

Derbyshire Youth Justice Plan 2022-2023

Service Lead – James Hollingworth

Chair of Youth Justice Partnership Board – Alison Noble

Child First in everything we say, do and write. We build on the strengths of children, families, and communities to achieve their potential and in turn, protect the public and victims. We never give up on our children and young people.

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1. Introduction, vision and strategy: Foreword from the Chair of the YOS Management Board

Derbyshire are proud of our excellent youth justice outcomes for children with particularly strong outcomes for children across first time entrants, re-offending and custody use which was evidenced in our recent positive HMIP Inspection. This gave re-assurance that we are consistently offering a good service to children, victims and the public. We look forward to embedding the anticipated revised key indicators for children in the justice system later on this year.

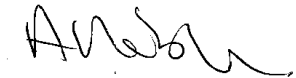
Derbyshire are committed at both a service and partnership level to a Child First approach and in the next twelve months we will ensure all policies, protocols, procedures and most importantly practice are truly, Child First. Our Partnership Board will be extended to include the benefit of an eminent national Youth Justice figure to act as a critical friend so that we can do more and better for our children, families, victims, and the public.

Our ambitions for our Youth Justice service in the next twelve months include:

- A realignment of the service so the workforce can work with children, families and victims consistently and be creative in its approach. We intend to critically analyse our activity to identify what we can do better and learn from other best practice areas.
- We intend to further consolidate strategic and practice partnerships including sharing resources, knowledge and joint offers to children.
- We are aspirational to increase our children's participation in education, their communities and society
- We intend to ensure our children have a clear influence on service design and delivery through greater engagement and co-production
- We intend to develop the consistency of our already strong health offer.
- We will re-design our Early Intervention and Out of Court offer.
- Through coproduction we will design and implement other key partnership strategies to improve response to disproportionality, education, health, employment and training, restorative practice, participation and reducing children in care offending.
- In consultation with children and young people we intend to rename the service.
- We aspire to Derbyshire will being 'Custody free zone'

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This plan sets out the strategic aims of the service and partnership to continue to drive positive outcomes for children, young people and their families against the backdrop of continued challenging times. This plan has been co-produced with and agreed by children and the partners to the YOS Management Board, who will keep progress against the objectives under review.



Alison Noble
Service Director – Early Help & Safeguarding (Children’s Services)

Vision

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Values

- Child First and Trauma informed
 - Work in partnership
 - Never giving up on children
- Public protection and victim confidence
 - Truly restorative in all we do
- Critique and challenge any form of disproportionality

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2. Local context

Derbyshire is a 2-tier authority with 8 borough councils. It is a county made up of geographical and social contrasts. It has a number of heavily built-up areas along with sparsely populated rural areas. Chesterfield is the largest town with a population of around 104,900 with eight other main towns which have populations of over 20,000. The children we work with tend to be in the large towns. Derbyshire is close to a number of large cities – Sheffield, Manchester, Derby and Nottingham which brings opportunities for the children we work with, but also some potential risks in terms of criminality and potential exploitation. The large geographical area can provide logistical challenges for the service. In 2022, we will realign the service so the structure can respond quickly to children, especially those pre-court, reduce travel for staff and be more aligned with smaller localities rather than a whole county allocation process. There is a Youth Justice office base in the north of the county, and we have a plan for a Youth Justice/Leaving Care hub in the south of the county. Derbyshire Children's Services operates across 6 geographical localities and 6 Locality Children's Partnerships are in place.

Derbyshire is a large shire authority with a total population of around 802,694 with an estimated 10-17 population of around 68,000. The 0-19 population sits at around 170,000 (21.2% of population) and this is expected to rise by 2.4% by 2025. Around a quarter of the county is rural. Black and Minority Ethnic populations are comparatively very low. 15% of children live in income deprived households. Primary school children in receipt of free school meals are above the national average (16.3%) and secondary below national averages (13.8%).

There are 24 areas in the county which rank amongst the 10% most deprived area in England. Most of these are located in the Northeast of the county in the former mining areas. Unemployment rates are below the national average but there are hotspots in parts of Chesterfield and Erewash where rates are nearly twice the national average. As a partnership, there is a commitment to support people in to work through initiatives with large employers and joint work with the Department for Work and Pensions. The Leaving Care Service has excellent links and agreements with the DWP, and we intend to build on this with an enhanced for children and young people in the justice system. For our children, in 2021, 96.8% of 16/17-year-olds were in Education, Employment and training (EET). Derbyshire has, with the support of a universal employment and training, team improved this. Currently, there 15,725 young people 16-18 in Derbyshire and 15,540 of these are in EET.

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Other Local Factors that Impact on Youth Crime & Desistance

Child exploitation – county lines



Proximity to large population centres – Nottingham, Sheffield, Derby



Drug and Alcohol Use



Children in Poverty

13.4% of children under 16 living in relative low income families (18.5% England) 2020/21

10.0% of children under 16 living in absolute low income families (15.1% England) 2020/21

Drugs and Alcohol

103 per 100,000 hospital admissions due to substance misuse – 15-24 years (81 per 100,000 England) 2018/19 to 2020/21

36 per 100,000 admission episodes for alcohol-specific conditions – under 18 (29 per 100,000 England) 2018/19 to 2020/21

Emotional Wellbeing

577 per 100,000 hospital admissions as a result of self-harm – 10-24 years (422 per 100,000 England) 2020/21

137 per 10,000 hospital admissions caused by unintentional and deliberate injuries in young people – 15-24 years (112 per 10,000 England) 2020/21

Youth Unemployment

1.5% of 16 & 17 year olds not in education, employment or training or whose status is not known (4.4% England) Feb, Mar & Apr 22 3 month avg.

2 County Lines involving children in Derbyshire



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3. Child First

Derbyshire has an absolute commitment to being a truly Child First service and ensure our work links with the YJB's vision of Child First; a system where all of the partnership:

- Prioritise the best interests of children and recognise their needs, capacities, rights, and potential. All work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children.
- 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.
- Encourage children's active participation, engagement, and wider social inclusion. All work is a meaningful collaboration with children and their carers.
- 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.

To lead the Youth Justice partnership from the front, we will be changing our name in August 2022 with a poll amongst staff, children and partners to decide upon the name. A logo will be designed by children following the name change. Both our service and the partnership are committed to reviewing all policies and procedures to ensure they are Child First congruent and have no reference to offender/juvenile or similar. In July 2022, we were fortunate to have a renowned Child First leader present to us and indeed give us some ideas to further embed our partnership Child First Approach. 8 places have been funded for the Effective Practice National Certificate in Child First Approaches and we held a service day in July where high-profile figures who developed the Child First approach presented.

In Derbyshire, we have adopted this approach by developing holistic assessments incorporating key input from partners such as Children's Early Help/Social Care Services, Schools, SEND Teams, CAMHS, Leaving Care and many more. Assessments are informed by child development theory and research, recognising structural barriers, individual communication needs, disability and neuro-developmental factors. Derbyshire have moved away from Asset Plus for our Out of Court and Early intervention children which will give practitioners more

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time to spend with children and avoid risks of drift and delay in decision making. Our Action Plan was designed with children, and our Speech and Language Therapist. The Speech and Language Therapist enables specialist advice on practice at a strategic and practice level which aids our communication with children. Derbyshire also benefits from the clinical advice of psychologists for practitioners.

Continuity of the relationship between practitioners, child and family is central to our approach but this must be set within a framework of service-wide principles that in 2022-2023 will underpin all our work.

- **To be Child First, we will Think Family:** working with the young person in isolation misses the opportunity to engage the people with whom they have the most enduring ties and who are most likely to be able to support positive change, even when the young person doesn't live with them.
- **To be Child First, we will divert children from the formal and informal justice system** further reducing the number of First Time Entrants to the Criminal Justice System. Our outcomes on this are consistently positive but we want to take our offer even further by looking at more creative, partnership responses.
- **To be Child First, we recognise that prison does not work**, causes significant harm to children and should only be used for the most high-risk young people and serious offences, whose risk cannot be managed safely in the community. Our aspiration is to be a custody free zone.
- **To be Child First, we must mind our language** – Everything we do, say and write will be Child First. We will not use terms such as 'offender', 'high risk' 'placement'. We will begin developing and then embedding writing to children in all our plans, assessments and notes.
- **To be Child First, we will have child centred interventions:** critical to success in this approach is "doing with", not "doing to" the young person to promote their engagement and ownership of the change process. Young people should not be viewed as a basket of risks but as aspiring individuals who want to participate in the goods that society has to offer. The job of all practitioners is to enable them to find legitimate means of sharing in the "good life", the best way to achieve this is to co-produce solutions based upon the child's existing strengths and aspirations.
- **To be Child First, we will ensure that Restorative Practice principles** are at the core of all our work with children, families and other agencies.
- **To be Child First we will recognise any disproportionality to create a culture of equity of access.** The children with whom we work are likely to have experienced multiple disadvantages and often, discrimination. Every child has a right to access the opportunities and resources within their communities and it is our responsibility to promote equity and justice for all our children.

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- **To be Child First, we will have professional, purposeful, meaningful relationships:** practitioners provide professional intervention with the clear objective of helping young people achieve their full potential and a constructive law-abiding lifestyle. The relationship with children should be based upon mutual respect. Relationships with children and families are the dynamo for change.
- **To be Child First, we will have a feedback culture** where practitioners, managers and the partnership are comfortable and confident in appropriately critiquing each other to support desistance for children.
- **To be Child First, we have a corporate parenting duty** to our Looked After Children, and where it is safe, keep children with their families. *The strike out of corporate here is deliberate as very much, our approach is less of the corporate, more of the parenting.*
- **To be Child First, we must listen to children and young people.** We will develop a participation strategy to further develop feedback but involvement in service design and delivery

4. Voice of the child

A key tenet of Child First is the voice of the child and this is embedded in our Stronger Families, Safer Children operating model. Children's views are gained via a range of intervention tools to inform assessment and plans. We benefit from having a young person who is a standing member of our partnership board. A participation and co-production strategy will be designed and implemented in 2022 which will set our future approach with support from our Participation and Leaving Services. We particularly want to develop our communication approaches with children and develop a social media footprint. We will also ensure children and young people are part of any future workforce recruitment.

The Service seeks feedback from children, young people, and their families on a formal and informal basis, whether this be verbally, written (emails, letters) or through surveys (such as Viewpoint). Formal feedback in the form of praise or complaints can be sent via the Derbyshire County Council complaints and praise process. We record feedback on practitioners and the service from children and families at the end of interventions. Where a young person is seeing the substance misuse worker, their views are captured at the start and then at the end to see what progress has been made. Likewise, where a child is seeing the wellbeing worker, the Youth Star is completed at the beginning and end of their intervention to see what progress has been made in key aspects of their life. As already outlined, the speech and language worker has adapted the action plan to enable greater young person participation in their plan along with the ability to capture feedback throughout the intervention to enable changes to be made if necessary.

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"I understand why I am seeing the YOS. I was helped to apply to do voluntary work at a local foodbank which has been life changing for me as I get to meet new people and help them. I did lots of practical things which also really helped me as well as the normal types of work such as going to a museum and learning to cook."

Young Person - 2021

Viewpoint

The service utilises a survey called Viewpoint to gain regular feedback from children and young people regarding their experiences of their intervention. This is collated and analysed on a quarterly and rolling 12-month basis by the management team. As part of the quality assurance activity and practice learning day event, young people and their families are contacted by the auditor to gain their views of the intervention and contact with the YOS.

Feedback to the YOS is positive with the latest 12 month rolling data showing that of those who responded 89.47% felt that the service quality was very good and the remaining 10.53% feeling it was good most of the time. When asked what could be improved, young people felt that there was little that could be improved. Some excerpts are below:

Encouragingly the majority of participants felt their views had been taken seriously...

	Participants	Percentage
<i>Yes, they always took my views seriously</i>	19	95.00%
<i>Yes, they took my views seriously most of the time</i>	1	5.00%
TOTALS	20	100.00%

...and they had been treated fairly

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	Participants	Percentage
<i>Yes, all of the time</i>	15	78.95%
<i>Yes, most of the time</i>	4	21.05%
TOTALS	19	100.00%

Every participant said the service quality was very good or good

	Participants	Percentage
<i>Very good</i>	18	94.74%
<i>Good most of the time</i>	1	5.26%
TOTALS	19	100.00%

Quotes from children:

- “I have stopped offending and my worker has made me realise getting into trouble isn’t worth it. She has also helped me with trying to get my temper down by telling me things that might help me when I get angry which worked. She’s also gave me and my dad advice and now I get on better with him”
- “I haven’t reoffended I’ve been able to look and explore my emotions and triggers . I have been provided with strategies. Been able to trust professionals now I have engaged with all appointments which has given me a sense of responsibility I been supported with decision making and exploring why I may have made the decisions I have done.”
- “by being able to talk to my YOT Worker and being shown that I will have more choices and options if I learn from this disposal. I now realise that my focus is to get a job and be able to earn my own money and by continuing to reoffend I will limit what I will be able to do in the future.”

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The views of children and young people are sought throughout their intervention with the YOS. Children and young peoples' views are captured as part of the assessment and action planning process and then regularly sought during the intervention. Derbyshire County Council is in the process of commissioning a participation and engagement application which would increase opportunities for children to provide feedback to their worker and increase opportunities to engage with the service(s) working with them.

Children's Services have a robust quality assurance framework and supports the YOS in undertaking Reflective Case Reviews (audits) and practice learning events, from which themes and learning are collated and fed into service improvements. Children and families are included in this learning process.

5. Governance, leadership and partnership arrangements

The Youth Offending Service forms part of the Specialist Services team within Children's Services which in turn, sits within the Early Help and Safeguarding Children Department of the Local Authority. The Head of Service for Youth Offending Service, Leaving Care and Unaccompanied Asylum-Seeking Children also leads on 16 plus supported accommodation, supported lodgings and Staying Put. The Head of Service reports to the Assistant Director of Specialist Services, who in turn reports to the Director for Early Help and Safeguarding.

The Director for Early help & Safeguarding chairs the YOS management Board. The Police representative on the Board is the Vice Chair. The Board is comprised of senior managers from Derbyshire County Council (DCC) Children's Services, Police, Probation, the Clinical Commissioning Group, Inclusion and Learning, Community Safety, Public Health, the Office of the Police and Crime Commissioner and the Youth Justice Board (YJB). The Board meets on a quarterly basis. The Board has identified its own areas of development to better understand the YOS and the role the Board can play in challenging and providing direction. Inductions for board members have taken place. However, we recognise we need to develop our board impact and engagement with the service and as outlined in the foreword, we are in the process of widening the membership, bringing the board members closer to practice and welcome critique, support and guidance from an independent practice lead. We are proud to have one of our young people who is a sitting board member to further challenge and support the partnership.

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Youth Offending Partnership Board

Background

- Chaired by Alison Noble - Director of Early Help and Safeguarding
- Recent introduction of new members
- Receives information on emerging themes, national and local strategies, and learning
- Terms of reference recently revised and refreshed induction pack developed
- The board sits within the local safer communities structure



Impact

- Long-term funding commitment to psychologist posts – improving outcomes for children & young people
- Wellbeing worker posts funded and successfully evaluated
- Funding from Police and Crime Commissioner secured for speech and language therapy provision
- Promotion of positive multi-agency working within the service leading to positive outcomes for children & young people
- Enhancing children & young people's voice through securing a young person as a standing member

Priority Focus Areas

Children/Young People:

- Strengthen culture, evidence and impact of Child First approach across the partnership
- Strengthen children & young people's voice through a co-production and participation strategy
- Develop and implement a partnership 'disproportionality' action plan

Victim Offer:

- Co-produce a multi-agency victim strategy

Partnership:

- Increase, broaden and strengthen partnership board membership
- Continue development of health offer
- Prepare for new YJB key performance targets
- Revised vision to be agreed as part of new Youth Justice Plan

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Whilst our Partnership Board has made some tangible achievements, we need to do more to develop a wider membership, consistent attendance and bring it closer to practice. Positively, key future areas for the board will be overseeing our planned formal partnership strategies, development of our health offer, being stronger at holding each other to account, EET outcomes, particularly for any school age children not receiving their full educational timetable, disproportionality, and our joint offer with Probation.

Strategic partnerships

The YOS has a good relationship with sentencers despite recent challenges regarding the scheduling of Courts for young people. Managers meet with the chair of the youth bench and legal representative regularly. The YOS delivers joint training sessions with magistrates on topics relevant to the needs of young people and their offending. The YOS has delivered presentations on speech, language and communication needs, harmful sexual behaviour, psychology, and intensive referral orders.

The YOS has strong relationships with partner agencies, especially at an operational level but we need to do more to strengthen and increase positive impact for children at a strategic level. A jointly commissioned appropriate adult service is in place and the Police and Crime Commissioner contributes funding for some posts.

A dedicated social worker works under a joint agency protocol governing our internal children's homes and foster carers, which sets out measures to prevent children in care entering the justice system. The protocol has proved to be beneficial in reducing the number of children being criminalised. Work continues to extend the protocol to external providers. We have good working relationships with children in care social work teams and take our corporate parenting responsibility seriously. We are eager to develop a broader, overarching partnership strategy on reducing the criminalisation of children in care.

A regional protocol in response to sexual harmful behaviour committed by children has been agreed with Derbyshire Constabulary and the Crown Prosecution Service. This enables consideration of a broader range of out-of-court disposals in response to a wider range of sexual offences.

Young people across Derbyshire were served by three different providers for physical and mental health. Discussions with health are taking place to further develop our health offer, building on the success of the specialist roles currently within the YOS.

The YOS benefits from a dedicated Education, Employment and Training (EET) worker and lead manager who liaise with the Derbyshire's Early Help Education and Employment team, works closely with SEND colleagues and attends an education planning group to share and

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target resources. We have big plans to develop our EET offer, exploring employer and provider relationships, mentoring and a Youth Justice EET pledge.

The YOS engages strategically with partners via the Derby and Derbyshire Safeguarding Children Partnership, and supports Prevent, IOM, Derbyshire Restorative Justice Panel, locality panels, MAPPA, and the Leaving Care Safety Panel, Locality Children at Risk of Exploitation and Mapping meetings. As outlined, the Head of Service has a key role in post-16 accommodation sufficiency planning for children in care which supports prompt decisions regarding accommodation for children in the justice system.

As well as operating as a Youth Justice Partnership Board, appropriate links are made between a range of governance boards as required, which will support and enhance partnership commitment to delivering outcomes. The YOS works with its key partners – police, probation, health, community safety and early years and safeguarding – to develop a strategic response to children and young people offending and addressing the causes of this.

- Derbyshire Criminal Justice Board – the Head of Service represents the YOS on this Board.
- Reducing Re-offending Board -reports to the Criminal Justice Board. The Head of Service represents the YOS on this Board.
- Derby and Derbyshire Exploitation and Vulnerable Young People group (a subgroup of the Derby and Derbyshire Safeguarding Children's Board). The Head of Service attends and presents at this group.
- Magistrates' Courts events – Themed presentations are held with magistrates twice a year. Over the past year these have included the involvement of the speech and language therapist to raise awareness of the work in the YOS to increase the understanding of the impact of hidden, speech, language and communication needs, the presentation of a young person experiencing such needs and strategies to respond to each young person. The clinical psychologist has engaged with magistrates to raise awareness of the trauma informed approach which includes seeking to equip practitioners in placing the child's offending behaviour in the context of their lived experience. The trauma informed response to this seeks to promote young people's desistance from offending and magistrates became aware of how this approach could be referred to in reports prepared for the courts. The YOS Head of Service also attends Derbyshire's Sentencers meeting.

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Operational

The service consists of three teams (north, south and county) and is made up of local authority workers and managers, alongside police, health and probation staff. Funding from the Police and Crime Commissioner and health means the YOS also benefits from substance misuse, well-being workers, psychologists and a speech and language worker. The impact of the well-being worker and psychology projects has been evaluated by Nottingham Trent University and demonstrated significant benefits to children and families. Permanent funding has been secured for the Psychology posts and work is underway to consolidate the well-being worker posts. As outlined, a re-alignment of the service is planned so that our teams can distribute work equitably, be creative and innovative in how we practice, overcome the large geographical challenge of Derbyshire and support workers and managers in knowing their communities well, alongside developing key relationships across locality partnerships.

A variety of social workers and family resource workers work with children in the YOS, allocation to the various practitioners is based on assessed levels of risk and need. Each team has a Team Manager and Senior Practitioner. There is also a dedicated worker for victims of youth crime to fulfil the service's responsibilities under the Victims Code of Practice. We have a worker who leads on supporting volunteers and a key aim moving forward, will be to further support our volunteers and recruit a broader demographic of volunteers.

Prior to the COVID-19 pandemic, the service operated out of two bases - Mercian Close in the south (Ilkeston) and Cobden Road in the north (Chesterfield). The county team works across both sites and has evolved from a team solely focused on out of court practice and specialist workers, to also supervise some court orders. Throughout the pandemic we have endeavoured to 'practice as usual', recognising that this has been an incredibly challenging time for young people, and many have needed consistent support. New ways of working have been adopted and excellent space secured in the north of the county (Chesterfield); our workers in the south have office spaces in Ilkeston and Ripley and we are exploring the identification and development of a young person's hub in conjunction with the Leaving Care Service in the south of the county.

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Young Person - 2021

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Operational Delivery Partnerships

The YOS is a multi-agency partnership and is composed of staff from the Local Authority, Police, Probation and Health, as well as benefitting from some specialist short term funded posts (speech and language therapist and substance misuse workers funded by the Office of the Police and Crime Commissioner and psychologists and wellbeing workers funded by NHS Health and Justice). The Crime and Disorder Act 1998 stipulates that partner agencies should contribute to the YOS, through direct funding or staffing. National Probation Service resources are determined by a national formula, based upon post court caseloads held within the YOS. This has seen resources within the YOS reduce significantly over recent years. Police staffing levels have remained stable and consistent. Health provision in the North team (via a seconded CAMHS worker and general health nurse) have been stable for several years. However, the South team has not benefitted from a general health practitioner since 2011 and access to a CAMHS worker has only just resumed following a significant gap since 2017. However, we have strong relationship with our health colleagues and are committed to exploring more consistency in the health offer. Similarly, strong relationships with the Police are also evident but it is acknowledged by the Police that more consistent engagement, attendance and impact at our board is needed.

In addition to the work undertaken by the YOS multi-agency workers, the YOS works with partners across a range of operational delivery partnerships:

- Females in Contact with the Criminal Justice System – a subgroup of the Reducing Re-offending Board. YOS is represented on this panel by a Team Manager. The purpose of the group is to ensure females within the justice system are supported in relation to their needs as they tend to have high levels of welfare needs and are vulnerable to the actions of others.
- Out of Court Disposal Panels – The service has a well-developed out of court disposal process, which ensures that young people who are being considered for an out of court disposal are considered by a multi-agency panel. In July 2022, we streamlined our assessment process.
- Children at risk of exploitation (CRE) – If a child open to the Youth Justice is not currently open to Social Care but there are concerns that they are at risk of exploitation, the case manager will complete a Child at Risk of Exploitation toolkit and make a referral to Starting Point where appropriate. The service is a standing member of locality Child Exploitation and mapping meetings.

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- Integrated Offender Management (IOM) Steering and Implementation Group – The service is represented by the YOS to ensure that Young People transitioning to Probation or whose intervention is to close shortly before their 18 birthday is alerted to the IOM lead.
- Channel panel –The Prevent Strategy published by the Government in 2011 has the aim of reducing the threat to the UK from terrorism, by stopping people becoming terrorists or supporting terrorism. Within the Prevent Strategy the Channel programme is a key element in providing a local multi-agency response to support vulnerable young people from being drawn into terrorism. The YOS is an active member of the Derbyshire Channel panel and where appropriate provide the information required as part of the referral and assessment process.
- Education, Employment and Training – There is a Team Manager lead for EET, who attends the Education Planning Meetings where all young people identified of missing from education are discussed and actions agreed. The meeting also discusses young people who are not receiving their full 25 hours and agencies agree actions needed to increase this. This meeting focuses on young people up to 16 who should be receiving statutory school provision. In relation to the young people who have left statutory education YOS works with the DCC Education and Employment Officers to source opportunities. A formal EET strategy will be devised this year utilising some of the offers and partnerships created in our Leaving Care Service
- Harmful Sexual Behaviour (HSB) panel – There is a Team Manager lead for HSB. Derbyshire have worked with the crown prosecution service and the police to enable the agreement of a regional protocol in response to rape and sexual offences. The protocol specifies the criteria that needs to be met and the responsibility of each agency to support the decision making about whether a young person is to be charged with criminal offences or diverted out of the criminal justice system. The quarterly multi-agency HSB panels have been operational in Derbyshire since August 2020. To date there has been commitment from partner agencies to enable the implementation of this practice.
- Multi-Agency Public Protection Arrangements (MAPPA) – There is a Team Manager lead for MAPPA. The Service is represented on Youth MAPP and the MAPPA Strategic Management Board. Cases are managed across all levels and categories and reviewed at an annual meeting to ensure cases have been managed within agreed policies and procedures.
- Derbyshire ASB Sub-Group – A Team Manager attends these meetings where partner agencies review current trends and provide general updates in relation to initiatives within Derbyshire. It is a multi-agency meeting.

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- Children and Young People Substance Misuse Steering Group – a Team Manager attends these meetings which promotes a working partnership of agencies and individuals across Derbyshire to deliver a reduction in the various harms caused by alcohol and substance misuse to individuals, families and communities.
- Drug Availability Group Meetings - To provide a collaborative Derbyshire approach, the Substance Misuse Workers attend these meetings with the aim of gaining a focus on activity within Derbyshire through information from various agencies.
- Accommodation for Children in Care – The Assistant Director for Specialist Services oversees the Head of Service with responsibility for Children in Care provision who chairs our Placement Matching Panel. The Head of service for Youth Justice and Leaving Care is the lead for post 16 supported accommodation and oversees the panel for this. This ensures that there is a clear line of sight of children in the justice system with key decision makers regarding placements.

Performance and Quality Assurance

Performance is monitored via information management and data systems with a dedicated Youth Justice specialist. A robust dashboard is in place to ensure tracking of key outcomes for children and ensure resources are targeted in the areas needed. We will be redesigning our dashboard to provide improved real-time data and be able to respond to the proposed revised Youth Justice Board Key Performance standards.

The quality-of-service delivery is monitored via bi-monthly reflective case reviews undertaken by YOS team managers and Senior Practitioners. The learning from these activities, along with learning from any serious incidents are shared with the YOS Management Board and the YOS staff group. Areas for improvement are included in the YOS improvement plan.

Derbyshire Criminal Justice Board has an Out of Court Disposal Scrutiny Panel who review a selection of cases quarterly. A Team manager will sit on this panel and provide reasoning for decisions on the cases selected by the Chair. This is a multi-agency forum that meets on a quarterly basis and seeks to review a sample of out of court disposals to ensure that decisions are appropriate and defensible. The panel includes representatives from Derbyshire Police, the Crown Prosecution Service, Probation, Remedi, Independent Advocacy Group and Magistrates. They are chaired by the Independent Advocacy Group.

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In addition to the Out of Court Scrutiny Panel internal scrutiny is undertaken by the membership of the Youth Justice Panel quarterly to consider data reports regarding success stories, child progress, re-offending and practice.

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6. Resources and services

The YOS is funded from a range of funding streams (either through funding or payment in kind in the form of staffing – Youth Justice Board grant, local authority, Office of Police and Crime Commissioner, Clinical Commissioning, NHS England, Police and Probation). These resources are used to deliver services and develop resources to achieve its aims of reducing reoffending and first-time entrants and keeping rates of remand and custody low. The YOS works with children by ensuring interventions respond to the child's needs, vulnerabilities, and previous trauma. It does this through the cooperation and integration of the different services and partnerships at its disposal and a further skilling up of the workforce in order to better respond to speech, language and communication needs, emotional and mental health or responses to previous trauma. This will build upon the trauma informed and speech, language, and communication needs training that the workforce has previously completed.

Some of the YOS funding has been short term to provide initiatives which have been impactful and valuable in enabling case managers to work with the differing needs of children and young people. This funding has provided vital access to speech and language, wellbeing and psychology specialists which have enabled the YOS to continue its Child First approach working with the complex needs of young people in a trauma informed, language appropriate manner to improve outcomes for children and young people. Funding for the Speech and Language Therapist (part funded by the Office of the Police and Crime Commissioner) has been secured for a further three years, which provides much needed stability and enables longer term planning. Likewise, our Psychology posts are now permanently funded, and we are considering our well-being workers as well in the realignment of the service. Our current project funding for financial year 2022-2023, we believe will enable to further develop our already good service.

Agency	Staffing Costs	Payments in kind	Other delegated funds	Total
Youth Justice Board			844,109	844,109
Local Authority			1,046,841	1,046,841
Police	114,115		56,694	170,809
Police and Crime Commissioner			133,418	133,418
Probation	48,000		5,000	53,000
Health	127,226		5,000	132,226
Welsh Government				0
Other			138,236	138,236
Total	289,341	0	2,229,298	2,518,639

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The financial and resource contributions will maintain the current level of delivery as well as progressing the areas for development identified in section 5 to ensure that Derbyshire YOS delivers effective youth justice services:

To ensure staff are fully equipped to work with children and young people, the YOS recently reviewed its induction, training, and development offer, identifying core and ongoing developmental training at for staff. This presents a robust workforce development offer for YOS workers, which the YOS will keep under review and continue to develop.

- Out of Court Disposals – ensuring children and young people are diverted appropriately out of the formal criminal justice system.
- Post court interventions – working with children and young people as part of a court ordered intervention.
- Junior Attendance Centre – Derbyshire YOS continues to run an Attendance Centre. One of the Team managers holds the position of Attendance Centre Officer and returns are completed monthly to the YJB.
- Restorative Approaches - Derbyshire YOS continues to utilise restorative activity with young people. Derbyshire has developed projects throughout the County which include local parks and nature reserves, riding stables, charity shops and community projects. To ensure engagement with the sessions, the project options are discussed with young people and there is therefore the opportunity for them to work at different projects to complete their hours if they so wish. A Restorative and Victim strategy is planned in 2022 to further develop and personalise projects that meaningfully aid desistance.
- Victim work – The YOS have continued to work closely with providers of services to victims, including, CORE and Got Your Back, commissioned by the Police and Crime Commissioner and SV2. The YOS service offer is in accordance with relevant legislation and guidance, including the Code of Practice for Victims and guidance issued by the Youth Justice Board. During 2021 the service has been working closely with seconded police colleagues to promote victim participation in the service offer. This has seen a ten-fold increase in the number of victims who wish to take up the service offer. Discussions are underway with the Office of the Police and Crime Commissioner with a view to securing additional funding to better resource the victim offer.
- Substance Misuse - Derbyshire YOS employs two full-time Substance Misuse Workers as part of funding from the Office of the Police and Crime Commissioner. Young people have been identified through the assessment stage for both court and out of court disposals and referrals are made to the Substance Misuse Workers. A substantial further assessment is then undertaken to identify

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the type of intervention required, with a referral to the commissioned specialist Tier 3 substance misuse provider Change, Grow, Live (CGL) for the county if required.

- Children in Care – The YOS have worked closely with Local Authority Children’s homes, CPS, and police for a number of years to prevent the unnecessary criminalisation of children in care, via the ‘10-point checklist’ which residential homes and foster carers are signed up to. This has resulted in low numbers of children in care coming into contact with the criminal justice system. Our future reducing Children in Care strategy will increase this protocol further to include all homes offered to children in care and care leavers.

7. Progress on previous plan

There have been positive outcomes from our 2021-2022 Youth Justice plan including a continuation of our strong first time entrants, re-offending and custody use. This year also seen a significant increase in victim engagement in the Out of Court process, something we wish to consolidate and improve for the Court cohort. In summer 2022, Derbyshire had a single agency HMIP Inspection. There was very strong practice identified, good management support, positive partnership working and a successful commitment to diverting children in care from the justice system. Other areas of service delivery the YOS sought to improve has been achieved – as noted above there has been a 10-fold increase in the number of victims wishing to take up a service from the YOS victim worker due to the work undertaken around this. The volunteer induction and ongoing development and connectedness to the service has also been improved. This year’s plan will help us build further on the areas to strengthen.

Monitoring of data and trends identified within last year’s plan will remain a feature of continued work within the YOS to ensure that service delivery is responsive to and meets the needs of children and young people. Data has been analysed throughout the year to consider whether changes to service delivery are required, including the new YJB Performance Indicators. Our HMIP Inspection found strong performance management systems which evidenced good outcomes and enables us to target resources.

Our Child First ethos has been developed, both in practice and strategically. Eight members of staff are completing the YJB national training, our recent service day was Child first and relationship themed. We have also re-designed our out of court assessment process to make it more streamlined, more child first and to enable practitioners to spend more time with children and families.

There were 2 particular types of offending / behaviour that were causing concern – this related to knife crime / serious youth violence and adolescent to parent violence. The YOS is working with partners as part of a serious youth violence working group to form part of a county/citywide strategy to this issue – this will continue into 2022. A short, focused partnership working group was pulled together looking

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at incidences of adolescent to parent violence, indicating that this was a much wider issue than the YOS and a city/county theme. A report was progressed to the Children's Leadership team and will be considered within our new partnership strategies. An area we would have liked to have seen more impact on is diversity and disproportionality, particularly how we work individually and collectively with girls in the justice system.

8. Performance and Priorities

The YJB key performance indicators are:

- First time entrants to the criminal justice system
- Reoffending
- Use of custody
- Children in Care who offend

We are proud of our performance and outcomes for children, especially for FTE's (20th in the country and the highest in our Youth Justice Family) with similarly positive low custody use and re-offending.

There have been some reporting challenges. Due to the Covid 19 restrictions, national data around first-time entrants (FTE) and re-offending was not consistently available. Secondly, given a large proportion of the young people receiving an intervention from the YOS are aged 17, should they offend post 18, the YOS would be unaware of this and cannot track a young person's offending post 18.

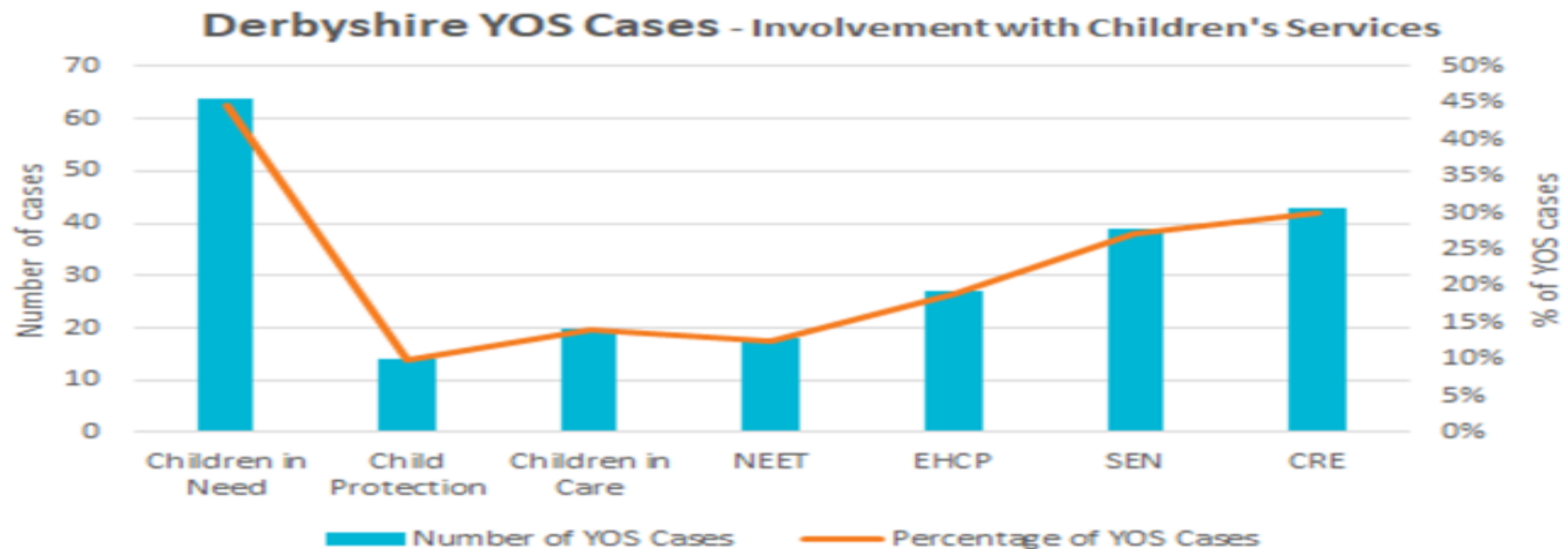
An area of concern for the YOS is maintaining low rates of first-time entrants and reducing re-offending rates especially for the higher tariff community orders. The YOS are tracking the offending information around young people who are in contact with the well-being worker and psychology projects and early indications are that the re-offending data looks promising – both in terms of frequency and seriousness of offending. The YOS will continue to monitor this data to identify any lessons and areas of good practice.

The YOS have continued to maintain low rates of custody but have seen an increase during the last 12 months in children who have been remanded and then sentenced to lengthy custodial sentences due to knife crime offences. These children had no previous or very minimal YOS involvement prior to these very serious offences. Lengthy sentences are in line with national experience where young people are

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committing very serious offences. It remains rare in Derbyshire for short custodial sentences to be imposed. The YOS continues to receive positive feedback from the Courts and there is trust in the recommendations made by the YOS which helps keep use of custody low. As noted above, due to the concerns around knife crime and the impact of this on the young person, the victim and the wider community, a knife crime programme, designed in conjunction with partners, has been launched. As outlined, we want to go further and aspire to be a custody free zone which will necessitate further work with sentencers and continued rigorous focus on the quality of pre-sentence reports.

The numbers of children in care who go enter the formal justice system remains low and remains lower than national averages. The YOS monitors this data monthly and will continue to keep this and the effectiveness of the joint protocol for children in care who offend. This will be incorporated into a child in care strategy in 2022. As the table below shows, have a low number of children in care who offend given we have 957 Looked After children (July 2022). The table also outlines the sharp interface with Children in Need and Child Protection and evidences the need to appropriately do Youth Justice through an appropriate safeguarding lens.



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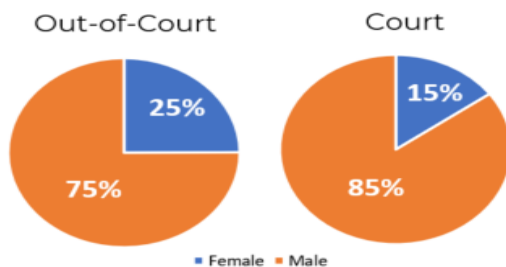
In December 2020, the YOS benchmarked its performance using the YJB disproportionality toolkit, which identifies whether children and young people from an ethnic or minority background are receiving disproportionate outcomes in comparison to white children and young people. No concerns around disproportionality were identified. However, our recent Inspection did note a need to develop our approach further with clearer line of sight and impact on disproportionality. A multi-agency/disciplinary 'Spotlight' event on disproportionality and development a partnership 'disproportionality' action plan overseen by the partnership board is planned. The data below outlines the current cohort and as discussed, we are particularly keen to consider how we can work with children from a global majority and females, with a particular aim to reduce the current slight over-representation of girls.

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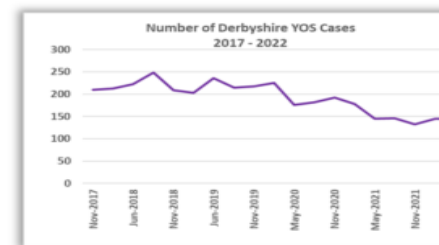
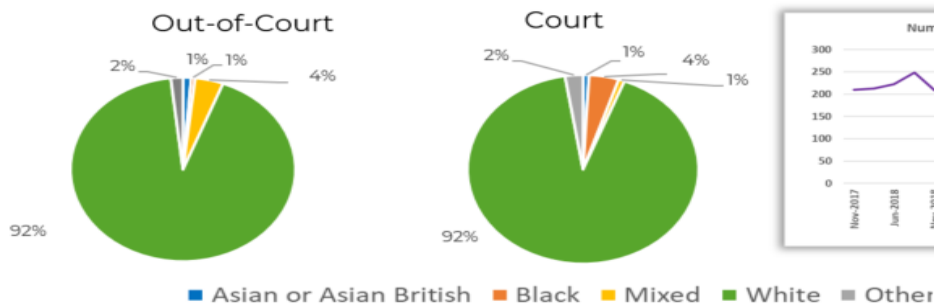
YJS Context

In 12 months to 31 May 2022, **454** (490 in 2021) individuals had **526** (560 in 2021) interventions. **387** (414 in 2021) were Out-of-Court interventions. **139** (146 in 2021) were Court interventions.

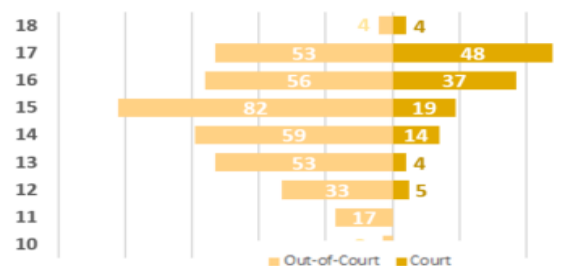
Interventions by Gender



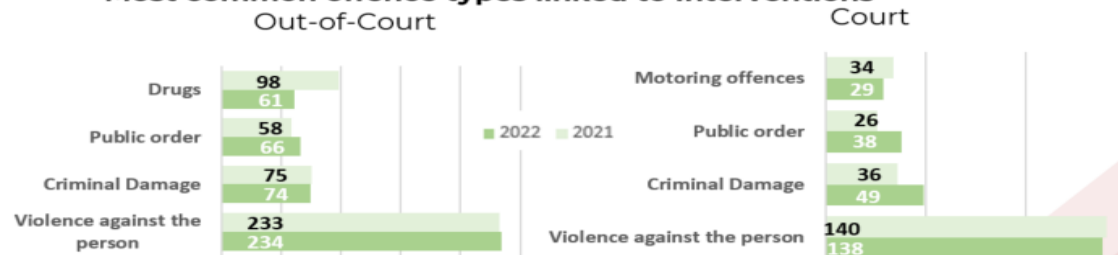
Interventions by Ethnicity



Age at Intervention Start



Most common offence types linked to Interventions

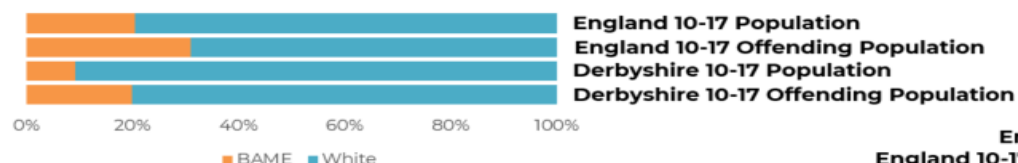


Data source: Internal Monitoring 12 months to 31/05/2022. 2021 figures are for 12 months to 31/05/2021.

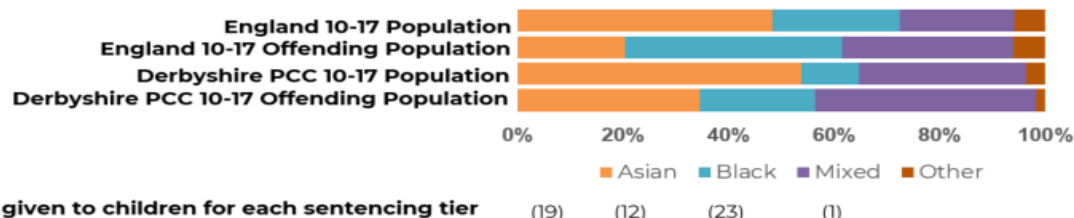
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Ethnicity - Disproportionality

Derbyshire & England - White & BAME
Population vs Offending Population y/e
March 2021



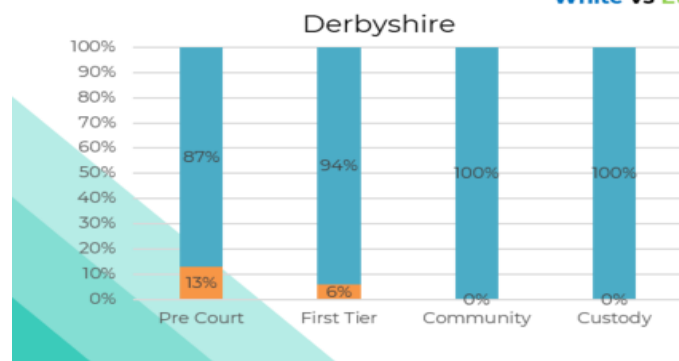
Derbyshire PCC & England - BAME
Population vs Offending Population y/e
March 2021



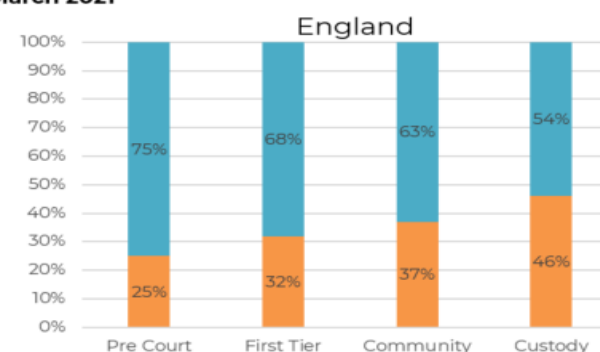
Cautions and sentencing:

White vs BAME

Proportion of sentences given to children for each sentencing tier
White vs Ethnic Minority groups, year ending March 2021



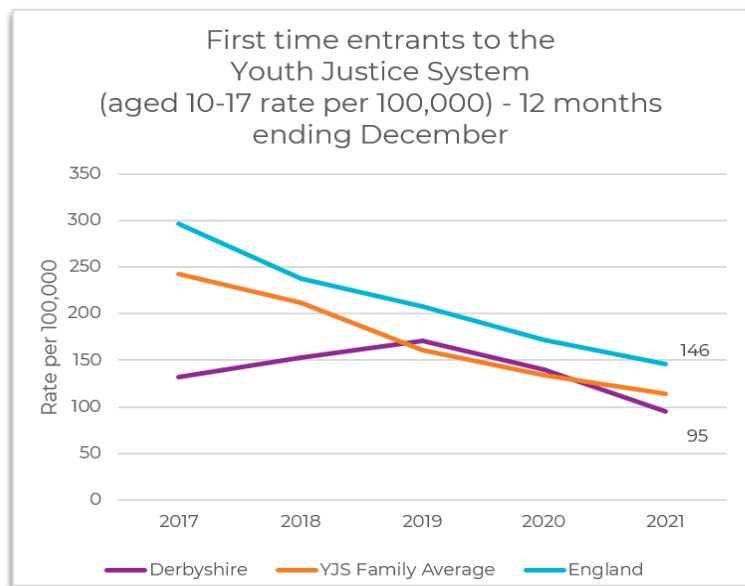
Data Source: YJS Ethnic Disparity
Tool 2020/2021-
published April 2022



This outline on ethnicity disproportionality showcases that global majority children are under-represented for post Court Orders which is a real positive, but slightly over-represented in Pre-Court disposals which we will again, consider in our disproportionality action plan and our Early Intervention and Out-of-Court strategy

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Impact - First Time Entrants



Number of First Time Entrants

Year Ending December 2021



Nearest 10 FTE
68 FTE – 95 per 100k
(England 146 per 100k)

Year Ending December 2020



97 FTE – 140 per 100k
(England 172 per 100k)

Year Ending December 2019



117 FTE – 171 per 100k
(England 208 per 100k)

In Derbyshire, the approach to out of court disposals is one that is underpinned by a commitment that where it is safe to do so, we appropriately divert children from the formal criminal justice system. In 2021, 68 children were first time entrants (95 per 100,000 of the population). This evidenced that our approach to out of court disposals is having a positive impact in supporting children to desist from offending and avoiding unnecessary criminalisation. Our re-offending rates for each of our out of court disposal cohorts further demonstrate positive impact. The successful use of our 'divert' and 'divert plus' interventions is a key part of this successful impact, resulting in a relatively small number of youth cautions being administered which is a formal criminal justice disposal.

Youth Cautions, Youth Conditional Cautions, Diverts and Divert Plus Outcomes 15 June 2021 – 14 June 2022

In total, Derbyshire delivered 271 out of court disposals during this period:

- Divert and divert plus account for 72% (195)
 - 140 Divert (51.7%)
 - 55 Divert plus (20.3%)
- Youth cautions (1 with voluntary conditions) account for 7% (19)
- Youth conditional cautions account for 21% (57)

Use of Youth Cautions

Derbyshire's approach to youth cautions is to utilise them to aid a diversionary approach to children to prevent escalation through the youth justice system. Due to the effectiveness of the divert and divert plus interventions, youth cautions are most commonly utilised when a young person already has a higher tariff disposal. In the last twelve months, Derbyshire delivered 19 youth cautions. In 13 of these instances, children received a youth caution when they already were in receipt of a higher tariff disposal (youth conditional caution or court order) The re-offending rates for all out of court disposals demonstrate the effective impact of our offer. That said, as a partnership, we are going to further consider use of Youth Cautions to ensure it is both an effective disposal to reduce FTE's but also isn't used unjustly.

Out of Court Disposal Re-offending Rates

Whilst there is not published national data, the re-offending rates below outline a positive desistance picture, with very low (and falling) re-offending rates, particularly for youth cautions.

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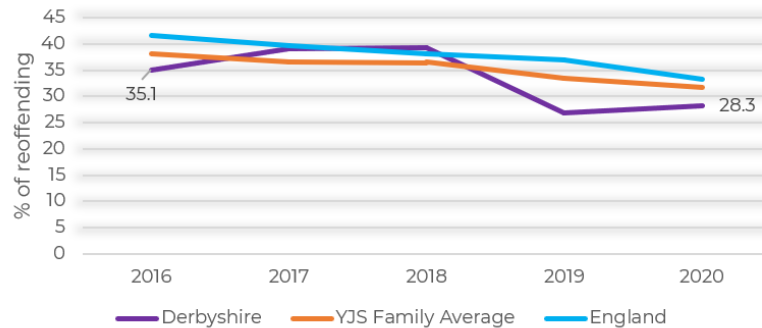
Outcome	2021			2020		
	Total children receiving a disposal	Total who re-offended within 12 months	% who re-offended within 12 months	Total children receiving a disposal	Total who re-offended within 12 months	% who re-offended within 12 months
Divert/Divert plus	187	20	11%	250	35	14%
Youth Cautions	24	1	4%	18	3	17%
Youth Conditional Cautions	50	5	10%	51	8	16%

We are committed to regularly reviewing the impact of our out of court disposal provision in light of best practice and the evidence base of the Child First approach (e.g. Case and Haines (2015) and The Edinburgh Study of Youth Transitions and Crime (<https://www.edinstudy.law.ed.ac.uk/>)).

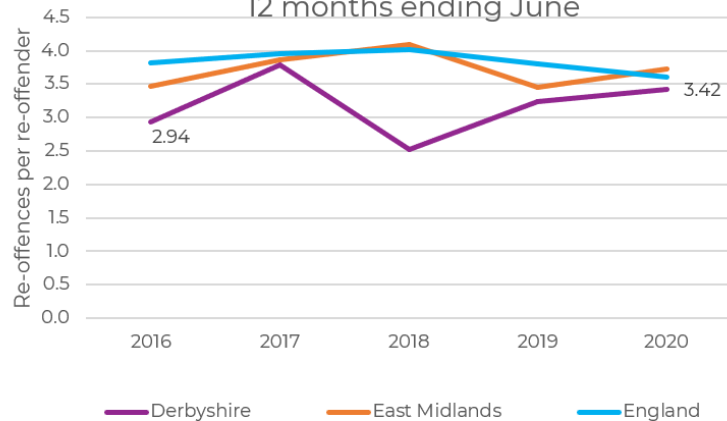
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Impact - Reoffending

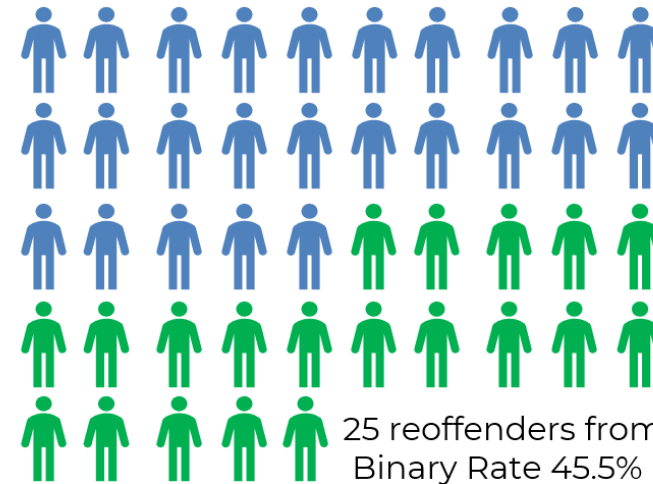
Proportion of children & young people who re-offend - 12 months ending June



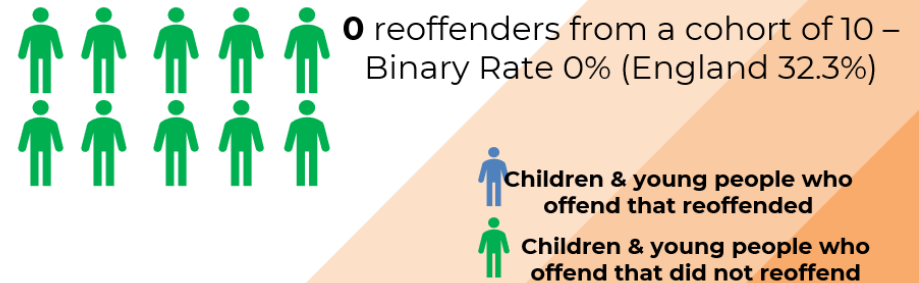
Reoffences per child/young person 12 months ending June



April 2016 to June 2016

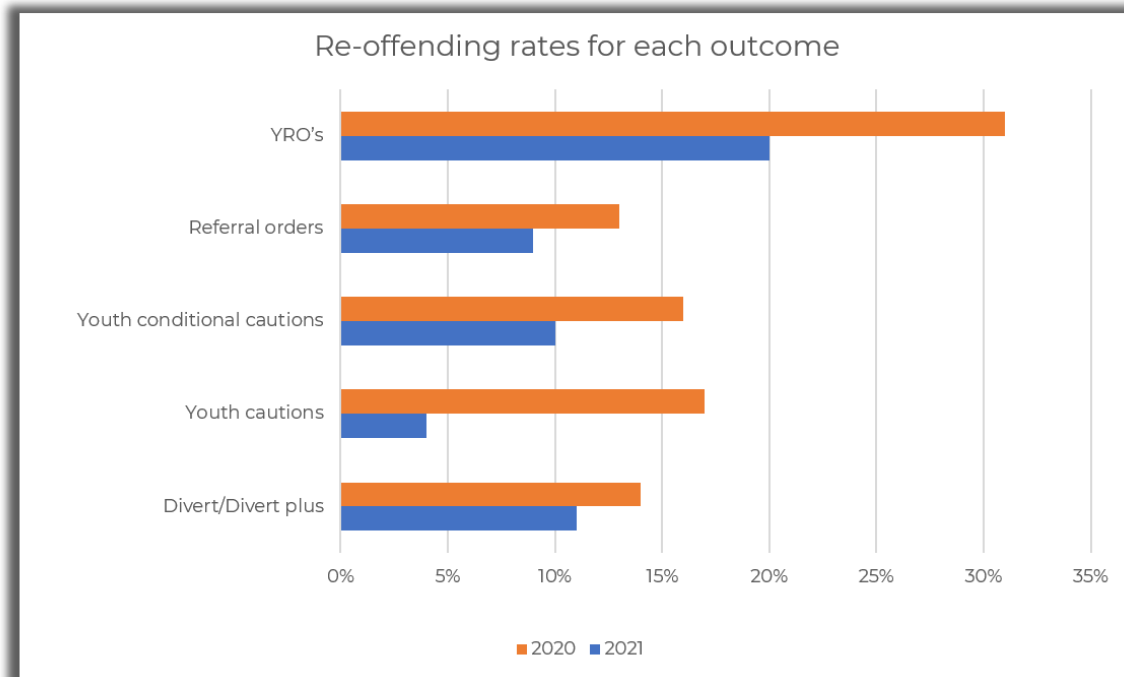


April 2020 to June 2020



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Impact – Re-offending

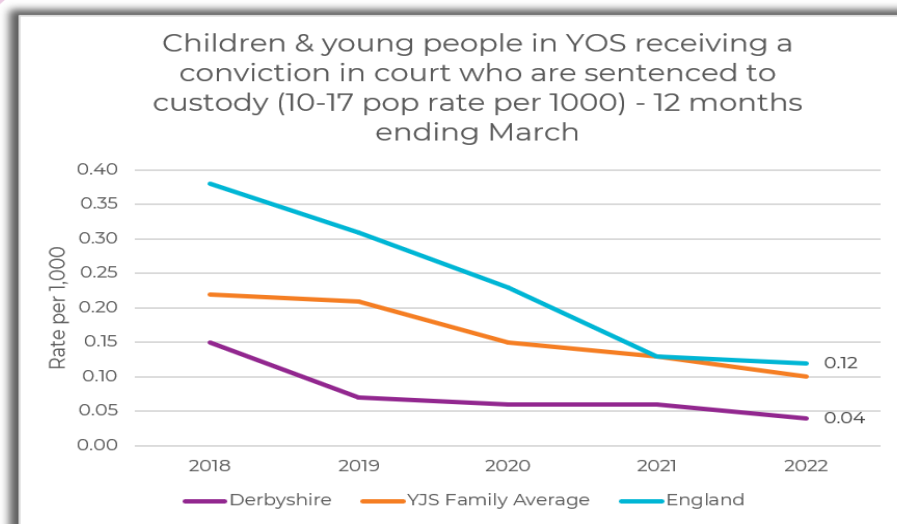


Data taken from Core +

- Falling re-offending rates across each outcome type
- Greatest fall in re-offending relates to youth cautions

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Impact - Court Disposals resulting in a Custodial Sentence



Custodial Sentences - Derbyshire

Year Ending March 2022



Year Ending March 2021



Year Ending March 2020



A continued key aim will be to maintain this current performance and outcomes, but also further consider how we can work with our judiciary and locality Early Help and Safeguarding colleagues to further reduce the use of remands into custody. Plans are in place for this to be a topic at Court groups and our Partnership board. We do though have strong measures currently in place to try and further reduce remands into custody.

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- There are close working relationships with Children's Social Care for any cases at risk of secure remand where we attempt to identify suitable accommodation via a placement or family. Any children at risk of remand are escalated to the Head of Service.
- The Head of Service has responsibility and delegated decision-making authority to agree post 16 accommodations searches and placements.
- There has been service wide investment in a new 12 bed supported accommodation provision with two additional emergency beds.
- The Service has a range of bail support programmes that are offered to the court as robust alternatives to a secure remand.
- Information is shared between the Police and Youth Offending Service as soon as a child appears in the custody suite, which enables the service at the earliest opportunity to track cases and prepare bail options in advance of any court hearings.
- The Service has strong links with CPS and defence solicitors to identify early those children at risk of secure remand.

Priorities

The priorities for the YOS are improving or maintaining current performance to ensure that children and young people are diverted from offending / re-offending and achieve good outcomes for children, families, victims and the public. Underpinning our aims and collaborative practice approach, will be the design and implementation of seven key partnership strategies for children in the justice system. These will be signed off by our Partnership Board to ensure clear agreed frameworks across agencies. These key strategies will be:

- Early Intervention and Out-of-Court
- Health
- A Youth Justice Education, Employment and Training offer
- Victims and Restorative Practice
- Participation and Co-Production.
- Children in Care
- Safety, well-being and public protection

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This year will see a further embedding of speech, language and communication and trauma informed practice into the work of the YOS as three-year match funding from the office of the Police and Crime Commissioner has been secured. The YOS will look at greater integration of the specialist functions into the work of the YOS. To achieve this ambition YOS will work with partners in health to understand the impact to date of interventions, assess where there are gaps and where pathways need to be strengthened. Undertaking this full assessment will enable partners to be assured that plans to provide a comprehensive health provision across the Derbyshire footprint will be successful. As noted above, short term funding and gaps in provision are a challenge for the YOS so the partnership will seek to achieve a sustainable provision in these areas, alongside consideration of roles within the service realignment. In addition to the overarching strategies, other areas which will be addressed within the strategies are:

- In line with national findings the YOS are concerned about the over representation of children presenting with Autistic Spectrum Diagnosis (ASD), Special Educational Needs and Disabilities (SEND) or other neuro-divergence within the criminal justice system. This has been a particular feature for children who have been remanded or sentenced to youth detention.
- Children at risk of exploitation and county lines – whilst there is positive partnership working underway to address concerns around children at risk of exploitation, this will remain a priority area, given the devastating impact exploitation has on children and its prevalence. The YOS are seeing an increase in the number of children at risk of county lines exploitation and will consider resources and best ways of working with children who are at risk. We are part of locality Child at Risk of Exploitation meetings and the service benefits from having A Child Protection Manager for Exploitation who has a strong line of sight on our high-risk children.
- Knife crime – the YOS has noted a number of young people referred for out of court disposals because of being in possession of knives on school premises. Knife crime has also driven the recent remands and custodial sentences. A large proportion of these young people have been previously unknown to the YOS. The YOS have piloted an intervention to work with those receiving an intervention for possession of a knife and will roll this out across the service. The YOS has also engaged with partnership activity around knife crime and serious youth violence to inform a county wide strategy and will continue to do this in the coming year.
- Girls in the criminal justice system - The YOS has been a member of the Women in Justice Sub-Group and have worked with partners on developing a blueprint for working with girls and women at risk of or in contact with the criminal justice system.
- Volunteers – in common with the experiences shared by volunteers within the HMIP Covid thematic inspection, volunteers have found aspects of their role impacted by Covid 19. Feedback from a 2020 Practice Learning Day identified that volunteers have struggled with fully engaging with young people and their families due to panels operating remotely. The YOS now ensures volunteers are supported as much as possible through refreshing the induction new volunteers undertake, as well as ensuring ongoing links and understanding of the YOS via volunteer engagement events. We will also co-ordinate our volunteer and mentoring offer with colleagues in Leaving Care, where a number of our young people would relish such opportunities.

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- Children at risk of extremism –The YOS have seen an increase in young people at risk of online extremist ideology. Working with partners, some of these children have been diverted away from formal criminal justice processes following successful National Referral Mechanism applications. The YOS will continue to work with partners via the Channel panel and strategic and operational links to prevent children becoming involved in extremist activities.
- Embed our Resettlement policy written and launched in 2022. Linked to this, a partnership board focused approach to reducing the use of remands into custody.
- Discussions are underway with the Office of the Police and Crime Commissioner with a view to securing additional funding to better resource the victim offer. Through reflective case review and audit activity the YOS have identified gaps in our work to ensure victims are considered in our work with young people and that there are robust plans in place to ensure victim safety. Service wide briefings were held around victim work and restorative justice in January / February 2021.

9. National standards

The YOS undertook a National Standard audit in 2020/2021 and the findings were as follows:

National Standard 1 Out of Court Disposals – compliance with this standard was found to be good in all areas. Actions for further development and improvement were set and all have been completed. Areas of significant development have been making the Action Plan more young person friendly with the input of the YOS Speech and Language Therapist, developing HSB panels, evolving and developing the out of court processes and moving the assessment for out of court pre panel to enable more robust decision making and involvement of the young person and family – reducing drift that had crept into the system when these were completed post decision.

National Standard 2 Courts – the self-assessment identified that the service was good in all areas except 4 where requires improvement was noted. The actions to improve these areas mostly related to evidencing that children and families had input into assessments and key information had been communicated to them.

National Standard 3 Court disposals – compliance with this standard was good in all areas except 3 where further work was needed to increase the self-assessment from requires improvement to good. Actions related to ensuring significant events lead to an assessment review, utilising the correct asset stage and consistency in RMP/VMP planning. Guidance and development sessions were held. The area

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for ongoing focus remains the consistent review following a significant change of circumstances, which continues to be identified as an area of development for the service through its reflective case review processes.

National Standards 4 Secure Settings – 11 out of 37 standards required improvement. Compliance with the remaining areas were judged to be good or outstanding. On the whole where improvements were required, these related to ensuring staff were aware of the roles and responsibilities where children are on remand or serving a sentence and are aware of escalation processes. A remand and resettlement policy has been developed and was launched across team meetings, highlighting responsibilities and national standards. Escalation processes are better understood, and concerns have been escalated in respect of one young person.

National Standards 5 Transition and Resettlement – Compliance with these standards was felt to be good or outstanding in all but 4 areas which were judged as requires improvement. This related to transition planning and ensuring plans considered community objectives and covered all the work that was to be completed. As noted above, a remand and resettlement policy has been developed and was launched across team meetings and stresses the importance of planning for release from the start of the custodial sentence.

The YOS has recently focused its reflective case review process on remand and resettlement cases due to a slight increase in children experiencing these. The findings found some areas for renewed focus such as contact levels and incorrect asset stages being utilised, but also noted some outstanding areas of work. These findings, together with the National Standards self-assessment, fed into the remand and resettlement policy and will remain an area of focus going forward.

In July 2022, Derbyshire received a full HMIP Inspection. This found high compliance with standards for children in the justice system across all facets. However, we do plan on refreshing and re-invigorating our Youth Justice dashboard to be able to give us real time data and drill down into national standards.

10. Challenges, risks and issues

Some of the challenges and risks are already identified within this plan thus far. As we move to a sense of 'back to normal' after the covid restrictions, there is a sense of unknown as individuals and communities move forward. Amidst the covid recovery, both locally and nationally we have a cost-of-living crisis, with rising fuel, energy and food prices particularly, all of which could have an impact on offending and crime. However, we believe that the strategic partnerships we have, and the renewed strategies stand our service in good stead to be

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able to respond to changing patterns. Our recent HMIP Inspection highlighted very strong practice which ultimately is the key foundation to good outcomes for children, victims and the public.

Health Provision

We have a strong partnership health offer benefitting from CAMHS leads, two part-time Psychologist posts in the north and south of the county, a Speech and Language Therapist (PCC funded) and two well-being workers. The Psychology and well-being worker posts are joint offers with Derby City YOS and our Health colleagues and have been successfully evaluated by Nottingham Trent University. Positively, we have secured permanent funding for the Psychologist posts and the Local Authority is going to fund the well-being workers until March 2023, seeking to establish core funding as part of the service realignment.

Serious Youth Violence and Knife Crime Knife crime is an issue that presents a risk for several areas, ordinarily more inner-city areas. However, as outlined, we do border several cities. We are aware of one County Line which runs to Derbyshire currently. We have had some serious incidents occur in the County in the last year. A knife crime programme alongside a robust focus on exploitation responses is in place but it is something we will look as a partnership, to further respond to.

First-Time Entrants: Whilst Derbyshire performs very well, 20th nationally, and is something we are proud of, it is still considered a risk area as achieving this requires consistent partnership 'buy in' and commitment to diversion. The implementation nationally of this as a performance measure has revolutionised how we do Youth Justice. As ever though in the fast-changing world of youth justice, the encouraging developments toward a more child-centred and effective response to children in trouble is far from bolted down (Smith, 2014) and the pendulum could swing. We in Derbyshire will be vigilant and ensure continued focus.

Remands to Youth Detention Accommodation (and safety of children in the secure estate). Devolving costs of Youth Detention to Local Authorities is supported as it ensures a partnership commitment to keeping children in the community. However, there is a cost challenge to the Local Authority, particularly given the significant concerns of the safety of children in Young Offender Institutes or Secure Training Centres which, means that advocating for Secure Children's homes is more likely when a remand does occur. This leads to both a sufficiency challenge as more Local Authorities request Secure Children's homes in order to keep their children safe. We have read and digested ongoing concerning Inspection Reports for some YOI and STC's and in June our Partnership board agreed an additional approach to keep any children in the secure estate safe (attached below)

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Reduced funding: We have a budget which enables us to structure the service well. However, as with other Local Authorities, Youth Justice funding derives itself from a range of different agencies, including the Youth Justice Board which does make long term planning challenging. We do have plans to enhance our early intervention offer and very much want to consolidate our well-being worker roles. Continued partnership funding across the board will be required. We are confident in this regard but feel it is a risk that we should continue to be alert to.

Transport: A practical challenge for a large authority such as Derbyshire is the size of the county, not aided by inconsistent public transport. This can impact on educational opportunities for children and families. Our planned Youth Justice EET offer will attempt to remove some of these structural barriers, alongside more developed offers with Early Help.

Cost of Living Crisis The cost-of-living crisis will impact most on those who struggling financially. There is unequivocally an inherent link between poverty and crime. This may result in increased numbers of families coming into contact with the criminal justice system, increasing caseloads and demands on the service. Practically, we will co-ordinate even better with Early Help and utilise the Household Support Fund where appropriate, and work closely with the Derbyshire Discretionary Fund. We also have strong links in Leaving Care with the Department for Work and Pensions and have contributed to their Youth Hub which was set up in 2022 in Chesterfield. This particular risk underscores the value of our success in diverting children from the criminal justice system. We will ensure this offer is further enhanced and to enable swifter responses to support children and families.

Neuro-divergence: Children and young people with neuro divergence are overrepresented in the Criminal Justice System. The YOS has noted an increase in young people presenting with a diagnosis of autistic spectrum disorder or neuro development needs. It will be a strategic priority to review neurodevelopmental needs of children and young people engaged with the YOS and partner agencies within Derbyshire to develop a partnership response to this.

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11. Service Improvement Plan

Our Service development plan is committed to ensuring a practice and partnership approach to the YJB Child First guidance and it has guided the completion of our plan - the Youth Justice Board (YJB Strategic Plan 2021-24). The YJB has identified three strategic pillars that will help them work towards their Child First vision. In turn, this will help Derbyshire further embed Child First. These YJB pillars are

- Through clear leadership, we empower our people to intelligently use our resource and operate as an exemplary public sector organisation and employer.
- Our unique statutory oversight function enables our effective monitoring of the operation of the youth justice system.
- The leadership and guidance we provide to our partners helps drive system improvement for children and achieve better outcomes.

Reference has been made to our future partnership strategies which support our work and focus resources and practice. However, we do know that our Partnership Board impact is of utmost priority. It is for this reason that in addition to increasing the membership, demanding more of each other, we will be seeking the support, critiques and challenge of a national figure on our board. We have developed a proactive relationship with key the Police who are particularly passionate about our planned new Early Intervention and Out-of-Court strategy. The plan also dovetails with Police and Crime Commissioner Objectives in The Police and Crime Plan 2021-25. There are clearly aligned priorities for the OPCC and Youth Offending Service regarding Prevention and Diversion before the onset of harms caused via criminality and exploitation, with the OPCC's strategic priority focused on safeguarding which links to the Youth Offending Services priorities regarding Serious Youth Violence, as a number of the children who have become involved in Serious Incidents have been involved in contextual safeguarding issues.

- Joint work with police and partners to prevent violence against women and girls.
- Expecting the Police and partners to tackle and reduce knife and violent crime.
- Having a partnership approach to safeguarding children and adults at risk of exploitation and abuse including online criminality.

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Key Findings from Inspection Activity, Thematic Reports, Reviews and Learning Exercises.

Derbyshire last received a full Ofsted ILACS Inspection July 2019 with relevant findings for Youth Justice focused on improving homelessness options for 16- and 17-year-olds and developing a homelessness clear strategy and pathway. This strategy is now embedded. There was also work needed to improve the quality of service and support offered to care leavers. The Leaving Care Service received a Focused Ofsted visit on care leavers in late 2021 and Inspectors found '*significant improvements*' which were '*visible, tangible and sustained*' and a 'comprehensive local offer, effective strategic partnerships, and a passionate and skilled workforce are enabling positive experiences and progress for care leavers. They also said they were '*humbled by the amazing strength*' of our care leavers. As outlined in this plan, we want to encompass some agreements and relationship with providers and young people to benefit children in the justice system, and vice versa. [The full letter can be found in this link.](#)

In June 2022, Derbyshire YOS had a full HMIP Inspection. This report is not yet public, but we are pleased with the outcome, especially the quality of practice and the strong, meaningful relationships with children that were evident. The areas for development identified in the Inspection were known to us in advance and inform our service plan. Derbyshire is due to receive a further Ofsted focused visit for children in need of help and protection later this year.

We of course, undertake reviews and learning exercised when the criteria is met for a YJB notification. This has helped further develop practice, particularly around relationship consistency when using specialist staff and work to improve victim feedback. All relevant learning exercises have been presented to our Partnership Board. Our overarching plan has also utilised research articulated HMIP research and recommendations particularly when informing our Child First approach to risk such articulated in [Risk and Desistance: A Blended Approach to Risk Management \(justiceinspectorates.gov.uk\)](#), alongside the HMIP annual report.

As an authority and indeed, as a region we are await further progress and developments on the Care Review published earlier this year. Derbyshire already commission placements as part of a regional approach and have recently extended this to supported accommodation provision. Particularly relevant for children in the justice system, the suggestions in the Care Review regarding an early intervention, family approach to Early Help will be welcomed, as would the recommendation to abolish YOI's and STC'S for children. Derbyshire are already preparing providers we work with to be ready for the future regulation of Supported accommodation provider for 16- and 17-year-olds.

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Workforce

Derbyshire benefits from an experienced and experienced management and staff team informed by a Youth Justice specific workforce development plan. Staff benefit from access to a detailed Children's Services programme but equally, we recognise the specific knowledge required for Youth Justice practitioners and therefore have monthly focused learning events plan each month for the next twelve months. Derbyshire has manageable caseloads for practitioners but accept that our thorough approach to Out-of-Court assessment and decision-making had an impact on morale and workload, and indeed for timely decisions for children. This assessment process was redesigned in July 2022, with the replacement of Asset Plus for Out-of-Court disposals. This has already helped enable practitioners to have more time to be Child First. We also recognise that our workforce is undoubtedly our greatest asset and our culture moving forward will ensure they have voices in practice design and delivery and are nurtured, supported, challenged, and celebrated.

Board Development

This plan acknowledges that we need to do more to improve and strengthen the impact of our Partnership Board. Plans to do so are articulated throughout this plan. The board accepts the need to do more to offer a consistent health offer, improve the number of children receiving education and contribute financially to the service. We are confident that moving forward there is real commitment to do the aforementioned and that co-production and participation will be at the heart of what the service and the board, do.

12. Evidenced Based Practice and Innovation

This plan details a number of innovations undertaken in the last year which are framed again here. The seven partnership strategies that we will undertake and agree will seek further ways to innovate and we have a critical friend partnership with other Local Authorities to challenge and support each other. In the past twelve months we have:

- Developed our health offer (Well-Being workers, Psychology, Seconded nurse and Speech and Language Therapist. This has been positively evaluating by Nottingham Trent University.
- Commissioned an Independent Report to offer critique and help inform progression of the service. The findings are in our service plan.
- Increased our victim contact levels by reviewing our methods a of communication and ensuring we have a worker who leads on victim engagement.
- Successful out of court outcomes.

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- A Harmful Sexual Behaviour prevention strategy
- Joint work with Community Safety to develop knife crime interventions and reduce Anti-Social Behaviour
- Signed up foster carers to our Reducing children in care protocol.
- Continued to develop our Youth MAPPA approach.
- Our Action Plans were designed following HMIP Thematic guidance and were co-produced with staff, young people and our speech and language therapist.
- Out-of-Court assessment process reviewed immediately following YJB guidance (May 2022)

13. Looking Forward

Above all, Derbyshire has real positive energy to do more to support children in the justice system and reduce the number of children coming to our attention. The partnership is fully signed up to being a Child First Partnership and we are also committed to each other to ensure that we are successful for our children. We are ambitious and driven to do more in the next twelve months and look forward to developing and implementing our new partnership strategies, being more participation and co-production led, and look at ways of how we can further innovate.

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Youth Justice Plan 2022

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Area of Focus	Actions	Lead	By when	Review Evidence
Be Child First across the partnership	<ul style="list-style-type: none"> • Rename the service • Purchase 8 places on the YJB Child First training for practitioners • All policies and strategies will have child first terminology in them, • All our future key strategies will be underpinned by child first • Consider assessment and case notes style of writing to young people 	YOS and Parentship board	Jan 2023	
Timeliness and quality of assessments and plans especially where a young person re-offends within a short period (need to include the new intervention or offending). This includes improving the percentage of PSR recommendations being accepted by the court	<ul style="list-style-type: none"> • Further embed dashboard tracking and monitoring to ensure timeliness of assessments. • Consider the effectiveness of the assessment framework for Out of Court and design and embed the new assessment framework to enable more time to spend with young people (YJB Study 2022). • Implement monthly Youth Justice Performance meetings. 	SPs/ TMs/ HoS	December-22	
Enhancing our offer to victims and ensuring a	<ul style="list-style-type: none"> • Workforce development focus on Restorative Practice 			

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restorative culture in the service underpinned by a partnership victim and restorative strategy	<ul style="list-style-type: none"> - Restorative Practice training will be commissioned for the service and for the service to progress Restorative Practice accreditation. • Robust quality assurance of all assessment and plans to ensure restoration and victim safety are reflected. • Develop clear YOS and Police victim strategy with input from the victim working group. • Maintain high victim engagement performance for Out-of-Court and improve it for post-court. • Increase our sessional supervisor capacity 	Police/YOS	Sep-23	
Develop a partnership risk and safety strategy including reviewing the risk, safety and wellbeing process and the effectiveness of the Risk, Safety and Wellbeing panel and joint responses to exploitation	<ul style="list-style-type: none"> • led by a Team Manager to review and make recommendations for development of our approach. (To include Police, locality Social Work representative, Leaving Care Service representative and Child Protection Exploitation Manager) and encompassed within a partnership Safety and Public Protection strategy, 	YOS, Police, Early Help and Safeguarding, Partnership Board	January-23	

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	<ul style="list-style-type: none"> • Child exploitation - Review and revisit the use of CRE guidance, toolkits and pathways, use of language in recording, to provide further assurance of a consistently strong response to CRE risks across the service to safeguard young people who may be vulnerable to exploitation • Further embed Youth Justice presence in locality CRE meetings and mappings 			
Contingency planning and exit strategies - ensure all cases have clear contingency plans and exit strategy	<ul style="list-style-type: none"> • Service realignment to consider cross service workforce development to strengthen the approach to early intervention and prevention throughout engagement with children, including offering further support post court orders. This will be encompassed in our Early Intervention and Out of Court strategy 	<p>Partnership Board led by a Team Manager</p> <p>TMs/SPs</p>	Jan- 23	
Continued Development of our Health offer	<ul style="list-style-type: none"> • Consider Enhanced Case Management approach linked to use of our psychologist. • Incorporate this within a health hub model aiming for 	Health/ HOS/Derby City and partnership board	Jan-23	

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	<p>consistency across Derbyshire and seeing if additional resource can be gained.</p> <ul style="list-style-type: none"> • Overarching Youth Justice agreed health strategy to be designed and implemented including. <ul style="list-style-type: none"> - Seamless Transitions to adult services - Embed links to community services - Develop Service Data and its reporting - Staff upskilling - Improved Evidence of outcomes 			
Improving learning from QA activity, IRRs and SPRs	<ul style="list-style-type: none"> • Learning from Reflective Case Reviews to be discussed at MTM and actions identified • Summary of learning to be discussed in team meetings • Regular dip samples on key theses – (disproportionality, a management oversight, victim safety) 	YOS/QA	Sep 22	
A Youth Justice partnership EET strategy	<ul style="list-style-type: none"> • Assistant Director to disseminate minutes and actions from the SEND board to the YOS to support mutual awareness of key partnership aims. 	Head of Service (YOS) with Head of Service	Jan-23	

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	<ul style="list-style-type: none"> • Increase the number of Youth Justice children in Education, Employment and Training, including ensuring children under 16 receive their full educational entitlement. • Improved the use of the dashboard to target young people not EET. • Greater partnership with Education team, DAECES and Leaving Care Service to further utilise provider and employer knowledge. • Creative mentors and wider Virtual School knowledge to be offered to youth justice children. • Joint mentoring scheme with the Leaving Care Service. • DWP Youth Justice Protocol to be agreed. 	(SEND) and Partnership Board		
Development of the strength and impact of the Partnership Board	<ul style="list-style-type: none"> • Following on from launch of the board member induction pack and new terms of reference, widen the membership of the board including young person participation, a critical friend independent board member 	Partnership Board	Oct-22	

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<p>Ensure closer working, meaningful integration between YOS and social work teams, including improved recording and integration of assessment and planning.</p>	<ul style="list-style-type: none"> • Consider Service realignment to bring YOS teams closer linked with locality teams. • Shared culture across services through awareness raising at leadership forums. • Ensuring YOS proactively shares relevant assessment and plans with Early Help and safeguarding colleagues, and vice versa • Shared commitment to corporate parenting for children in care and YOS commitment to Think Family. HOS involvement in post 16 accommodation sufficiency. • A one service view on assessment and planning, with escalation processes followed where needed. • Team managers to shadow Placement Matching Panel and Supported Accommodation panel. • YOS service day to include sessions on different types of LAC placements. 	<p>Assistant Director (Specialist Services) and Assistant Director (Early Help and Safeguarding), HOS</p>	<p>Dec-22</p>	
<p>Agree a seconded Probation Officer into the Service</p>	<ul style="list-style-type: none"> • Continued commitment by Probation for their recruitment drive which will enable a seconded Probation officer. Salary in kind 	<p>Partnership Board</p>	<p>April 2023</p>	

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	payment has been agreed in the interim.			
Develop Participation and co-production strategy	<ul style="list-style-type: none"> • Design and implement a strong Youth Justice young person 'council' to ensure meaningful impact on service design and delivery. • We will utilise knowledge and support from other services who have strong co-production approaches. • Ensure young people are part of interview panels and on relevant Youth Justice scrutiny boards 	YOS/Leaving Care Service/ Participation Team	Jan 2023	
Strengthen management impact - Further strengthen robust but reflective management oversight to further improve quality of assessments, plans, and interventions	<ul style="list-style-type: none"> • Reflective training where needed. Peer coaching for new managers. • Support managers to have the time to develop staff, improve assessments and plans by reducing appropriately some processes. • QA dip sampling exercise on management oversight. 	YOS management team	Sep 2022	
Commitment to further reduce the number of Children in Care entering the criminal justice system and custody through	<ul style="list-style-type: none"> • Regular review of children in care protocols. • Commissioned accommodation providers to sign up to our diversion approaches 	Early Help and Safeguarding service, HOS, partnership board	October 2022	

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partnership children in care strategy	<ul style="list-style-type: none"> • Stronger corporate parenting ethos to pervade across Youth Justice. Consider consolidation of current plans to an overarching reducing children in care offending strategy. • Use of the National Leaving Care Benchmarking Forum Criminal Justice experienced peer mentor to advise on strategies and practice. • Commitment across Children's Services to reduce First Time Entrants and children going to custody. 			
Reduce any potential disproportionality - (increase age of children known to the YOS and reduce female offending especially)	<ul style="list-style-type: none"> • Undertake a study and partnership action plan on any potential disproportionality - age of children entering the justice system, BAME, sex, gender children in care, geographical area. • Service day on disproportionality • Disproportionately research to be regularly shared. 	YOS Management Board, Early Help and Safeguarding	Jan 2023	
Increase use of and impact of volunteers including ensuring they are part of the service	<ul style="list-style-type: none"> • Consider use of volunteers in a formal mentoring scheme. • Monthly Newsletter. • Continue regular volunteer learning events. 	Volunteer Lead and Leaving Care Service	Oct-22	

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	<ul style="list-style-type: none"> • Further targeted volunteer recruitment campaign including using care leavers. 			
Aspiration for no children to be in Police custody overnight, respond to children released without charged and reduce the number of children in care who become Looked After Child due to bail conditions	<ul style="list-style-type: none"> • Monthly strategic meetings to address and support children arrested. • Police/YOS and Early Help and Safeguarding to have meaningful dialogue at the point of bail conditions which could preclude a child living at his home. • Police to undertake a paper and plan regarding children released without charge • Continue to increase placement sufficiency. 	Early Help and Safeguarding/ Police/Partnership Board	Review Dec 2022	
Increase consistency and quality of transitions to Probation	<ul style="list-style-type: none"> • Review Probation Service Level Agreement and Transitions policy 	YOS/Probation	Dec-22	
Derbyshire to be a custody free area	<ul style="list-style-type: none"> • Culture of custody as a last resort. • Learning from any custodial sentence study to take place with recommendations for practice. • YOS HOS to work children's services commissioning team regarding supported accommodation development. • Consideration of YOS contribution to exploration of 	YOS/Early Help and safeguarding/Health and Police	Review in Dec 2022	

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	<p>post 16 accommodation to increase options if a child does need to be accommodated/released from custody.</p> <ul style="list-style-type: none"> • Pre-Sentence Reports to be robustly quality assured to ensure they are analytical, give clear sentencing options with strong arguments against custody. • June 2022 Management board report actions to be followed which are also embedded within the Resettlement Policy for children in custody. • Presentations on the impact of custody to be given to Court Users meetings. • Explore Court representation at the YOS Partnership board. 			
Valued, happy, motivated, skilled, confident and sustainable workforce	<ul style="list-style-type: none"> • Shared culture of practice. • Successes and positives to be celebrated. • Monthly all service days. • Reduce appropriately the assessment and process demands to give practitioners more time to spend with children and families. • Potential office and young person 'hub' in the south of 	YOS	Sep-22	

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	<p>the county shared with the Leaving Care Service.</p> <ul style="list-style-type: none"> • Enhance staff training and development. • Visible leadership and management • Board members to engage with the workforce. 			
Address and respond to Serious Youth Violence	<ul style="list-style-type: none"> • A Partnership Serious Youth Violence Strategy to be actioned and implemented. 	Led by Community Safety with YOS/Early Help and safeguarding/Community Safety/Health and Police	Jan 2023	
Further develop the use of our Performance dashboard and ensure we can respond to new Youth Justice Board Reporting Requirements	<ul style="list-style-type: none"> • Review dashboard in response to the potential new YJB reporting requirements. • Embed the use of the use of the dashboard as a management and practitioner tool to drive improvements in outcomes. 	YOS/management Information	Sep 2022	
Reduce the need for Criminal Behaviour Orders and Civil Injunctions by having a consistent, child first approach to early intervention.	<ul style="list-style-type: none"> • Roll out of 'Anti-Social Behaviour' toolkit to use across the children's partnership in direct work with children and families. • Raise partnership awareness of impact on children who receive a CBO/Civil Injunction • Monitor progress and effectiveness via YOS Partnership Board, Criminal 	YOS/Police/Community Safety, Early Help and Safeguarding	December 2022	

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	Justice Board, Early Help and Safeguarding leadership team.			
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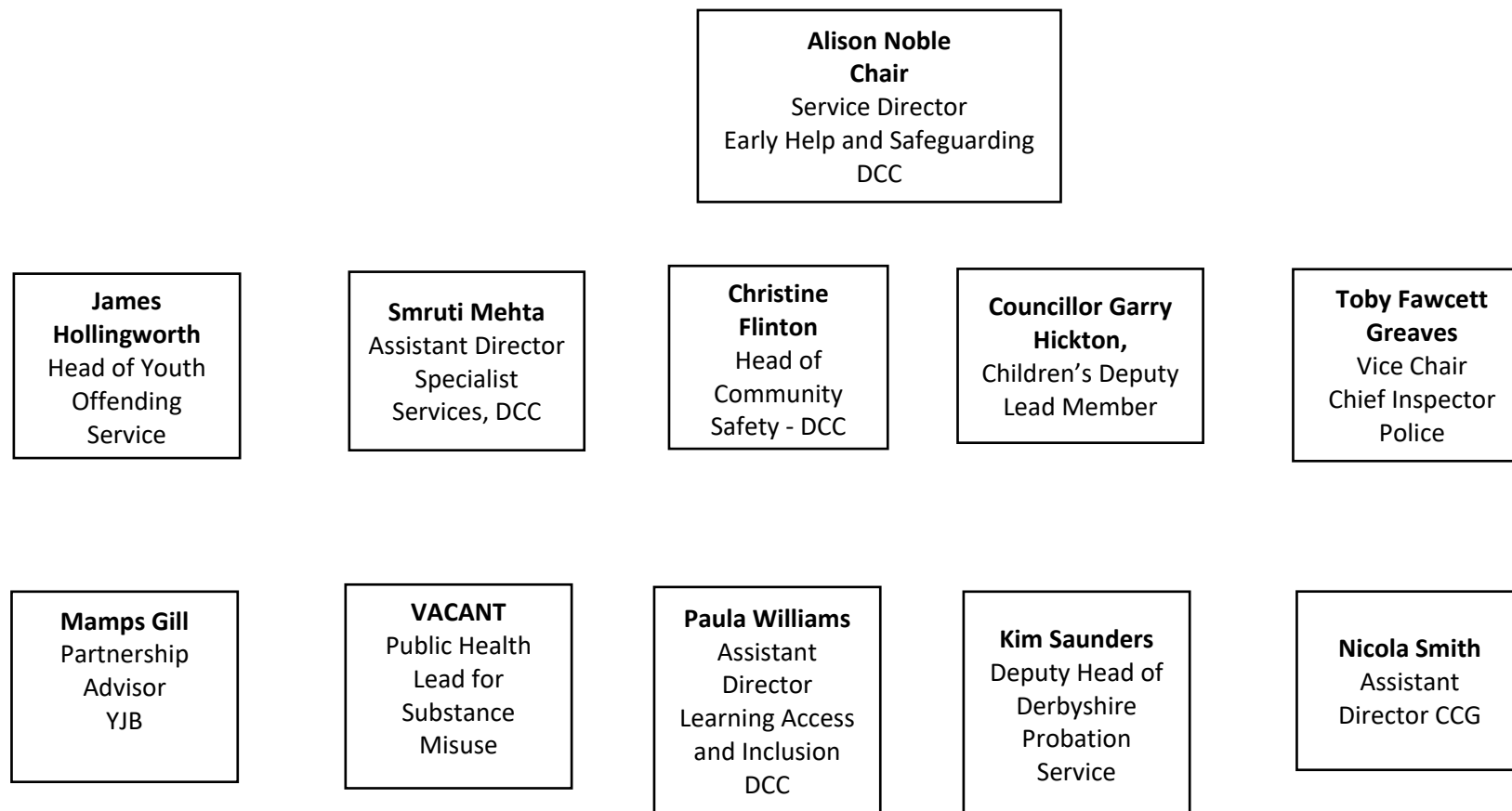
Sign off, submission and approval

Chair of YJS Board - name	Alison Noble
Signature	
Date	25 th July 2022

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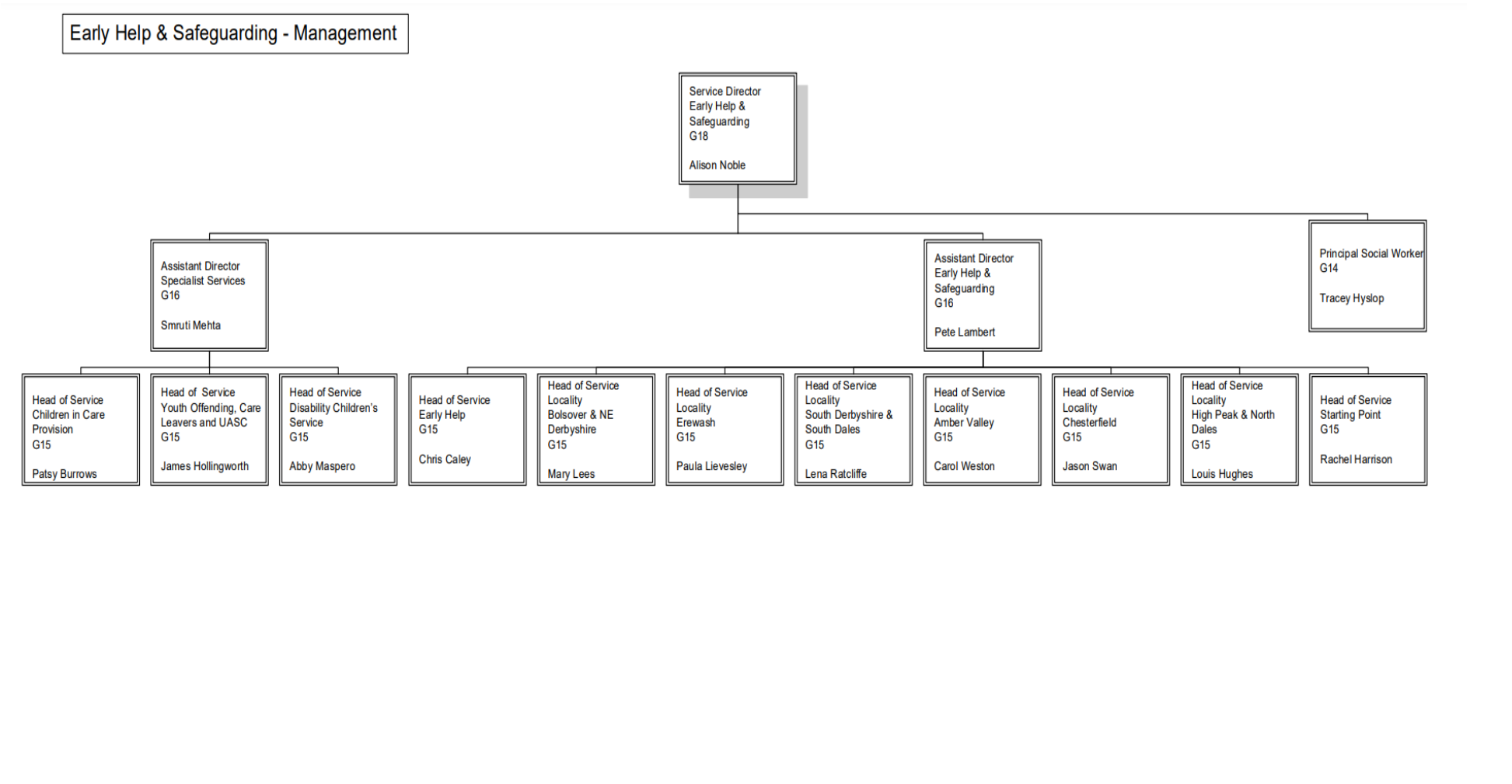
Appendix 1

YOS Management Board Governance Structure – There has been representation at all board meetings from agencies in the last twelve months but not by the Police in April 2022. The Police have renewed their commitment to the Board and recognise the importance of 100% attendance.

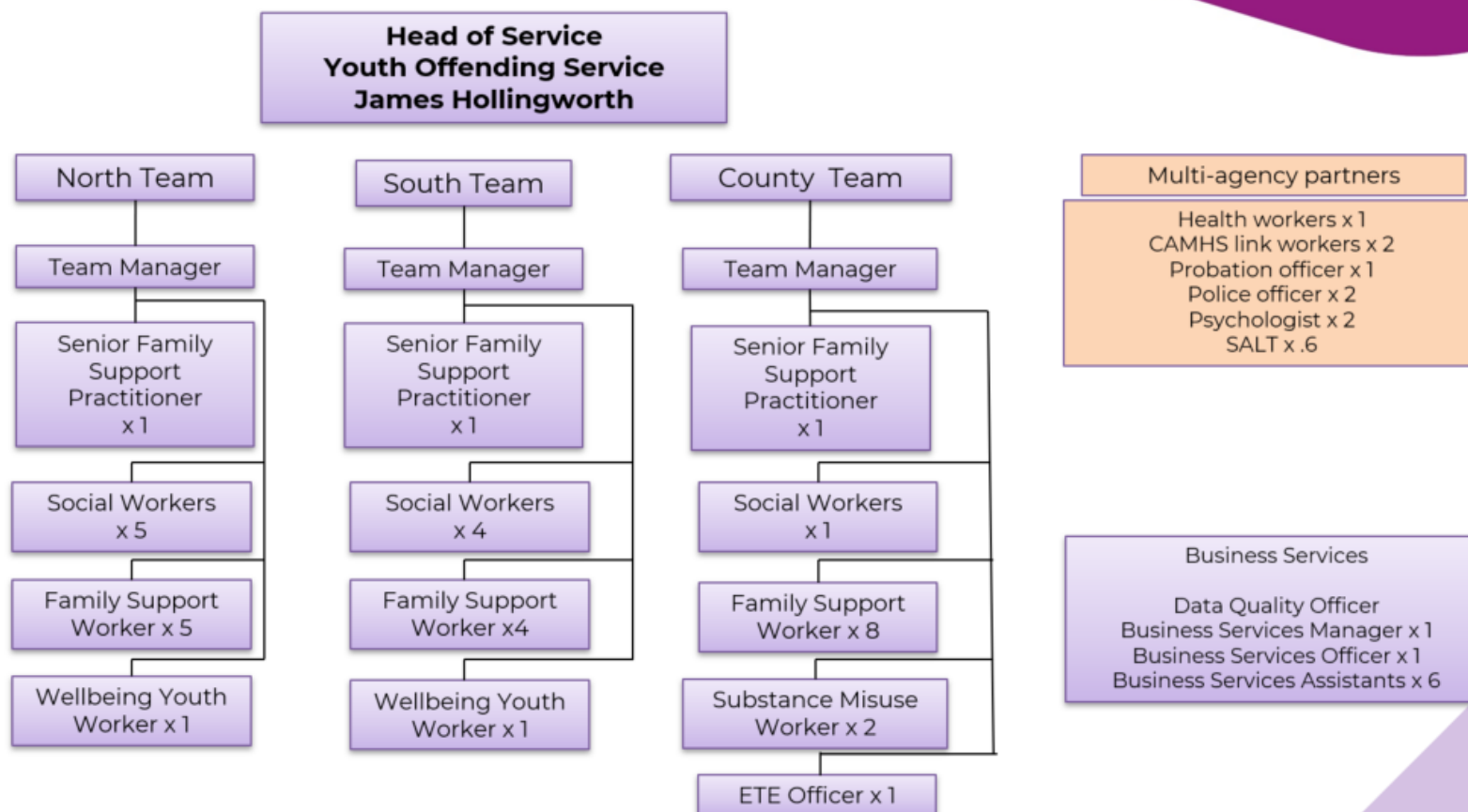


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Appendix 2 – Service Structure Chart (Page 10 of Guidance) should include details of the staff roles in the YJS and the reporting arrangements for the Head of Service. Information on the links to the data analyst should also be included. There should be a separate table in the appendix recording the ethnicity, sex and known disability of staff.



Children's Services Structure Chart Youth Offending Service



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Common youth justice terms

Please add any locally used terminology

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
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

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	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 looked-after	Child Looked After, where a child is looked after by 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
Contextual safeguarding	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

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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
MAPPAs	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

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	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

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