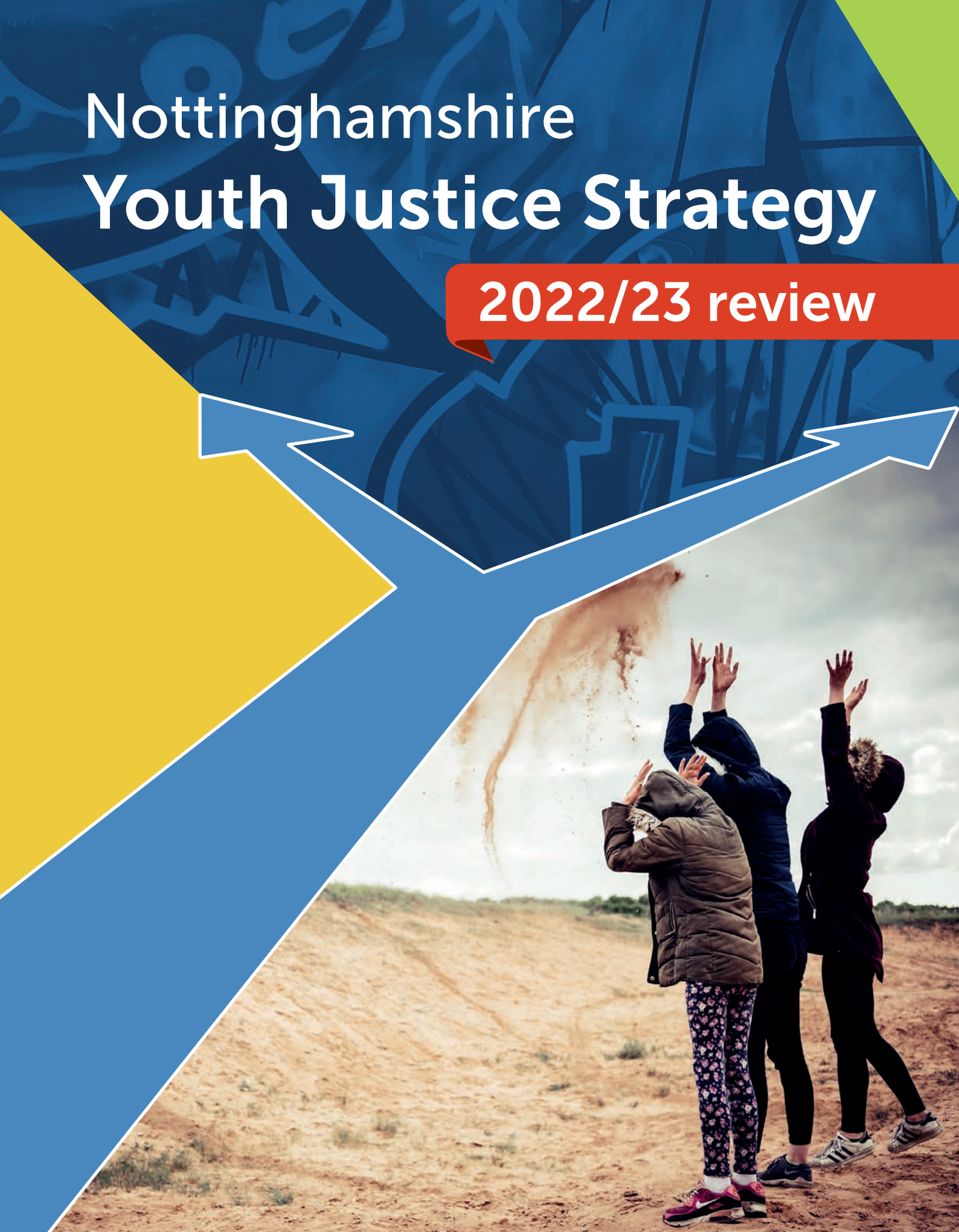


Nottinghamshire Youth Justice Strategy

2022/23 review



Nottinghamshire
County Council

Executive summary

This plan has been developed by members of the Nottinghamshire Youth Justice Partnership Board, with the support of the Youth Justice Management Team and with the input of the voices of children who use the service and the staff who deliver it.

I have taken over chairing the board this year, and have introduced changes to the way that the annual plan is developed, allowing significantly more time for partners to input and agree to the priorities.

The final content of this plan reflects an ambition for a shared set of principles and priorities across several local strategic plans.

Key contributors to this plan include the Police, Office of the Police and Crime Commissioner (OPCC), the Violence Reduction Unit (VRU), Health, the Youth Justice Service, Probation, District Councils, Children's Social care and Education. Members of the Board have stepped up to lead on different areas and will report back regularly on our collective progress.

In 2020 the Nottinghamshire Youth Justice Partnership, informed by a national standards audit, identified five key areas to provide focus for a three-year (2020-2023) Youth Justice strategy; with disproportionality identified as a thread running through them all.

Laurence Jones






Service Director

Chair of the Youth Justice Partnership Board





The five key areas are:

-  **1 Holistic approaches to supporting young people in the youth justice system**, which aims for the partnership to take a child first approach and consider the underlying factors for children at risk of offending. Work has seen the service strengthen its partnership with health, with a view to improving access to speech and language services, and ensuring that trauma-informed approaches are adopted by a range of services.
-  **2 Increasing access to early intervention**, which aims to improve the offer of diversion and prevention to children at risk of offending, investing in youth work approaches, reducing thresholds for accessing prevention support and increasing the use of alternative outcomes to court.
-  **3 Ensuring access to education, employment and training**, meaning all children on a court order or an out-of-court-disposal (OOCd) are now supported by an Education, Training and Employment (ETE) adviser according to their individual need. The numbers of those not in employment, education or training (NEET) among the youth justice cohort have improved.
-  **4 Improving resettlement support**, adopting constructive resettlement approaches and improving the experience of children as they transition back into the community and also between the youth justice and probation services.
-  **5 Allow children and their families to help shape the future of the service**, by consulting meaningfully with them about their experiences. This has led to the development of a new participation strategy which will be delivered this year.

This plan provides an update on the work of the youth justice service over the past year in these five areas and gives an indication of the work it intends to deliver in the next year (2021/22). As well as supporting the service to carry out its statutory functions and meet its key aims, this plan also supports the work of the Board in relation to its identified strategic objectives.

Introduction

The Youth Justice Service (YJS) in Nottinghamshire meets all of the statutory requirements as set out in the Crime and Disorder Act 1998 and includes seconded staff from Police, Probation (two seconded members of staff), Health (Youth Justice nurse), and Futures (Education, Training and Employment advisers). The service is made up of three multi-agency locality teams and a county wide interventions team, which provides support to the locality teams. The team also carries out early preventative intervention and targeted detached youth work in areas where there is identified anti-social behaviour.

In addition to the multi-agency teams, the service commissions specialist external providers to help it deliver key statutory functions, such as substance misuse (Change Grow Live), reparation and victim services (Remedi) and appropriate adult work (The Appropriate Adult Service).

The key aims of the service are to:

- ▶ reduce the number of young people entering the criminal justice system
- ▶ reduce the frequency and rate of reoffending by children who are already within the youth justice system
- ▶ keep the numbers of young people experiencing custody – either on remand or as a sentence of the court – to a minimum.

Over the past year, performance against these measures has been good with data showing that Nottinghamshire is performing better than the national average.

- ▶ The number of first-time entrants in Nottinghamshire remains stable.
- ▶ Rates of reoffending has again reduced and figures show that Nottinghamshire is performing better than the national average.

- ▶ Numbers of young people remanded and sentenced to custody means that, both nationally and locally, fewer young people are experiencing a period of incarceration.

Nottinghamshire Youth Justices Services (YJS) are part of the local authority's service. The activities of the service are monitored and directed by Nottinghamshire Youth Justice Partnership Board, which is chaired by the Service Director for Youth, Families and Social Work. The youth justice service Group Manager is also responsible for Early Help Services and represents youth justice service at the Nottinghamshire Safeguarding Children's Partnership, the Safer Nottinghamshire Board and the Reducing Reoffending Board.

In addition to its statutory partners, the Board benefits from having representatives from Education, Commissioning (Accommodation), Youth Custody Secure (YCS), Her Majesty's Courts and Tribunals Service (HMCTS) the Community Safety Partnership and the Office of the Police and Crime Commissioner (OPCC). The Board reports to the Safer Nottinghamshire Board, which feeds into the Health and Wellbeing Board. The Partnership Board meets on a quarterly basis with good attendance from all key partners who are represented at a senior level.

Nottinghamshire Youth Justice Partnership Board holds the partnership to account, ensuring that it meets its statutory aims.

The Board:

- ▶ Receives quarterly performance reports, identifying areas of opportunity and actively discussing potential risks to future performance.
- ▶ Reviews every Youth Justice Incident Report along with details of any subsequent progress made against actions set.
- ▶ Is actively involved in the quality assurance processes embedded within the service; thus, assisting in increasing individual board members' understanding of the work of the service.
- ▶ Is actively involved in self-assessments against national standards and HMIP inspection standards, agrees and takes joint ownership of strategic improvement plans.
- ▶ Has a forward plan in place to ensure that the agenda of the Board is focused on strategic youth crime issues which are specifically relevant to Nottinghamshire and have the potential to impact performance and resources.
- ▶ Receives regular service delivery updates from managers, and other staff involved in operational service changes, which enables the Board to retain oversight and monitor progress.



- ▶ Has strengthened how it connects with staff by having a youth justice staff representative on the Board and who observes service operational delivery.
- ▶ Holds partner agencies to account for any deficits in their operations or practice which is impacting upon the service and hindering effective multi-agency working.
- ▶ Has consistent cross representation from the youth justice leadership team, providing an effective link into the Board and supporting effective service delivery.

Nottinghamshire youth justice strategy identified five key areas to provide focus over a three-year period (2020-2023). There have also been ongoing streams of work in relation to Disproportionality and Serious Youth Violence and Exploitation.

This plan provides an update on the work of the service over the past year and gives an indication of the work it intends to deliver over the next year (2022/23).

As well as supporting the service to carry out its statutory functions and meet its key aims, this plan also supports the work of the Youth Justice Board's strategic objectives:

Statutory function



Strengthen and enhance the delivery of our statutory functions

Child first



To see a youth justice system that sees children as children first, and offenders second

Custody & Resettlement



To see an improvement in the standards of custody for children and promote further rollout on constructive resettlement

Over-represented children



To influence the youth justice system to treat children fairly and reduce over-representation

Serious youth violence & exploitation



To see a reduction in serious youth violence and child criminal exploitation

Progress and priorities

2020-2023 Target one:

To work with partners to promote a more holistic approach to meeting children's needs in the youth justice system

Working closely with other teams, departments and partners is key to ensuring that every child or young person can achieve the best outcomes regardless of their place within the criminal justice system. This applies whether they are a child on the cusp of offending, or a young person in youth custody. A case manager will work in collaboration with the child to create an individual programme of intervention. They will identify ways to build on the child's strengths and capacities and develop their potential. They will also identify ways to reduce the negative factors in their life which may be pulling them into offending or increasing the risk of harm to either themselves or others. The youth justice service is committed to working with a wide range of partners to provide a more holistic approach to meeting the needs of children in the system.

The service benefits from a specialist youth justice nurse who offers a Health Needs Assessment to all children on court orders and ensures that young people's health needs transition smoothly into adult services when needed. The nurse links to primary and secondary care and supports the role of all seconded health professionals working in the youth justice service.



Looking back - what we achieved last year

- ✓ The youth justice nurse provision has been increased to enable us to meet the health needs of more children who become known to the service.
- ✓ The VRU has funded workers to meet with children who are presenting within the police custody with speech, language and communication needs. Whilst this is a positive development, there remains a gap in provision to provide ongoing support to children who are accessing youth justice intervention, on both voluntary and statutory programmes of intervention.
- ✓ This year Change Grow Live has have appointed a young person substance use specialist worker. It is reviewing pathways for children; addressing barriers and making it easier to access specialist substance misuse services. The provider is exploring the learning and development needs for the service to ensure that youth justice staff are better able to advise an support children who are using substances.
- ✓ The majority of staff working in youth justice have received in depth training in relation to trauma-informed practice and are working with an external provider to ensure that trauma informed principles are embedded into practice across the service.

Looking forward - priorities for the year ahead

- ↶ The Board needs to better understand evolving health needs of the children who encounter the youth justice system. To do this the service will work closely with health to facilitate an up to date needs assessments for children in contact with the service. This will include access to Joint Strategic Needs Assessments (JSNAs) for children with special educational needs and disabilities and children who are looked after.
- ↶ It has been agreed that the service needs to present case studies to the Board to further evidence gaps in services / resources which is preventing the health needs of children being sufficiently met. This will increase the partnerships understanding of what areas they need to provide focus.
- ↶ The youth justice service will work with health commissioners to explore options for broadening delivery of health services for children within in the service.



2020-2023 Target two:

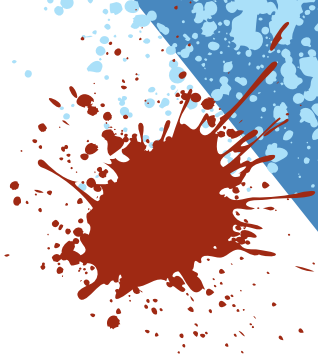
To increase the number of children who are accessing early intervention aimed at reducing the potential of them entering the criminal justice system

Nottinghamshire youth justice service remains committed to working with children in need of support, on a non-statutory basis. It prides itself on delivering a high-quality service in relation to youth diversion, prevention, and detached services, thus, keeping a focus on reducing the numbers of children entering the system and becoming a First Time Entrant (FTE).

As part of its preventative work, the service works with children aged 10 to 18 years of age under the branding of 'My Future: Youth Support Programme'; this work is entirely voluntary and can be a stand-alone programme of work or used in conjunction with a family being involved with children's social care or the family service. My Futures is appropriate for children who have not received a formal police outcome; however, they may be displaying behaviours which indicate underlying needs or vulnerability, or they have been identified as being at risk of offending or criminal exploitation.

Recognising the importance of diversionary intervention, the service works closely with the police to continually review its Out of Court Disposal (OCD) processes to ensure that children are offered the opportunity to engage in intervention at the earliest opportunity.

As part of these approaches, more children are offered an opportunity to receive individualised support; steering them away from crime and anti-social behaviour, helping them make the most of their lives.



Looking back - what we achieved last year

- ✓ A directory relating to youth diversion has been created outlining what is available across the partnership to increase awareness and help workers be able to better support children.
- ✓ In the past year the service has expanded membership of OOCd panels to include ETE, the family service (parenting) and CAMHS; this has increased the potential for challenge within panels and improved opportunities for joint working. Membership at panels will continue to be reviewed alongside processes to ensure that the partnership is working effectively, and the service is meeting the needs of children.
- ✓ The service has strengthened its links with the youth service to try and ensure that children are supported at the most appropriate level. These links assist children to receive support appropriate to their level of need and provides an opportunity for them to access universal provision which can support them beyond their contact with the youth justice service.
- ✓ By developing processes with the police, this year the service reviewed 451 children who were named on Public Protection Notices (PPNs) with a view to offering early intervention/support. These are children who have been identified as having been involved in knife/weapon enabled offences, involved in serious violence/at risk of Child Criminal Exploitation (CCE).
- ✓ A youth diversion scheme has been set up and is being resourced directly by the youth justice service and other partners, providing enhanced support to children who are taken into custody. This includes children who are released pending an investigation.
- ✓ The Early Police Alert System (EPAS) has been reintroduced in schools which increases opportunities for children to be diverted into preventative support services where appropriate. As this is heavily reliant on the police and Schools Early Intervention Officers (SEIOs) it is imperative that the youth justice service and the SEIOs work closely together, gaining a better understanding of each other's role and developing best working practices.
- ✓ This year has also seen an increased number of children accessing voluntary support and intervention through the imposition of Outcome 22s; however, more work needs to be done to embed this within services. This outcome can be used when the police have decided to defer prosecution decision until the child has been given the opportunity to engage with a diversionary, educational or intervention activity.

Looking forward - priorities for the year ahead

- ↩ To increase capacity to work with children at risk of entering the youth justice system, the service needs to work with a wider range of partners, specifically links with the third sector need to be more established.
- ↩ The partnership needs to ensure that joint working protocols cover Outcome 22. There is also a need to educate and improve awareness of police and youth justice staff regarding the use of Outcome 22.
- ↩ To develop data to include children who are referred back from court to OOCd panels so that it is available for scrutiny to establish any barriers in systems/processes.
- ↩ To strengthen the youth justice service's links with the SEIOs to improve collaboration and progress opportunities for joint working.
- ↩ It is acknowledged that children who are not in education, or accessing alternative education, are most at risk of entering the youth justice system. The service is keen to explore opportunities for working with children at risk of exclusion to increase their chances of remaining in education and steering them further away from the youth justice system.

2020-2023 Target three:

Every child and young person in contact with Nottinghamshire's youth justice service has appropriate education, training and employment provision in place

Meaningful full-time engagement in education, training, and employment (ETE) remains one of the most significant protective factors to reduce re-offending for young people. Nottinghamshire youth justice service retains a dedicated Education, Training and Employment (ETE) Team providing a bespoke package of support for children involved with the service who do not have appropriate education or training in place. The team is seconded from Futures Career, Advice and Guidance Service and consists of; a Senior Practitioner ETE Coordinator, three Information Advice and Guidance (IAG) NVQ Level 6 Qualified Advisers based within each of the three youth justice locality teams.

The ETE team works with partners to ensure that, where there are educational concerns, all children are supported by experienced advisers and are highlighted to the most relevant partner within the local authority to ensure a suitable multi-agency solution is in place.

The Senior Practitioner Education, Training & Employment Coordinator takes an active role at the county council's Internal, Vulnerable Children's Education Committee (VCEC); this meets fortnightly to provide a multi-agency solution in relation to vulnerable children who do not have suitable education provision in place for a variety of reasons. We are also a member of the Novus Education Forum (Wetherby YO1) where education programmes, projects, updates, ideas and concerns are discussed. This strengthens the links between custody and the community, improving an individual's educational transition from custody to the community.



Looking back - what we achieved last year

- ✓ The service has expanded the ETE Team (until 2023) with one Employability & Skills Coach (Level 6) working with children from year 11 who are accessing voluntary intervention and are at risk of becoming not in education, employment or training.
- ✓ The youth justice ETE team has increased its links with local employers and employment agencies who are sympathetic to the needs of young people working with youth justice service and the Probation Service and who are willing to offer fair access to opportunities. The database currently consists of over 30 employers and agencies and work continues to expand on this.
- ✓ ETE workers have been updating their knowledge in relation to special educational needs which is being used to support youth justice workers. All children (OOCD/Statutory Orders) who have an assessed ETE need are allocated an ETE worker from within youth justice and any special educational need is fully considered in any plans that are put in place.
- ✓ ETE advisers update case managers on a child's ETE status which informs all assessments that are completed. An ETE adviser attends all youth crime (OOCD) panels to advise on what provision is being provided and what support would be available to support with any identified need.
- ✓ The service has been fortunate in securing two additional ETE-Careers Coaches (Level 3) working with young people who are not in education, employment or training, that are transitioning from the youth justice service to the Probation Service. Careers coaches are supporting young people at times of transition (e.g., to custody/community, to adult services etc.) and can continue to work with these young people up until 24 years of age.
- ✓ Nottinghamshire's figures for children not in education, employment or training (NEET) have been kept at a relatively low level: 10% NEET overall pre & post 16.

Looking forward - priorities for the year ahead

- ↩ The service wants to reduce further the number of children who are not in education, employment, or training. It is identified that whilst the youth justice service's core ETE offer is strong, there is a potential gap in the resources available to work with Year 11 students who are on part-time timetables and at risk of becoming NEET. The youth justice service will be exploring opportunities to link in with education teams to identify and work with children who are identified as being at risk of school exclusion.
- ↩ There is a need to improve data sharing across the partnership to learn more about what is happening with children across Nottinghamshire. The service needs to access data on how many children are not receiving their education entitlement, how many are excluded, on part-time timetables or electively home educated. This data should also include the demographics and care status of the child and be analysed to identify any areas of disproportionality.
- ↩ The service will be accessing training to increase staff's knowledge to improve the support for children with SEND.
- ↩ The service will continue to work with local employers to increase opportunities for young people who are known to the youth justice service and the Probation Service.

2020-2023 Target four:

To ensure that children have the best support available to meet their needs when leaving custody

In April 2020 the service completed a National Standards Self-Assessment against the five domains as identified by the Youth Justice Board (Out of Court Disposals, In the Community, At Court, In Secure and Transitions). Following this process, the areas of resettlement and transitions were identified for further targeted work. The service has continued to focus on improving the support offered to children whilst in custody, on leaving custody or transitioning between services.

Constructive Resettlement aims to support individuals in developing a pro-social identity and focusses on their journey towards a positive future; something Nottinghamshire is committed to achieving with its children. Adopting the seven principles of Constructive Resettlement as a framework has presented an opportunity for the service to strive to achieve best practice when it comes to addressing the needs of children who receive custodial sentences.



Looking back - what we achieved last year

- ✓ The service is looking specifically at the concept of identity shift and how this is best supported. There will be training and development opportunities for the workforce and key partners to increase their knowledge and understanding.
- ✓ Whilst the number of short terms remands has been reduced; all remands continue to be reviewed by the management team to consider if anything more could have been done to prevent this being the outcome and if there is any action that needs to be taken across the partnership.
- ✓ There is now a representative from HMCTS at the Youth Justice Partnership Board so barriers related to the courts can be readily discussed.
- ✓ The service has good relationships with the CPS and regular liaison takes place in relation to children and how we can best meet their needs. The service is also an active member of the court user group which enables YJS communication with the courts.
- ✓ Regular meetings are taking place with representatives from Youth Custody Service (YCS) to improve collaboration and consistency for young people who are transitioning to and from that service.
- ✓ Relationships with Youth Custody have been strengthened and there are now joint working agreements in relation to accessing accommodation for our young people. Agreed escalation procedures have been established where young people are without accommodation and are due to be leaving youth custody.
- ✓ We have identified specific workforce champions within the Probation Service who will pick up allocations from our youth justice service. Within the identified workforce there is also a representative from approved premises. These staff members are invited to service led practice development sessions on a monthly basis to increase their knowledge and skills set of working with young adults and understanding their unique needs.
- ✓ Young people who have transitioned to the Probation Service, will be offered continued support from their existing youth justice ETE adviser up until they reach 20 years of age.
- ✓ Improving the support that is available for young people transitioning to adult services through non statutory organisations has been an area of focus this year and a directory of services is being developed to support staff in their work with young adults.

Looking forward - priorities for the year ahead

- ↩ The service still needs to work on their relationships with YCS; ensuring that regular meetings take place, and each service is aware of how they can work effectively to support children who transition in and out of secure custody. It is hoped that this will be successful in improving joint working practices and avoiding duplication of work.
- ↩ The service will work with partners to develop resources for young people aimed at increasing their knowledge and understanding of the adult estate. This aims to help them prepare for their transition and enable them to discuss any concerns/fears.

2020-2023 Target five:

To ensure that robust consultation processes are in place to enable all children and parents and carers to have an opportunity to shape the youth justice service in Nottinghamshire

The service places a strong emphasis on forming positive relationships with children and parents/carers. Support is aimed at ensuring that children and their families are actively involved in any programme of intervention that takes place.

The service is committed to child-centred planning and staff work hard to ensure that the voice of children, and their parents and carers, is heard within all assessments. Staff are encouraged to tailor plans to the individual needs of the child and ensure that they are created together (a co-creation approach).

All children and their parents/carers are asked about their experience of the service at the end of their intervention and this feedback is reviewed by the partnership and the service actively seeks feedback from children on specific areas of practice which can be used to assess the quality of practice and measure progress against existing improvement plans e.g., transitions, resettlement, working with females etc.

As a result of feedback from parents and carers the service now uses email more as a means of communicating with parents and carers. The service is reviewing how to engage with parents/carers and children at the start of interventions, and throughout their journey with the service, to ensure effective relationships and help children get the most out of their orders. The service is also reviewing how it 'ends' involvement with children; ensuring that they have a positive end to interventions and are aware of where they can access help and support in future. This area for development is as a result of direct feedback received from children who reported that they sometimes weren't aware that their orders had ended and weren't aware of where to go for support when they were no longer involved with the service.

It is recognised that whilst the service is very good at collecting feedback from children, parents and carers, more needs to be done to use this to inform the service's policies and procedures and to shape service delivery. Similarly, when feedback has been used to inform practice, the service has not fed back to those who have been key in bringing about this change which needs to improve.



Looking forward - priorities for the year ahead

- ↶ The management team to ensure that active consideration is given to if/how children can be involved in changes to service delivery that are being considered.
- ↶ In relation to end of order feedback; the service to explore alternatives for capturing the voice of the child and parent/carer regarding the service that they have received to try and make it more meaningful, capture information that can be used to improve service delivery.
- ↶ To develop processes to ensure that the service routinely consults with children, parents and carers in relation to key operational changes that are being considered.
- ↶ To improve service transparency about changes that have been made; feeding back to those who have given feedback which has led to change.

What parents and carers say about the service they received:

I can never thank C enough for doing an amazing job in working with B, she has taught him so much about life! B is now on a drug and drink programme and is working with others due to G's advice in trying to get him on the right track, B is a healthier happier kid, and this is definitely down to what you all provided for my family!

D and I had a particularly tough time and there was a lot of support put in place that was centred around D and this was greatly needed. I feel that the case manager and RJ practitioner work well together and you make a good team. I feel as though you remained very calm and focused with D, which is something that was needed at the time.

They really enjoyed working with the service and now clearly understand the consequences of knife crime.

Commenting on why consultation with young people is important, one young person said:
It's important to capture young people's views because young people deal with the issues that professionals are trying to solve. How can you fully get an idea of the issues without addressing with the people who are dealing with it?

What young people say about their time working with the youth justice service:

Having role models helped. Even though we fell out sometimes, I know you were just doing your job and following the rules, and we were okay!

Learning about consequences to my actions made me realise what I do affects me and others.

I feel like I now have a chance to become what I want to be, an architect.

We discussed what social media I used online and to help keep me safe on these sites.



Disproportionality

In Nottinghamshire, when comparing the offending population with the general population of those aged 10-17, young white people are underrepresented and ethnic minority young people are overrepresented.

White young people make up 90% of the offending population and 93% of the 10-17 population. Ethnic minority children make up 13% of the offending population and 7% of the 10-17-year-old population.

The most over-represented ethnic group are mixed young people; they make up 6% of the offending population and 3% of the 10-17 population.

The most recent PNC re-offending data also demonstrates a disproportionate level of re-offending for black children and young people (65.2% Vs 48.3% for white children and young people). Data taken from 12 months ending in June 2017. Insufficient numbers to evidence statistical significance, but the pattern is broadly aligned with above outcomes data.

Data taken from ethnic disproportionality tool year March 2016-March 2021



Looking back - what we achieved last year

- ✓ Progress against the services disproportionality action plan has been actively monitored by the Youth Justice Partnership Board.
- ✓ Detailed disproportionality data is now included within quarterly performance reports which are presented to the board. Data for first time entrants, re-offending, custodial remands/sentencing and Out of Court Disposal is broken down according to gender, legal status, and ethnicity. Detailed data in relation to Education, Training and Employment and disproportionality is also presented to the Board for consideration.
- ✓ The Board monitors disproportionality within custody as part of the performance report and this is discussed within management team meetings. All custody cases are reviewed by the group manager when diversity and disproportionality are taken into consideration.
- ✓ When managers review custody cases at monthly meetings, they actively consider how the young person's diversity needs are being considered and met within a custody and community setting.
- ✓ There is an up to date 'Reducing Offending Behaviour' protocol which has been agreed with key partners from Children's Social Care, Police, YJS and CPS. This is a multi-agency approach to prevent the unnecessary criminalisation of children in care and care leavers, by assisting in the determination of an effective, appropriate and proportionate response to offending and anti-social behaviour in the home or community.
- ✓ A Nottinghamshire-countywide partnership Looked After and Care Leavers Oversight Group has been established and is co-chaired by service managers in the youth justice and looked after teams. The group reports annually to the Board and to the Looked After and Care Leavers Board. This group considers data in relation to children who are looked after/care leavers ensuring that these children's needs are being met and monitor any areas of disproportionality.
- ✓ The service has considered the recent HMIP thematic inspection 'The experiences of Black and Mixed Heritage boys in the youth justice system' and has developed a detailed plan of actions linked to the recommendations that were made in the report.

Looking forward - priorities for the year ahead

- ↩ Nottinghamshire youth justice service will ensure diversity and anti-discriminatory practice is considered within existing policy and procedure in all areas of practice.
- ↩ It was identified that the Board needs to consider data that is available from other relevant areas of the partnership e.g., stop and search data, released under investigation etc. and consider what this data means for our children and how it can then be used to improve the experiences of children.
- ↩ Taking into consideration a recent HMIP thematic inspection 'The experiences of Black and Mixed Heritage boys in the youth justice system', the service needs to make progress against the plan of actions that have been linked to the recommendations that were made in the report.



Serious youth violence and exploitation

To work with partners to address and prevent the harm arising from serious youth violence and exploitation of children

Looking back - what we achieved last year

- ✓ Using the Board's definition of serious violence; positively, this year, has seen a decrease in the number of serious youth violence offences that have been committed by children in Nottinghamshire with serious youth violence offences comprising of just 4% of all offences for Nottinghamshire (year ending December 2021). This is a decrease of when compared to the past year.
- ✓ The service is particularly focused on children presenting with needs or risks linked to youth violence and child criminal exploitation; ensuring that services are meeting their needs. Joint working approaches between the service and CSC have been reviewed which has resulted in a more cohesive / synchronised approach to assessment, planning and delivery for children who are open to both services.
- ✓ The service has seconded staff to work as part of Divert Plus; this is a new approach to the early diversion of children from the justice system. Contributors include Nottinghamshire and Nottingham City Youth Justice Services, Nottinghamshire Police, Nottinghamshire NHS Liaison and Diversion and Community and Voluntary Sector partners. Working from both Nottingham and Mansfield Custody Suites, Divert Plus workers will be working with children arrested for violence and a range of other offences. Key elements of the provision are engagement and support in custody at the point of the 'teachable' / 'reachable' moment; mentoring for up to one year; and speech and language support.
- ✓ Mentors are being used to provide longer term support for children who have ended their statutory involvement with the service but who are still wanting support. Mentors operate largely in the evenings and at weekends, according to individual needs and availability.
- ✓ The service has reviewed its approach to working with children who have been involved in weapons/knife crime and has compiled some working principles for staff, informed by areas of good practice and resources available locally.

Looking forward - priorities for the year ahead

- Continue to develop and embed joint working approaches across local services; improving the early identification and co-ordination of services to work effectively with children and young people involved in, or at risk of becoming involved in serious youth violence and vulnerable to child criminal exploitation (CCE).

Performance and priorities

Nottinghamshire Youth Justice Service consistently performs well against key indicators when compared to the national average, having a lower number of FTEs, a lower reoffending rate and a lower number of custodial sentences and remands.

- ▶ Locally, the total number of young people remanded and sentenced to custody is reduced from last year.
- ▶ Whilst the number of first-time entrants has fallen, its acknowledged that the service are reducing at a slower rate when compared to its statistical comparison group; however, this data continues to be monitored and there are plans to review performance.

- ▶ Rate of re-offending has reduced and Nottinghamshire is performing well above the national average on this measure. The number of reoffences committed per reoffender was high in 2021/22, with a small group of young people with complex needs committing a high number of offenses.



Performance measure	Nottinghamshire current performance 2021/22	Nottinghamshire's performance 2020/21	Target
First Time Entrants: Number per 100,000 of 10-17 population	149	147	Lower than the national average (208)
Re-offending – Binary (reported 3 months in arrears)	13.8	15.8	Lower than the national average (38.5%)
Re-offending – Frequency re-offences per offender (reported 3 months in arrears)	0.62	0.21	Lower than the national average (1.52)
Re-offending – Frequency re-offences per re-offender (reported 3 months in arrears)	4.50	1.33	Lower than the national average (3.95)
Custodial remands (actual numbers)	7	8	Lower than the national average (30)
Custodial sentences (actual numbers)	7	8	Lower than the national average (16)

** Dependent upon counting rules applied some statistics may vary

2022/23 will be the final year of the Nottinghamshire Youth Justice Plan (2020-2023). Here is a summary of the new actions that have been identified against the 5 key priority areas to consolidate the progress achieved in the lifetime of the plan.

Priority area	Plan
<p>Partnership working: To work with partners to promote a more holistic approach to meeting children and young people’s needs in the Youth Justice System</p>	<p>The Board needs to better understand the evolving health needs of the children who encounter youth justice. To do this the service will work closely with health to facilitate an up to date needs assessments for children in contact with the service. This will include access to JSNAs in relation to SEND and children who are looked after.</p> <p>It has been agreed that the service needs to present case studies to the board to further evidence gaps in services / resources which is preventing the health needs of children being sufficiently met. This will increase the partnerships understanding of what areas they need to provide focus.</p> <p>The service will work with health commissioners to explore options for broadening delivery of health services for children within youth justice.</p>



Priority area	Plan
<p>Prevention and diversion: To increase the number of children and young people who are accessing early intervention aimed at reducing the potential of them entering the criminal justice system</p>	<p>To increase capacity to work with children at risk of entering the system the service needs to work with a wider range of partners, specifically links with the third sector need to be more established</p> <p>The partnership needs to ensure that joint working protocols cover Outcome 22. They also need to educate and improve awareness of police and youth justice staff regarding the use of Outcome 22.</p> <p>To develop data to include children who are referred back from court to OOC panels so that it is available for scrutiny to establish any barriers in systems/processes.</p> <p>To strengthen the service's links with the SEIOs to improve collaboration and progress opportunities for joint working.</p> <p>It is acknowledged that children who are not in education, or accessing alternative education, are most at risk of entering the system. The service is keen to explore opportunities for working with children at risk of exclusion to increase their chances of remaining in education and steering them further away from the system.</p>
<p>Education, training, and employment Every child and young person in contact with Nottinghamshire youth justice service has appropriate education, training and employment provision in place</p>	<p>The service wants to reduce further the number of children that are not in education, employment, or training (NEET). It is identified that whilst the YJS core ETE offer is strong, there is a potential gap in the resources available to work with Year 11 students who are on part time, timetables and at risk of becoming NEET. The service will be exploring opportunities to link in with education teams to identify and work with children who are identified as being at risk of school exclusion.</p> <p>There is a need to improve data sharing across the partnership to learn more about what is happening with children across Nottinghamshire. The service needs to access data on how many children are not receiving their education entitlement, how many are excluded, on part-time timetables or electively home educated. This data should also include the demographics and care status of the child and be analysed to identify any areas of disproportionality.</p> <p>The service will be accessing training to increase staff's knowledge to improve the support for children with SEND.</p> <p>The service will continue to work with local employers to increase opportunities for young people who are known to the YJS and Probation Service.</p>
<p>Transitions and resettlement: To ensure that children and young people have the best support available to meet their needs when leaving custody</p>	<p>The service still need to work on relationships with the Youth Custody Service; ensuring that regular meetings take place, and each service is aware of how they can work effectively to support children who transition in and out of the custody service. It is hoped that this will be successful in improving joint working practices and avoiding duplication of work.</p> <p>The service will work with partners to develop resources for young people aimed at increasing their knowledge and understanding of the adult estate. This aims to help them prepare for their transition and enable them to discuss any concerns/fears.</p>



Priority area	Plan
<p>Participation: To ensure that robust consultation processes are in place to enable all children and young people and parents and carers to have an opportunity to Shape Nottinghamshire youth justice service</p>	<p>The management team to ensure that active consideration is given to if/how children can be involved in changes to service delivery that are being considered.</p> <p>In relation to end of order feedback; the service to explore alternatives for capturing the voice of the child and parent/ carer regarding the service that they have received to try and make it more meaningful and capture information that can be used to improve service delivery.</p> <p>To develop processes to ensure that the service routinely consults with children, parents and carers in relation to key operational changes that are being considered.</p> <p>To improve service transparency about changes that have been made; feeding back to those who have given feedback which has led to change.</p>
<p>Disproportionality</p>	<p>To ensure diversity and anti-discriminatory practice is considered within existing policy and procedure in all areas of practice.</p> <p>It was identified that the Board needs to consider data that is available from other relevant areas of the partnership e.g., stop and search data, released under investigation etc. and consider what this data means for our children and how it can then be used to improve the experiences of children.</p> <p>Taking into consideration a recent HMIP thematic inspection 'The experiences of Black and Mixed Heritage boys in the youth justice system', the service needs to make progress against the plan of actions that have been linked to the recommendations that were made in the report.</p>
<p>Serious Youth Violence</p>	<p>Continue to develop and embed joint working approaches across local services; improving the early identification and co-ordination of services to work effectively with children and young people involved in, or at risk of becoming involved in serious youth violence and vulnerable to child criminal exploitation (CCE).</p>

Appendix 1

Youth Justice Services in Nottinghamshire are funded from a variety of funding streams, both direct monetary payments and seconded staff.

Agency	Staffing costs	Payments in kind revenue	Total
Local Authority		857,547	
Nottinghamshire Police	78,000	59,038	137,038
Office of the Police and Crime Commissioner		109,000	
Probation Service	45,000*	5,000	50,000
Clinical Commissioning Group	193,000		
YJB Grant		1,030,844**	
Total	316,000	2,061,429	2,377,429

*Probation allocation is 0.5 FTE Probation Service Officer and 0.5 FTE Probation Officer. A further 0.5 probation officer is funded by NCC

**Based on last year's figures

YJ receive additional 'in kind' services from the County Council in terms of infrastructure (accommodation, IT support), assistance with quality and performance monitoring / administration and business support.

The funding available to Nottinghamshire YJS allows the service to deliver statutory services in a holistic way, with children receiving specialist support with their physical and emotional health, with input from qualified youth justice and youth work staff, and dedicated resource to support them with accessing education. The service are striving to broaden this holistic offer to those children being supported on voluntary basis also.

Grant and partnership contributions, in particular from the OPCC, allow the delivery of a robust crime prevention offer through the My Future Youth Support Programme.

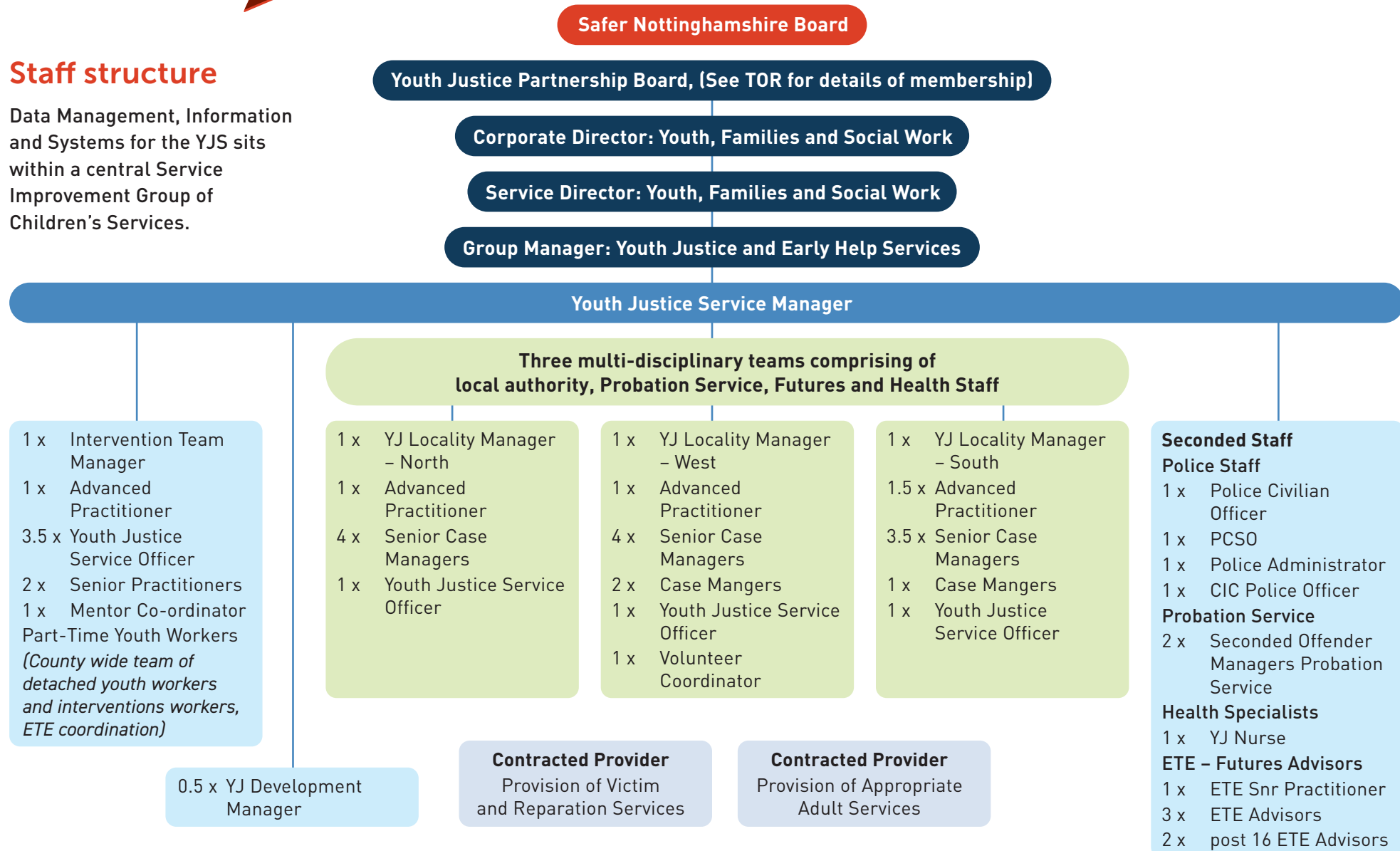
The service uses the grant, partner contributions and available resources to deliver a broad range of services.



Appendix 2

Staff structure

Data Management, Information and Systems for the YJS sits within a central Service Improvement Group of Children's Services.





**Nottinghamshire
County Council**

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