

Northamptonshire Youth Offending

Service Youth Justice Plan

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Service Northamptonshire Youth Offending Service (YOS)

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Introduction, vision and strategy

Welcome to the Northamptonshire Youth Justice Plan 2023/2024,

This plan builds on our achievements in 2022/23 and sets out our strong partnership commitment to early help, prevention, and diversion. The plan has been developed collaboratively with our Northamptonshire Youth Offending Service Management Board members to ensure we are confident of the priorities set and assurance that the child first principle is fully embedded.

We are proud to have continued to drive and deliver improvements in our performance, which includes the reduction in first-time entrants into the criminal justice system and reducing re-offending. However, while there are fewer young people in the criminal justice system, those who remain, present a higher level of complexity, and require intensive support. It is a testament to the effectiveness of our prevention and intervention collaborative efforts with schools, families, and partner agencies, that we have successfully diverted many young people from the path of criminality, offering them opportunities for positive personal growth and development.

We know ourselves and our practice well and whilst we recognise the progress we have made we are committed to moving forwards our priorities for 2023/2024 demonstrates our commitment to addressing the rising concerns of serious youth violence, often gang-related, with children and young people the victims of gun and knife crime, resulting, on too many occasions, in the tragic loss of life. We are further seeing the detrimental impact this has on our communities, particularly with the exploitation of young people, in many cases by organised criminal groups running 'County Lines'. We are committed to supporting the Serious Violence Duty arrangements in Northamptonshire to ensure that our young people are our priority as this developing strategy will lead to increased resources, coordinated efforts, and the implementation of evidence-based strategies.

Furthermore, reducing disproportionality is a priority in our plan. We acknowledge the disproportionate representation of certain communities, particularly young people from Black, Asian, and Minority Ethnic backgrounds, within the criminal justice system. We are dedicated to dismantling systemic barriers and biases, fostering equal access to opportunities, and promoting fairness and justice for all young people.

In conclusion, we understand that no one agency can achieve our vision and priorities. We recognise the importance of collaborating with education establishments, health services, voluntary sector community organisations, and other stakeholders who play a vital role in supporting young people. By working together, sharing expertise, and pooling resources, we can collectively create a safer and more inclusive environment for our young people, empowering them to lead successful and fulfilling lives.

We extend our deepest gratitude to our workforce and young people who support us. They have worked tirelessly, side by side, to improve the youth offending service and above all make a positive difference to the lives of young people in Northamptonshire.

Child First

In line with the Youth Justice Boards Strategic Plan 2021-24 NYOS is committed to:

- See children first, offenders second and champion the needs of children throughout our work.
- Listening to children and their families/carers.
- Ensure that the services and interventions that are provided are inclusive, through challenging discrimination and promoting equality.
- Ensuring that children are offered every opportunity to achieve their potential and make positive changes.
- Building positive and trusted relationships with children.

We are on the journey to promote and embed the “Child First” principles within the service. This will be embedded across all areas of service delivery in collaboration with other services and all partners.

NYOS (Northamptonshire Youth Offending Service) supports these principles and promotes them in its own work and in its interactions with local partners in children's services and the youth justice system. The NYOS Youth Justice Plan for 2021/22 set out strategic priorities which were aligned with the YJB's Child First principles, reflecting work to improve both the local youth justice and children's services systems and the quality of practice within NYOS. The headline priorities were to:

- Enhance and expand the prevention and diversion offer for young people
- Ensure all assessments and intervention plans are young person led.
- Child first principles are evident in day to day practice and embedded in all policies and procedures
- Develop joint work with other local services to improve outcomes for children in the justice system
- All children experience an individual tailored approach that will help them address their offending behaviour, this could include restorative conferencing, family mediation, direct reparation, and trauma informed approaches where necessary
- Strengthen intervention delivery through young peoples experience of the YJS and use their voice to identify child focused solutions.
- Evidence of the Partnership's commitment to Child First principles is embedded throughout this document.

all the occurrences took place within those 20% most deprived areas.

Voice of the child

A key tenet of Child First is the voice of the child, this is embedded in all operational and strategic elements of NYOS work.

Children's views are obtained via a range of intervention tools to inform assessment and plans. We have benefited this year by having a young person attending our partnership board to give a first-hand experience of their time in the Youth Justice System.

The speech and language worker has adapted intervention plans and assessments tools to enable greater young person participation in their plan along with the ability to capture feedback throughout the intervention to enable changes if necessary. Child First in everything we say, do and write.

We have focused on the development of our communication approaches with children and have a young person focused website to develop a social media footprint.

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). Formal feedback in the form of praise or complaints can be sent via the Children's Trust complaints and praise process. We record feedback on practitioners and the service from children and families at the end of interventions.

The service uses the end of order feedback forms to gain regular feedback from children and young people regarding their experiences of their intervention. This is analysed on a quarterly and rolling 12-month basis by the performance team. Feedback to the YOS (Youth Offending Service) 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.

NYOS have a robust quality assurance framework and undertakes Collaborative Reflective Practice Discussion (CRPD's) NYOS also contribute to Multiagency Case Reviews and practice learning events, from which themes and learning are collated and fed into service improvements plans. Children and families are involved in this learning process

Governance, leadership, and partnership arrangements

Youth Offending Teams were established under the statutory provisions of the Crime and Disorder Act 1998. The Act sets out the requirement for local Youth Offending Teams and primary duties on key agencies and individuals involved in the delivery and governance of those services.

Over time, the governance and leadership of youth justice services, through Youth Justice Management or Partnership Boards has evolved. In December 2021 revised guidance was published with the aim of enabling local authorities, including education and social care; and statutory partners in health, police, and probation to fulfil their statutory duties effectively.

The Youth Offending Service is part of the Northamptonshire Children's Trust (NCT). NCT is a wholly owned company of the two Unitary Authorities (West Northants Council and North Northants Council since April 2021) created under statutory direction from the department for education in 2020 under Northamptonshire County Council. NCT works in close partnership to continue to improve outcomes for disadvantaged children in the county

In recognition of the scale of Northamptonshire YOS and the challenges the county faces, as described throughout this plan, Northamptonshire has retained a Head of Service with sole responsibility for the delivery of local the Youth Offending Service. They report directly to the Assistant Director for Children and Family Support Services and Youth Offending Service.

Northamptonshire has also retained a distinct Youth Offending Service Management Board. The Head of Service and Board Members (appendix 1) have strong cross cutting connections across various partnership arrangements, outlined later in this plan.

The Northamptonshire Youth Offending Service Management Board meets 8 times per year and is chaired by the Executive Director of Children's Services North Northamptonshire Council. NYOS Management Board has responsibility for:

- Leadership and oversight of justice services for children.
- Contributing to local multi-agency strategies and work with local and national criminal justice organisations.
- Safeguarding children who receive youth justice services.

Partnership Arrangements

In addition to the existing partnership arrangements that support the direct work with children and their parents and carers, the Service is currently represented directly or indirectly at several strategic and operational meetings, including:

Strategic Priority	Meetings attended by NYOS Managers and Caseworkers
Safeguarding and Public Protection	<ul style="list-style-type: none"> • Child Protection Conferences. • Multi-Agency Public Protection Arrangements (MAPPA) MARAC (Multi Agency Risk Assessment Conference) meetings. • Local Community Safety Partnership operational meetings. • Local complex needs panel meetings. • Early Help Partnership Board • Supporting Families Steering Group • Integrated care system children and young people pillar/work streams • Northants Local Criminal Justice Board • Serious Violence Duty Partnership
Child Exploitation and VAPP Panel	<ul style="list-style-type: none"> • Child Exploitation Tactical Groups within NCT. • Local multi-agency information sharing arrangements to identify and protect children at risk of exploitation. • Partnership Vulnerable Adolescent Panel in which the NYOS Manager is a standing Chair and a deputy to the running of the panel.
Reducing Re-Offending	<ul style="list-style-type: none"> • Northamptonshire Reducing Re-offending Strategy Group. • Community Safety Partnerships. • Risk Assessment Panels – management of YP identified as being at high risk of causing serious harm to others, or of experiencing significant harm themselves. • Harmful Sexual Behaviour - NYOS leads the work on Harmful sexual behaviour within NCT with the support of the Police. The NYOS and the Trust use recognised assessment and intervention approaches [AIM] for young people who commit harmful sexual behaviour. • Missing Children Steering Group
Preventing Violent Extremism	<ul style="list-style-type: none"> • NYOS attends the Northamptonshire Prevent Group to ensure that our work is aligned with local initiatives. • NYOS contributes to the local assessment of extremism risks. • NYOS police officers act as a link to local police processes for sharing intelligence in respect of possible violent extremism.
Restorative Justice and Support for Victims	<ul style="list-style-type: none"> • Referral Order Panels • Referral Order Monthly Training • Restorative Justice Group

Board development

The YJB expects local management boards to take responsibility for all aspects of youth justice service governance; to lead strategically across relevant partners and to ensure a high-quality service is provided to all children. In 2021 the YJB provided updated guidance on youth justice service governance and leadership to support this. This was presented to YOS Management Board members by the Youth Justice Board early in 2022. Below is the YOS Management Board priorities for 2023 /24.

AIM	ACTIVITY
<p>Members of the YOS Management Board fully understand the vision and priorities of the NYOS YJB plan and can articulate their agency contribution to the priorities set out within it and advocate for the service and young people</p> <p>Board members to be active participants in task and finish groups on YJB plan priorities</p> <p>Board members to be supported to lead agenda items on topical themes that contribute to the priorities of the YJB Plan</p> <p>Board members to contribute directly to the YJB plan</p> <p>Board members to fully support 'Child First' ethos within their own organisations</p> <p>Board Members to report on training and development needs. -</p> <p>Board Members to better understand delivery locations and NYOS practitioners</p>	<p>All Board members to attend a development day to understand the strategic priorities within NYOS</p> <p>Board members to be allocated as a lead for all task and finish groups within YOS and update the Board on progress.</p> <p>Evidence of contributions by agenda items</p> <p>Template designed to support information required.</p> <p>All YOS Board members to promote Child first ethos in their organisation. Board members to feedback at each board progress and examples of good practice</p> <p>Induction pack created for Board members. An annual Training and Development skills analysis to be completed with all Board members.</p> <p>YOS staff to present items at the YOS management Board.</p> <p>Young people attend the YOS management Board and feedback on their experience of YOS.</p> <p>NYOS open day for all YOS members to attend and meet all staff and volunteers of NYOS.</p>

Progress on previous plan

Prevent Youth Crime to reduce First Time Entrants

What we aimed to achieve	Activity Completed	Evidence of success
<p>Continue to reduce the number of First Time Entrants in Northamptonshire</p>	<p>Partnership panel established. Attended Police briefings Supported Police weeks of actions identifying YP at risk of knife crime and serious violence Used Turnaround support to identify YP on fringes of knife crime. Partnership work with the police to identify YP on RUI (Release Under Investigation) to target Turnaround.</p>	<p>Achieved a reduction in FTE (Full Time Equivalent) consistently over the last Year, however we still have a high number compared to regional and national figures.</p>
<p>Partnership awareness of the Youth Justice Plan and NYOS priorities that they all will contribute too.</p>	<p>Provided briefing sessions using good practice case examples of multiagency support plans to prevent offending and re-offending</p>	<p>The Board have participated in YJB Board development. YOS Board agenda refined and HOS report provides evidence of good practice. Board members have completed the agency contribution to youth justice Plan</p>
<p>A continued key focus on disproportionality and racial disparity.</p>	<p>The NYOS Management Board will consider the issue from their individual areas. Use Partnership data to inform themselves and ensure that the issue is being addressed at all levels both strategically and operationally</p>	<p>The Overrepresentation and Disproportionality Plan has been signed off by the board and the YJB. The creation of the disproportionality steering groups covering three stands of practice i.e.: staff, young people and partner agencies. Each strand is strategically led and has representatives of all roles and responsibilities from all ethnicity and gender groups. A Peer review carried out in January 2023, it was noted that the elements of disproportionality with young people in care, black minority ethnicities and females was not as much concern as initially thought and the plan produced was fit for purpose. They also identified that consideration for overrepresentation and disproportionality was embedded into all assessments of young people.</p>

What we aimed to achieve	Activity Completed	Evidence of success
<p>Improved emotional health and wellbeing providing easy and natural access to services</p>	<p>Strengthen Service Level agreements with NHFT Health partners to continue to resource Emotional Health and Wellbeing services within the service and prioritise access.</p>	<p>All Young people in YOS are referred for a health assessment</p> <p>The health resource provided to YOS has resulted in the adaptation of interventions early on to better tailor work with young people sooner. They have also supported access to oversubscribed services to ensure the young people receive the support they require.</p>
<p>Speech and Language assessment</p>	<p>S&L assessment completed means that all staff working with the child can be as effective as possible by taking the guidance from the S&L therapist into account when interacting with the child.</p> <p>Further other agencies, such as the police and the Courts, can also be advised as to how to communicate most effectively with the child concerned.</p>	<p>All children within YOS complete a speech and language assessment to determine the level of support they require. A communication passport has been produced for magistrates and judges to better understand the young person's presentation in court. The speech and language resource has also redrafted interventions, policies, and procedures to ensure young people are clear on their expectations.</p> <p>Communication Passport has been introduced for Magistrates and Judges</p>

What we aimed to achieve	Activity Completed	Evidence of success
<p>Improved participation in education, training, and employment.</p>	<p>NYOS to work with education colleagues to explore how they might complement the offer to schools regarding supporting young people at risk of exclusion to maintain their education within a mainstream setting or suitable alternative and improve attendance.</p>	<p>NYOS continue to maintain positive ETE (Education, Training and Employment) performance. The education lead has reviewed and updated the education offer. As part of this a new role offering functional skills for young people will be an integral part of the education offer.</p> <p>All Young people who have SEN support needs are identified and their educational needs are supported in conjunction with their YOS Plan.</p>
<p>Analyse FTE and trends in offending.</p>	<p>Expand analysis and Access to QLIK police Data system. To be shared with NYOS and partners to promote. Improved data intelligence to inform service delivery priorities.</p>	<p>The Police have created a multiagency observatory. YOS have provided the financial resources to fund an additional analyst post. To focus on young people referred to and managed by the Northamptonshire Youth Offending Service (YOS) in both custody and community settings (within both the pre-court and post-court arena) and the wider U18 suspect / offender population known to Northamptonshire Police (as identified on its local crime and recording system).</p> <p>Focus may broaden to include wider data sets drawn from Northamptonshire Children’s Trust (NCT) and other YOS Statutory Partners following agreements to share data and information to further inform and support analysis regarding YOS Cohorts</p>
<p>Increase and strengthen the participation and voices of our children and families in the NYOS</p>	<p>Implement participation and consultation events with our children and families</p> <p>Include family and young people feedback into the YJS QA/Audit process</p>	<p>In the last 12 months a youth panel has been created to formulate ideas for service development. An integral part of the management board has been to have case studies and young people in person attend and present their experiences. The YOS continues to collect feedback from young people at the end of their orders to ensure the effectiveness and quality of the service provided to them. A priority going forward is to evidence some of their practical suggestions to create a more young person friendly atmosphere.</p>

What we aimed to achieve	Activity Completed	Evidence of success
<p>To understand and respond to the potentially changing nature of youth crime e.g., criminal exploitation, extremism and radicalisation, child-sexual exploitation and gang associated drug dealing expanding along 'County Lines'.</p>	<p>Develop an Up-stream pilot to address / reduce Serious Youth Violence, (SYV) First Time Entrance (FTE) Reduction Of Reoffending, (ROR) this has been implemented and is the Violence referral scheme (Wellingborough pilot) working with Police to identify early trends in violence / offending and refer to appropriate agencies i.e. PADS (Prevention and Diversion Scheme).</p>	<p>The service redesign has been authorised. The restructure focusses on resources to mitigate and address SYV, FTE, ROR.</p> <p>The Wellingborough pilot was a success and is now embedded in day-to-day practice.</p>
<p>Reduce those that fast track to custody before any YOT (Youth Offending Team) intervention can take place.</p>	<p>We will review Out of Court Disposals (OOC) where a decision for no further action has been applied on more than 2 occasions.</p> <p>We will review 'no further actions' undertaken to ensure those children do not have other risks areas meaning the likelihood of re-offending or FTE is not increased.</p> <p>Expand the use of voluntary police interviews with prior notification given to the NYOS.</p> <p>Consider use of Police Bail conditions to engage the services of the PADS team</p>	<p>There has been a significant reduction in Re-Offending rates in NYOS with them being lower than both National and Regional figures.</p> <p>FTE has continued to be high but has reduced following the introduction of the youth prevention panel and the increased use of outcome 22 and the new turnaround project.</p> <p>The YOS have presented the use of police bail as a diversionary tool to the YOS board. This will be revisited following the PEER review positive response.</p>

What we aimed to achieve	Activity Completed	Evidence of success
<p>To reduce re-offending by young people in Northamptonshire with a particular focus on the relatively small proportion of young people who commit a disproportionate amount of crime in Northamptonshire.</p>	<p>The Northamptonshire Youth Justice Board have monitored and applied scrutiny (of the partnership endeavor) to reduce re-offending.</p> <p>Present at NRBB and request partners look at collective resources to reduce escalation and frequency of offending.</p> <p>Implementation of the NYOS over-representation plan.</p> <p>Better use of data from Asset+ / Core+</p> <p>Start running the re-offending toolkit.</p>	<p>NYOS has successfully maintained a lower re-offending rate than national, regional, family rates evidencing the strong early intervention work is effective in preventing re-offending. The re-offending subgroup run by the Office of Fire, Police and Crime Commissioner (OPFCC has made young people a priority.</p> <p>The PEER review NYOS over representation of some groups in our re-offending cohort They concluded that there was strong evidence of parallel planning with partner agencies to prevent the criminalisation of children. 10 Point checklist and the policy regarding the decriminalisation of Children has been circulated amongst all partners.</p>
<p>To develop high quality and evidence-based interventions that contribute to reducing re-offending and maintain the confidence of partner agencies, the courts, and the public.</p>	<p>The youth justice service will review the effectiveness of current 1-1 and group work approaches and interventions to reducing re-offending, particularly those aimed at the most prolifically offending young people, and will develop and re-design accordingly, with a greater focus on how safeguarding and over representation needs (e.g. communication and learning styles) are being met whilst working with Northamptonshire Speech and Language worker. This should involve co-production with young people.</p>	<p>The resources that have been reviewed by multi agency staff have had an impact on reducing NYOS reoffending binary rate to lower than National, regional, and family levels and to continue the downward trend.</p> <p>The introduction of alternative to custody panels, targeted training on interventions and youth review panels all contributed to this positive performance.</p>

What we aimed to achieve	Activity Completed	Evidence of success
<p>Strengthen the relationship with operational policing through CIRV (Community Initiative in Reducing Violence), LCSJB and Trauma informed custody and Northamptonshire task force.</p>	<p>Violence referral scheme (Wellingborough pilot) in place, working with Police to identify early trends in violence / offending and refer to appropriate agencies i.e., PADS.</p>	<p>The violence referral scheme was a success and is now embedded in practice across all Northamptonshire. The youth prevention panel representatives from CIRV, Early Help, IOM (Integrated Offender Management), PaDS (Prevention and Diversion Scheme) and Social care strengthen and reinforce joint working. The QLIK App now identifies up and coming young people and targeted prevention work can be offered.</p>
<p>Ensure the highest quality though care and resettlement planning are available. Working closely with the designated resettlement leads and relevant social workers (and do this earlier in the child's plan).</p>	<p>Revised approach to Custody and improve resettlement process including embedding new policy and procedures.</p> <p>Promote constructive alternatives to Custody.</p> <p>Amend risk panel process to include Risk of re-offending thereby introducing a multi-agency approach</p> <p>Alternative to Custody Panels introduced.</p> <p>The youth justice service and the National Probation Service will continue to jointly manage cases in transition ensuring consistency in delivery, relationships, and minimising transfers.</p>	<p>The YOS has introduced the Resettlement Policy and appointed Resettlement Lead Practitioners who support case workers in ensuring resettlement is prioritised at the start of any custodial sentence. The YOS seek to engage social care in this process, but this could be improved. The probation service continues to fund a full-time post to ensure the YOS is covered with a professional involved in transfers to adult services as fully and smoothly as possible.</p> <p>A Themed Quality Assurance Audit was completed, a learning reflective discussion held with Managers and teams. There is an action plan in place from recommendation to support improved practice.</p>

Protect the public from harm, decrease in serious youth violence

What we aimed to achieve	Activity Completed	Evidence of success
<p>To ensure that children and young people who pose a risk of harm to others are appropriately assessed and effectively supervised to promote a reduction in that risk.</p>	<p>Maintain an accurate NYOS risk register that details all those young people known to the service deemed to present a high risk of harm to others.</p> <p>Strong management oversight of the register will be undertaken through the NYOS risk panel</p> <p>Develop data analysis around violence reduction and re-offending</p> <p>Embed Violence referral scheme (Wellingborough pilot) in place, working with Police to identify early trends in violence / offending and refer to appropriate agencies i.e.PA</p> <p>Undertake Rapid Learning Reviews on previous serious incidents in relation to knife crime and gang related activity. Make appropriate referrals to safeguard self and others.</p>	<p>Weekly Risk Panel calendars are sent out to all YOS practitioners and managers to ensure adherence and attendance.</p> <p>Very high-risk panels are all overseen at senior management level.</p> <p>Our recent YJB data evidence shows a lower rate of serious youth violence than National, Regional and Family areas.</p> <p>The Wellingborough pilot has now been embedded in the whole county approach to serious youth violence.</p> <p>The collaborative work with the police and QLIK app identifies Young people at the earliest opportunity of offending behaviour allowing us to tackle this before more entrenched criminality occurs.</p> <p>Referrals to NRM (National Referral Mechanism) and MAPPA are encouraged to support and protect the young people and others from unnecessary risk and exploitation-based offending.</p> <p>The HOS is a main contributor to 4 Rapid Learning Reviews (CSPR). Learning from these incidents has been cascaded by Quality assurance leads with the support of the HOS.</p>

What we aimed to achieve	Activity Completed	Evidence of success
<p>To recognise that serious harmful behaviour to others is often a symptom of significant distress and vulnerability, which needs to be addressed through a safeguarding approach for that risk to be reduced.</p>	<p>Quality assurance framework we will ensure that practice in relation to risk of harm to others is robust and meets the expected standards of HMIP. We will seek to improve the early identification of and response to safeguarding issues associated with young people who have offended or come to the notice of the police and children's services as potential victims by improving links between the Children's Services, the Adolescent Service, MASH (Multi Agency Safeguarding Hub) and NYOS Police and partnership panel.</p>	<p>The inception of the partnership panel has acted as a conduit to ensuring young people are criminalised at the last resort.</p> <p>QLIK data intelligence has been scrutinised review police interactions to determine whether a young person is on the periphery of crime.</p> <p>We have recently reviewed the MASH and PACE (Police and Criminal Evidence) processes to ensure there is a single point of entry for YOS contribute</p> <p>The HOS in conjunction with the CHRYSALIS foundation are bidding for lottery funding to develop a Trauma Centre specifically for CIC and YOS clients.</p>
<p>To minimise the potential for a 'transition gap' between youth and adult services where risk of harm to others is relevant.</p>	<p>The youth justice service and the National Probation Service will continue to jointly manage cases in transition ensuring consistency in delivery, relationships, and minimising transfers</p>	<p>The National probation service provides full-time probation member of staff ensuring a knowledgeable professional oversees the transition process and that this starts as early as possible, and support is maintained during transition. Transition starts 6 months prior to the YP 18th birthday.</p>
<p>Ensure that the risks are understood and employed within the Multi-Agency Public Protection Arrangements (MAPPA).</p>	<p>Implement the MAPPA protocol.</p>	<p>The HOS is a standing member on the strategic MAPPA board and an Area Manager attends all MAPPA 3 cases with MAPPA 2 and 1's attended by and operational manager.</p>
<p>Protect the public from harm decrease in serious violence.</p>	<p>Deliver a multi-agency audit programme (creating a critical friend in quality assurance). Provide support and co-ordinate events with Knife Angel touring Northampton Knife Crime Workshops as part of the Knife Angel Campaign.</p>	<p>The YOS has a series of thematic reviews to look at standards across the service of specific strands of work. So far, the victim and resettlement thematic review has taken place.</p> <p>NYOS provided support workshops and individual consultations to the Knife Angel Campaign.</p> <p>NYOS continue to offer Knife Crime intervention to all identified Young People.</p>

Resources and services

The Youth Offending Service has a complex budget structure comprising of partner agency cash, seconded staff and the Youth Justice Grant from the Youth Justice Board for England and Wales. The table below outlines the provisional contributions for 2023/24, as some contributions were still to be confirmed at the point this youth justice plan was agreed.

NORTHAMPTONSHIRE 2023/24

INCOME	Youth Justice Board ¹	Local Authority	Police and Crime Commissioner	Probation	Health	Public Health	Total
Cash	£705,433	£1,606,151	£200,900	£31,974	£80,000	£66,112	£2,690,570
In-kind		£0	£0	£0	£0	£0	£0
Total Income	£705,433	£1,606,151	£200,900	£31,974	£80,000	£66,112	£2,690,570

1. This includes all grants received from YJB

EXPENDITURE	Youth Justice Board ¹	Local Authority	Police and Crime Commissioner	Probation	Health	Public Health	Total
Salaries	£705,433	£1,439,725	£200,900	£31,974	£78,455	£54,411	£2,510,898
Activity costs	£0	£165,391	£0	£0	£0	£11,701	£177,092
Accommodation	£0	£992	£0	£0	£0	£0	£992
Overheads	£0	£43	£0	£0	£0	£0	£43
Equipment	£0	£0	£0	£0	£1,545	£0	£1,545
Total Expenditure	£705,433	£1,606,151	£200,900	£31,974	£80,000	£66,112	£2,690,570









The YJB Youth Justice Grant is provided for the provision of youth offending services with an aim of achieving the following outcomes: reducing re-offending, reducing first time entrants, reducing the use of custody, effective public protection, and effective safeguarding.

The grant, partner contributions and available resources will be used to deliver Northamptonshire youth Offending services improvement plan, supporting the priorities identified for 23/24.

Performance

This section should contain a summary of key performance targets, describing what current performance looks like, what has contributed to good or poor performance, and what the partnership is aiming for in the future.

Northamptonshire YOS Performance Report YOS Management Board May 2023

<p>NI 19: Rate of Proven Reoffending by Young People in the Youth Justice System (Binary)</p> <p>Jul 2020 – Jun 2021: 21.8% Jul 2019 – Jun 2020: 23.3% Quarterly data ↓ Apr 2021 – Jun 2021: 17.2% Apr 2020 – Jun 2020: 22.4%</p> 	<p>NI 19: Rate of Proven Reoffending by Young People in the Youth Justice System (Frequency)</p> <p>Jul 2020 – Jun 2021: 5.08 Jul 2019 – Jun 2020: 3.85 Quarterly data ↓ Apr 2021 – Jun 2021: 4.80 Apr 2020 – Jun 2020: 2.55</p> 	<p>NI 111: First-time Entrants to Youth Justice System Aged 10 - 17 National PNC Rate per 100,000 pop</p> <p>Jan 2022 – Dec 2022: 170 Jan 2021 – Dec 2021: 172</p> 
<p>NI 43: Young People Receiving a Conviction in Court who are Sentenced to Custody</p> <p>Jan – Dec 22: 0.10 → National 0.11 Jan – Dec 21: 0.24 Regional 0.10 Jan – Dec 20: 0.20</p> 		<p>Number of Custodial Sentences Local YOS Tracking</p> <p>2022/2023: 4 (3 YP) 2021/2022: 8 (7 YP) 2020/2021: 13 2019/2020: 6</p> 
<p>Remands to Custody Bed Nights Local Measure</p> <p>2022/2023: 795 2021/2022: 1215 2020/2021: 606 2019/2020: 971</p> <p>More STC and SCH due more vulnerable YP therefore costs only slightly lower than 2021/22</p> 		<p>NI 45: Engagement in Education, Training and Employment by Young People who offend</p> <p>2022/2023: 89.8% 2021/2022: 89.9% 2020/2021: 86.1%* 2019/2020: 82.9%</p> <p>*based on assumption Covid19 had not happened</p> 

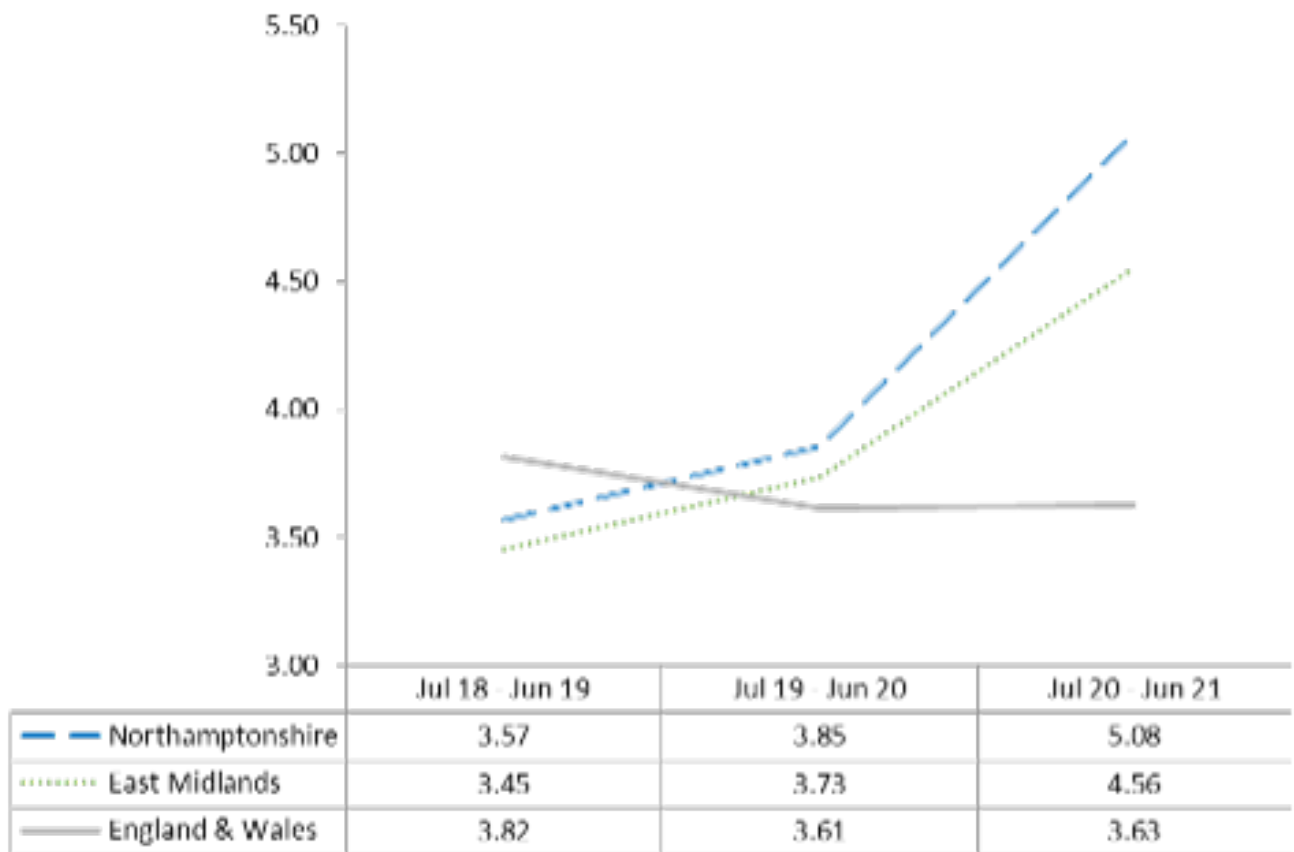
National key performance indicators

Existing key performance indicators

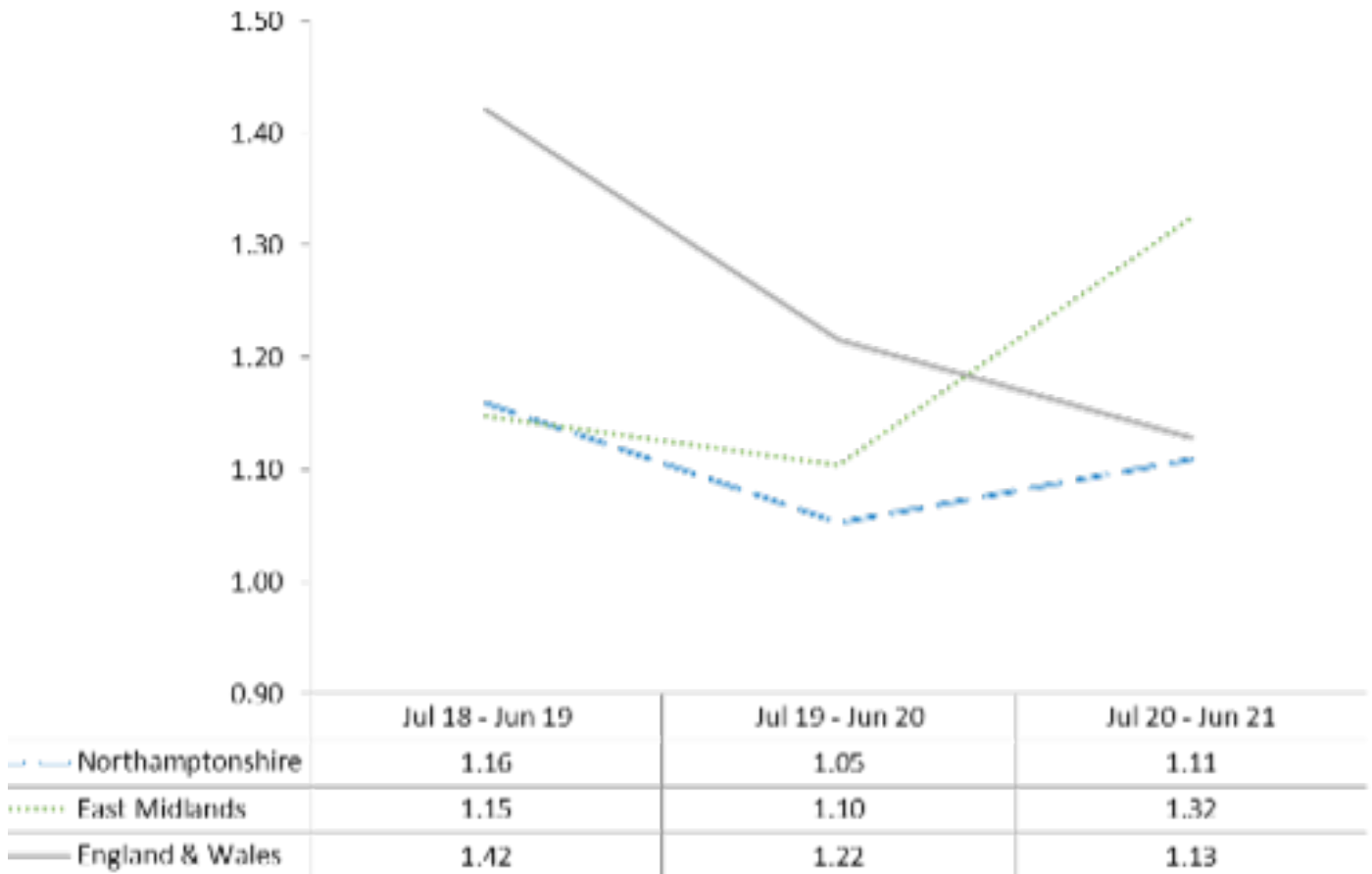
Binary Re-Offending Rate

Annually: Northamptonshire continues to significantly outperform the region, family (28.9%) and national figures. Northamptonshire has reduced the percentage of Offenders re-offending from 27.3% to 21.8% in the most recent data years available.

Average Re-Offences per Re-Offender



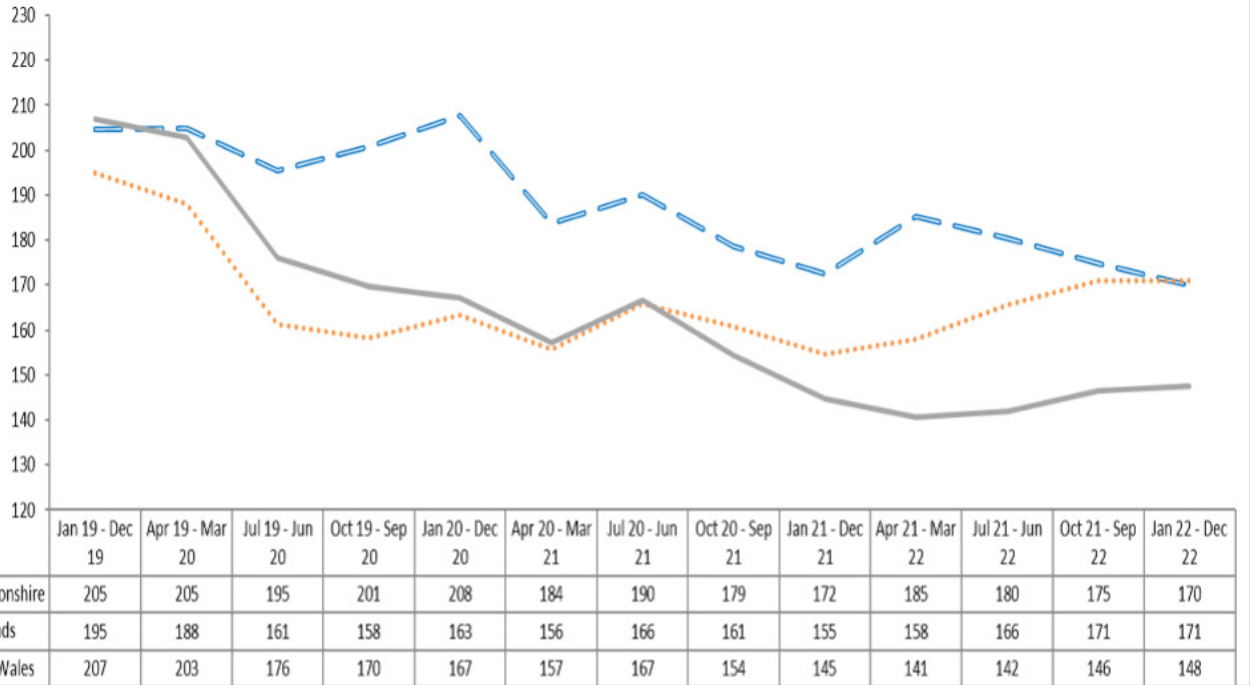
Average Re-Offences per Offender



Annually: high average re-offences per re-offender but smaller cohort than other comparators. Increased from 3.85 to 5.08 in the most recent annual data available. Family is 3.58 in the most recent Annual data.

Annually: when looking at total offender cohort average number of re-offences is below the National and Regional figures. Northamptonshire has increased from the previous year in the most recent data available but decreased based on the previous year to that. This is slightly above Family at 1.03

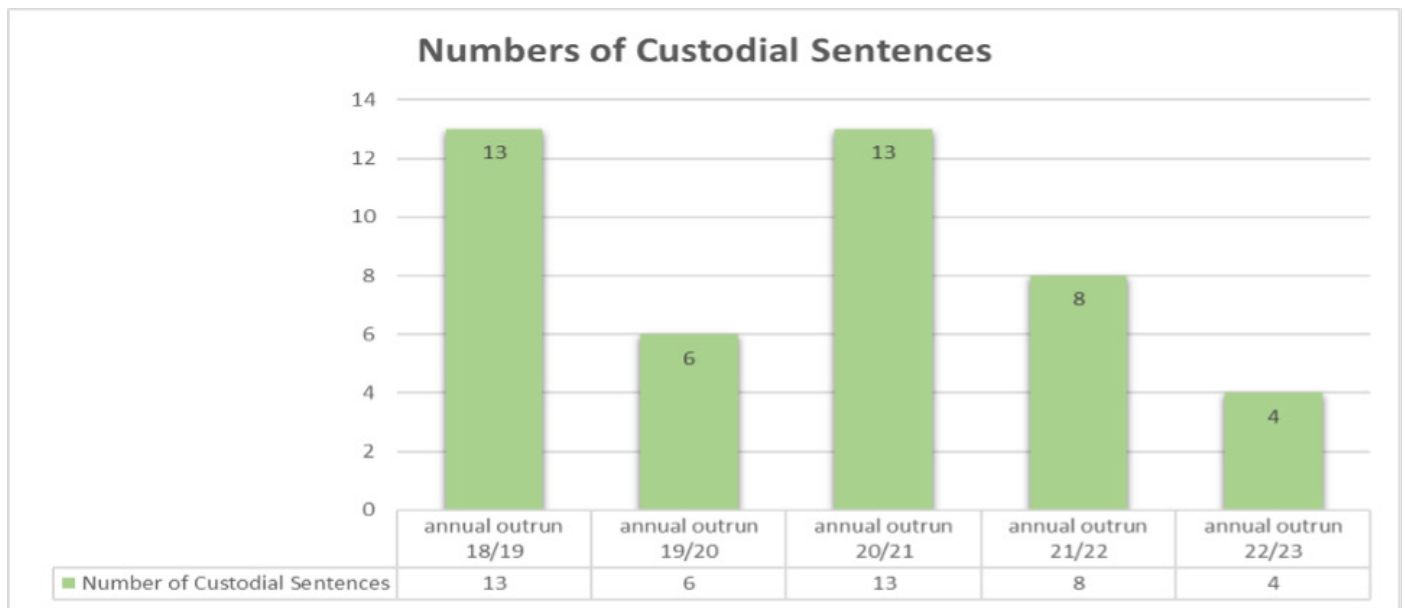
Rate of FTEs per 100,000 10-17 year olds - Apr 21 - Mar 22



Consistent reduction in First Time Entrants Rate per 100,000 where all other comparators have shown an increase Jan 22 to Dec 22 compared to previous year (Family +23 rate 110 up to 133). Now below regional rate.

Use of Custody

For the Period 2022/23 there have been 4 custodial sentences showing a significant reduction in custodial sentences compared to 2021/22. So far in 2023/24 there has been 1 custodial sentence. We do have 3 young people on remand for serious offences that could potentially, if found guilty, increase the first Custodial sentences for 2023/24. 2 of the 3 have a trial start date of 10/07/23 and one whose next appearance in court is 05/06/23

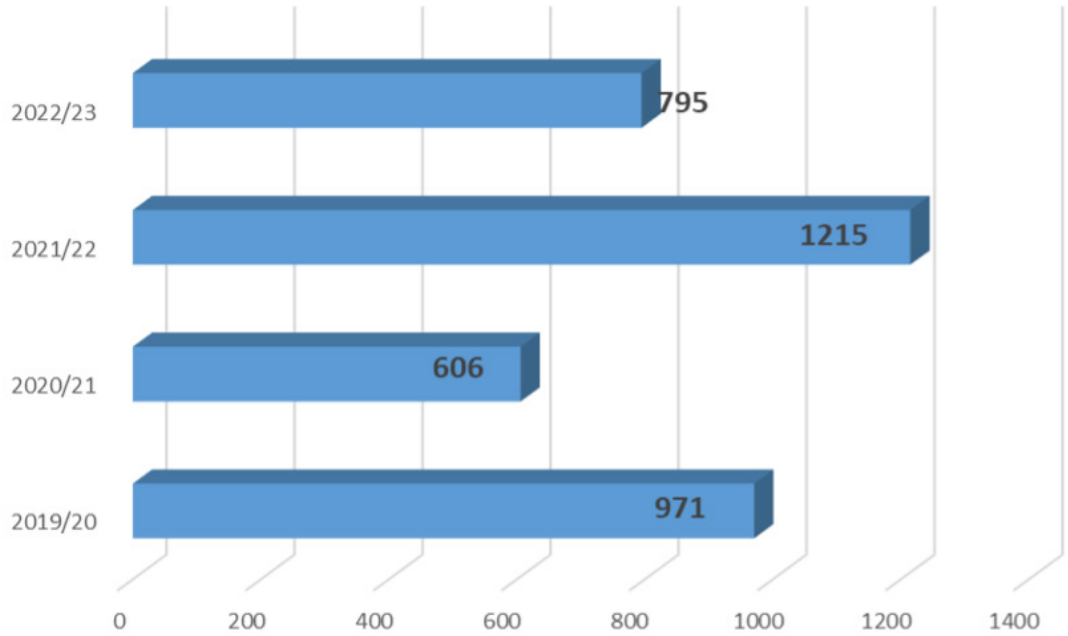


There have been 7 new remand episodes for the 2022/23 period.

- Of these 7 new remand episodes in 2022/23 4 carried over to the 2023/24 with one having been sentenced in April 2023
- The bed nights for 2022/23 have involved 7 young people and remand destinations have comprised of Youth Offender Institutions, Secure Childrens Home and Secure Training Centres
- Of the 795 Bed nights 457 have been at YOI (Young Offender Institution), 218 at STC (Secure Training Centre) and 120 at SCH (Secure Children Home) (Secure Children s Home) (Secure Children s Home) (Secure Children s Home)

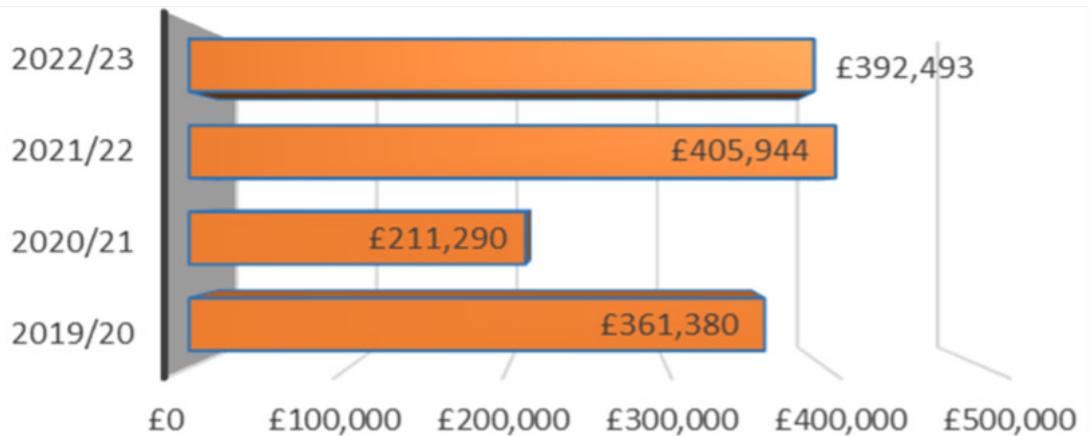
Cost of Remands has been close to the 2021/22 levels even though the remand nights have been much less due to the increased use and therefore cost of STC and SCH

Number of Remand Bed Nights



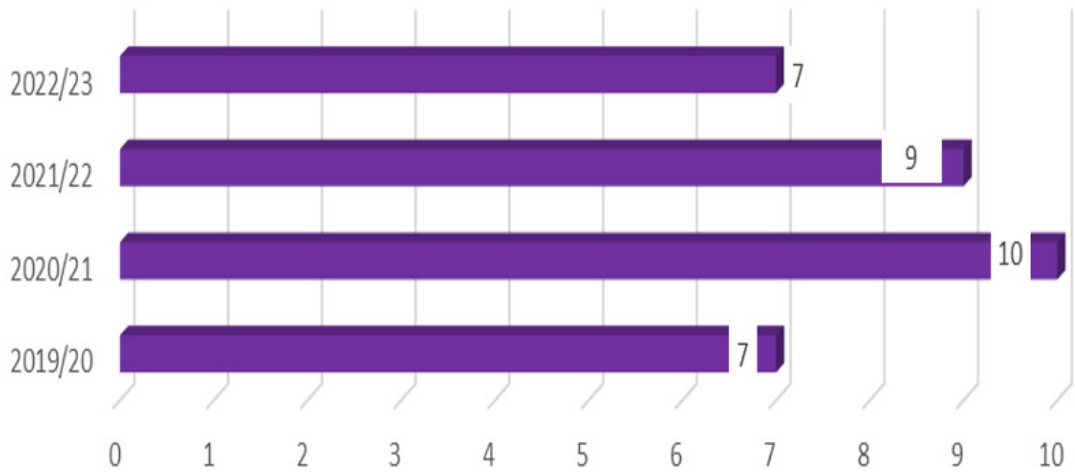
	2019/20	2020/21	2021/22	2022/23
■ Number remand bed nights	971	606	1215	795

Remand Costs to Local Authority



	2019/20	2020/21	2021/22	2022/23
■ Remand Costs to Local Authority	£361,380	£211,290	£405,944	£392,493

Number of New Individual Remand Episodes



	2019/20	2020/21	2021/22	2022/23
■ Number remand episodes	7	10	9	7

Additional key performance indicators (from April 2023)

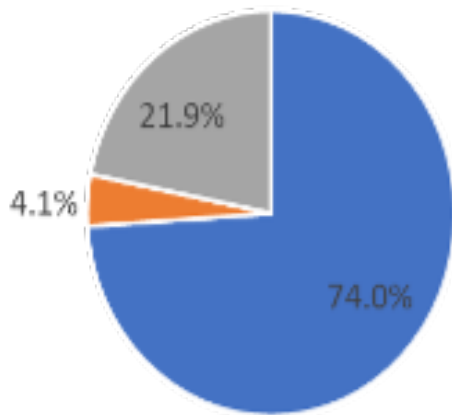
As of April 2023, additional key performance indicators have been introduced by the YJB. The following is an assessment completed for the first two periods of 22/23. This will act as a comparator for when the official data is published by the YJB. Unfortunately, restrictions in reporting requirements have prevented us from being able to complete for all KPIS. We have received reassurance from the system providers that this will be resolved in time for Quarter 1 23/24 reporting framework. The following is a snapshot of the areas we can provide information on. The data is pulled from Asset plus assessments in many sections and does not include data about some the out of court disposals such as CRD's, Outcome 22's or Outcome 20's. This data will relate to YC's and above where the young person has engaged.

Suitable Accommodation & Education and Employment

<p>NI 45: Engagement in Education, Training and Employment by Young People who offend</p> <table border="1"> <tr> <td>2022/2023</td> <td>89.8%</td> </tr> <tr> <td>2021/2022</td> <td>89.9%</td> </tr> <tr> <td>2020/2021</td> <td>86.1%*</td> </tr> <tr> <td>2019/2020:</td> <td>82.9%</td> </tr> </table> <p>*based on assumption Covid19 had not happened</p>	2022/2023	89.8%	2021/2022	89.9%	2020/2021	86.1%*	2019/2020:	82.9%	<p>NI 46: Access to suitable accommodation for Young People in the Youth Justice System</p> <p>Data not yet available new reporting next year as part of new KPI's</p> <table border="1"> <tr> <td>2021/2022:</td> <td>100%</td> </tr> <tr> <td>2020/2021:</td> <td>99.1%</td> </tr> <tr> <td>2019/2020:</td> <td>98.7%</td> </tr> </table>	2021/2022:	100%	2020/2021:	99.1%	2019/2020:	98.7%
2022/2023	89.8%														
2021/2022	89.9%														
2020/2021	86.1%*														
2019/2020:	82.9%														
2021/2022:	100%														
2020/2021:	99.1%														
2019/2020:	98.7%														

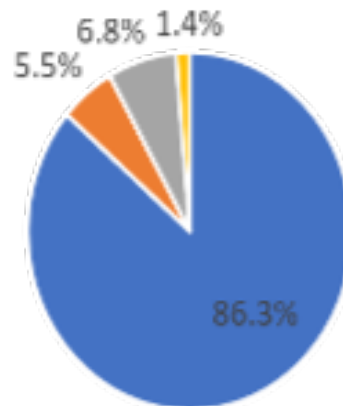
Special Educational Needs and Disabilities/Additional learning needs

Any SEN Identified?



■ No ■ Yet To Clarify ■ Yes

Diagnosed With Social Communication Difficulties

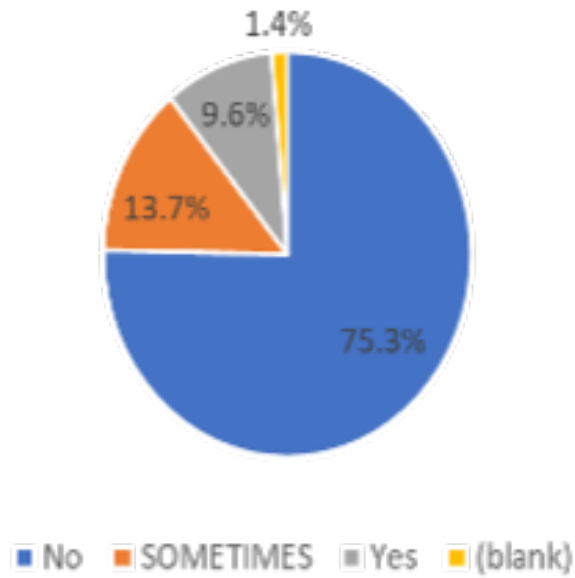


■ No ■ Yet To Clarify ■ Yes ■ (blank)

Any SEN Identified	QTY
No	54
Yet To Clarify	3
Yes	16
(blank)	0
Grand Total	73

Diagnosed with Social Comm. Difficulties	QTY
No	63
Yet To Clarify	4
Yes	5
(blank)	1
Grand Total	73

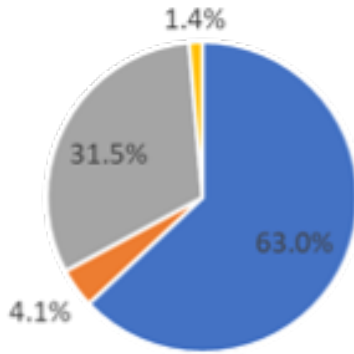
Has a Problem Reading or Writing



Has a problem reading or writing	QTY
No	55
SOMETIMES	10
Yes	7
(blank)	1
Grand Total	73

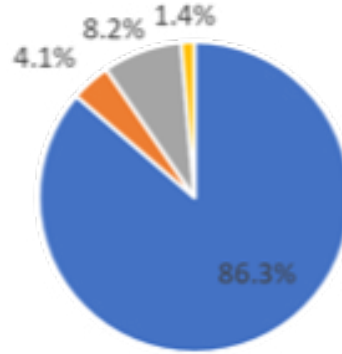
Mental Health Care and Emotional Wellbeing

Any Contact With Mental Health Services



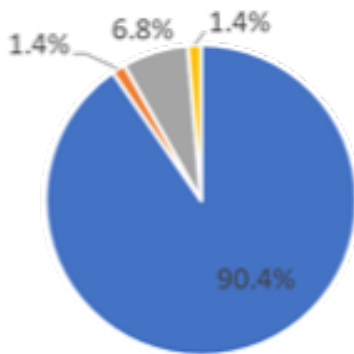
■ No ■ Yet To Clarify ■ Yes ■ (blank)

Feels Constantly In A Low Mood



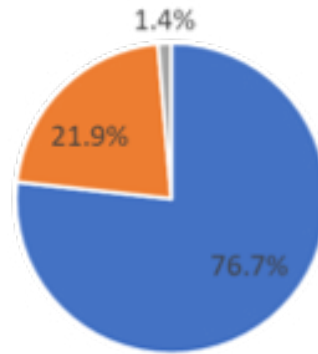
■ No ■ Yet To Clarify ■ Yes ■ (blank)

Feels Hopeless About The Future



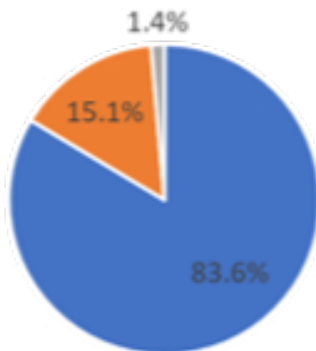
■ No ■ Yet To Clarify ■ Yes ■ (blank)

History Of Deliberate Self Harm



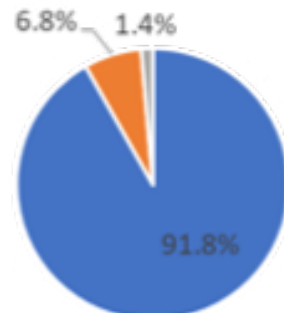
■ No ■ Yes ■ (blank)

Previously Attempted Suicide



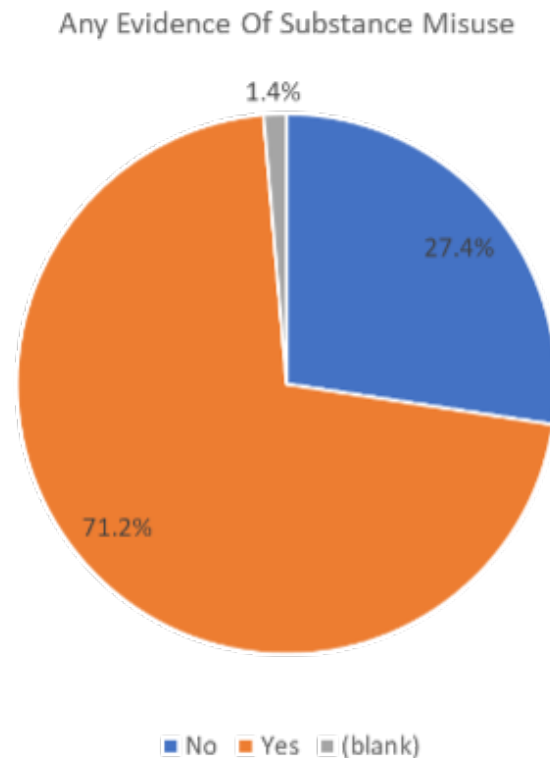
■ No ■ Yes ■ (blank)

Looks Depressed or Exhibits Unusual Behaviour



■ No ■ Yes ■ (blank)

Substance Misuse



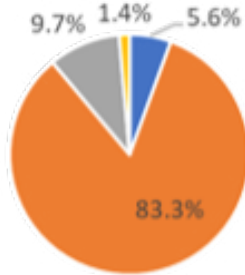
Out-of-court Disposals- Engagement

All programme outcomes Jan 2022 to end June 2022 (211 programmes)	total	%
total completed successfully	91	43.1%
total concluded declined at some point or uncontactable	88	41.7%
total concluded due to further outcome/enforcement	14	6.6%
total concluded for reasons out of YOT control/ other service involvement	18	8.5%

voluntary programme outcomes Jan 2022 to end June 2022 (191 programmes)	total	%
total completed successfully	75	39.3%
total concluded declined at some point or uncontactable	88	46.1%
total concluded due to further outcome/enforcement	10	5.2%
total concluded for reasons out of YOT control/ other service involvement	18	9.4%

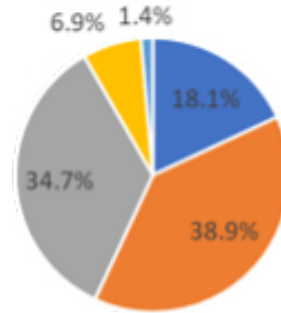
Links To Wider Services

Accommodated By Voluntary Agreement With Parents



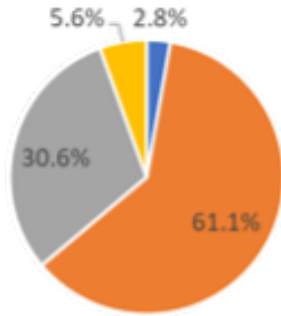
■ Currently ■ Never ■ Previously ■ Yet to Clarify

Any Childrens Services Involvement With Siblings



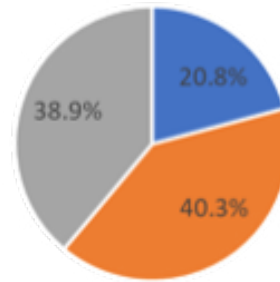
■ Currently ■ Never ■ Previously ■ Yet to Clarify ■ (blank)

Child Ever Had A Child Protection Plan



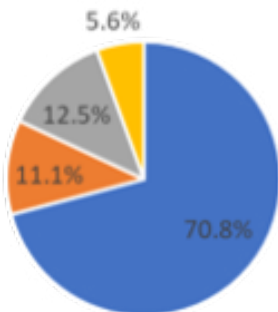
■ Currently ■ Never ■ Previously ■ Yet to Clarify

Identified Child In Need



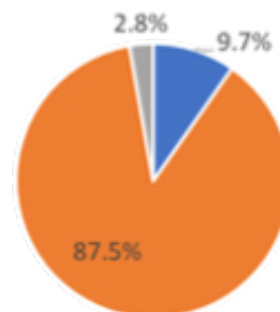
■ Currently ■ Never ■ Previously

Previous Safeguarding Or PPI



■ No ■ Yet To Clarify ■ Yes ■ (blank)

Subject To A Care Order



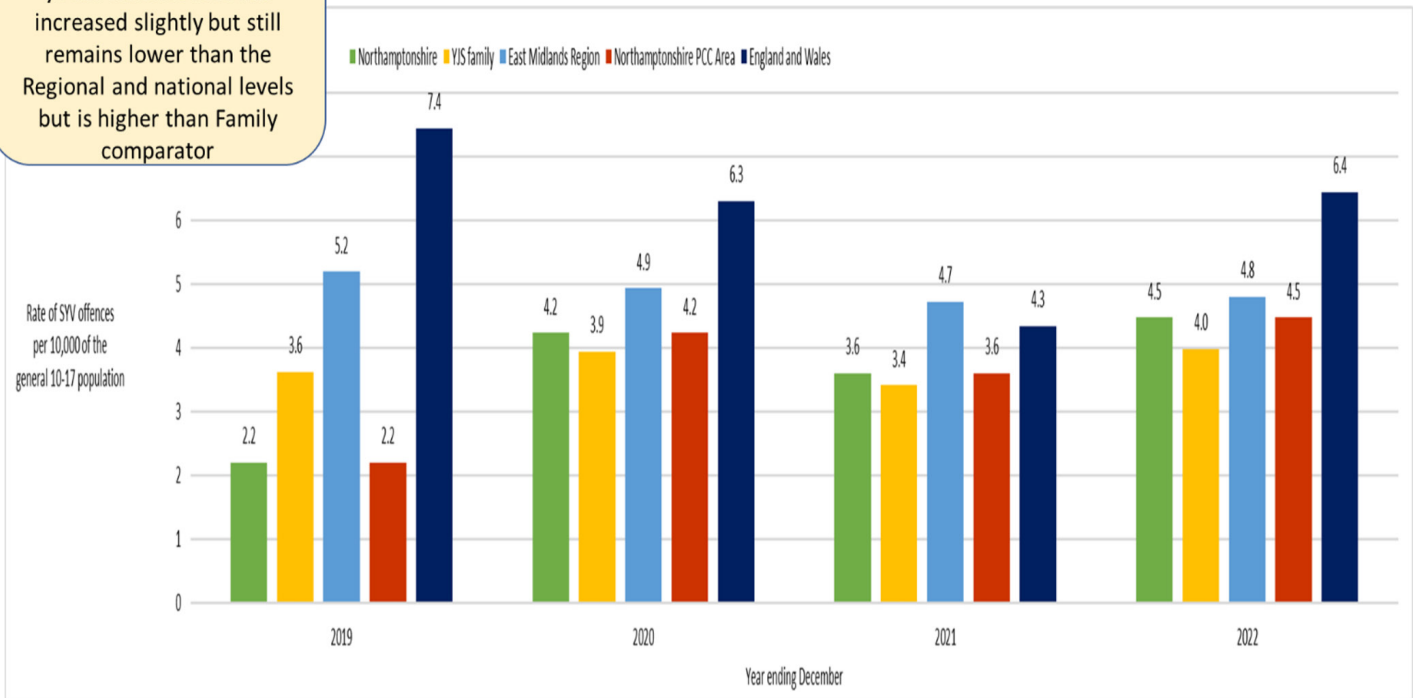
■ Currently ■ Never ■ Previously

Management Board Attendance

- 18th May 2023 = 11 out of 18 = 61.11%
- 16th February 2023 = 14 out of 18 = 77.78%

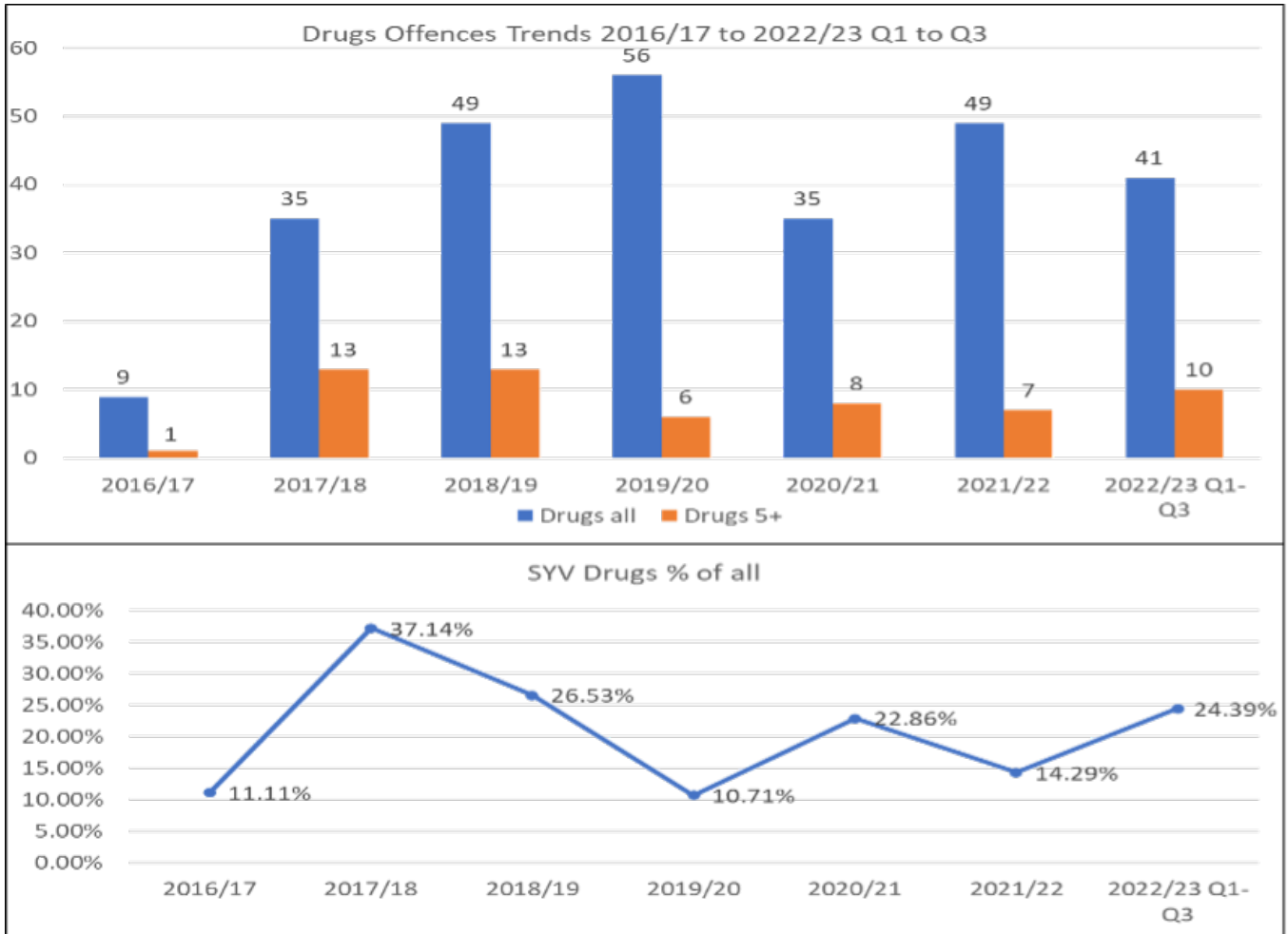
Serious Youth Violence

As can be seen Northamptonshire's serious youth violence rate has increased slightly but still remains lower than the Regional and national levels but is higher than Family comparator



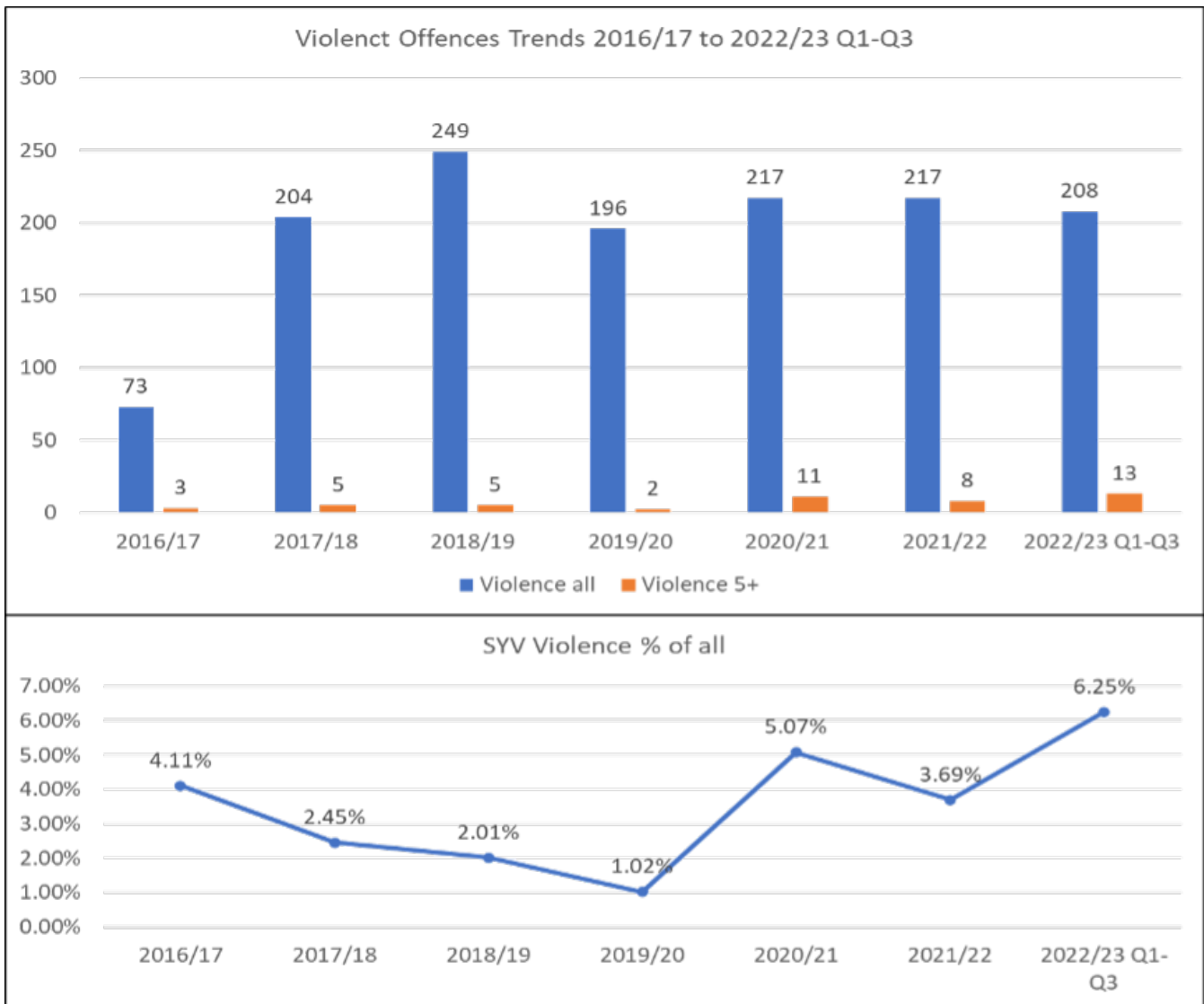
Overall Drugs Offences are creeping back up to 2021/22 levels pending Q4 22/23 data.

As a % of the overall Drugs Offences the serious Drugs offences gravity 5+ are also creeping back up to 2018/19 levels.



Overall Violent Offences are looking to be back up to 2018/19 levels when the Q4 data for 2022/23 is received and almost certainly an increase from last year.

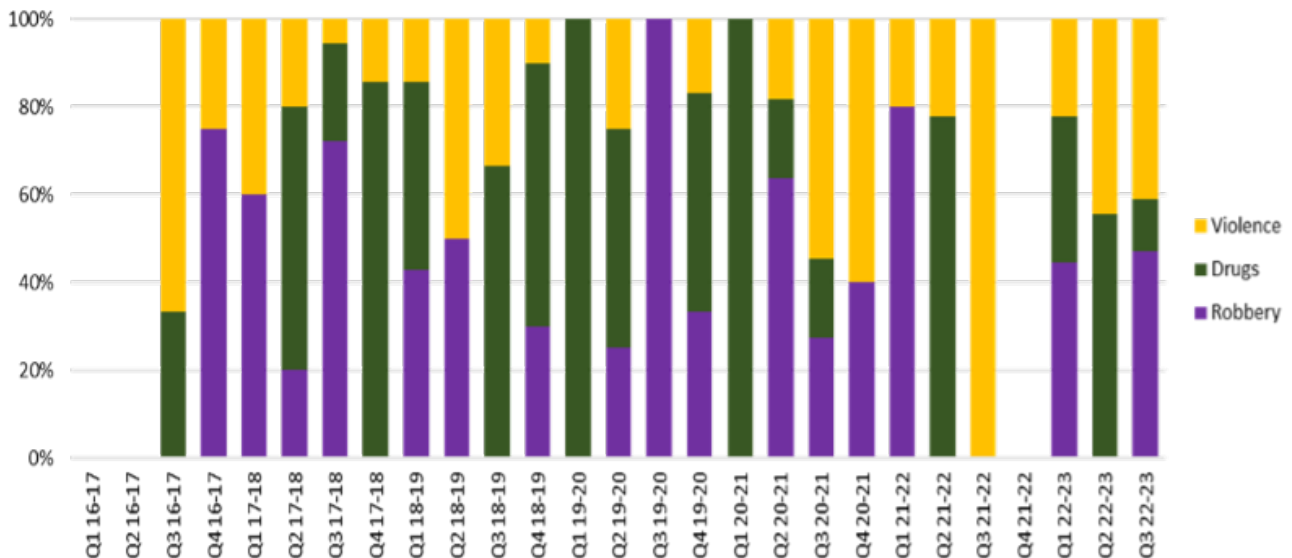
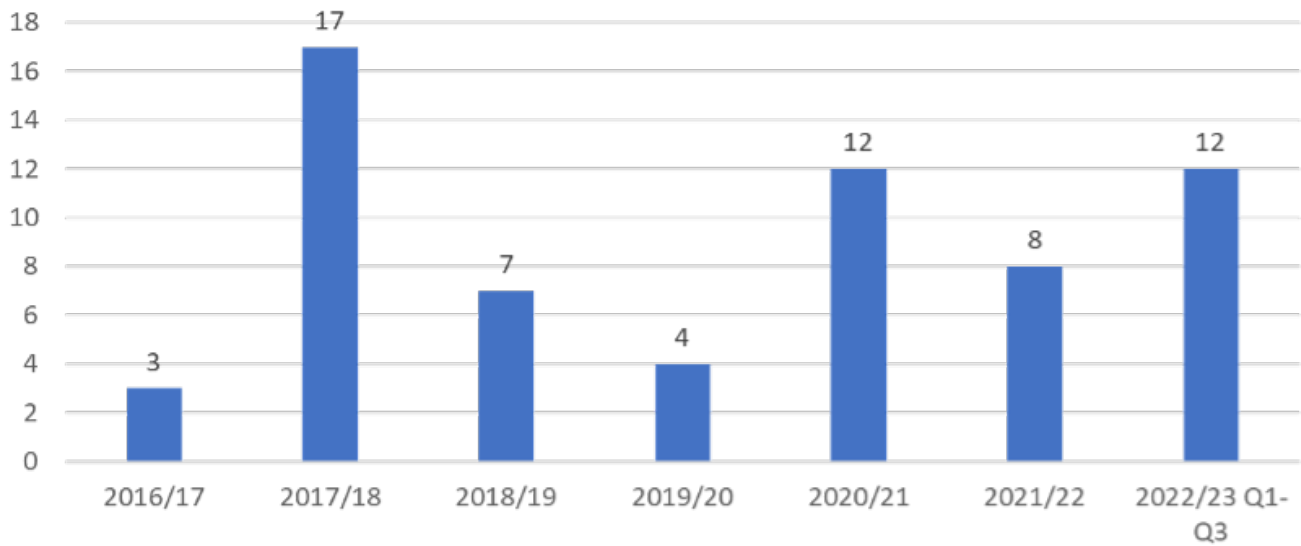
The Serious Violence Offences, gravity 5+, are already at their highest proportion of overall violent offences at 6.25% currently compared to 3.69% last year.



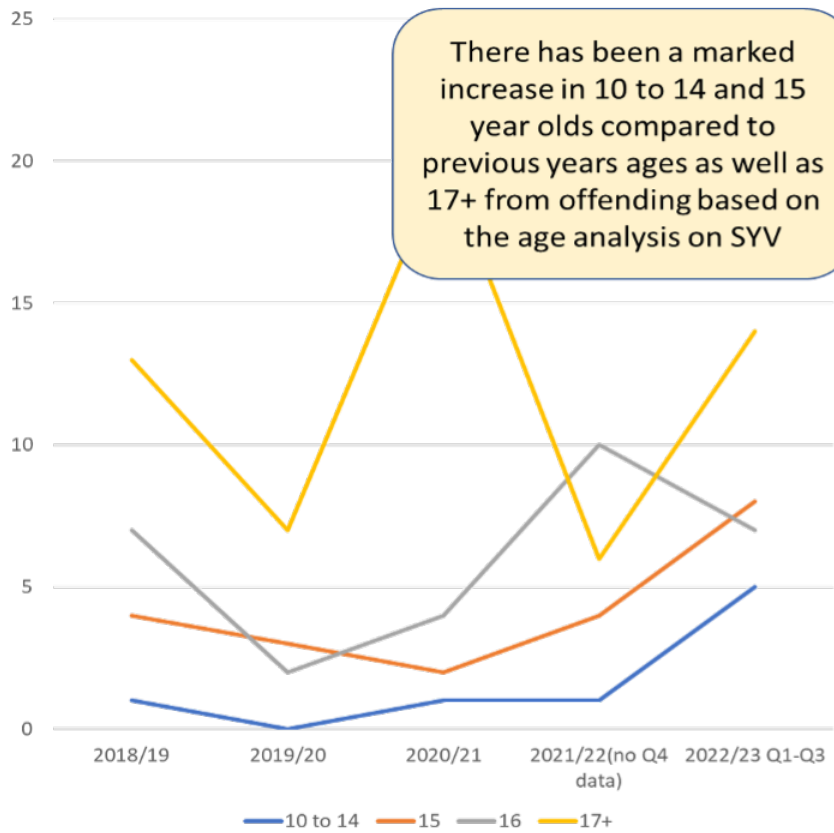
All Robbery offences are 5+ Gravity.
The trend shows an increase back towards 2017/18 peak levels once the final Q4 data is in for 2022/23 and already above last years numbers.

Looking at the comparator of the 3 offending categories of Violence, Drugs & Robbery in 202/23 Q1-Q3 it is clear all areas contribute fairly equally.

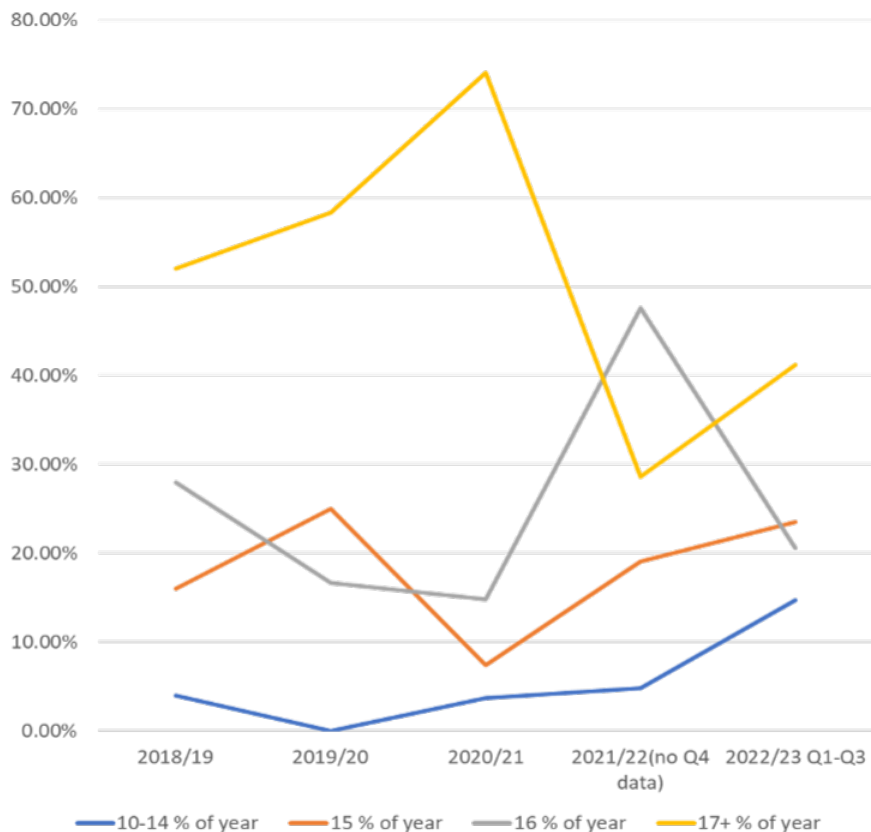
Robbery Trends 2016/17 to 2022/23 Q1-Q3



Quantity Of Serious Youth Violence Incidents By Age by Year
2018/19 to 2022/23 Q1-Q3



Age trends as a % of Total Serious Youth Violence Incidents by Year
2018/19 to 2022/23 Q1-Q3



Victims

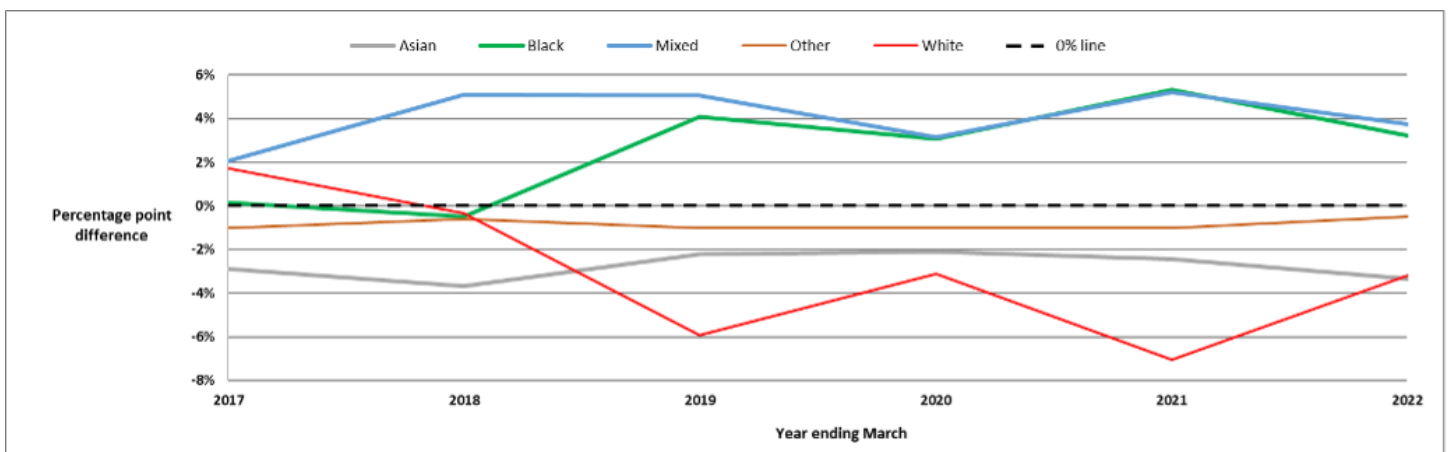
This will be reported in the new KPI run for Q1 2023/24

Children from groups which are over-represented.

Using the most recent data from the Summary Ethnic Disparity Tool we can see this identifies Mixed Ethnicities as being over-represented and Black Ethnicity are also slightly over-represented. Overall, it shows that the Ethnic Minority Group Cohort is overrepresented by 3%/4%. Which is an improvement on recent Years, as can be seen from the graph below, and shows good progress with the Disproportionality Action Plan that Northamptonshire Youth Offending implemented prior to 2022/23.

Ethnic group	2022 Offending Population	Share of total ⁽³⁾	2021 mid year 10-17 population by ethnic group	Share of total % ⁽⁴⁾	% Point Difference	Over-represented and Significant cohort size
Asian	3	2%	3,863	5%	-3%	No
Black	17	9%	4,682	6%	3%	No
Mixed	17	9%	4,274	5%	4%	Yes
Other	1	1%	802	1%	0%	No
Ethnic minority groups ⁽⁵⁾	38	21%	13,621	17%	3%	No
White	146	79%	64,379	83%	-3%	No

Trends in percentage point differences between local 10 17 population and YJS offending population, year ending March 2017 to year ending March 2022(1)



What can also be seen from this YJB data table below is the fact that in higher gravity offences Black and Mixed Ethnicities are more overrepresented.

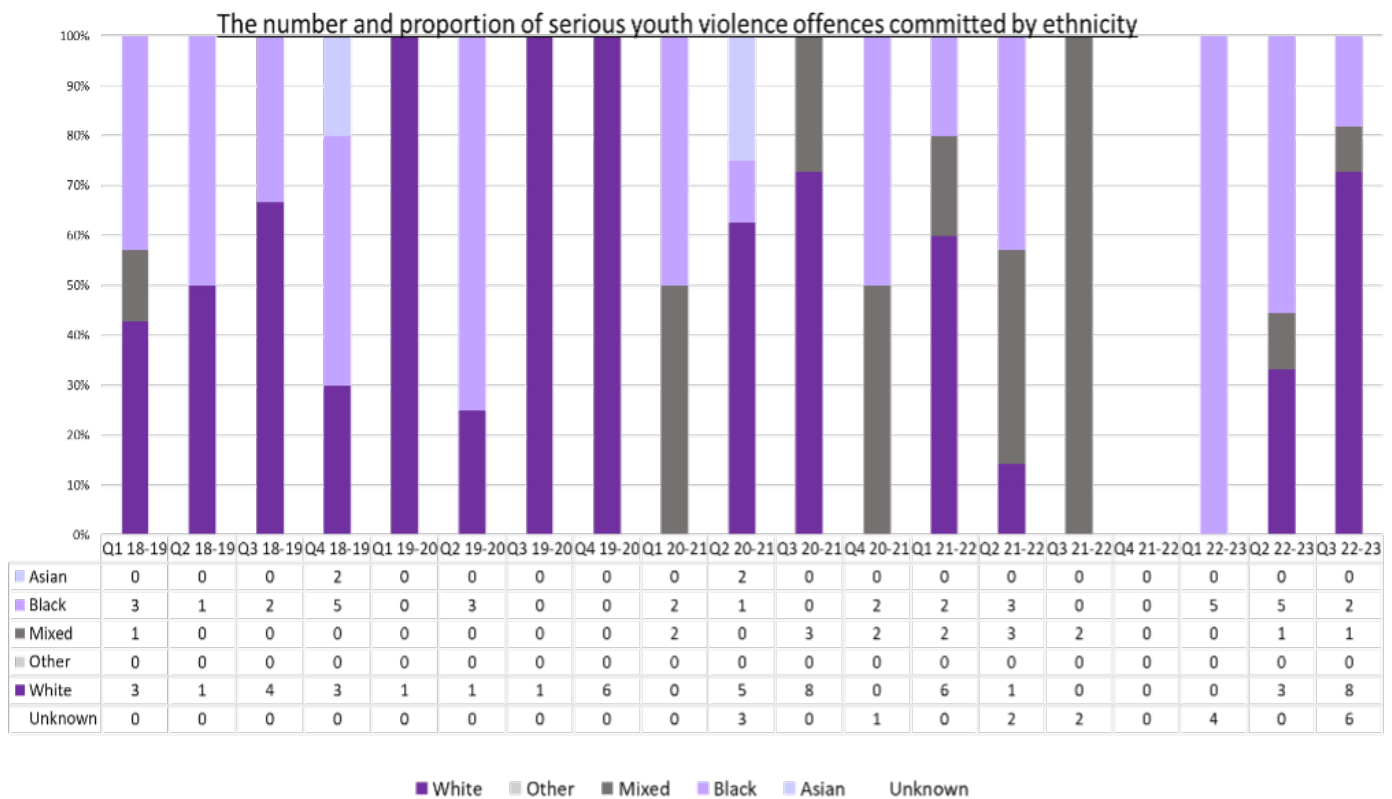
Proportion of offences committed by gravity score, within each ethnicity group

Gravity Score	Asian	Black	Mixed	Other	White	Ethnic minority groups ⁽⁴⁾
1 to 4	100%	68%	77%	100%	85%	74%
5 to 8	0%	32%	23%	0%	15%	26%

Proportion of offences committed by ethnicity, within each gravity score

Gravity Score	Asian	Black	Mixed	Other	White	Ethnic minority groups ⁽⁴⁾
1 to 4	1%	8%	9%	0%	81%	19%
5 to 8	0%	18%	13%	0%	69%	31%

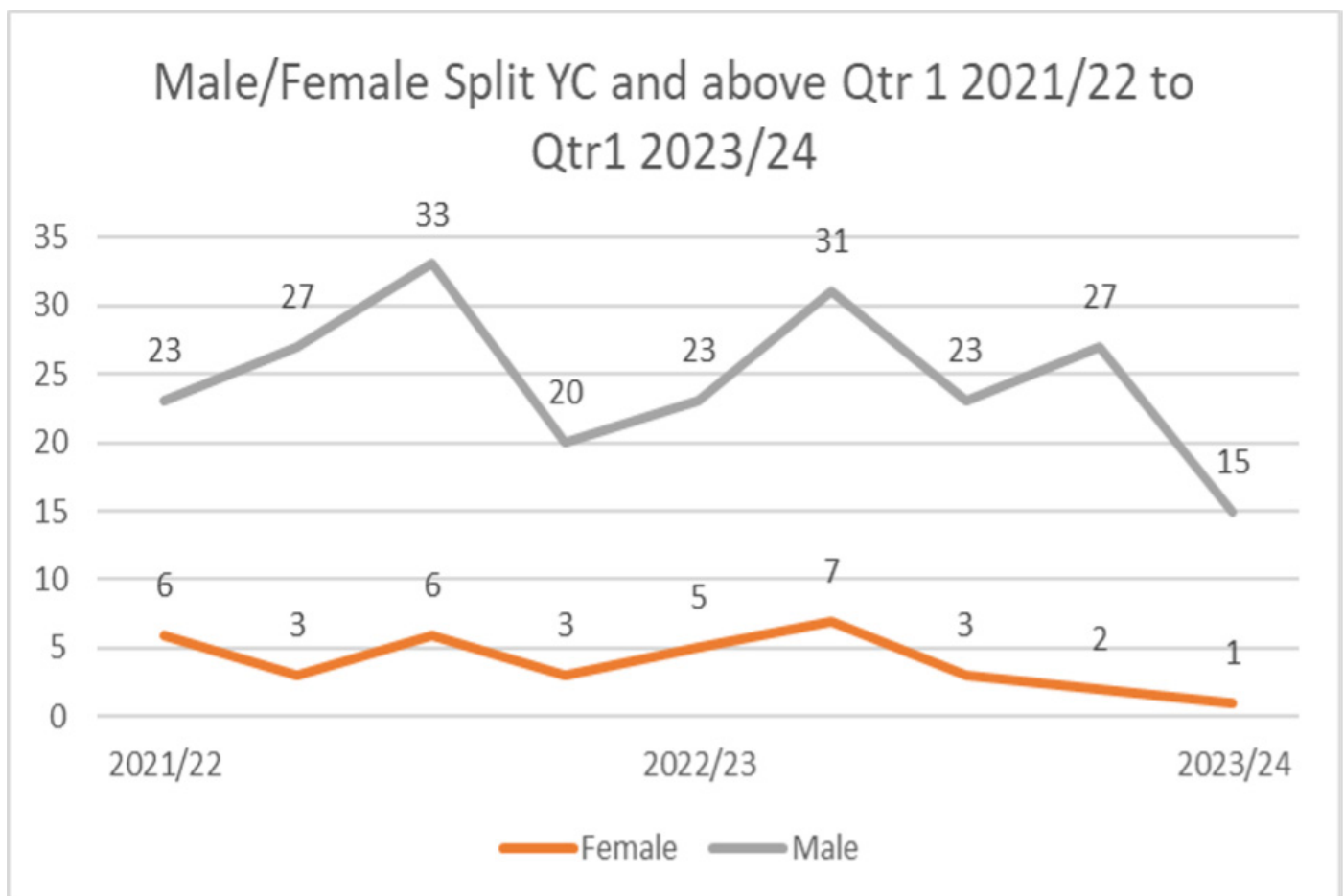
This correlates with the more recent data we see below in the Ethnicity analysis of Serious Youth Violence, although we have seen Black Ethnicities here as more than Mixed, bearing in mind these are based on a small cohort of young people where 1 person can make a significant impact on figures.



Female Cohort

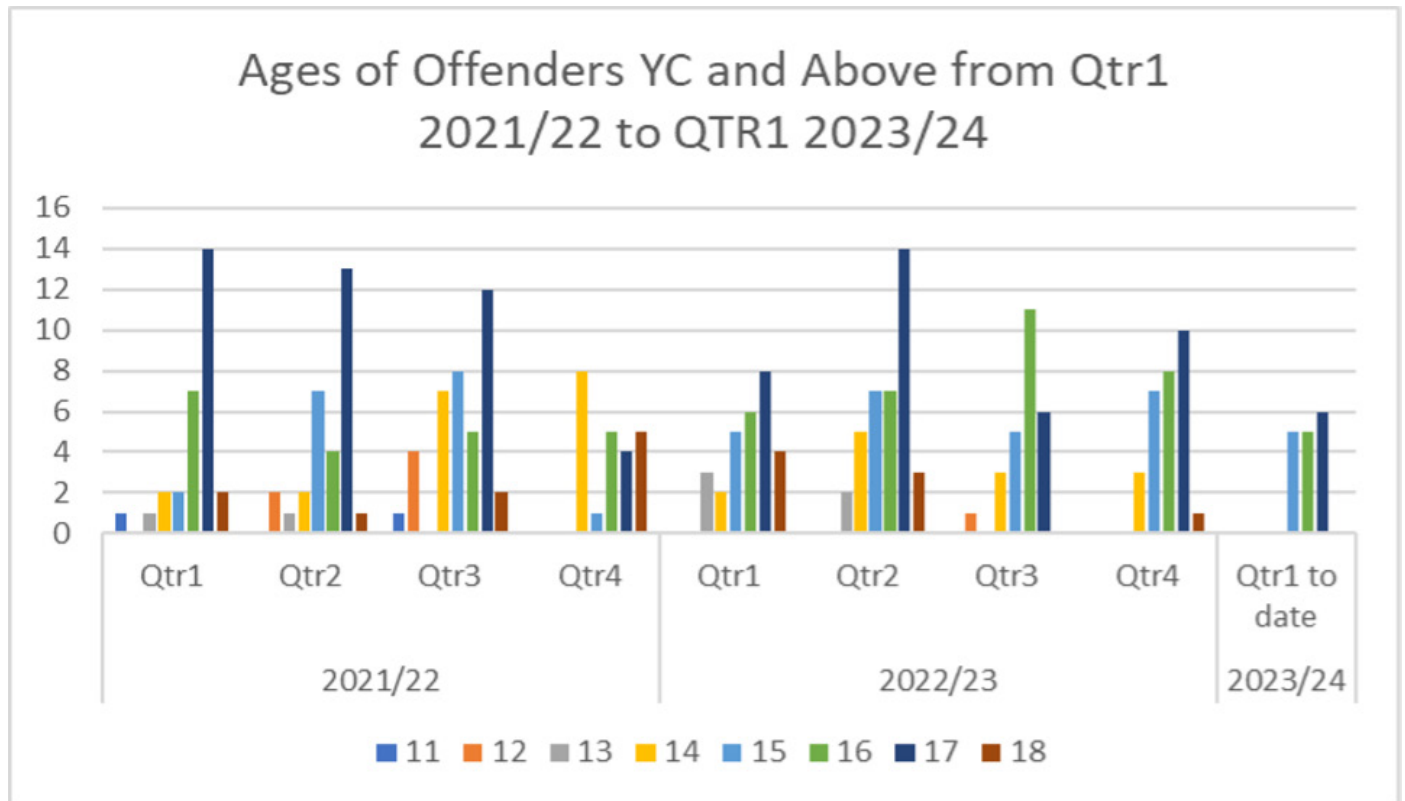
In 2022/23 we engaged in a PEER review on which one of the key areas of investigation was to establish what we initially felt was an overrepresented Female cohort. What came out of this review that Northamptonshire does not have a standout overrepresentation of this cohort and the use of the Girls Group has supported this performance. In 2023/24 our Girls group work is being shared with other Youth Offending Teams which has been instigated through the shared Basecamp Youth Justice platform. Data on our female cohort from 1st April 2021 to 10th May 2023 is below.

Gender	QTY YP	%
Female	36	13.95%
Male	222	86.05%
Grand Total	258	



Age Of Offenders Analysis

Looking at the age groups of offenders receiving a Youth Caution or above it can be seen below that the age of offending is showing some reduction over time therefore our intervention and engagement practice may need to change to be more relevant to this younger cohort. 17 is however still our biggest cohort, at 34%, but purely the increase in some younger ages potentially increases the period in which they could potentially re-offend before becoming 18 and no longer being in the YOS cohort. The 15 and 16 cohort combined represents 41% of the total cohort based on the data below.



Priorities

Prevention

NYOS Prevention and Diversion Scheme continue to offer early targeted prevention work in collaboration with our local Police led initiative CIRV. We take direct referrals from CIRV and offer 1-2-1 tailored interventions to young people who meet the following criteria:

Consent and agreement to engage must be agreed prior to referral being made.

What makes a young person suitable for referral into PaDs (Prevention and Diversion Scheme) for preventative intervention and support?

- Concerns that the young person is engaged in unreported offending behaviour
- Identified as an associate/sibling of others involved in offending, named suspect
- Engagement in violence or aggression in the community or in school
- Links to knife or weapon possession where there is not a direct link to gang activity and therefore does not meet criteria for direct CIRV support
- Escalation of ASB (Anti-Social Behaviour) where enforcement measures are being considered
- What makes a referral into PaDs unsuitable?
- There is already support in place from Early Help Services such as Young People's Service, Strengthening Families or Youth Team
- There is an active crime under investigation with Police for the young person
- There has been PaDs intervention delivered or offered in the last 6months
- All young people referred and accepted are allocated a case worker who will complete an assessment of need, risk, safety, and wellbeing, which will inform and support a tailored plan of intervention. The case worker can support the young person for up to a period of 6months where required, with aim of addressing the presenting behaviours and considering intervention and support for all presenting needs.

Below is some feedback recently received from a parent, which evidences the impact this multi-agency working can have for the young people and families we work with;

NYOS ensure regular attendance within the local Hate and Anti-Social Behaviour Action Groups with the aim of sharing information and offering

Mum described support from PaDs as "life changing as you have not just looked at his behaviours but his additional needs and how we can support him." Mum also stated "I had been saying to school for a long time that X may have further additional needs and they ignored it however you saw straight away that he needed further assessment and referred him to a SALT which has identified a severe language disorder. We are now going to have an EHCP in place which would never have happened, and X will receive the right support in education and at home". Mum feels she and stepdad Rory are now able to parent X "the way he needs to be parented" and although "feeling guilty" for not fully understanding X before, she is now confident in supporting X and "challenging and advocating for X when I need to. Mum stated "X struggles to build relationships due to his ASD however the relationship you built with him in a short space of time was very good which allowed him to trust and work with other professionals. There have been positive changes in him and myself which I thank you for".

support in engaging young people in interventions when they are identified through these groups as involved in ASB or on the cusp of offending behaviours. We are improving our communication with YOS Police to ensure we gain a greater understanding of enforcement action being undertaken and how we can support alongside this to prevent escalation in concerns. Where concerns have been identified and enforcement actions such as ASB injunction or CBO is being considered NYOS attend consultation meetings again to review the behaviours of concern and consider any intervention and support that can be offered to prevent escalation.

As a wider YOS we are supporting with intervention delivery in schools through the serious youth violence programmes.

We have recently received a grant from the Ministry of Justice until March 2025 to support young people on the cusp of offending, through a new programme Turnaround. Our team is made up of a Senior Practitioner and three Practitioners and we are already seeing its benefits and how this gives us the opportunity to work with children and their families using a whole family approach, that would not normally enter the YOS statutory caseload. One case in particular is a young person that was fined at court and is now receiving additional support through our tutors to help prepare him for his GCSE's.

Diversion

NYOS Prevention and Diversion Scheme continues to manage all Out of Court disposals and diversions, referred direct from Police or Youth Court. The team comprises of 12 practitioners, 2 Senior Practitioners and an Operations Manager. We receive an average of 40 referrals per month into the team.

Over the past year we have implemented a multi-agency panel process to provide opportunity for more effective communication and robust decision making. This ensures we are offering an appropriate response the referred crimes whilst taking into consideration the circumstances of the child and the support already in place. The decision regarding Out of Court Disposal remains a joint decision between YOS and Police, however the information provided panel members guides what action is taken alongside any Out of Court Disposal issued.

We have utilised the introduction of Outcome 22 in our area to enable us to offer support and intervention to a young person without the need to use formal outcomes and unnecessarily criminalising or escalating into the criminal justice system.

We continue to develop our processes and will now be prioritising the need to capture the young person and parent/ carer views prior to decision making. To do this we are changing our processes to ensure the young person is provided an opportunity to engage and share their voice from the point of initial referral and throughout.

We use both a summary assessment and ASSET+ to support in assessing and responding to individual needs as well as any key risk, safety, and wellbeing factors.

Northants OOC Scrutiny panel is held twice per year. The Northants OOC Scrutiny Panel is chaired by John Baker, JP, the Chair of the Northamptonshire Bench and includes representation from the Crown Prosecution Service, Police, sentencers (Magistrates), Her Majesty's Courts and Tribunal Service, the Probation Service, the Youth Offending Service (Youth panel only) and the Office of the Police, Fire and Crime Commissioner. Voice for Victims and Witnesses also attend the Domestic Abuse Scrutiny Panel.

The role of the panel is to ensure that the use of OOC's is appropriate and proportionate, consistent with national and local policy, and considers the victims' wishes where appropriate.

The panel review and discuss anonymised case files as a group and conclude one of four categories:

- Appropriate and consistent with national and local guidelines
- Appropriate with observations from the panel
- Inappropriate use of out of court disposal
- Panel fails to agree on the appropriateness of the decision made.
- The outcomes and achievements of the team and intervention delivered are measured in relation to re-offending rates and engagement in support.

In both our prevention and diversion work partnership working is key. We have access to all specialist based within NYOS and work closely with colleagues in Police, Early Help and Children's Social Care. The multi-agency working supports in addressing more complex needs, managing high risk, safety and wellbeing concerns but also planning for our exit.

YP – Gary

Between August and October 2022 we received three referrals for Gary into the PaDs for a total of 12 offences of assault, criminal damage and aggravated vehicle taking. The victims of Gary's offending were his mother and siblings. Gary had also engaged in reckless behaviours placing himself at risk. The matters were taken to partnership panel where relevant information was shared regarding family context and Gary's vulnerabilities, an Outcome 22 was agreed with some diversionary interventions to be undertaken with him in response to his offending.

Diversity consideration: Gary is a 14-year-old heterosexual white British male who lives with his single mother and three siblings in the Borough Hill area of Daventry, an area with relatively average crime where violence and sexual offences are most reported. The family live in local authority housing and appear to be of low economic mobility. Gary is NEET and has been for the last three years due to concerns from his mother around bullying. There has been long term CSC involvement and Gary is currently subject to a Child in Need Plan since July 2022. Gary states he has no physical, SEN or SEMH needs, however he presents with significant neurodivergence with traits of autistic spectrum disorder and he has also experience significant trauma through lived experience of substantial domestic violence and a housefire.

Case was allocated to PaDs worker who completed a full assessment with Gary and Mum, liaising with partner agencies to agree a plan of intervention and avoid duplication of other support. PaDs worked directly with Gary to address the reasons behind his offending behaviours whilst social care partners took a wider family approach to address the ongoing challenges within the home. The interventions offered effected changes in the family dynamics, responses to behaviours and supported a more positive, nurturing environment. Professionals worked hard to secure an education placement for Gary, which he is now attending and progressing well. PaDs, referred to H&J to explore support around potential undiagnosed needs and emotional wellbeing, ongoing advice and guidance is planned via Forensic CAMHS consultation. We held regular multi-agency meetings to share update and plans. Gary's level of risk and safety and wellbeing reduced from being high to medium by point of closure. Social care agreed to consider ongoing support through tier 3 family support services as part of their exit planning. School has a good understanding of Gary's needs and have a plan to continue to support his reintegration into education.

There has been no further reported offending for a period of 7months which is a considerable change as we were seeing weekly incidents being reported.

At closure Gary fed back that there had been lots of positive changes for him including being in school, not causing harm at home, he also reported he would feel able to talk to school and mum about any worries in the future. Gary said he learnt a lot about offending, the consequences and impact of this. Gary states that his family know that the support from PaDs has made a big difference for him and they are proud of him. Mum fed back that the level of violence and aggression in the home has decreased dramatically.

Overall, this case is a good example of a multi-agency approach that has achieved positive outcomes for the young person and the wider family.

Education

The local data in relation to Education, Training and Employment on the current open caseload within NYOS is as follows:

- 15% of the total NYOS cohort are current NEET, if we further reduce the cohort to only include post 16 children the proportion increases to 74%.
- 6% of the children are of secondary education age and are currently without a school place.
- Less than 2 % of the children we are on a part time timetable
- 20% of children are eligible for free school meals
- 11% are children in care
- 15% are children current open to children's social care on either Child in Need, Early help, or Child Protection Plans.
- 8% of children currently open have an EHCP (Education Health and Care Plans),
- 12% are assessed as having concerns in relation to social communication
- 17% are identified via the Asset Plus assessment as having SEN or Mental Health concerns.

In September 2022 NYOS implemented a new Education Training and Employment offer. The aim of this is to bring the offer in line with recommendations from the HMIP and Ofsted inspection of ETE services in youth justice and to ensure that we are using our resources to the best advantage of the young people we work with. This offer included the introduction of a weekly triage day for the ETE practitioners and Children are automatically allocated an ETE worker if they are assessed as needing some level of support, or if they are assessed at triage as not needing support there is no ETE worker allocation.

Support offered by the ETE workers includes, liaising with education inclusion and education providers to ensure that every child has access to an appropriate education provision, they work with parents who are home schooling to support with the structure and planning of this, feeding back to the relevant authority where there are concerns that the home education plan is not being adhered to. An example of successes in this area:

RG and MG were not able to access their GCSE examinations due to not being allowed access to school grounds . The ETE worker arranged the young people to sit these exams in the YOS offices. Additionally in relation to CP who has experienced a serious sexual assault and as such was not confident in accessing education, the ETE worker supported the school in developing a plan to re-engage her that is reflective of her needs.

In addition to the 2 ETE practitioners employed by NYOS, the service also commissions tutoring 2 afternoons per week, this is aimed at post 16 children to progress their English and Maths skills.

Over the next 12 months the Education, Training and Employment offer looks to increase the number of post 16 children accessing Level 1 and 2 functional skills in English and Maths, and re introducing the use of ASDAN qualifications, with a concentration on post 16 NEET children. The ETE workers will also be trained to screen for Dyslexia.

Restorative approaches and victims

Within the RJ (Restorative Justice) Team we offer all victims of youth crime an opportunity to have their voice heard and considered in meetings. At risk and Safety Wellbeing meetings there is an update from the allocated victim worker to ensure that the victims needs are heard and acted upon. A member of the RJ Team will attend Alternative to Custody meetings and be involved in Youth Conditional Cautions and Licence condition discussions guaranteeing that the victims need, requests or wishes are included.

To ensure that the victims voice is heard in Referral Order Panels we have reviewed the Quick Guide Card panellists use, to include prompts to remember to consider the victims' voice. All Victim Feedback Reports or CPS documents are shared with panellists, so they gain a greater understanding of the victim's perspective. The RJ Team always offers a victim of a young person the opportunity to attend a Referral Order panel, without the young person being there so they can share their story with the panellist.

An innovative approach we have been trialling is discussing the possibility of a restorative face to face meeting with the young person first, a restorative meeting should be agreed by both parties, however what we found in the team is that the victim would request a restorative meeting and then the young person would decline to be involved, leaving the victim feeling deflated and potential re-victimised. Now we ask the case manager to support discussions with the young person first. If agreed we would then approach the victim and explore if this were something they would find beneficial, empowering the victim who has the right to say no.

To make sure that the young person completes interventions related to victims, interventions to address this have been included in the new Intervention Plan. This encourages case managers to consider victim intervention within their work with the young person, even if there is no direct victim.

Planning for group work sessions to address victim intervention have begun, the sessions will include generic victim intervention, with the opportunity for specific one to one session to be delivered after. Within the team we have a First Aid Mental Health worker who can offer support and guidance to case managers if this triggers a young person who has been a victim previously or is currently being victimised.

Reparation activities have further developed, and we are now able to link in with Salcey Forest, Wicksteed Park and the Salvation Army. Offering young people, a greater opportunity to experience different tasks and linking into their desistance factors.

Serious violence and exploitation

NYOS first started working with Barnardo's a number of years ago, however over the past two years we have created a network of champions within the Youth Offending Service who have received in depth, specialist inputs with follow up sessions to keep them up to date with case law, NRM developments, Child Trafficking Indicators and the Independent Child Trafficking Guardianship (ITCG) Service. We meet on a 6-weekly basis and cover some of the more complex elements that we are likely to need to understand. They also provide an opportunity to share further knowledge and information. Our NRM champions have then been able to give some of this advice within NYOS to make it sustainable. The more complex cases would still come into Barnardo's for support, but some of the others can then be managed by the 'champions' within the service to build service capacity and knowledge within the YOS.

NYOS is also a core panel member at the multi-agency Vulnerable Adolescent (VAP (Vulnerable Adolescent Panel)) panel. Services specifically for young people have developed rapidly in recent years on the back of widespread recognition that young people present complexities, which often exacerbated by outside influences and require a multi-agency focus. The proposal for establishing the Vulnerable Adolescent Panel in Northamptonshire was in recognition that children and adolescents today require support and high-quality interventions to reduce the risk they will be exploited, which would commonly come under the umbrella of contextual safeguarding. The Vulnerable Adolescent Panel is in the first instance a preventive process and a vehicle where appropriate for children and young people who come to notice to have the necessary support that improves their outcomes and life chances.

There are a considerable number of children and adolescents that are discussed in more than one panel, these are the most complex and at risk of harm. The Vulnerable Adolescents Panel aims to replace and cover all forums that discuss the following:

Exploitation and online abuse.

Missing Episodes

Gang involvement

County Lines

Radicalisation.

Trafficking and Modern Slavery

Female Genital Mutilation

One of our Area Managers is also the Deputy Chair of Prevent

We work closely with 2 Social Worker's employed as consultants at both West Support and Safeguarding Services and North Support and Safeguarding Services who support Social Workers with completing exploitation assessments and plans. We meet up with them monthly and they are also invited to our Risk and Safety & Wellbeing panels.

Currently under development in Northamptonshire is the new Partnership Child Exploitation Hub. This will bring together all existing resources across partners to form a new specialist service. NYOS will have bespoke prevention YOS officers working within the hub to support the need for earlier identification and intervention support.

The new Turnaround Programme works closely with the Police and recently we have worked in partnership with them during their weeks of action around Violence Against Women and Girls and Knife crime. This has resulted in some of those children and families receiving support through this new initiative.

A cross section of YOS workers is involved in delivering a multi-agency approach to educate young people about drug harm, knife crime, violence against women and girls, the laws around setting and serious violent crime. Students heard an audio of a witness statement and the perpetrator boasting about the incident before being split into groups to participate in an interactive classroom session to discuss the consequences of all involved in the offence. After the session, pupils spent time learning about the roles each agency has within the legal and social care systems and how they support young people affected by crime.

One Year 9 student commented: "This was an interesting and educational day as we did not know a lot of things about the law for young people, it does make you really think about the consequences and how it can affect you".

Detention in police custody

NYOS have been working in partnership with Northamptonshire Police to decrease the numbers of young people detained in Police Custody and in the event, they are detained the surrounding they are detained to are less likely to provoke a trauma response. In collaboration, NYOS and Northamptonshire Police have altered custody suites using a trauma informed practice. It has been recognised that a high proportion of the children brought into custody are likely to have suffered trauma or an adverse incident. We know that experiencing trauma or prolonged stress in childhood can affect the behaviour, disposition, and development of children, and lead to risk-taking, offending behaviours and self-harm. Being more trauma-informed prevents replicating traumatic experiences and avoids custody staff adding to the chronic stress their youngest detainees are already likely carrying.

As well as changes to the risk assessment at point of booking the detainee which enquiries around neuro diverse issues and the changes to the physical environment within the cell, other actions are undertaken when a child is brought into custody. A 'Golden Hour' email, now known as the 'Juvenile Notification Certificate' is sent to several partner agencies including the MASH (or EDT (Emergency Duty Team) if out of hours) CIRV, YOS, OPFCC (Office of the Police, Fire & Crime Commissioner) (Office of the Police, Fire & Crime Commissioner) (Office of the Police, Fire & Crime Commissioner), Liaison and Diversion. This allows for the feedback of information to the custody staff in relation to the child and best ways to treat them whilst in custody. It can trigger a visit from CIRV and between 8 am and 8pm Liaison and Diversion Health staff will visit and engage with them. There is a bespoke room in custody for this to take place which is more appropriate than the cell environment. It also triggers up to 13 weeks of intervention by OPFCC bespoke youth workers and mental health services. By adopting a trauma informed approach, we aim to have the most engaged and positive approach to the interview process by the child and thus maximise our opportunities for out of court disposals to be used.

It is also recognised that Northants has a high number of children within the justice system. A substantial number of children are pleading guilty at first hearing and would have been eligible for an out of court disposal had they admitted the offence whilst on interview. Work is now ongoing between the custody department, the LCJB and the Justice Department to ensure that we are maximising the use of out of court disposals and other YOS interventions whilst keeping as many as possible out of the justice system. This is being done with the support of solicitors who are often having to advise their clients without a full understanding of the case the police have against their client. This leads to no comment interviews and thus no option to refer to YOS.

At a recent meeting, the YOS have proposed a telephone helpline that officers can call prior to any decision to arrest. To offer options and assistance to the officer and family rather than arrest. Going forward NYOS has requested a grant from the Serious Violence Duty. This grant would be to employ two YOS workers based in Police Custody. It is believed these posts will promote Out of Court Disposals and can advise solicitors and custody Sergeants of the appropriate sanction. We would also like to increase the use of voluntary interviews.

NYOS have continued to commission the services of the "Appropriate Adult Service" to manage all Appropriate adult requests and manage PACES. The Service Specification relates to the provision of Supporting Children and Young People through the custody and courts process by provision of an Appropriate Adults Service. The service is commissioned to operate 24 hours per day, seven days per week, and 365 days per year.

The Appropriate Adult Service performance for 2022/23 is as follows :

721 young people were supported by an AA provided by TAAS

The average response time for an AA to attend was 29 minutes (target is to attend within 1 hour)

66 % of young people said the support they received by TAAS was excellent

Quarterly contract review meetings have been held. This is led by the Commissioning and Strategy Service, and attended by the Head of Service YOS, Team Manager NCT EDT, Northamptonshire Police Custody Contract Manager, Regional Manager TAAS (The Appropriate Adult Service), Data Lead TAAS. There are no significant concerns with the service being provided by TAAS. Feedback from the Youth Offending Service, Emergency Duty Team and Police Custody has been the service is good. The response to a request for an Appropriate Adult is not only fast but also actively supports and advocates for the young person whilst in custody.

A recent example of good practice is:

Job number 169317.

Juvenile 15 arrested - PWITS.

Had previously been in Custody before. He said he couldn't relax in the cell, but said it helped having someone to talk too, as he's mum had refused to attend.

I arranged for cereal bars (we discussed the ones he liked) juice and something to read as he had refused food for the 5 hours he had been in. He said the reading would help pass the time. He said he felt better after speaking to the AA/ Solicitor and CID.

276649

"This dp was a juvenile who had been arrested for murder, he was visibly scared and shell shocked after his interview we had a consultation and he opened up and began crying telling me how scared he was, we spoke for a bit and I consoled him. after he had his charges read out to him we had another consolation in where he broke down again once again i consoled him and he asked if he could just wait and talk a little before going back to his cell. he thanked me for being there to talk and for being able to keep him out his cell a little longer so his head wasn't in such a dark place

Below comment from 16 year old juvenile I saw on the 29th March – 277963

"I was incredibly nervous and anxious about what was happening but now I feel a lot calmer"

Remands

Northamptonshire YOS have a designated Court Team consisting of four Case Managers and two Assistant Court officers. We have a local process that is followed by the team and shared with the wider service for weekend remand courts and bank holidays.

We have a quarterly remand rota which provides consistency for Court staff, Magistrates, young people, and social care.

We have a system known as the 'Golden Hour' which is a system to share information related to children in Police custody. This can include details in relation to health and allows us to prepare ahead of any potential remand hearings.

In the morning, the staff on the rota will contact Custody (Police and Court) to check if any under 18's are in Custody and to gather information. A request for Pre-sentence disclosures (PSD's) is sent to the Crown Prosecution Service (CPS) immediately which enables us to secure those prior to meeting the child in Custody.

We have effective working relationships with CPS solicitors and legal representatives. The Senior Manager and Operations Manager with oversight of the Court Team, have regular meetings with NCT Placements and Commissioning. These meetings review the children we have remanded into Youth Detention Accommodation and those in Youth Detention. When we have a child in Police custody and an application for remand could be made, we contact Placements and Commissioning to ensure that a plan can be agreed at the earliest opportunity.

A check of NCT Social care system is completed by the ACO's, and if the child is known to social care, we contact the allocated social worker before the Court hearing.

This collaborative approach provides us with the opportunity to work with partner agencies to create and present a robust, alternative to Custody package in Court. A bail assessment is completed, and, with management oversight, a package is put in place to reduce further offending, protect the public and to offer an alternative to remand.

For each child remanded to Youth Detention we will allocate to a Case Manager and Resettlement Lead within one working day. They will attend the Initial remand planning meeting together and the resettlement process will start with immediate effect. This includes preparing for any subsequent bail applications the child may make. For the more complex young people, we will hold multi-disciplinary bail preparation meetings to explore risks and how to manage those within the Community. This enables us to proactively, seek in supporting a child with bail.

NYOS Senior managers are working jointly with Police Custody sergeants to encourage and support the use of PACE transfers and to reduce the number of children being held for remand court.

The Common Platform has been launched in Northamptonshire on 16/05/2023. NYOS Court team and managers can now access Court listings and information within our area more readily. We will be better equipped to swiftly track a child through the Criminal Justice system due to having access to Court listings nationwide. This enables us to better plan, prepare and liaise with other agencies, inclusive of out of county local authorities and Courts.

Use of custody

Currently NYOS has 3 young people remanded in Youth Detention Accommodation and 3 sentenced to Detention and Training Orders.

Processes have been put in place to manage and reduce the numbers of entries into the secure estate. Referral Order Custody Threshold panels and Alternative to Custody Panels work well as partner agencies are invited to attend and contribute towards both a proposal for sentencing and interventions. These plans are continued to be reviewed during throughout sentence planning and Risk and Safety & Wellbeing (R&SWB) panels post sentence.

At the point of a young person entering the secure estate either through a remand to Youth Detention Accommodation or sentence, a resettlement case manager will be co-allocated to the young person. The resettlement worker will attend all relevant professional meetings and specifically remand/sentence planning meetings and R&SWB panels to ensure that specific plans are in place to ensure a smooth transition back to the community.

Upon a young person entering custody through a remand, they automatically become a “looked after” child and as such are allocated to a social worker whose role is to undertake an initial assessment. NYOS will notify the local authority when this occurs. As with all remands/potential releases, such as bail applications; the local authority placements team will be notified and where possible, pre-planning will take place to ensure that the young person has a suitable plan in place. Again, R&SWB panels are used to monitor progress along with other relevant meetings.

Where it is deemed appropriate, representatives from National Referral Mechanism, Barnardo's, will be invited to contribute to Custody Threshold meetings, R&SWB Panels, and release planning meetings. There will be occasions whereupon a young person's R&SWB concerns are unable to be managed adequately within the home area and in the event of them being released, there will be a necessity to liaise with other out of area agencies such as Home YOS, local authority, and a placement provider.

In terms of development, Release on Temporary Licence has been identified as an area which to date has not been used to its full potential within NYOS. This practice has several potential benefits in terms of preparing a young person for release following an extended period in custody and for a young person to demonstrate their motivation to adhere to conditions. This can also be implemented to support attendance and college interviews, specific family events etc.

Constructive resettlement

Northamptonshire YOS have designated Resettlement Leads within the Court Team. The Resettlement leads within YOS will be assisting Case Managers and young people by providing a guidance service around what is best practice, facilitated through partnership building.

NYOS have Positive Resettlement Guidance 2022, which focusses on implementing the principles of constructive resettlement via specific pathways. These include a focus on continuity for children before sentence or remand, through period in Custody and upon release.

There is a specific focus on the child being fully involved in the resettlement planning. During every planning meeting held in the custodial establishment, the allocated Resettlement worker will be present to act as an advocate for the young person and accurately record the meeting decisions. The tracker will be shared with the young person after every meeting to ensure that they are informed and empowered to take ownership of their sentence and resettlement. The Resettlement tracker titled ‘My resettlement pathway- what my life will look like after prison/care’ is a young person friendly document containing all the relevant information a child should need during their time in Custody. It contains information on all key areas of resettlement, a guide to how remand and sentence planning meetings are held and who is in attendance. This is updated each month with the child. All professionals working with the child both in Custody and in the Community should contribute to this pathway plan.

The key areas focused on within the resettlement tracker are;

- ROTL
- Accommodation
- Education, training, and employment
- Substance Misuse
- Health
- Finance/Budget and/or debts
- Family relationships

A key area of development within Resettlement is the focus on improving the use of ROTL. This should be considered for every young person, and we are committed to improving how we plan and implement ROTL arrangements. An example of this would be using ROTL to allow a child to be introduced to a potential placement and to facilitate introductory meetings with professionals they may be working with when they return to the Community.

The Resettlement worker will support the Case Manager in determining appropriate license conditions using the assessment and resettlement tracker. This will include ensuring that placements are considered at the earliest opportunity, this includes alerting placement services to release dates and liaising with social care. This will promote a timely and robust plan for the child upon release and allow them to become familiar with their potential placement several weeks prior to release.

Resettlement can be challenging, a case example of this would be 'Child L'. He was sentenced to Custody for his first conviction. He was overwhelmed and reluctant to engage in the initial planning meetings and subsequent review meetings. He was allocated a Resettlement worker who visited the secure establishment on several occasions with the Case Manager. Child L declined to attend the meetings and refused to engage with the Resettlement worker. He reported that as he would be returning to live with parents upon release and he felt able to secure his own education and/or employment he saw no value in engaging with her.

The Resettlement worker persevered by working with the Case Manager who Child L was engaging with, attending the reviews and gathering information from those meetings. This enabled her to begin to put together a resettlement plan to share with Child A. She approached him and provided him with her number, she shared the tracker with him and suggested that if he felt he wanted to work with her and share his views about what he wanted when he returned to the Community, he could work with her to plan for his release.

Approximately, two months before his release he contacted her by telephone and engagement began. Child L worked with the Resettlement Lead to put together a plan for his release which included seeking advice from YOS ETE practitioners.

Child L reported that he found it helpful to work with the Resettlement lead and made the process of release much clearer.

NYOS are currently working on a Memorandum of Understanding with Northamptonshire Childrens Trust to further reduce disproportionality of care experienced young people in the criminal justice system. We have identified several key responsibilities and actions across specific teams to ensure a joint commitment. Elements of this, focus on children within the secure estate and includes partnership working to improve and further develop resettlement for example, a representative from social care will attend planning meetings, involved in early release discussions and support in parts of the resettlement plan for the child.

Standards for children in the justice system

Effective practice is a priority area for NYOS. We do this by providing accurate data, monitoring, auditing, and evaluating the work of the service. This means that our goal is to promote a constructive culture of learning, and moreover, offer a service to achieve Continuous Improvement (CI) to all staff as well as recognising good practice with Young People. The mechanisms used within the service are:

- Quality Assurance
- NYOS consistently assess, review and evaluate areas of our practice to prevent further re-offending..
- Internal Quality Assurance

NYOS leadership team meet every month to discuss their Performance and Accountability Report (PAR). This discussion provides a whole service overview of casework and offers a reflective practice opportunity for managers to support each other with team and service challenges.

Mock HMIP Inspections

The YOS complete a Mock Inspection annually and this will as far as practicable mirror the HMIP process. This includes the Inspection being conducted at short notice and using the most recent HMIP Inspection tool. We aim to engage as many staff as possible and managers within the auditing process to ensure we have full ownership across the organisation. We will publish the results across the YOS and offer one to one feedback to staff with the goal of improving practice.

Case Auditing

When an Asset Plus is completed by the Case Manager this is reviewed using the NYOS Quality Assurance Tool. Every Asset+ and Community Resolution Disposal (CRD) is assessed within National Standards guidelines unless there are exceptional circumstances or complications regarding the case.

Thematic Audits

Within NYOS several thematic audits are taking place to ensure that we are meeting the requirements for our HMIP inspection. Once completed each audit will have area of good practice and areas for improvement. The areas of improvement will monitor through a live action plan monitored and overseen by the YOS management board.

Area	Lead	Date
Victims	Liz	Complete
Resettlement	Liz/ Leanne	Complete
Education	Leanne	July
Intervention plan	Claire	Sept
Substance Misuse	Liz	Nov

Performance Development Group (PDG)

Much of the above is brought together and discussed at the PDG with the management team. Each month YOS Senior and Operational Managers attend the Performance Development Group. The meeting is chaired by the Head of Service. This meeting aims to share performance information, promote accountability and good practice. We aim to follow the performance cycle above; planning our work such as Audits and Inspections, monitoring the results and evaluate any findings.

Peer Review

In January 2023 NYOS were delighted to host a Peer Review. The Peer Review team were asked to look at the effectiveness of:

- Partnership arrangements in place to reduce disproportionality of Children in Care (CiC) being criminalised.
- Partnership arrangements at reducing re - offending for CiC (including holding and reducing risk, safety, and wellbeing factors).
- A 'golden thread' throughout the Peer Review was: How partners have responded and adapted delivery for females?

The Peer Review Team feedback was strong and noted there was a culture of learning and continuous improvement. This was evident in quality assurance/auditing processes in place to support continuous improvement, for example of thematic audits, serious case reviews and the peer review process. The PRT also noted that Northamptonshire had several partnership action plans with recommendations and progress being monitored. A further observation was that the PRT found a dedicated, passionate, and stable workforce, who understood the needs/risk of the children they supervised.

It was clear the partnership was in the initial stages of lots of improvement and developmental work which aims to improve outcomes for children and families of Northamptonshire. Much of which was already developing well where for other areas the analytical work was taking place and governance arrangements were still being agreed.

Areas for consideration have been collated and shared with the YOS Management Board as an action plan. Progress will be monitored by the Board throughout 2023.

Workforce Development

In Northamptonshire we are committed to having a highly skilled workforce that can meet the needs of our children and families. Our workforce consists of qualified social workers, nurses, police officers, and practitioners who are educated to degree level in relevant subjects e.g., Criminology, youth justice, social care.

We have an emphasis on a learning culture in Northamptonshire and ensure staff feel valued, listened to, and supported. All staff and volunteers have regular access to training. Most staff have completed the Youth Justice Effective Practice Certificate qualification and new staff are encouraged and motivated to do so. This is role specific and reflects the risk and complexity of working in youth justice.

Staff are trained in other key areas such as:

- Harmful sexualised Behaviour (AIM2/3 and Good Lives)
- Restorative Justice
- Safeguarding Children
- County Lines
- Risk outside the home
- Transitional Safeguarding
- Child Exploitation
- Domestic Abuse
- Child Development
- Children with Disabilities and SEND
- Prevent
- Neglect
- Equality and Diversity

All staff receive regular supervision and appraisals, and ongoing career development is encouraged through this process. All new starters also receive a robust induction package. The Youth Justice Board's Resource Hub provides a platform for practitioners to access a range of tools and resources that support ongoing knowledge and development. Training needs are regularly reviewed and most often linked to the Youth Justice Partnership's key priorities. This has included practitioners attending training on:

- Modern Day Slavery – including Section 45 Defence and the National Referral Mechanism.
- Adverse Childhood Experiences (ACE's).
- Deprivation of Liberty and The Mental Capacity Act.
- Disproportionality and Unconscious Bias.
- Resettlement.
- Trauma Informed Practice
- Speech, Language and Communication Needs
- Child First Effective Practice

All staff have accessed the monthly development days that are often facilitated to provide staff with the opportunity to refresh their skills and knowledge, for example Asset Plus workshops and report writing workshops.

10.12 Children from groups which are over-represented

NYOS has seen a reduction in ethnic over representation in the past 12 months, however, it remains a concern.

The 2021 census identified black males are representing 6% of the general 10–17-year-old population within Northamptonshire, and mixed ethnicity males as representing 5% of the general 10-17 year of population in Northamptonshire. When we look at offending behaviours 9% of the offending population are represented by Black males, and this is the same for mixed ethnicity males. As such there is a 3% over representation for black males and a 4% over representation for mixed ethnicity males locally. A particular concern is that black males in Northamptonshire represent 9% of all violent offences, and mixed ethnicity males represent 12% of violent offences showing a significant increase in over representation when it comes to violent behaviour.

Over the past 12 months we have seen a shift in the representation of children based on age. Traditionally the most over-represented age group in Northamptonshire has been children aged 17, however, this has decreased slightly and there has been an increase in 15- and 16-year-olds.

When we consider gender, females currently account for 14% of the youth justice cohort which is an increase, and the female cohort locally accounts for a considerable proportion of reoffending, which is ordinarily related to less serious but more frequent offences.

In November 2022, all partners at the NYOS management board signed commitment to the action plan and its implementation. The current action plan was created in March 2022, and adapted when the HMIP thematic report exploring the over representation of Black and Mixed heritage boys in the youth justice system. The plan has commenced in July 2022, and we are currently beginning to review and update the plan for the year 2022/2023.

68% of the 2022/2023 action plan has been completed, with 30% underway and just 2 actions delayed currently. The main challenges have been progressing actions with partner engagement; however, positive progress has been made and NYOS is now involved with the Northants Police equalities action plan, and the Northamptonshire social care disproportionality action plan.

Examples of achievements over the past 12 months have included improved youth police custody processes, the development of a cultural identity intervention for the children we work with (this is currently being finalised), unconscious bias and cultural identity training for all staff, leaflet in custody providing children with understandable information about their options, the offering of early intervention for those children identified by Northamptonshire Police as 'top suspects', training for all practitioners on the creation of a communication passport so this is now offered to all children within the YOS, and a full review of the ETE offer locally to reflect the over representation of children with certain characteristics more likely to be excluded from or not able to access education training and employment.

Over representation remains a priority for NYOS, and this will be reflected in the review of the Over Representation plan for 2023/2024 which will further push the current progress to include joint racial trauma training for staff in NYOS, and children's social care; further progressing youth custody processes; reducing the criminalisation of looked after children by reviewing the partnership protocol and embedding it in practice for social care, placements, police and courts and an additional focus on girls in the youth justice system. The quarterly Diversity and Disproportionality Steering group will also be attended by board members from our partner organisations to drive the actions forward.

Evidence-based practice and innovation

In collaboration with Northamptonshire magistracy, NYOS and the Magistracy have implemented creative solutions to better support the children and young people who appear before youth courts. These innovations have attracted positive attention from the Lieutenancy; the Shrievalty; the magistracy and senior judiciary; the Police, Fire and Crime Commissioner; the police; HMCTS; the Centre for Justice Innovation; and many others.

NYOS were invited to present at Centre for Justice Innovation Convention on Problem Solving Approaches. Nina Warren the Court Operations Manager presented on NYOS's approach to problem solving and was commended on our use of Youth review Panel, Problem Solving Hearings and Youth Court Solutions. These have been nationally recognised as innovative. Further details are below.

Youth Review Panel [YRO]- NYOS invite the Magistrates to review Youth Rehabilitation Orders in partnership with NYOS. The magistrates are invited to YOS premises along with the young person and their parents. The setting is informal and encourages young people to engage in a review of their own progress and share their work with the Magistrates. The Magistrates and NYOS have an opportunity to motivate and congratulate the young people on their engagement/progress which inspires them further to make positive changes. The YRO reviews can be multi agency e.g., social care, ETE, reparation reports, victim input.

Problem Solving Hearings – NYOS have been using problem solving hearing for complex cases. Complex cases often require a multi-agency response to a young person's offending behaviour. The problem-solving hearing pulls together all professionals who will have a responsibility for delivering any element of the court order are requested to attend court. In court, each professional is engaged by the presiding justice to declare what they propose to do and how they intend to deliver. To support understanding the presiding justice will ensure there is clarity on behalf of all attending professionals, the child or young person and their family.

Youth Court Solutions is the newest innovation in Northamptonshire. This service has been established to offer an at-court advice and support service at Wellingborough courthouse. Youth Court Solutions is delivered by a range of local charities and coordinated by The Crisalys Foundation working in conjunction with the Youth Offending Service, police and, where necessary, the legal profession. It aims to ensure that all young people have their broader problems addressed, offering access to a wide range of services for clients, children and young people and their families. This may include:

- Help to identify and access local authority, statutory or third sector support services to address the issues which bring children and young people to court
- Introductions to learning and training opportunities to improve employment prospects
- Practical support with financial issues and accommodation
- Information on the working of the criminal justice system

NYOS have also taken part in research commissioned by the Youth Justice Board. The YJB wanted to understand more about why reoffending rates among children are higher among some ethnic minority groups. NYOS was one of a few YOS's to work with Traverse, an independent research company, to do research to explore this in more detail. Learning from this study has been embedded into our Over Representation Action Plan.

NYOS and Northamptonshire Police have a strong partnership. A priority for Northamptonshire Police has been The Prevention and Intervention strategy (currently in draft) which identifies key delivery linked to partnership objectives and alignment of strategic partnerships to deliver for early intervention linked to children and young people. Over the last year Northamptonshire Police have worked in partnership with NYOS to create:

- The development of trauma informed practice.
- Multi agency problem solving
- The Observatory for shared partnership data
- A place-based approach with delivery through Neighbourhood Policing teams
- Creation of the Offender Management Unit which consolidates IOM, CIRV, YOS and the new development of an Early Intervention Hub seek to align coordinated preventative and diversionary support to children and young people.

The Observatory utilises a data visualisation tool Qlik. Qlik has been developed to support the key aims and outcomes

of the Youth Justice Plan. This has included profile and analysis of the First Time Entrant cohort over several years, to identify themes and opportunities for earlier identification and intervention. This has been developed further to produce real time intelligence of young people with ongoing police interaction that have yet to formally enter the YJS. The Qlik app has also been further refined to meet the requirements and criteria for the Turnaround program ensuring young people eligible can be systematically identified and referred to the scheme. This has been trialled using the Police weeks of actions in respects of the Force's matters of priority to refer young people into the program for support that are involved in serious violence, drug harm and VAWG (Violence Against Women and Girls) related occurrences.

A significant development for NYOS and the Police is that NYOS has funded a business analyst to sit within the Observatory to develop products specifically for the Youth Offending Service that will ensure dedicated resource to build information and analytical products that support the wider delivery of the current and future priorities for the YOS and the corresponding Youth Justice Plan.

Service development plan

In February 2022 NYOS was designated a YJB Stage One Priority service due to concerns relating to numbers of first-time entrants to the criminal justice system and the amount of reoffences per reoffender.

Strategic Priority 1 – Prevention and Diversion

The Crime and Disorder Act 1998 s 37 (1). It shall be the principal aim of the youth justice system to prevent offending by children and young persons.

Outcomes sought

- Multi-agency information and intelligence is gathered to identify risks and vulnerabilities in groups, communities, and individuals as they relate to exploitation of children and young people.
- Whole family approaches are used to engage the child's whole system of support at the earliest opportunity
- Prevention and diversion activities are focused on reducing risks and vulnerabilities to offending
- Agencies are able to recognise and respond to the contextual factors that increase the risk of children and young people entering into the criminal justice system
- The need for statutory youth offending and/or safeguarding interventions is reduced

To achieve this we will:

- Ensure children and young people from marginalized backgrounds and communities access universal and universal plus services aimed at improving their outcomes
- Ensure Out of Court Disposals are managed in accordance with the recommendations of the HMIP Inspection report, March 2018 "Out-of-court disposal work in youth offending teams"
- First time entrants are offered targeted and effective crime prevention and diversion interventions
- Ensure information is exchanged to identify the causes and risk factors of young people engaging in crime and anti-social behaviour
- Promote effective multi-agency working, joint decision-making, planning, with children and young people subject to Community Resolution, Turnaround, and Out-of-Court disposal (i.e. Triage, Youth Caution and Youth Conditional Caution)
- Strengthen our coordinated process for the use of point-of-arrest resolution
- Strengthen desistance opportunities through education, training and employment and other means of promoting self-esteem and future opportunities
- Maintain our strong partnership/interface with Health (GP, School Nurses, Speech and Language Therapy, Sexual Health), Education, Early Help key stakeholders.

Strategic Priority 2 – Recognising and responding to child exploitation and serious youth violence

Local data suggests that children and young people involved in offending are more likely to be involved in criminal exploitation and at a greater risk of becoming a victim and/or perpetrator of serious youth violence. This Plan will interface with the aims and outcomes as set out within Northamptonshire Police's annual Strategic Assessment, community profiles and West and North Northamptonshire Community Safety Priorities. NYOS management Board are committed to reducing incidents of serious violence including domestic abuse, sexual offences and knife crime

Outcomes sought

- Support and influence the place-based approaches to our priority neighbourhoods and vulnerable locations
- Focus on early intervention and utilising the powers and legislation available to reduce incidents of anti-social behaviour, youth violence, exploitation, and serious organised crime
- Increased Early Intervention and Youth Offer - Diverting young people from opportunities to commit crime
- Improved understanding of Serious Organised Crime and gang related activity
- Improved education and awareness amongst young people in relation to online abuse, gangs, knife crime, criminal and sexual exploitation and hate crime
- The Serious Violence duty will be delivered
- Develop and embed contextual safeguarding to ensure victims and their families get the right support when they need it most

To achieve this we will:

- Continue to present CYP (Children and Young People) cases that meet the thresholds of VAP, IOM and MAPPA and work with partners in terms of information and intelligence-gathering to identify and intervene CYP's risk of serious harm, safety and well-being at the earliest opportunity
- Continue to access risk and screen all CYP open to YOS using the Child Exploitation tool to identify children and young people who are vulnerable to exploitation and criminal activity, including 'county lines'
- Strengthen our partnership with the Police, Rescue and Response, National Referral Mechanism and National Crime Agency
- Represent YOS in community events, gatherings and initiatives to tackle Serious Youth Violence and County lines
- Continue to coordinate Risk Safety and Wellbeing Panels to share information and draw a joint Intervention Plan with multi-agency partners to manage CYP's risk of serious harm and safety and well-being for them to desist from offending and re-offending
- Coordinate and respond with intelligence-led disruption in the community, utilising available Youth Justice Orders with their conditions to protect children and young people (i.e. Referral Order Contracts, YRO requirements, etc.)
- Support young people demonstrating harmful sexual behaviour and address their behaviour using evidence-based approaches and interventions
- Continue to ensure CYP's subject to early release and DTO (Detention and Training Order) (Detention and Training Order) License and post-conviction have effective intervention strategies to reduce the risk presented to the public and victim

Strategic Priority 3 – Tackling disproportionality in the criminal justice system

The review led by David Lammy, MP (Member of Parliament) (Member of Parliament), in 2017 highlights disparity in the treatment and outcomes for Black, Asian and young people from other racially minoritised backgrounds within the Youth Justice System. In response, the Ministry of Justice published an updated response on Tackling Racial Disparity in the Criminal Justice System (CJS) 2020. This strategic priority aims to address the overrepresentation of Black and brown children, and those from other marginalised groups i.e., Gypsy Roma Travellers from exploited by criminal gangs, entering the criminal justice system and becoming perpetrators and victims of serious youth violence.

Whilst the numbers of children are relatively low, there is a need for the partnership to do more to improve outcomes for children from marginalised groups, particularly those who have had adverse childhood experiences and are at the greatest risk of educational and social exclusion.

We must be ambitious for their futures and ensure effective measures are in place to address the harmful impact of social and racial inequalities and injustice.

Strategic Priority 3 – Tackling disproportionality in the criminal justice system

Outcomes sought

- All agencies work to create opportunities for overrepresented children that promote a strong sense of their own cultural, racial, religious and linguistic identity and build their self-esteem through access and inclusion in education, employment, training and positive activities
- The partnership will seek to actively engage marginalised communities and the voluntary, faith and community providers supporting them in the community in addressing and solving the problem
- Local partners and agencies to develop a comprehensive understanding of the contextual risk factors and social inequalities that Black and brown young men experience and work effectively and purposefully to tackle disadvantage and structural racism
- Children and young people from racially minoritized backgrounds at risk of school exclusion and with additional vulnerabilities to receive targeted support aimed at keeping them in education, access positive activities and build trusted relationships
- Agencies and services have a sound understanding of the mechanisms of institutional racism in relation to the exploitation and criminalization of children from racially minoritized backgrounds
- Out of Court disposals to be considered for Black and brown children and young people to minimize the risk of early entry into the criminal justice system
- Agencies have effective and accessible measures in place to challenge discriminatory practices
- Training is available for all agencies to promote cultural competence in the development of policy, practice and engagement with children, young people and families from racially minoritized backgrounds
- All agencies work to create opportunities for children that promote a strong sense of their own cultural, racial, religious and linguistic identity and build their self-esteem through access and inclusion in education, employment, training and positive activities
- The partnership will seek to actively engage marginalised communities and the voluntary, faith and community providers supporting them in the community in addressing and solving the problem
- Local partners and agencies to develop a comprehensive understanding of the contextual risk factors and social inequalities that Black and brown young men experience and work effectively and purposefully to tackle disadvantage and structural racism
- Children and young people from racially minoritized backgrounds at risk of school exclusion and with additional vulnerabilities to receive targeted support aimed at keeping them in education, access positive activities and build trusted relationships
- Agencies and services have a sound understanding of the mechanisms of institutional racism in relation to the exploitation and criminalization of children from racially minoritized backgrounds
- Out of Court disposals to be considered for Black and brown children and young people to minimize the risk of early entry into the criminal justice system
- Agencies have effective and accessible measures in place to challenge discriminatory practices
- Training is available for all agencies to promote cultural competence in the development of policy, practice and engagement with children, young people and families from racialised backgrounds

Strategic Priority 3 – Tackling disproportionality in the criminal justice system

To achieve this we will:

- Raise awareness and recognise our unconscious bias
- Challenge discrimination within our own agencies in the youth justice system
- Promote equality and fairness
- Adopt anti-racist practices and include anti-racist statements in our policies and procedures
- Continue YOS working group to champion good practice in working with Overrepresented children and marginalised communities
- Ensure the YOS employs a workforce, including volunteers that is reflective of the communities we serve
- Ensure young people receive fair treatment at all stages of the youth offending system and their rights are promoted
- Recognise the adversity faced by marginalized groups and communities and strive to ensure our activities are inclusive and aimed at ensuring equality of service including access to services i.e., education, mental health, substance misuse, safeguarding, health
- Ensure young people are recognised as victims of criminal and sexual-exploitation and enforce the use of Modern Slavery Legislation through referral to the National Referral Mechanism
- Use the Scrutiny Panel for Out-of-Court Disposals to maintain checks and balances in the system
- Ensure that Overrepresented people who are at risk of Custody will be given an opportunity to receive the Bail Intensive Supervision and Surveillance (ISS) Support Package, instead of being remanded in a secure establishment

Challenges, risks, and issue

Legislation and guidance	<ul style="list-style-type: none"> YJSs/partnership will need to respond to the changes within the Police, Crime Sentencing and Courts Act (2022), including the Serious Violence Duty. As outlined in Section 5, the storming phase to ensure governance and processes are in place is underway.
Funding	<ul style="list-style-type: none"> The YJB grant remains unannounced at the time of writing the plan and while assurances have been given on the maintenance of last year's core grant, this impacts on longevity planning.
Workforce	<ul style="list-style-type: none"> Staff changes and new staff induction over the past two years resulted in significant time investment from other staff, including managers. This will continue over the next 12 months as due to the Service restructure and the introduction of turnaround. We have expanded the Prevention and Diversion team allowing us to reinvest resources earlier and prevent entry into the NYOS; with this said, the offer presents a need for a cultural shift within Northamptonshire Police that is currently underway.
Out of Court Disposals	<ul style="list-style-type: none"> The last year has seen a shift into a higher proportion in the use of out-of-court-disposals that is welcomed, but there is an ongoing challenge in ensuring appropriate decision making with changes to how Home Office Counting Rules are interpreted and that the Association of Chief Police Officers Youth Gravity Matrix 2013 requires urgent updating; a national review is currently underway. HMIP, last year, described this as a '...as a 'postcode lottery' in the use of out-of-court disposals, with wide variation in the policies and processes that govern local schemes. NYOS are currently working alongside Northants Police to develop an updated Out of Court Disposal Policy for the region.
Offence Pattern Trends	<ul style="list-style-type: none"> While most proven offence types have reduced significantly, violence against the person remains the most common offence group type and the County saw an increase in weapon possession amount children last year.
Inspection	<ul style="list-style-type: none"> HMIP have moved from a 4-year inspection cycle to a 6-year cycle as a result of the Covid 19 pandemic. NYOS last inspection was 11.03.2015 and the previous full one was in 2012. a new framework (2018) and a new amended framework (2021) has been introduced since then. This has led to the Peer Review taking place as well as external support in reviewing of NYOS to ensure that local auditing is in line with revised inspections.

Sign off, submission and approval

Chair of YJS Board -
AnnMarie Dodds

AnnMarie Dodds

Signature



Date

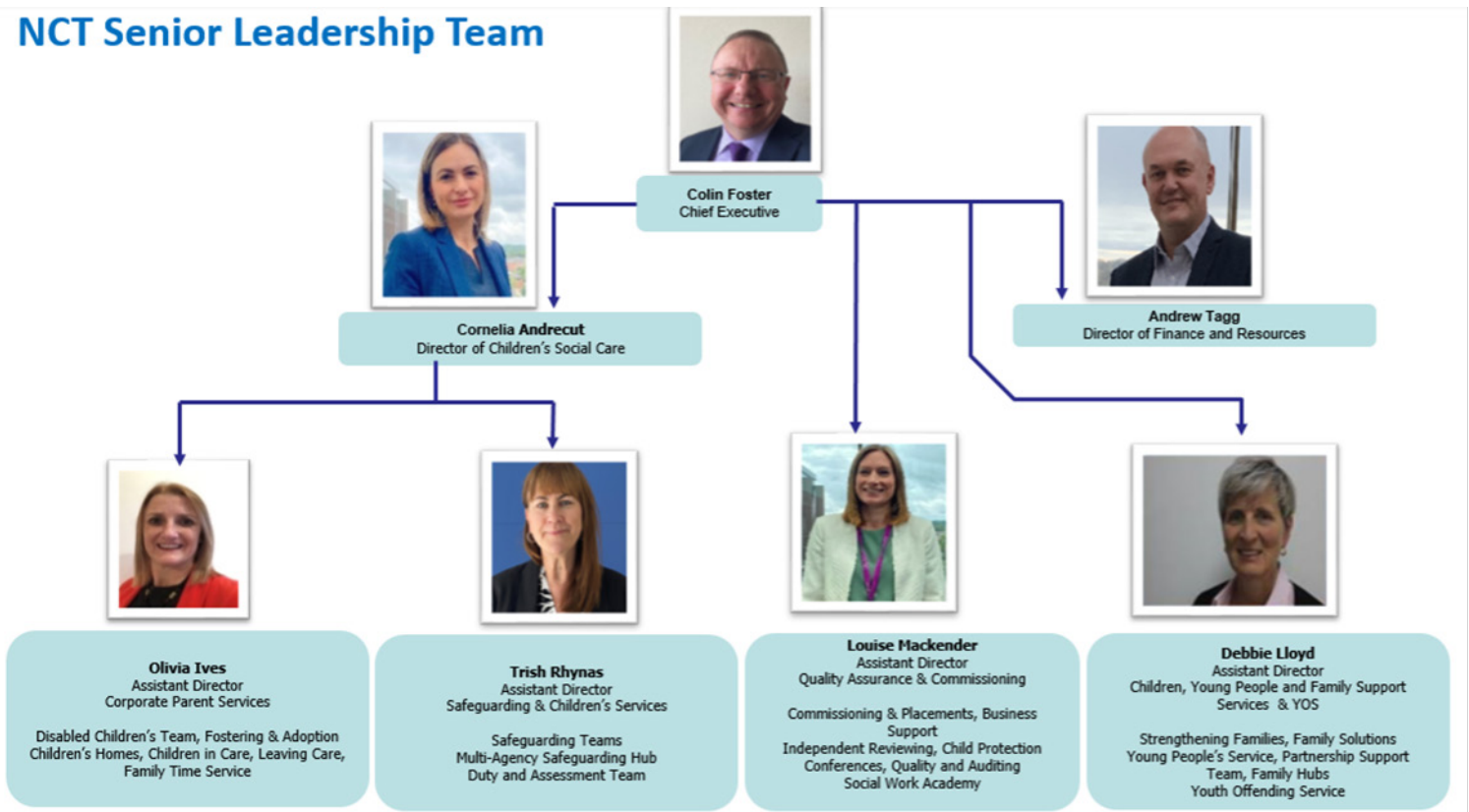
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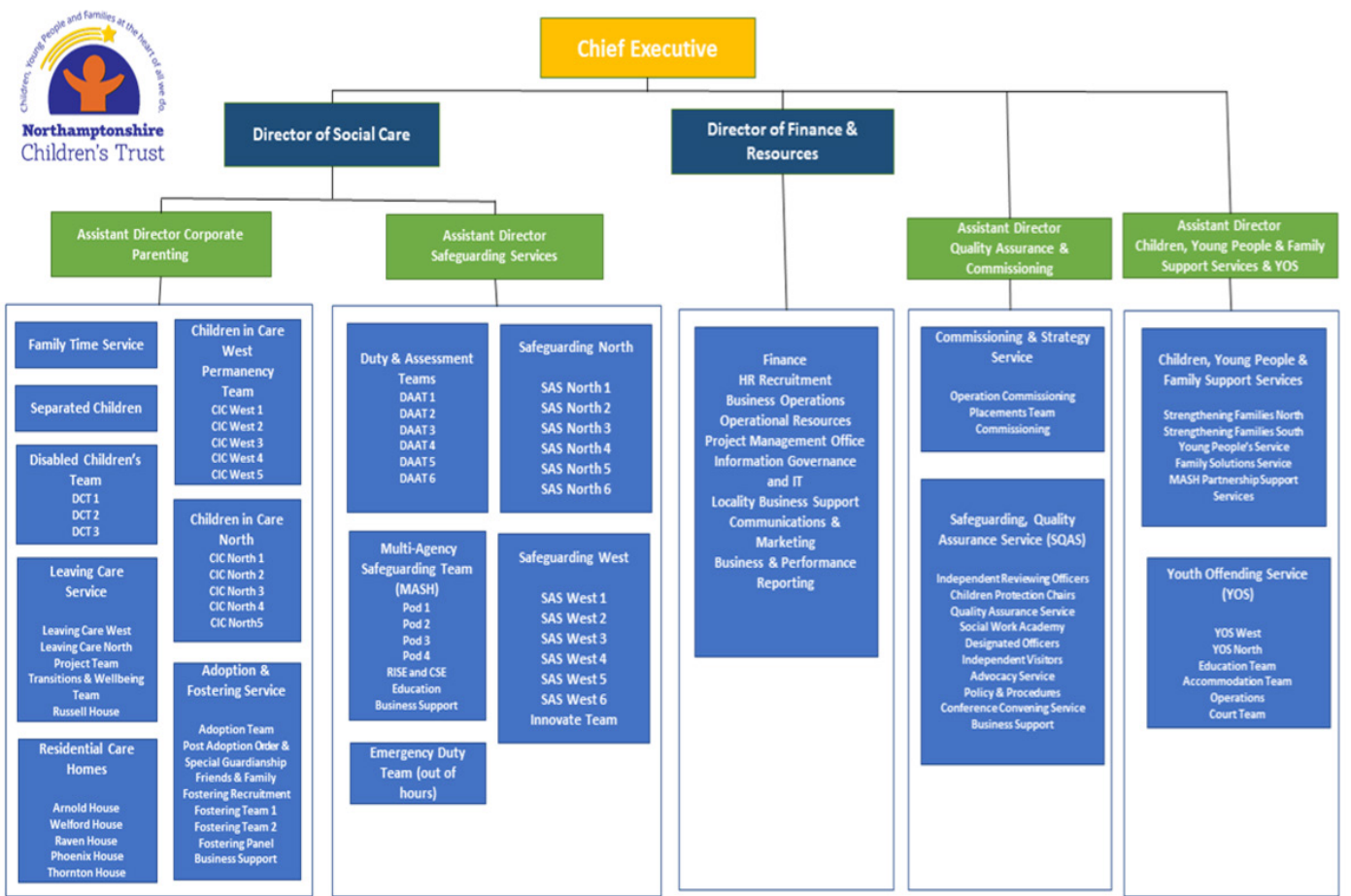
Appendices

Appendix 1: Staffing Structure

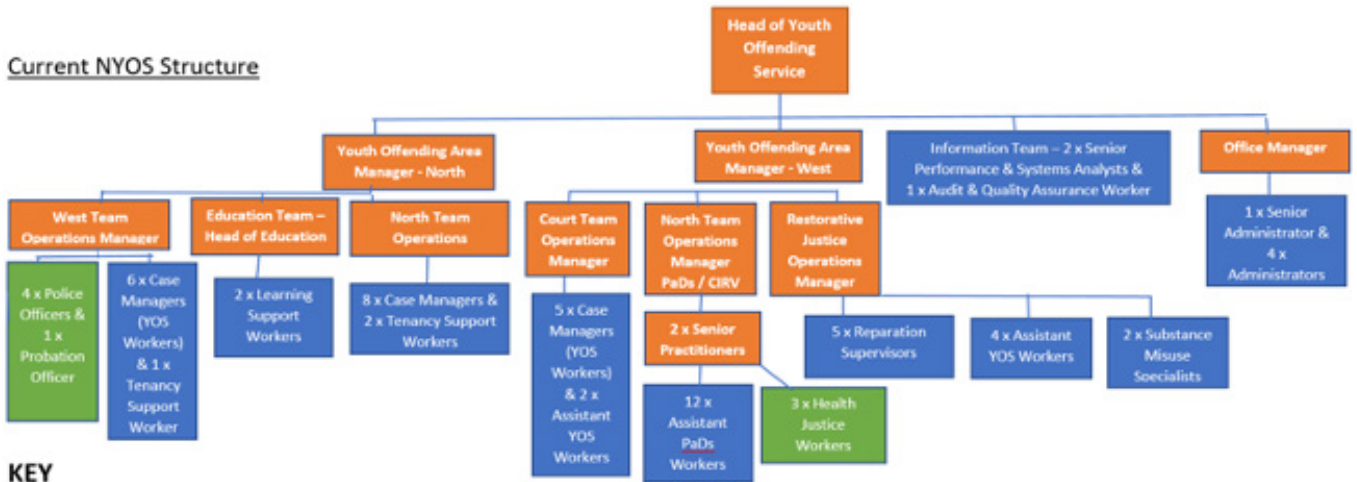
The full staffing structure showing details of the staff roles in the YJS and the reporting arrangements for the Head of Service

NCT Senior Leadership Team





Current NYOS Structure



KEY

- Line Management responsibility
- Partner Agency seconded post
- YOS funded post

Appendices

Appendix 2

Northamptonshire Record of Ethnicity & Preferred Gender of Staff

Ethnicity/ Gender	Managers Strategic managers		Operational mangers		Practitioners		Administrative		Student		Volunteers		Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Gender														
Asian					3	1							3	1
White	2		3	2	25	6	4	1	1		10	5	45	14
Black					4	1					1	1	5	2
Mixed					3	1							3	1
Other	2				2	1							4	1
Not Known														
Disability (if known)					1	1							2	
													62	19