

<b>Meeting:</b>	<b>Safer Bromley Partnership Strategic Group</b>
<b>Date:</b>	<b>16 December 2010</b>
<b>Subject:</b>	<b>Youth Offending Team Annual Report</b>
<b>Author:</b>	<b>Elayne Stewart, Manager, Bromley Youth Offending Team</b> <a href="mailto:elayne.stewart@bromley.gov.uk">elayne.stewart@bromley.gov.uk</a>

## 1 SUMMARY

1.1 This report is presented in order to update the Strategic Group of the Safer Bromley Partnership on the work of the Youth Offending Team. The initial inspection of Bromley Youth Offending Team (YOT) was undertaken by Her Majesty's Inspectorate Probation (HMIP) in November 2006. The inspection report identified a range of failings across the service. The YOT was re-inspected in January 2008 and focused on the recommendations contained in the original November 2006 report and published in May 2008. An annual report has been presented to provide an update to Members on the Bromley YOT Partnership. This report has been considered by the Public Protection and Safety and Children and Young People Policy Development and Scrutiny Committees at the Council.

## 2 RECOMMENDATION

- 2.1 The Strategic Group is asked to
- Note the information contained within the report, and
  - Comment on the priorities for 2010/11 outlined in the report.

## 3 BACKGROUND INFORMATION

- 3.1 Her Majesty's Inspectorate of Probation (HMIP) inspected Bromley Youth Offending Team (YOT) in November 2006. The inspection report identified a range of failings across the service which were reported to the relevant Council committees. The YOT was re-inspected in January 2008 and focused upon assessment of progress made in addressing the recommendations made in November 2006. This re-inspection highlighted significant improvement and areas where further progress was necessary. The YOT partnership received validation visits from the Youth Justice Board (YJB) in September 2008 and July 2009 as part of the revised Youth Justice Planning Framework.
- 3.2 The YJB implemented a revised performance improvement framework in 2010 which required the YOT partnership to complete a capacity and capability self assessment. The assessment was validated by the YJB London Regional Team during their visit in April 2010.

- 3.3 The YJB concluded that the self assessment demonstrated that the YOT partnership is performing adequately against youth justice national indicators (see Table 1 below) and has a good capacity to sustain and improve its performance. The scope of the assessment considered the following areas of activity:-
1. Assessment, Planning, Intervention and Supervision (APIS)
  2. Workforce Development
  3. Universal Services
  4. First Time Entrants (FTE)
  5. Re-offending
  6. Custody
  7. Serious Harm
  8. Safeguarding
  9. Victim and Public Confidence
- 3.4 The validation confirmed that service delivery in a number of key outcomes was good, notably in APIS, universal services, re-offending, FTEs, safeguarding and public confidence. The validation also acknowledged that the service had responded positively to the London YJB Re-offending project as part of a wider YJB national re-offending programme.
- 3.5 As part of the validation the YJB recommended service development in the analysis of the YOT's assessment tools, namely ASSET and ONSET, First Time Entrants. In addition the YJB recommended improving the internal management information systems to assist management oversight of risk of serious harm, vulnerability and risk management and these are discussed further in this report.
- 3.6 The analysis of Bromley YOT's 2008 re-offending cohort provided by the YJB in late 2009, as part of the re-offending project, identified key areas of focus and provided a foundation for further local analysis. These areas included a higher prevalence of female offenders compared to the national average of 20% (10/30), a higher rate of re-offending in the 1st tier (Referral Orders), overall 32% of all offences committed in 2008 by the 2008 re-offending cohort were criminal damage, and that Looked After Children represented 20% (6/30) of the analysed cohort. The Operational Board monitors progress against the Partnership's re-offending action plan.

## **Governance Arrangements**

- 3.7 In October 2010 the leadership of youth justice and the specific functions undertaken by the YJB were transferred to the Ministry of Justice (MoJ). The transition period is expected to be approximately 18 months during which the YJB will continue to support YOT partnerships although their performance monitoring role is likely to be reduced.
- 3.8 Locally the YOT continues to be located in the Children and Young People's Directorate with direct line management of the YOT manager through the Assistant Director for Safeguarding and Social Care. The YOT's two tier governance arrangements continue to be strategically and operationally managed through both the Executive and Operational

Board respectively. The Head of Community Safety was appointed Chair of the Operational Board in April 2010 providing a strong strategic link across the two tiered arrangement. Attendance from the statutory partners and other key agencies has been retained with the appropriate level of seniority.

## **Performance and Quality Systems**

- 3.9 The service continues to strengthen its performance reporting systems, analysis and performance management. The service has responded to the areas of development highlighted by the YJB in April 2010 by devising a performance monitoring tool for staff that enables each case officer to review outstanding activity on their caseload and provides timely triggers for completing and reviewing risk of serious harm and vulnerability assessments. In addition the service produces performance reports for both the Executive and Operational management boards, the latter contains a detailed breakdown of offending activity and crime patterns.
- 3.10 There has been a very significant local reduction in the overall number of FTEs between 2008/09 (315) and 2009/10 (203). Nationally, the Department of Education takes its FTE figures provided by the Police National Computer, which for Bromley was 266 for 2009/10. The differentiation is a national issue and highlights a gap in reporting systems where young people are arrested outside of their home borough. Bromley YOT partnership is confident that local reporting systems are accurate.
- 3.11 The reduction in FTEs correlates with the overall reduction in activity levels and court reports for 2009/10. Whilst the volume of first tier offences and final warnings have remained relatively static there has been a reduction in second tier orders, albeit the complexity of some cases is notably higher. The reduction in FTE suggests the service is managing young people with stronger offending characteristics.
- 3.12 The YOT partnership was encouraged to have met the re-offending target (N1 19) for 2009/10 given the challenges presented with the 2008/09 re-offending cohort. Notwithstanding the improvement the volatility of this performance indicator should be noted, given it is calculated by the number of re-offences committed and does not reflect seriousness of offence. A review of the effectiveness of the Deter cohort was prompted by the YJB re-offending analysis and whilst partner engagement has been rather stilted, it has provided the service with a distinct group on which to focus the intensity of interventions.
- 3.13 The partnership's performance against NI 43 was ultimately influenced by Quarter 1 2009/10 when a total of 15% young people receiving a conviction in court were sentenced to custody, albeit the sentences reflected the seriousness of the offences.
- 3.14 Although performance against N1 45 is worse than the 2008/09 end of year figure of 81%, Bromley is still performing better than its family at 76.9%, as reported in the YJB validation in April. This is a key area of focus for the partnership and one that has been highlighted to both management boards. The YOT is appropriately represented on local strategic and operational arrangements and improvement against this target will, if not nationally, be a local focus.

3.15 There is a slight increase in the over representation of Bromley BME young people in the youth justice system from 3.7% in 2008/09 to 3.8% in 2009/10. The YOT partnership refreshed its Race Action Plan in April 2010 to address the wide ranging challenges associated with over representation, progress of which is monitored by the Operational Management Board.

## Youth Justice National Indicator Set 2009/10

Performance Indicator 2009/10	Bromley	Family	Target
<b>NI 19:</b> Reduce rate of proven re-offending by young people (Local Area Agreement Target)	1.07 (re-offences per young person)	0.73	1.08 (re-offences per young person)
<b>NI 43:</b> Young people who receive a conviction in court who are sentenced to custody	6%	5.5%	5%
<b>NI 45:</b> Young offenders engaged in training, education and employment	78%	76.9%	90%
<b>NI 111:</b> Reduce the number of First Time Entrants	54% (203)	17.9%	Target is 2% reduction year on year To comply with national target of 20% by 2020 through Youth Crime Action Plan (July 2008).
<b>NI 44:</b> Ethnic composition of offenders on youth justice disposals (Annual return)	3.8%	Not Applicable	Calculated by comparing % of BME offenders with % BME Bromley YP population

**Table 1**

3.16 Compliance with risk management procedures continues to be one of the service's high priorities which is supported by the mandatory quality assurance procedures in Children's Social Care and more recently by the detailed breakdown of cases to support staff in their case management.

## **Workforce and Organisation Development**

- 3.17 The service continues to experience a relatively stable staffing compliment across the service and is appropriately supported in its secondment arrangements with statutory partners. During 2009/10 the majority of training attended by practitioners and managers has been associated with the implementation of the Youth Rehabilitation Order and the parallel introduction of the YJB's Scaled Approach. As part of the Race Action Plan bespoke diversity training was delivered for the whole service.
- 3.18 The service has retained its strategic links with key stakeholders and statutory partners to support delivery against preventing and reducing re-offending. The introduction of the Triage process in December 2010 (as required by the Youth Crime Action 2008), is a good example of partnership support through the police and the crime reduction partnership. There is a shared expectation that Triage will further reduce the number of FTEs and be an integral part of the partnership's future prevention arrangements.
- 3.19 There continues to be a substantial number of volunteers who support Referral Order Panels and the YOT mentoring project and the service's scope for community reparation remains stable, both of which are important features in demonstrating public confidence and victim awareness.
- 3.20 The service has begun its preparation for the next phase of HMIP Inspection which for the London area is likely to take place in 2011.

## **Accommodation**

- 3.21 The planned essential external and internal building and maintenance works at 8 Masons Hill were completed in early summer. Although longer than anticipated the renovations have certainly improved both the fabric of the building and the morale of those working in the transformed environment.

## **4 FINANCIAL IMPLICATIONS**

- 4.1 The 2010/11 budget for the YOT is £1.02m net of income and contributions, £1.5m gross. This includes the additional £0.2m which has been included in the base budget as agreed by the Executive in 2009/10 as part of the budget setting.
- 4.2 The YOT partnership is awaiting confirmation of both the YJB core funding grant and the prevention grant for 2011/12, in addition to which statutory partners are awaiting similar confirmations. The YJB has indicated that the primary focus of youth justice services should continue to be prevention and reducing re-offending, in response to which the YOT partnership is actively reviewing the most effective and efficient service configuration to deliver against these priorities.