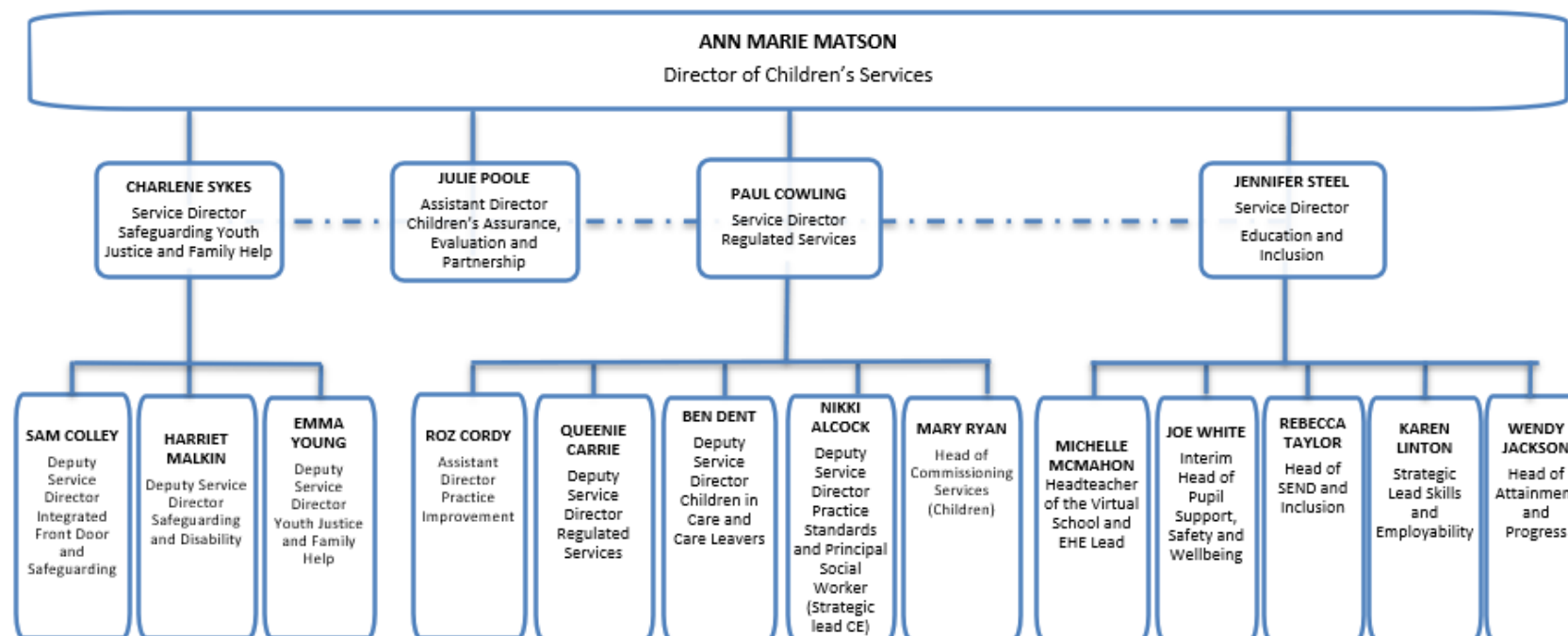
There are embedded data feeds from the YJS data recording system to support supporting families payment by result claims noting the YJS play a major role in promoting sustainable change for families.

As a local authority, there is planned training on whole family working to ensure all professionals across children's services feel confident in taking a whole family approach.

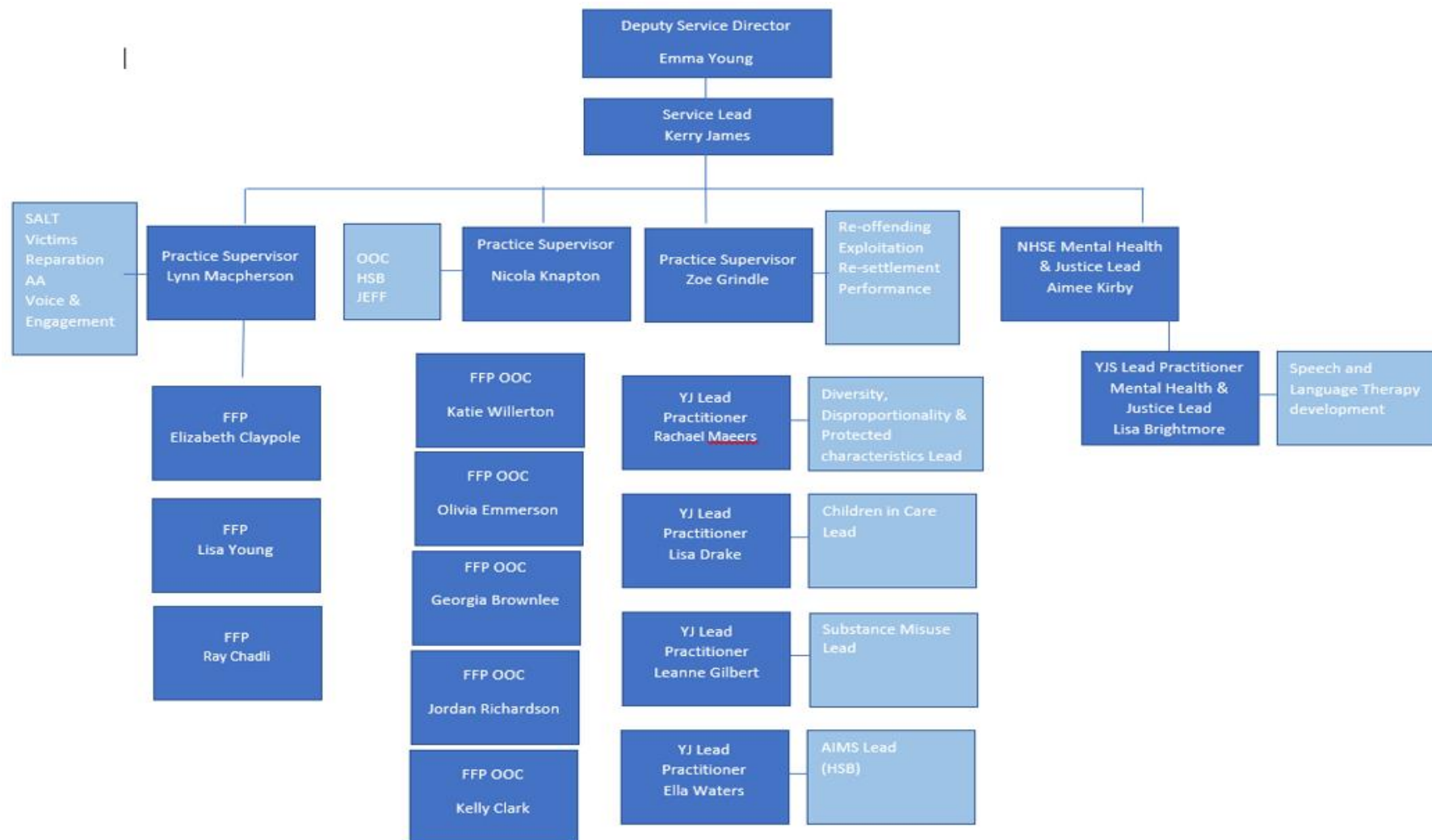
Sign off, submission and approval

Chair of YJS Board - name	Nick Hamilton-Rudd
Signature	
Date	30/06/2024

Appendix 1



Appendix 1



Appendix 2

North East Lincolnshire

INCOME	Youth Justice Board ¹	Local Authority	Police	Police and Crime Commissioner	Probation	Health	Welsh Government	Other	Total
Cash	£450,651	£647,297	£0	£198,754	£5,000	£330,526	£0	£148,613	£1,780,841
In-kind			£62,150		£25,204				£87,354
Total income	£450,651	£647,297	£62,150	£198,754	£30,204	£330,526	£0	£148,613	£1,868,195

1. This includes all grants received from YJB

If possible, please provide a breakdown against each funding source. If this information is not retained, please give details of the total amounts spent against each area.

EXPENDITURE	Youth Justice Board ²	Local Authority	Police	Police and Crime Commissioner	Probation	Health	Welsh Government	Other	Total
Salaries	£450,651	£269,797	£0	£151,053	£3,800	£251,200		£99,571	£1,226,072
Activity costs	£0			£47,701	£1,200	£79,326			£128,227
Accommodation	£0	£377,500							£377,500
Overheads	£0								£0
Equipment	£0							£49,042	£49,042
Total expenditure	£450,651	£647,297	£0	£198,754	£5,000	£330,526	£0	£148,613	£1,780,841

2. Figures provided in sheet (1a), plus sheet (1b) if applicable

Appendix 3 – Risk Log

Appendix 3: Risks to Future Delivery

Risks to the delivery of this plan and to the performance of the Youth Justice Strategic Partnership against statutory locally agreed indicators is given below and scored against the following scale.

1	2	3	4	5	6	7	8	9	10
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Risk	A (1-5) Likelihood	B (1-5) Impact	C (A+B) Score	Action to Mitigate Risk	D (1-5) Likelihood	E (1-5) Impact	F (D+E) Score
Reduction in revenue The impact of any reduction in revenue alongside an increase in need and complexity of the children, families and communities we work with would present significant risk to future delivery. Community Safety Partnership (CSP) funding allocation arrangements have progressed to a bidding process. As the partnership develops there is a risk that the funding may be repurposed for other activities in line with the CSP	3	4	7	Exploration of additional sources of funding through opportunities to bid in relation to key developments. Develop additional resources through joint initiatives with partners and review of delivery arrangements. Ensure that partnerships are kept up to date with progress regarding the process for making applications for CSP funding. Applications to be made in good time.	2	2	4

outcome based plan.							
Increased use of Remand and Custody Significant reductions in custody rates have continued to be achieved. However, due to the small cohorts, there is a risk this may increase. The number of children remanded in custody continues to be low, although one child was remanded on multiple occasions. There is a cohort of children linked to MACE who are at greater risk of being remanded in custody due to the serious nature of their offences. This can present a financial risk.	2	4	6	High quality reports to inform the court on sentencing options. Custody only used as a last resort, court officers to utilise LASPO (Legal Aid, Sentencing and Punishment of Offenders Act 2012) and criteria and direct alternatives to custody. Disproportionality concerns to be appropriately challenged. There is a clear process, including the children's Concordat for access to Remand and PACE (Police and Criminal Evidence) beds when needed with immediate access to this when needed. New CPS guidance has been published and is utilised in line with 'child first'.	1	4	5
National Guidance, review and legislation	4	3	7	Practice Supervisors to keep staff informed of any developments, including through the provision of written staff briefings, team meetings	2	3	5

The potential impact of any legislative changes, the delivery of services to meet new requirements and the resulting impact on the service to ensure effective delivery.				and training to present any challenges or risks as opportunities for development. To review and develop in line with the ongoing responses to national requirements.			
Sentencing white paper: A smarter approach to sentencing Introduction of longer periods in custody for the most serious offences.	3	4	7	Managers to keep staff up to date on the guidance and to ensure paper is carefully considered when considering sentencing options to the court and within Pre-Sentence Reports ensuring that the Child First principle is maintained.	3	4	7
Changes to the Cohort Whilst in North East Lincolnshire, the numbers of children entering the youth justice system continue to be low and there are well established local frameworks embedded to address these, there are a small number of children with more complex needs who are	3	4	7	The YJS remains committed to reducing First Time Entrants through prevention and concentrating resources on more intensive provision for the cohort whose offending is more entrenched and complex. Robust oversight of the statutory cohort ensuring quality and consistency of management oversight. Robust oversight of the quality of statutory work, especially in relation to assessing, planning and reviewing. Develop new models of working with adolescents, including development and expansion of opportunities to	3	3	6

<p>vulnerable to offending and repeat offending including through exploitation.</p> <p>Whilst North East Lincolnshire prioritise prevention and diversion in line with the child first principle there needs to be a continued line of sight on the quality of statutory work.</p>				<p>build community based positive activities and engagement.</p> <p>Child First principle to be advocated across the partnership to ensure victims of criminal exploitation are recognised as victims and not offenders.</p> <p>Appropriate referrals made to the National Referral Mechanism to identify victims of exploitation.</p> <p>Further development of strategic frameworks to ensure robust partnership approach to tackle harm outside the home – including serious youth violence.</p>			
<p>Increase in First Time Entrants (FTE)</p> <p>The number of FTE to youth justice remains low in North East Lincolnshire. However, as more young people are successfully diverted away from the Criminal Justice System via early intervention work, those who remain are increasingly complex with greater and challenging needs.</p>	3	4	7	<p>Ongoing focus on preventative work to ensure children are appropriately offered a prevention intervention or Community Resolution.</p> <p>Continuous development of our early intervention and prevention pathways.</p> <p>Ongoing commitment with partners to ensure children only enter the criminal justice system if necessary.</p> <p>‘Our Children, Our future’ practice model ensuring ‘right person, right time’.</p> <p>Close monitoring of data/performance indicating how many children and families are supported at all levels of need.</p> <p>Interventions are in line with the scaled approach and are proportionate and necessary.</p>	2	2	4

<p>Whilst the partnership works with less children on post court disposals there is a risk that this could be interpreted wrongly and YJS caseloads seen as smaller than they are. Prevention and out of court work is significantly increasing and therefore caseloads appear stable but are changing more frequently.</p>				<p>Regular review of our out of court policy and procedures and escalation to the board where necessary.</p>			
<p>Rise in re-offending figures</p> <p>Due to the small and decreasing numbers in the cohort, the reoffending rate has been more volatile.</p>	4	4	8	<p>Close monitoring of the data through the live tracking tool and local police data to ensure close monitoring and action taken the reduce this.</p> <p>Cohorts Meetings to understand any themes developing and appropriate horizon scanning.</p> <p>Young people with the highest risk of re-offending are given the most impactful sentences and appropriate levels of supervision.</p>	2	3	5
<p>Increase in sexual offences</p> <p>A rise in the number of children</p>	3	4	7	<p>Regular monitoring of data to understand the YJS populations (separate tab for sexual offences developed into Power Bi dashboard).</p>	3	3	6

being arrested for sexual offences has been noted and is being closely monitored.				<p>Regular monitoring of the custody dashboard to better understand those children who are arrested for sexual offences, any delays and monitor outcomes.</p> <p>Review of HSB Process in NEL. Annual report to feed into Safeguarding Children's Partnership.</p> <p>Joint review and thematic audit activity between Children's Social Care and YJS.</p>			
<p>Increase in girls</p> <p>There is a noted over representation of girls in the YJS cohort (27% at end of June 24)</p>	3	3	6	<p>Thematic audit activity to understand themes and trends.</p> <p>Development of bespoke group work sessions planned for 2024/25.</p> <p>Priority in response to HMIP inspection in 2022.</p> <p>Integrated approach across family help and YJS to ensure girls are only coming to the YJS if essential.</p> <p>Line of sight through decision making panel.</p> <p>Tailored intervention plans with a focus of self esteem and confidence recognising the national research on girls within the CJS.</p>	3	3	6
<p>Inadequate judgement from Ofsted (ILACS)</p> <p>There is currently a high level of focus from OFSTED within Childrens social care and Family Help</p>	3	4	7	<p>There are regular focus visits, and all areas of concern are being developed through a strategic improvement and transformation plan with overall ownership with the Director of Childrens Services.</p> <p>Youth Justice strategic managers are involved in these developments to ensure there is a strong safeguarding</p>	1	2	3

services within North East Lincolnshire due to the 2021 grading of "inadequate",				<p>offer within individual intervention plans.</p> <p>There has been a full re-structure of managers and leaders across children's services. A new Service Lead and 3x Practice Supervisors have been appointed and will work closely with SL's and PS's across Children's Services.</p> <p>Better connectivity between YJS and Children's Social Care is a priority for the board.</p>			
<p>Disproportionality</p> <p>Whilst North East Lincolnshire has low numbers of children from mixed and BAME ethnic backgrounds it is recognised that nationally these groups are over represented in the CJS. Whilst our figures may be low it is acknowledged that this could still be present in the low number of children we come into contact with presently.</p> <p>There is currently a over representation of children in care</p>	3	4	7	<p>Workforce have been trained in equality and diversity and supported the development of a bespoke strategy.</p> <p>Further training is planned over the next 12 months on diversity, racial awareness and disproportionality.</p> <p>Diversity and Disproportionality is a priority for the board and the strategy will be continually reviewed.</p> <p>Managers to keep staff up to date on thematic reports and any issues identified through the YPB.</p> <p>Local monitoring via YJB Disproportionality toolkit.</p> <p>Data/performance to be monitored quarterly at each board.</p> <p>New KPI to track partners data contribution.</p>	2	3	5

<p>and care leavers in the CJS in NEL.</p> <p>There is currently an over representation of females open to YJS.</p>							
<p>Cyber Security</p> <p>Services have adapted and have become more available digitally. Following COVID-19 this has accelerated further with more of the workforce delivering their roles online and planning greater collaboration and integration work with partner organisations. Therefore, reviewing and reinforcing current cyber security arrangements is a key priority for local authorities.</p> <p>A cyber incident can be very disruptive, leading to the loss of data, as well as disruption to the running of council functions.</p>	2	4	7	<ul style="list-style-type: none"> IT security training programme is cascaded to the workforce which educates on a variety of IT security topics to help staff identify and prevent cyber attacks - securing your organisation's data. Training is mandatory and reviewed through supervision. Security and Data breach policy and processes are in place for the LA. 	2	3	5

Operational Pressures Escalation Levels There is a planned re-structure of the YJS which is causing a level of anxiety across the workforce. Some staff have gone off sick and there has been a recruitment freeze of vacant posts. During this time there is an identified risk to the partnership delivery through reduced practitioner and management capacity.	3	4	7	<ul style="list-style-type: none"> • Re-structure to take place imminently and staff to be communicated to throughout the process • Recruitment activity for any vacant posts to take place in a timely manner • Advertisement on YJB bulletin to promote knowledgeable and experienced candidates (where these go external) • Diversity statement within adverts to promote diversity, equity and inclusion across the workforce • Robust workforce training and development offer to support staff retention. • Supervision and Appraisal process to support ongoing career development (inclusive of PCEP/YJSIP training) • Integrated working to achieve best outcomes for all children irrespective of which area people work in 	1	2	3
Management Capacity A new service lead and 3x practice supervisors have been appointed and the management team is still developing.	3	4	7	<p>The presence of new managers is recognised and all managers will be subject to a thorough induction process.</p> <p>Training and development opportunities have been made available to all service leads and practice supervisors.</p>	2	3	5

Leaders must ensure that managers have the appropriate training to develop their skills to oversee high quality case management practice.				<p>Practice Supervisors will be invited and encouraged to attend the Youth Partnership Board although to ensure robust connectivity between the board and the workforce and to ensure this translates into effective case supervision.</p> <p>There is oversight of management capacity via the YPB and oversight of audit activity to promote quality and consistency of management oversight of practice.</p> <p>Audit moderation is also undertaken via the NEL quality assurance framework.</p>			
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Common youth justice terms

ACE	Adverse childhood experience. Events in the child's life that can have negative, long lasting impact on the child's health, and life choices
AIM 2 and 3	Assessment, intervention and moving on, an assessment tool and framework for children who have instigated harmful sexual behaviour
ASB	Anti-social behaviour
AssetPlus	Assessment tool to be used for children who have been involved in offending behaviour
CAMHS	Child and adolescent mental health services
CCE	Child Criminal exploitation, where a child is forced, through threats of violence, or manipulated to take part in criminal activity
CSE	Child Sexual Exploitation
Children	We define a child as anyone who has not yet reached their 18th birthday. This is in line with the United Nations Convention on the Rights of the Child and civil legislation in England and Wales. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.
Child First	A system wide approach to working with children in the youth justice system. There are four tenants to this approach, it should be: developmentally informed, strength based, promote participation, and encourage diversion
Child in Care	Child in Care, where a child is in the care of the local authority
CME	Child Missing Education
Constructive resettlement	The principle of encouraging and supporting a child's positive identity development from pro-offending to pro-social
Risk outside the home	An approach to safeguarding children which considers the wider community and peer influences on a child's safety
Community resolution	Community resolution, an informal disposal, administered by the police, for low level offending where there has been an

	admission of guilt
EHCP	Education and health care plan, a plan outlining the education, health and social care needs of a child with additional needs
ETE	Education, training or employment
EHE	Electively home educated, children who are formally recorded as being educated at home and do not attend school
EOTAS	Education other than at school, children who receive their education away from a mainstream school setting
FTE	First Time Entrant. A child who receives a statutory criminal justice outcome for the first time (youth caution, youth conditional caution, or court disposal)
HMIP	Her Majesty Inspectorate of Probation. An independent arms-length body who inspect Youth Justice services and probation services
HSB	Harmful sexual behaviour, developmentally inappropriate sexual behaviour by children, which is harmful to another child or adult, or themselves
JAC	Junior Attendance Centre
MAPPA	Multi agency public protection arrangements
MFH	Missing from Home
NRM	National Referral Mechanism. The national framework for identifying and referring potential victims of modern slavery in order to gain help to support and protect them
OOCD	Out-of-court disposal. All recorded disposals where a crime is recorded, an outcome delivered but the matter is not sent to court
Outcome 22/21	An informal disposal, available where the child does not admit the offence, but they undertake intervention to build strengths to minimise the possibility of further offending
Over-represented children	Appearing in higher numbers than the local or national average
RHI	Return home Interviews. These are interviews completed after a child has been reported missing
SLCN	Speech, Language and communication needs
STC	Secure training centre
SCH	Secure children's home
Young adult	We define a young adult as someone who is 18 or over. For example, when a young adult is transferring to the adult probation service.
YJS	Youth Justice Service. This is now the preferred title for services working with children in the youth justice system. This

	reflects the move to a child first approach
YOI	Young offender institution
MACE	Multi Agency Child Exploitation
OOC	Out of Court
SYV	Serious Youth Violence
CIN	Child In Need
CP	Child Protection
YJP	Youth Justice Partnership
GRAFT	Child Exploitation Intervention Team in NEL
OYS	Outreach Youth Service
WAWY	We Are With You – targeted substance misuse service working with children and young people
CMARS	Children's Multi-Agency Resilience & Safeguarding Board
YJB	Youth Justice Board
RJ	Restorative Justice
Safer	Internal community safety team in North East Lincolnshire
IOM	Integrated Offender Management
ICS	Integrated Care System
HCV	Humber Coast and Vale
KPI	Key Performance Indicator