

Report No.  
ED16033

London Borough of Bromley

PART ONE - PUBLIC

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**Decision Maker:** EDUCATION SELECT COMMITTEE

**Date:** Wednesday 25 May 2016

**Decision Type:** Non-Urgent Non-Executive Non-Key

**Title:** YOUTH OFFENDING TEAM - IMPROVEMENT PLAN UPDATE

**Contact Officer:** Eamon Brennan, Interim Head of Youth Offending Service  
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**Chief Officer:** Director: Children's Services (ECHS)

**Ward:** (All Wards);

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1. Reason for report

1.1 This report provides information to the Education Select Committee on the progress of the Youth Offending Service (YOS) Improvement Plan.

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2. RECOMMENDATION(S)

2.1 Members of the Education Select Committee are asked to note the content of this report and the progress of the YOS Improvement Plan.

### Corporate Policy

1. Policy Status: Existing Policy:
  2. BBB Priority: Children and Young People
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### Financial

1. Cost of proposal: Not Applicable:
  2. Ongoing costs: Not Applicable:
  3. Budget head/performance centre: Bromley Youth Support Programme
  4. Total current budget for this head: £
  5. Source of funding: Youth Justice Board and Mainstream Funding.
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### Staff

1. Number of staff (current and additional): 22.3
  2. If from existing staff resources, number of staff hours:
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### Legal

1. Legal Requirement: Statutory Requirement: Crime and Disorder Act 1998, Legal Aid, Sentencing and Punishment of Offenders Act
  2. Call-in: Not Applicable:
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### Customer Impact

1. Estimated number of users/beneficiaries (current and projected): All Service Users.
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### Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments: N/A

### **3. COMMENTARY**

#### **3.1 Background to YOS Improvement Plan**

- 3.1.1 The Bromley Youth Offending Service (YOS) was subject to a Full Joint Inspection by HM Inspectorate of Probation (HMIP) in February 2015. The outcome of the Inspection was disappointing with four out of six key judgements considered to be poor, one unsatisfactory and one satisfactory.
- 3.1.2 In response to the Inspection, the YOS, with the support of the Youth Justice Board (YJB), developed an Improvement Plan. The updated plan was presented to a Joint Education, Care Services and Public Protection and Safety PDS Committee on the 22<sup>nd</sup> of July 2015. The portfolio Holder for Education and Chair of the Education PDS asked for regular reports on the progress of the YOS Improvement Plan to be presented to the Education PDS. The Improvement Plan was subsequently updated and agreed by the YOS Management Board and the HMIP Lead Inspector.
- 3.1.3 Progress reports have been presented to the Education PDS on the 29<sup>th</sup> September 2015, the 24<sup>th</sup> of November, the 19<sup>th</sup> January 2016 and the 8<sup>th</sup> March 2016. Most actions that were listed on the 2015/16 Improvement Plan have now been completed and work has started on the proposed 2016/17 Improvement Plan.
- 3.1.4 At the YOS Management Board Annual Conference in February 2016 members of the YOS Management Board discussed and proposed priorities and ambitions for the Annual Strategic Plan for 2016 / 2017. It is proposed that this new strategic plan along with the 2016/17 Improvement Plan will replace the YOS Improvement Plan and be submitted to the Youth Justice Board for approval. This is also a condition of the YOS continuing to receive the annual grant from the YJB.
- 3.1.5 In March 2016 the Youth Justice Board carried out a case file audit of the Bromley YOS. A total of 20 cases were audited by the YJB. This represented 25% of the statutory cases the YOS was holding at that date. The quota audited therefore is comparable with the number that would be inspected during a Short Quality Inspection (SQS) by HMIP.

The audit gave details of progress in the themes inspected by HMIP as well as listing details of further improvement needed. It is proposed that the detailed proposals are represented in the new YOS Improvement Plan for 2016 / 2017.

#### **3.2 Leadership and Partnership**

- 3.2.1 Due to a reduction in the YJB grant during 2016 / 2017 and the need to meet the local savings target the Interim Head of Service has carried out a consultation process with all staff. As part of this process a consultation document outlining the changes being recommended as part of the restructure of the Service was released and disseminated to staff on the 29<sup>th</sup> of February 2016. Members of staff were given an opportunity to respond during March 2016 and the process was completed at the end of April 2016. The changes to the YOS structure detailed in the consultation document have been agreed and will now be actioned.
- 3.2.2 The Bromley YOS is currently recruiting to the posts of Operational Manager and level 2 YOS worker. Shortlisting for these posts is currently taking place with interviews expected to take place shortly. Following the sign off of the Consultation process a Senior Business Support Officer and a Business Support Officer will be recruited. The YOS will also be recruiting to the post of YOS Information Officer following a recent resignation.
- 3.2.3 The reorganisation of the Service has resulted in a reduction of full time staff to 22. The Intensive Supervision and Surveillance (ISS) programme is now delivered by YOS staff with

Bromley Youth Support staff being employed on a sessional basis at weekends. Referrals of young people for counselling or Child and Adolescent Mental Health (CAHMs) needs are now being made via Bromley Well Being. Health referrals to substance misuse and school nurse services are made directly to those services with the young people being seen at the YOS. Families in need of parenting support are being referred directly to the Bromley Children's Project.

3.2.4 The implementation of the Asset Plus national assessment tool has continued with the new process being loaded on to the YOS database. Comprehensive training of staff commenced on Wednesday the 4<sup>th</sup> of May. The new system will be installed in June and it is planned that all staff will be using Asset Plus by the end of June 2016.

### **3.3 Quality, Assessment and Planning.**

3.3.1 The Case File Audit carried out by the YJB at the end of March 2016 is attached as Appendix 1. The YJB auditors reported their findings back using the following headlines, Assessments, Reports, Planning, Risk and Vulnerability, Management Oversight and Work with Partners.

The Auditors also listed what they found to be good practice as well as providing a list of recommendations for further improvement of the service.

The Auditors did not give the YOS an Inspection judgement as the HMIP would have done but they did conclude,

“The YOS should feel confident that the direction of improvement is upward and that with a stable, established team with clear expectations and consistency which is underpinned by good quality training and support then improvements will continue. It was pleasing to see the distance that has been travelled.”

3.3.2 The YOS will continue to audit both statutory and pre court cases each month. The results of the audits will be reported back to the YOS Management Board.

### **3.4 The Voice of the Young person and other service users.**

3.4.1 The YOS continues to ask all young people and their families for feedback regarding the service they receive. HMIP have requested that we ask 59 young people to complete a questionnaire regarding their views on the service they receive during 2016 /2017. The YOS will feed back the results of this survey to the YOS Management Board.

3.4.2 The Bromley Safeguarding Children Board (BSCB) held their meeting at the YOS building in February of this year. At the end of the formal meeting a group of young people currently receiving services from the YOS met with the Chairman of the BSCB and other Board members to discuss their experiences of being young people in Bromley but also to comment on their contact with the YOS.

## **4. FINANCIAL IMPLICATIONS**

4.1 The YOS Head of Service and the Performance Improvement Officer are addressing the recommendations made following the recent internal financial audit.

4.2 The YOS was informed at the start of the financial year that the YJB grant for 2016 / 2017 has been reduced by 12.5%. This represents approximately £ 21,000 of the current grant for this year.

**5. LEGAL IMPLICATIONS**

5.1. HMIP has a statutory duty to inspect the YOS and it is also required to make its report available to the public.

**6. PERSONNEL IMPLICATIONS**

6.1 Any personal implications arising from the improvement plan to address the issues raised by the inspection will be presented to the Portfolio Holder as appropriate.

<b>Non-Applicable Sections:</b>	Policy Implications
Background Documents: (Access via Contact Officer)	