



## **Monmouthshire & Torfaen Youth Offending Service**

### **YOT Plan Cymru 2017/19**

The Youth Justice Plan Cymru for Monmouthshire & Torfaen 2017/19 is produced in accordance with the statutory duty for each Local Authority to formulate and implement a Youth Justice Plan each year (s.40 Crime and Disorder Act 1998). The plan sets out:

- How Youth Justice Services in Monmouthshire and Torfaen will be provided and funded; and
- How the Youth Offending Service will be composed and funded, how it will operate, and what functions it will carry out.

The plan adheres to the 'Youth Justice Plans: YJB Practice Note for Youth Offending Partnerships' (YJB, May 2017) and the 'YOT Grants Terms and Conditions 2017/18.'

The content of the Youth Justice Plan Cymru for Monmouthshire and Torfaen focuses upon and addresses the following areas:

- Introduction and overview of 2016/17
- Structure and Governance
- Resources and Value for Money
- Partnership Arrangements
- Risks to Future Delivery Against the Youth Justice Outcome Measures
- Action Plan 2017-19

## **Overview of 2016/17**

In accordance with the 2015 - 2017 Youth Justice Action Plan the YOS have successfully:


- Completed the National Standards Audit for 2015/16 and 2016/17 and devised/implemented action plans based on the findings
- Reviewed the methods by which Restorative Justice Disposals are delivered, including the interventions offered and exit strategies
- Continued to actively promote the Prevention Service
- Continued to support the development of Positive Futures across Monmouthshire and Torfaen
- Continued to review the effectiveness of the use of Out of Court Disposals (OOC) across Gwent. In addition to regularly monitoring the re-offending of young people attending Bureau, the YOS are represented on the Gwent OOC Scrutiny Panel
- Completed the YJB re-offending toolkit which has resulted in an increased understanding of re-offending trends in Monmouthshire & Torfaen
- Established a multi-agency Resettlement and Reintegration Panel to ensure a partnership approach to tackle the obstacles to effective resettlement and reintegration across the Local Authority areas
- Recruited a part time Speech and Language Therapist via Aneurin Bevan University Health Board. All frontline staff have received training and a referral pathway has been implemented resulting in increased capacity in the YOS to support young people with Speech, Language and Communication support needs
- Successfully implemented the AssetPlus assessment and planning framework
- Developed and implemented effective transition processes/procedures alongside NPS in line with the Y2A portal
- Utilised the 'live tracker' to monitor and review our prolific offender cohort
- Completed a multi-agency learning review of custody cases
- Implemented LMB oversight of the use of B&B for homeless 16/17 year olds across Monmouthshire and Torfaen
- Recruited into the vacant Education, Training and Employment Officer role following a review of the job description/person specification
- Developed an Information Sharing Agreement with a view to gaining access to LEA databases to ensure that accurate and up to date information is available without delay. The Information Sharing Agreement is awaiting DMT sign off.
- Reviewed the SLA with Kaleidoscope (Substance Misuse Service provider)
- Agreed a new SLA for the provision of a Young Person's Substance Misuse Worker via Drugaid Cymru
- Reviewed the Gwent wide Bureau Protocol for use of Out of Court Disposals – ratified by the Gwent Criminal Justice Strategy Board in January 2017
- Reviewed the Gwent wide Protocol to Reduce the Prosecution of Looked After Children – ratified by the Gwent Criminal Justice Strategy Board in January 2017
- Reviewed the Gwent wide protocol for the provision of Appropriate Adults – ratified by the Gwent Criminal Justice Strategy Board in January 2017

- Created a Gwent wide protocol for the Transfer of Children and Young People from Police Custody – ratified by the Gwent Criminal Justice Strategy Board in January 2017
- Frontline staff have attended training on desistance, the MAPPA four pillars approach and the four core modules for the Social Services and Wellbeing (Wales) Act. Resettlement training has been provided to members of the Resettlement and Reintegration Panel
- Registered for the Restorative Services Quality Mark with a view to assessing the quality of the YOS as a restorative service against the Restorative Service Standards
- Created a YOS website and twitter account
- Reviewed LMB Terms of Reference to ensure adherence to the YOT Management Board Guidance
- Established a group to monitor PACE transfers to Local Authority accommodation
- Identified a lead practitioner for ‘Prevent’ to develop provision for the effective case management of young people accused or convicted of extremist related offences
- Provided training to all Case Managers in the use of restorative approaches
- Continued to deliver briefings and training to external organisations across Gwent to promote the use of restorative approaches for Looked After Children. Over 50 participants have attended the Restorative Justice training.

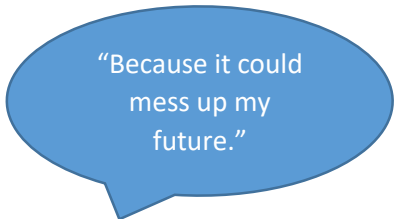
There has been no external inspection of Monmouthshire & Torfaen Youth Offending Service during 2016/17.

There was one safeguarding CSPPI (Community Safeguarding and Public Protection Incident) during 2016/17. The CSPPI related to a young person who had made threats to end his life following a self-reported overdose of street Valium. A Critical Learning Review (CLR) was completed in line with the ‘CSPPI Standard Operating Procedures for Youth Offending Teams.’ There were a number of areas of good practice identified as well as key learning points. The significant challenge of finding suitable accommodation for young people within the Criminal Justice System who have complex needs and presenting risks was highlighted within the CLR. An action plan has been devised and implemented and reported to the Local Management Board and South East Wales Safeguarding Children Board.

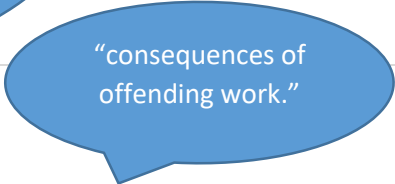
Unfortunately, the YOS failed to meet its target for completion of the HMIP E-Survey during 2016/17. This was largely due to issues with technology. Here are some of the things the young people told us have made them less likely to offend:



“all the things ive taken part of have helped me think differently and a more wiser I have priorities now im discussed what I done to get this referral order but it have changed my life around and become a better person from what I done”



“Because it could mess up my future.”



“consequences of offending work.”

"I don't want to go to prison."

"Made me understand the law."

"I think about things now."

"Stayed away from drugs. Stay away from bad people and hang around with good influences."

"The information that the yos have given me has helped me understand the law a lot more and that my actions don't just affected me but also affect toughs around e.g. family, victim so this has made me less likely to offend"

When asked for ideas as to how the YOT could be improved, the young people told us:

"Nothing the help has been brilliant."

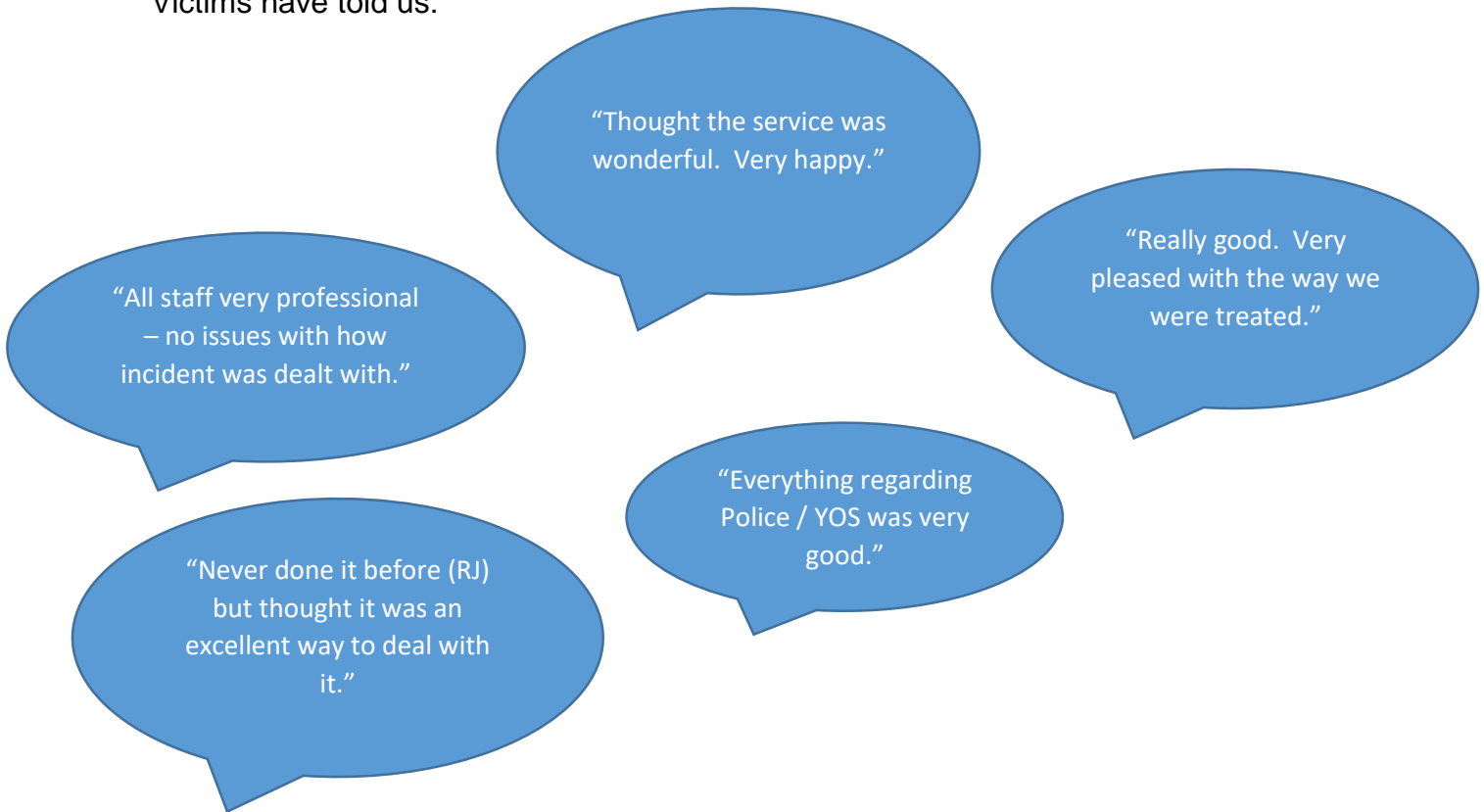
"Make it hard so people won't want to come back. Just get a good understanding of the young person's life, so you understand them."

"Less reparation hours man."

"See me more."

"Nothing they are awesome."

Victims have told us:



## **Structure and Governance**

Monmouthshire and Torfaen Youth Offending Service covers the boundaries of two Local Authorities, Torfaen County Borough Council and Monmouthshire County Council. The Youth Offending Service is hosted by Monmouthshire County Council and sits within the Social Care and Health Directorate. All non-seconded staff are employed by Monmouthshire County Council. This provides consistency in terms of conditions of service and general human resource management. The YOS Manager is line managed by the Head of Monmouthshire Children's Services.

The Local Management Board is chaired by the Acting Chief Officer, Social Care and Housing, Torfaen County Borough Council, with the vice chair position being assumed by the Head of Monmouthshire Children's Services, thus ensuring appropriate representation and level of decision making/influence across both Local Authority areas. There are representatives from each of the statutory partners on the Local Management Board. The composition of the Local Management Board is set out in **appendix a**). There have been some changes in personnel in 2016/17. Following the recent Council elections new member representatives will be invited to attend the Local Management Board. The YOS welcome the recent addition of a representative from the Office of the Police and Crime Commissioner on the Board.

The Local Management Board meets on a quarterly basis and is timed in order to correspond to the availability of ratified and confirmed performance information, which forms a standing agenda item. Financial matters and planning continue to be a standing item on the Local Management Board agenda.

The Local Management Board continues to assume ownership and responsibility for the strategic direction of the YOS. Some of the LMB business plan includes financial reporting / planning, performance measures, progress against relevant action plans and overall capacity and capability.

There are agreed processes in place to ensure that the Board are notified of all Community Safeguarding and Public Protection Incidents and have oversight and responsibility for the monitoring of any action plans resulting from such incidents.

In July 2015 the Youth Justice Board Senior Advisor – Oversight and Support attended the Local Management Board to discuss the recently published 'YOT Management Board guidance.' The LMB Terms of Reference were reviewed and updated as part of the 2015/16 Action Plan to ensure adherence to the YOT Management Board Guidance.

Having identified a budget deficit in the budget setting process for 2016/17 as a result of significant reductions in financial contributions to the service, a new structure was proposed by the Local Management Board and approved by Monmouthshire County Council's Cabinet on the 7<sup>th</sup> September 2016. The new structure has been included in **appendix b**). Implementation of the proposed structure commenced in September 2016 and concluded in March 2017 with the successful appointment of the new Education, Training and Employment Officer.

The three Gwent YOS' are represented on the South East Wales Safeguarding Children Board (SEWSCB) by the YOS Manager for Blaenau Gwent and Caerphilly.

The Board has identified four strategic priorities to focus on in its 2016-19 strategic plan:

- Reducing the effects of compromised parenting on children's well-being
- Improving our work with adolescents who exhibit risky behaviours
- Ensuring the continued effectiveness of safeguarding practice during the implementation of the Social Services and Well-being (Wales) Act 2014
- Improving the effectiveness of the Regional Safeguarding Children Board

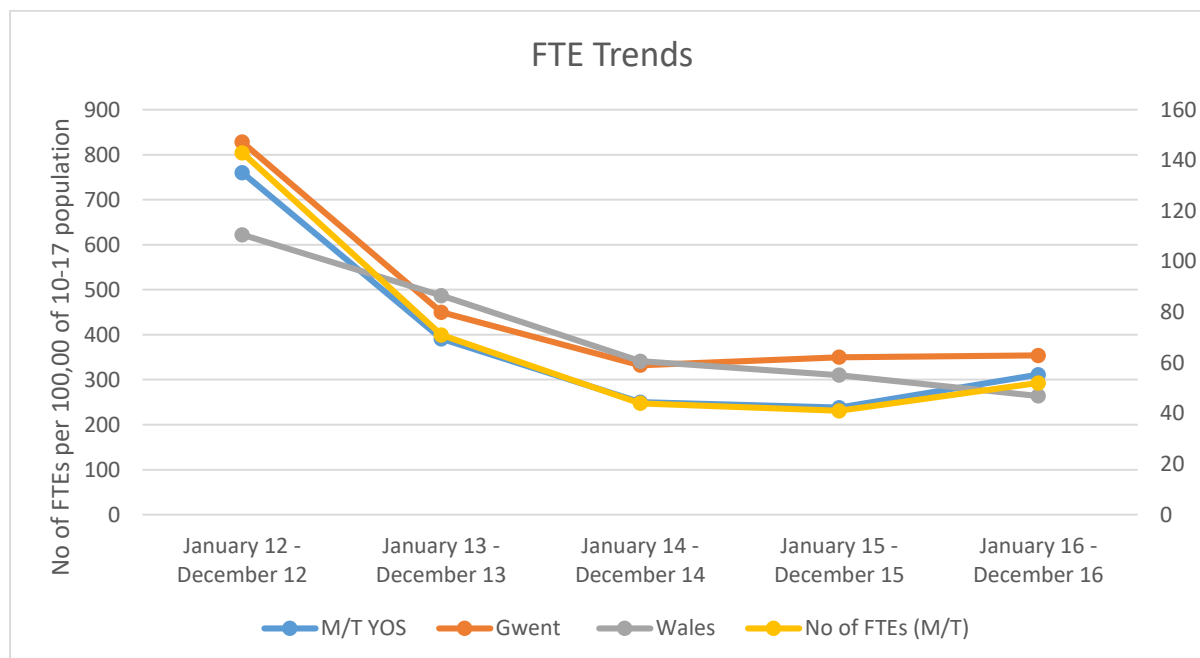
The YOS is consistently represented on a range of SEWSCB sub-groups including:

- Case Review Group – represented by the YOS Manager for Blaenau Gwent and Caerphilly YOS
- Quality Assurance and Audit – represented by Monmouthshire & Torfaen YOS.
- Priority Themes Group – represented by Blaenau Gwent and Caerphilly YOS.
- Protocols and Procedures Group – represented by Monmouthshire & Torfaen YOS.
- Learning and Development Group – represented by Newport YOS.
- Communication and Engagement Group – represented by Monmouthshire & Torfaen YOS.
- Monmouthshire Safeguarding Network
- Torfaen Safeguarding Network

There exists a joint working agreement between the YOS and the two Local Authority Children's Services departments. This document has incorporated the key responsibilities as laid out within the All Wales Child Protection Procedures and the Legal Aid, Sentencing and Punishment of Offenders Act 2012. The joint working agreement is in the process of being reviewed to reflect the AssetPlus assessment framework and changes brought about by the Social Services and Wellbeing (Wales) Act 2014.

## Review of Performance – 2016/17

### First Time Entrants



The YOS has made significant progress in reducing the number of young people entering the Youth Justice System since 2008. However, the latest verified data evidences a 26.8% increase in the number of first time entrants when comparing January – December 2016 against January – December 2015. This equates to an additional 11 young people entering the Youth Justice System. The rate of first time entrants per 100,000 of the 10-17 population is 311, which is higher than it has been for the previous two years. The Youth Justice Board have noted that Monmouthshire and Torfaen are one of only six Youth Offending Teams in Wales to have a rate per 100,000 of more than 300. Having said that, the rate per 100,000 for Monmouthshire and Torfaen is lower than the other two Gwent YOTs.

The YOS attributes the significant reduction of FTEs since 2008 to its investment in prevention and early intervention services. Until 2016/17, whilst there continued to be a significant reduction in the number of FTEs in Monmouthshire and Torfaen, the percentage reduction was decreasing year on year.

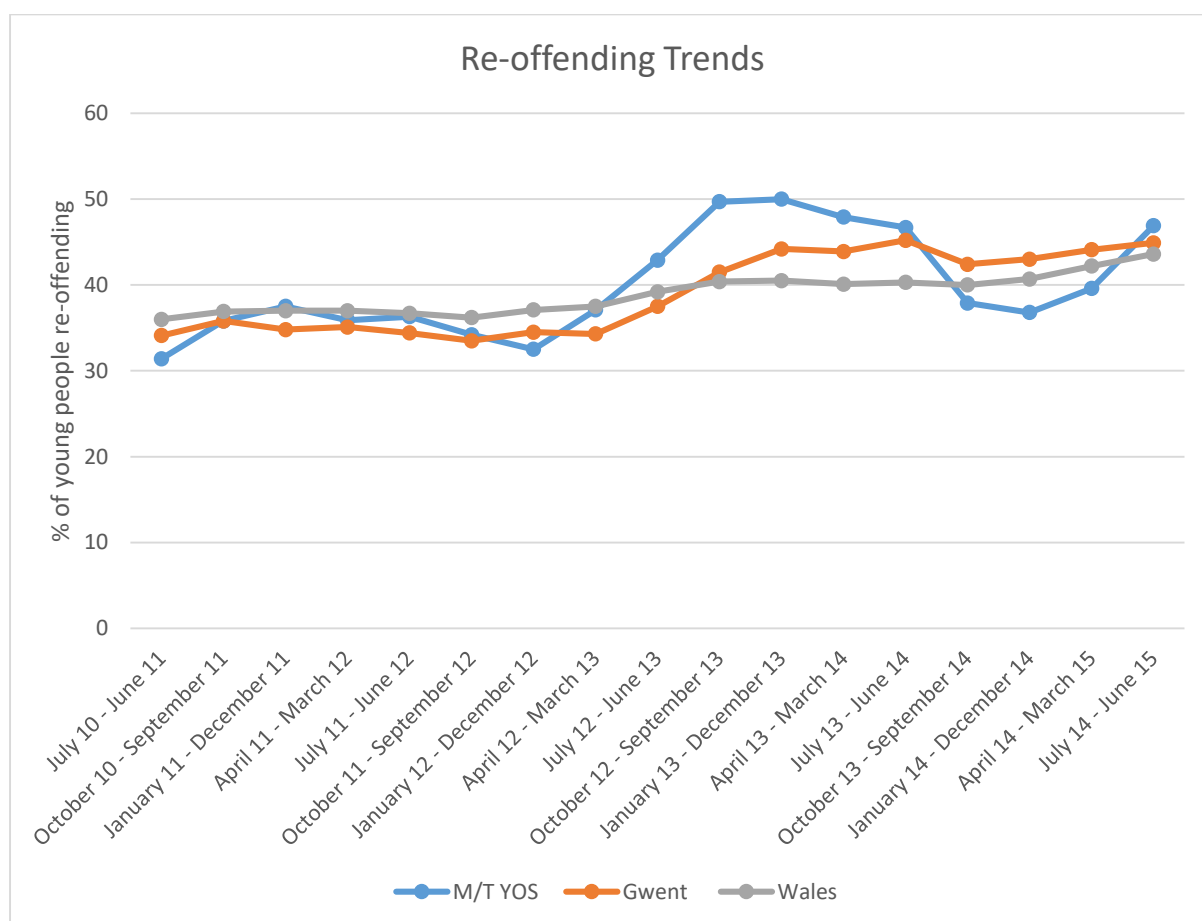
Analysis of local FTE data has identified discrepancies between locally recorded data and that published by the Youth Justice Board. Whilst the latest verified data evidences a 26.8% increase in FTEs, local data evidences a 7.4% increase. Other YOTs across Wales have identified similar discrepancies with the data published and are currently in discussions with the Ministry of Justice with a view to introducing an Information Sharing Agreement to enable further scrutiny/analysis of these discrepancies.



It is important to exercise caution when comparing FTE data across YOTs as a result of differing protocols/eligibility criteria regarding the use of community resolutions and Out of Court Disposals. E.g. In some areas there is no limit on the number of community resolutions a young person can receive; as such, these areas are more likely to see fewer young people entering the formal Youth Justice System.

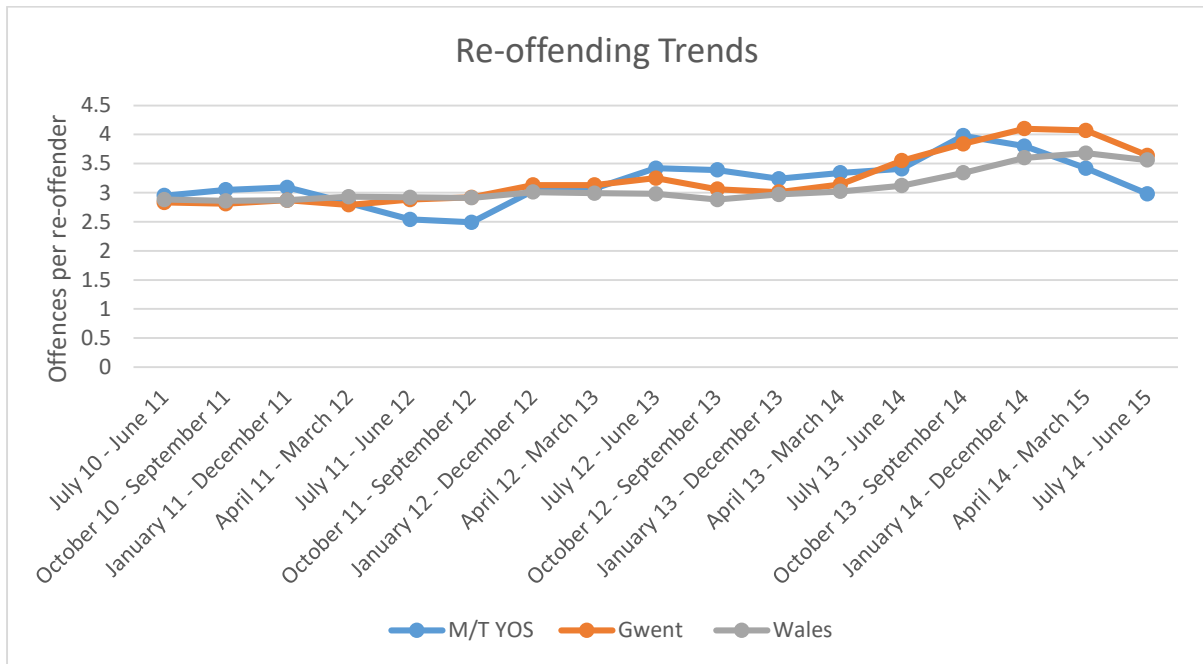
Analysis of local data has evidenced an increase in offences of violence against the person amongst the FTE cohort. Work is ongoing to ensure that preventative resources are targeted appropriately.

### **Rate of proven re-offending by young people in the Youth Justice System**

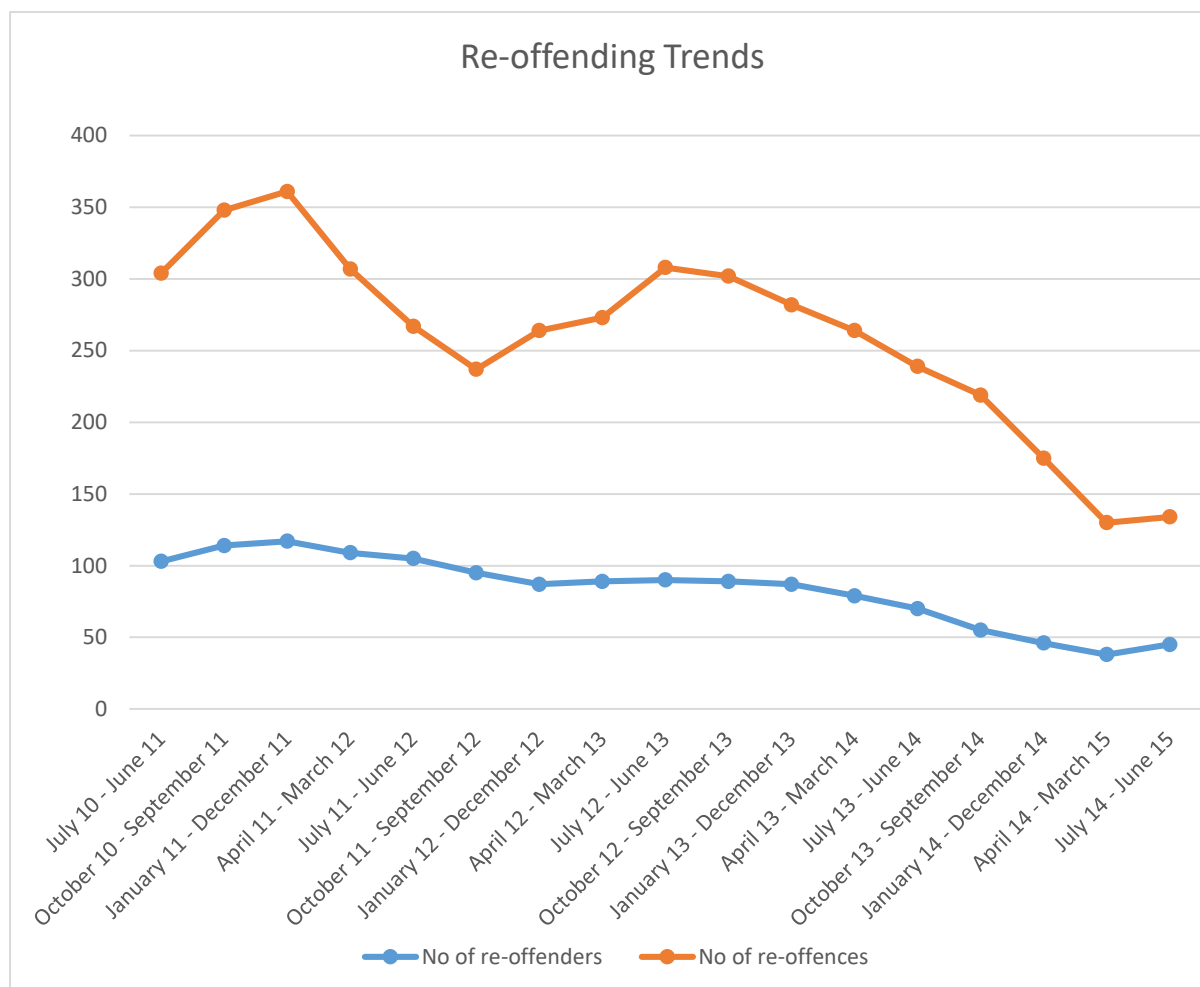


Due to the tracking processes, timescales involved and the manner within which the information is collated and reported the re-offending data is not contemporary and provides an indication of trends and potential future direction of travel within Monmouthshire and Torfaen.

There were 96 young people in the July 2014 – June 2015 cohort. Of these 96 young people, 45 re-offended, committing a total of 134 re-offences. Therefore 46.9% of the cohort re-offended (binary rate). This represents a marginal increase compared to the 46.7% binary rate for the July 2013 – June 2014 cohort.



The frequency rate of re-offending has decreased from 3.41 to 2.98 when comparing the July 2014 – June 2015 cohort with the previous year. The frequency rate for both Gwent and Wales has increased during this period.

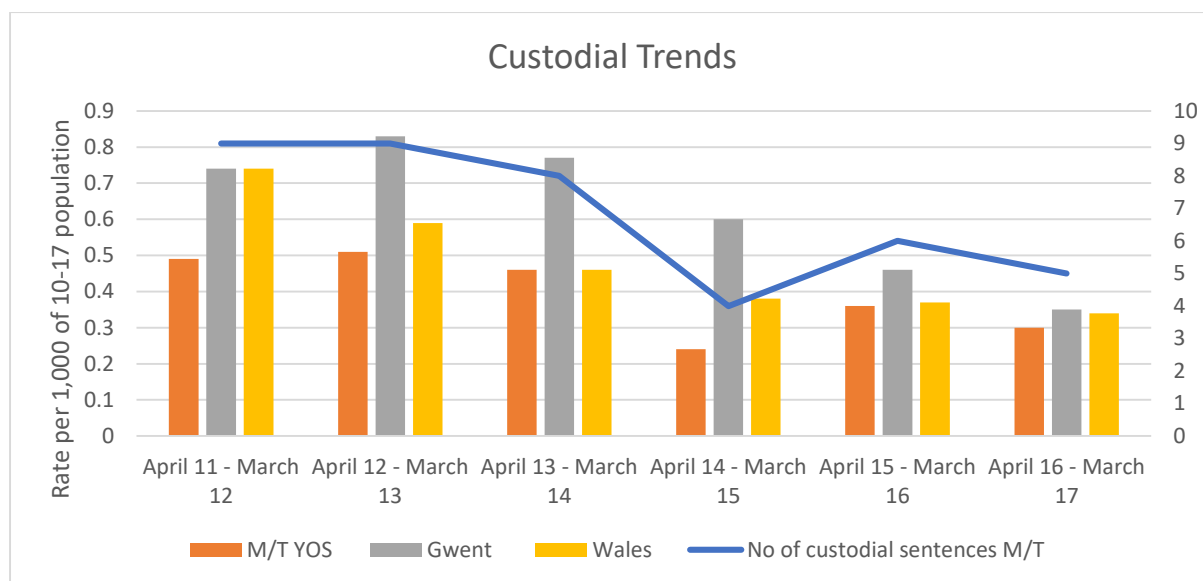


Although the binary rate is higher than both the Gwent and Wales averages, the actual number of young people offending has reduced significantly (45 re-offenders in the July 14-June 15 cohort compared to 103 re-offenders in the July 10-June 11 cohort) albeit the reduction in the number of young people has not been at the same rate as the reduction in cohort size. There was a slight increase in the number of re-offenders in the July 14-June 15 cohort compared with the April 14-March 15 cohort (7 additional re-offenders).

The actual number of re-offences has continued to fall since the July 12-June 13 cohort, again with a slight increase (4 additional offences) in the July 14-June 15 cohort.

In conjunction with the Youth Justice Board, the YOS has utilised the 're-offending toolkit' to analyse re-offending data and is now utilising the 'live tracker' to track those young people most likely to go on to become 'prolific offenders.'

## Young people receiving a conviction in Court who are sentenced to custody



The use of custody and associated performance remained relatively stable between 2011/12 and 2013/14. 2014/15 saw a 50% reduction in the number of custodial sentences followed by a 33.3% increase in custodial sentences in 2015/16. There were 5 custodial disposals in 2016/17 compared with 6 the previous year. It should be noted that due to the small numbers involved, any small increase or decrease can represent a disproportionate % variation. In Monmouthshire & Torfaen, the custody rate per 1,000 of 10-17 year olds in the population has been consistently lower than that which has been evident across Gwent and Wales.

## Remands (Youth Detention Accommodation)

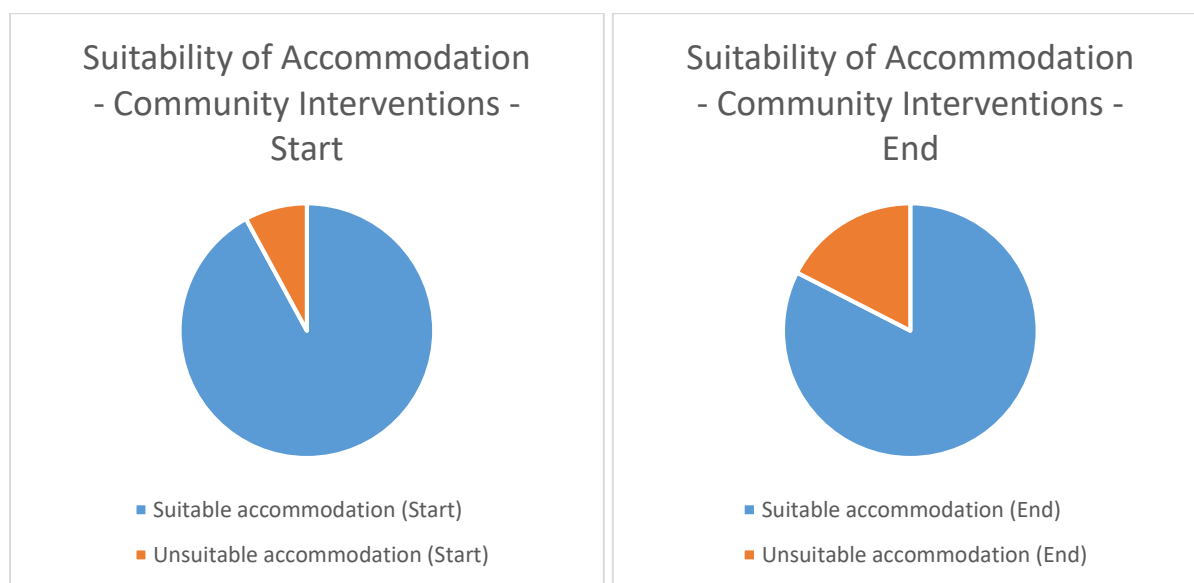
The YOS performance in terms of use of remand (although not a key performance measure) has been varied although, as above, as numbers of young people are relatively small, any slight variation can lead to a disproportionate % increase. The number of remand beds used in 2016/17 has increased by 51% when compared with the previous year.

	Bed nights (YOI)	Bed nights (SCH)	Bed nights (STC)	Total bed nights	% change
2011 / 12	145	3	0	148	
2012 / 13	66	6	0	72	-51%
2013 / 14	237	0	0	237	+229%
2014 / 15	154	0	0	154	-35%
2015 / 16	43	5	19	67	-56%

2016 / 17	80	21	0	101	+51%
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The remand bed figures for 2016/17 relate to three young people and three remand episodes. Whilst the number of remand beds used has increased by 51% when compared with last years' figures, fewer young people have been remanded and there have been less remand 'episodes.' All three young people were males aged between 15 years and 11 months and 17 years and 10 months. Two of the males were co-defendants, both of whom were subject to Youth Rehabilitation Orders with ISS at the time they committed the dwelling burglary offence for which they were remanded to Youth Detention Accommodation. It is of significance that one of the males had recently completed the low intensity phase of his ISS and the other was days away from completing the low intensity phase of his ISS. The co-defendants were ultimately sentenced to lengthy custodial sentences as adults. Following a period on remand the other young person was sentenced to a 12-month Youth Rehabilitation Order for offences of violence.

### **Access to suitable accommodation**



A total of 63 young people had a closed community based penalty during 2016/17, of which 58 (92.1%) were in suitable accommodation at the start of their intervention and 52 (82.5%) at the end.

2 young people ended a custodial sentence during the period, 1 of these young people was in suitable accommodation at the start, release and end point of their intervention (50%). The other young person was identified as being in B&B accommodation at the start, release and end point of their intervention.

All those identified as being in unsuitable accommodation either at the start of end of interventions were young 16/17 year olds. It is worthy of note that Monmouthshire &

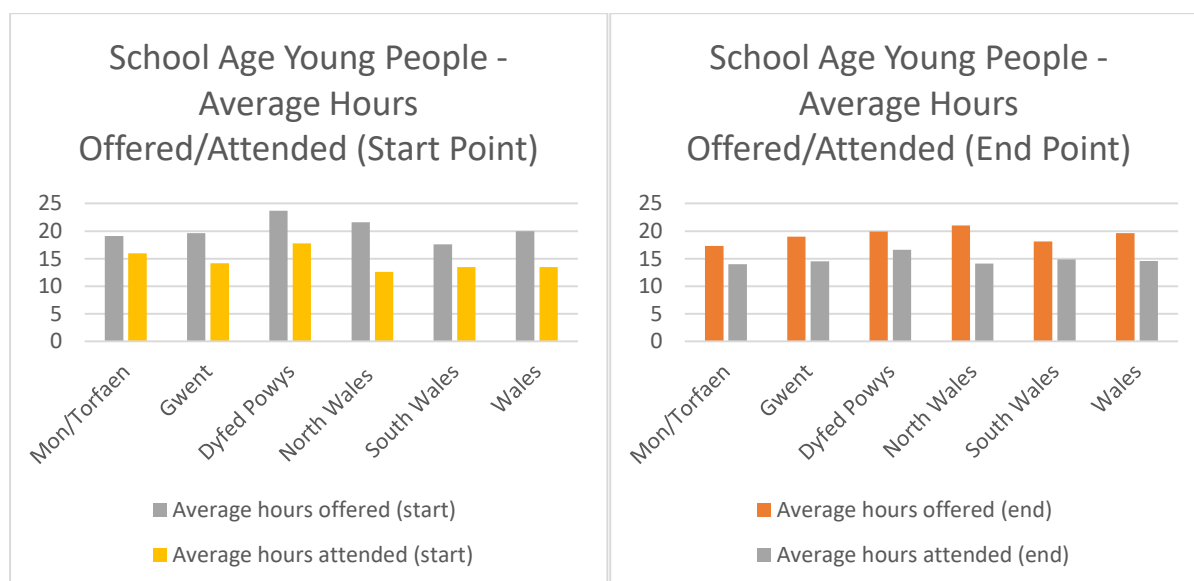
Torfaen YOS are one of only four YOS' in Wales identifying the inappropriate use of B&B accommodation during 2016/17.

In some cases, young people have been placed in bed and breakfast accommodation having declined alternative suitable accommodation options offered to them via Children's Services and Housing. There are other cases where young people have been placed in bed and breakfast accommodation because of a lack of suitable alternatives available.

A closed disposal within the period does not necessarily correspond to the end of YOS involvement with a young person. In some cases, the end of a community order is as the result of a new order being imposed (thus revoking the existing order). Consequently, in the majority of cases there will be evidence of continued agency support to resolve accommodation issues.

The Resettlement and Reintegration Panel is utilised to address the individual accommodation needs of young people. Any themes/ongoing issues are escalated to the Local Management Board. Further work is required to ensure that suitable accommodation is identified at the earliest opportunity.

## **Engagement in Education, Training and Employment**



For the whole of 2016/17 to date the average hours being offered to school age young people at the start are 19.1, at review 18.2 and at the end and are 17.3, all falling below the recommended 25 hours, albeit a significant improvement on last year's hours. The YOS is working with Senior Officers in both Local Authority areas to address this issue.

Above Statutory School Age:

For the whole of 2016/17, for above school age young people the average ETE engagement is 11.4 hours at the start, 11.8 at review point and 7.7 hours at the end of intervention. The average hours being offered to this age group are 12.5 hours at the start, 13.5 hours at review point and 10.3 at the end.

The YOS Senior ETE Specialist retired in July 2015 and the post remained vacant for a significant period. The YOS revised the Job Description and Person Specification in partnership with the Education representatives on the Local Management Board with a view to ensuring that the Post is fit for purpose moving forward. The new ETE Officer Post was filled in March 2017.

Within 2013/14 the YOS and Careers Wales reviewed the Service Level Agreement and the development of professional relationships between the service as a result of at least quarterly meetings and a streamlined referral process has aided engagement and access to provision with associated multi agency support for young people. Now that the new ETE Officer is in post it is timely that the Service Level Agreement is revisited.

Work is underway to establish access to LEA databases to ensure that accurate and up to date ETE information is available without delay. An Information Sharing Agreement has been devised and is awaiting sign off by DMT.

### **Access to appropriate specialist assessment and treatment services**

During 2016/17 14 young people were identified as requiring a substance misuse assessment of which 9 received an assessment within 5 days of referral (64%).

Further analysis has confirmed that all 14 of the young people identified as requiring a substance misuse assessment were offered an assessment appointment within 5 days of referral but 5 failed to attend. Staff have been reminded of the importance of arranging joint visits with the allocated Case Manager for initial substance misuse assessments as our experience suggests that this is likely to improve compliance/engagement.

YOS performance continues to be monitored within Management meetings and is reported upon on a quarterly basis to the YOS Local Management Board.

Of the 10 young people requiring a substance misuse intervention 10 (100%) received this service within 10 days.

### **Mental Health / Emotional Well-being**

The objective of the Mental Health performance measure is to report the percentage of children and young people in the Youth Justice System identified requiring a mental health assessment:

- a) Receiving a mental health assessment within prescribed timescales and

- b) Receiving mental health treatment within prescribed timescales of assessment (where the need for treatment has been identified).

Improvement in this area is a key strategic aim of the Welsh Government/YJB Children and Young People Strategy.

During 2016/17 all those requiring an assessment were assessed within the required 28-day timescale and all those identified as requiring treatment commenced this within the required 28-day timescale.

Aneurin Bevan University Health Board provide a Clinical Nurse Specialist from Specialist CAMHS to sit within the Youth Offending Service. The referral pathway includes a mandatory consultation between the YOS Case Manager and Clinical Nurse Specialist for all Court cases to ensure appropriate screening of emotional and mental health.

The Minister for Health and Social Services announced in February 2015 additional CAMHS funding specifically allocated to improving provision for young people in the Criminal Justice System. The YOS is represented on the Youth Justice / CAMHS Project Group set up to oversee implementation of the new funding, improve consistency of provision and ensure the investment adds value to both CAMHS and Youth Offending Services.

## **Victims and Restorative Approaches**

The YOS continues to be committed to providing a quality service to all victims and developing the use of restorative approaches both within the service and across the Local Authority areas.

The YOS Police Officer makes initial contact with all identified victims where the menu of restorative options is discussed and agreed. A large proportion of this initial consultation is done via a personal visit to the victim.

All staff working with victims have received the 21 hours RJ training by officers trained by an accredited RJ Trainer.

The YOS has a website for all YOS services/activities. The 'Victims and Restorative Justice' page includes a contact and feedback section to encourage suggestions for reparation projects. A link to the YOS complaints procedure is also included on the website.

The YOS have joined Twitter to improve communication with victims and the community and hold Coffee Mornings to encourage members of the public to suggest and discuss potential reparation projects.

The YOS have continued to develop the Restorative Approaches for LAC project across Gwent with a view to reducing the prosecution of Looked After Children. This was sighted as an area of good practice in Lord Laming's independent review



examining the overrepresentation of children in care in the Criminal Justice System in England and Wales.

The YOS have received positive evaluations from families following family group conferences facilitated by the YOS. The family group conferences provide families with the option to find creative solutions to the problems they encounter.

The YOS have also been successful in working in partnership with a number of stores to prevent young people from being banned following Theft (shoplifting) offences.

The YOS hope to achieve the Restorative Service Quality Mark (RSQM) during 2017/18 in recognition of the quality restorative practice across the service.

## **Resources and Value for Money**

In its budget setting process for 2016/17 the YOS identified a budget deficit as a result of a number of reductions in financial contributions to the YOS.

**See appendix c) for a table showing the financial, staffing and in-kind contributions.**

In addition to reductions in cash contributions, the YOS lost 50% (2 FTE reduced to 1 FTE) of their officer resource from Gwent Police and 50% (1 FTE reduced to 0.5 FTE) of their officer resource from the National Probation Service as a result of the National Funding formula.

The YOS management team worked in partnership with the Local Management Board to put forward savings that were realistic, achievable and presented the least possible threat to the service. We believe that the proposals put forward allow us to continue to ensure that our staff are well supported with realistic and manageable workloads to ensure that they can continue to provide the best possible service to our children and young people, their families, communities and the victims of youth crime.

On the 15<sup>th</sup> March 2016 the LMB agreed a proposed YOS restructure to manage the identified budget deficit. The proposed restructure was approved by Monmouthshire County Council Cabinet on the 7<sup>th</sup> September 2016. The savings identified amount to full year savings satisfying the identified budget deficit for 2016/17. Due to the time it took to implement these changes (fully implemented by March 2017) full year savings were not achieved for 2016/17.

In previous years there has been varied underspend of the YOS budget via partner contributions that has enabled the YOS to establish a 'financial reserve' to account for future unforeseen expenditure. The reserve has been utilised to meet redundancy costs related to the restructure and the revenue overspend in 2016/17 due to full year savings not being achieved.

The YOS has been successful in securing continued funding from Welsh Government via the Promoting Positive Engagement for Young People (at risk of offending) Fund (formerly the Youth Crime Prevention Fund). The fund currently supports the following YOS projects:

- Prevention, Resettlement and Reintegration Project across Monmouthshire & Torfaen
- Restorative Approaches for LAC Project across Gwent.

A number of regional bids were submitted to the Community Safety fund (Office of Police and Crime Commissioner) for 2017/18. Unfortunately, all bids were unsuccessful. The OPCC has maintained their 2017/18 contribution at the same rate as 2016/17 despite previous indications of a three-year reduction at 33% per annum.

In addition to the funding made available to the YOS for the provision of services as outlined above, for the period 2016/17 the YOS / Local Authority areas has been provided with a remand budget of £27,439 which is ring fenced specifically for the use

of remands within the defined period. The YOS no longer receive a separate grant allocation for Unpaid Work or Restorative Justice Maintenance.

The YOS went live with the AssetPlus assessment and planning framework in April 2016. With an identified AssetPlus Change Lead, Technical Lead and two identified Senior Practitioners to undertake training, the implementation went to plan. All YOS staff have completed training appropriate to their roles and responsibilities. The YOS continue to schedule monthly development sessions for Case Managers as part of the APIS (Assessment, Planning, Intervention and Supervision) programme. These sessions have largely focussed upon AssetPlus since implementation.

The YOS upgraded its database from YOIS to Childview Youth Justice in December 2014. As part of the proposed service restructure a new Business Support and Information Officer Role has been created and the job descriptions amended for existing administrative staff. The new roles will ensure that the Business Support and Information Officer has sufficient capacity to provide ongoing training, advice and guidance to all YOS staff to ensure competent use in Youth Justice information management and administrative systems specific to their role and responsibilities.

Following the appointment of the new Education Training and Employment Officer the YOS is now resourced in line with minimum staffing requirements set out within the Crime and Disorder Act 1998.

**See appendix d) for a breakdown of staffing by agency, gender and ethnicity.**

As has been highlighted in previous years, the lateness of confirmation of grant funding, particularly the value of the Youth Justice Grant, has limited the continued ability to plan consistently and on a longer term basis. As our grant funding is becoming increasingly under threat it is more important than ever that our statutory partners maintain their commitment to the service.

Contributions (cash only):

AGENCY	2014/15	2015/16	2016/17	2017/18
YJB	292,536	241,717	219,324	220,201
PCC grant	44,000	44,000	29,480	29,480
Monmouthshire CC	346,547	346,547	346,547	346,547
Torfaen CBC	359,763	359,763	359,763	359,763
Police	66,791	66,791	66,791	66,791
Probation	53,054	53,054	26,687	5,000
Health	65,314	65,314	65,314	65,314
PPEYP	254,000	254,000	242,000	242,000

YJ Plan Cymru 2017-19  
Monmouthshire & Torfaen YOS

TOTAL	1,482,005	1,431,186	1,355,906	1,335,096

## **Partnership Arrangements**

Monmouthshire and Torfaen Youth Offending Service covers the boundaries of two Local Authorities. Monmouthshire represents as a predominantly rural and affluent area with some small, but proportionately densely populated towns. Torfaen represents a more urban area with Cwmbran tending to represent the hub with a number of smaller towns/villages within the county.

Geographically, Monmouthshire covers a vast area with a population of approximately 91,300 (census 2011) (representing an increase of 6,056 since 2001 census) with Torfaen having a more condensed area and population of 91,100 (census 2011) (representing an increase of 151 since census 2001). As a result of the geographical and demographical make up of each Local Authority the joint working arrangements are deemed to represent efficiency and effectiveness in the provision of services across the two areas.

The YOS areas fall within what was once regarded as Gwent. Gwent Police, Aneurin Bevan University Health Board (ABUHB) and Her Majesty's Court Services cover the historical Gwent area and three Youth Offending Service areas cover the area of 'Gwent' (namely Newport YOS, Caerphilly & Blaenau Gwent YOS and Monmouthshire & Torfaen YOS). The three YOS Managers meet regularly in order to examine and plan options for collaborative working. There exists a range of local projects, sub regional and regional projects across the three Gwent YOS areas with there being a drive towards more regional collaboration in line with the Gwent footprint and some of the terms and conditions of the Promoting Positive Engagement for Young People (at risk of offending) Fund.

Similarly, the Community Safety Grant provided to the YOS via the Office of Police and Crime Commissioner is now provided on a regional basis with a focus on substance misuse and victim work. To this end there is collaboration across the three Gwent YOS areas to promote common practices and principles within this particular service.

There are several other initiatives and practices that promote partnership and collaborative arrangements within the Monmouthshire and Torfaen areas, within the broader Gwent footprint and across Wales both at strategic and operational levels.

- The YOS manager is a member of YOT Managers Cymru, which meets in order to share good practice, discuss policy implications and devise joint responses considering wider strategic and political issues that impact upon the functioning of Youth Justice. The YMC terms of reference were reviewed in 2016/17.
- The YOS Local Management Board consists of a broad range of agencies/partners and is appropriately represented. Due to the line management and hosting arrangements of Monmouthshire CC it is deemed appropriate for the chair to originate from Torfaen CBC and vice chair from within Monmouthshire CC.
- The YOS manager continues to be line managed by the Head of Children Services within Monmouthshire. In addition to the line management that takes

place, the YOS manager also meets on a regular basis with the Acting Chief Officer, Social Care and Housing within Torfaen.

- There is a Gwent wide regional Safeguarding Children's board which one Gwent YOS Manager attends on behalf of the three Gwent YOS areas. Sub groups and regional groups are attended by Monmouthshire and Torfaen YOS management team.
- An Operational Manager/Service Manager attends relevant Children Services management team meetings for both Local Authorities.
- An Operational Team Manager represents the YOS at the Monmouthshire TAF Management Board and the Families First meetings for Torfaen.
- The YOS Manager attends the Safer Monmouthshire Group and inputs into the Monmouthshire strategic needs analysis and Single Plan via this forum.
- The three Youth Offending Services in Gwent are represented at Safer Gwent by the YOS Manager for Blaenau Gwent and Caerphilly YOS.
- A YOS Operational Manager attends the Monmouthshire Youth Offer Group and is the chair of the Targeted Support sub group. The group aims to promote the partnership and operational provision of multi-agency services, (mainstream and specialist) across the Local Authority area.
- The YOS Manager attends the Gwent wide Criminal Justice Strategy Board.
- The YOS Managers across Gwent meet regularly with Senior representatives of Gwent Police.
- There is a Gwent wide process document for the administration of Out of Court disposals via the developed Gwent wide 'Bureau' process which involves significant partnership working and joint decision making with the YOS areas and Gwent Police. The Bureau process has recently been reviewed, amended ratified by the Criminal Justice Strategy Board.
- A Gwent wide scrutiny panel for Out of Court Disposals (youth and adult) has been established. The YOS is represented by the YOS Manager. The scrutiny panel report to the Criminal Justice Strategy Board.
- A YOS Operational Team Manager represents the three Gwent YOS' at the regional Residential Services Forum.

- The YOS manager is a member of the Gwent MAPPA Strategic Management Board and represents the three Gwent YOS areas.
- The YOS Manager is a member of the Regional Integrated Offender Management Board and represents the three Gwent YOS areas.
- A YOS Operational Team Manager attends the Regional Integrated Offender Management Steering Group.
- A YOS Operational Team Manager attends the monthly Integrated Offender Management Migration meetings.
- The YOS are represented at daily tasking conference calls by the Police Officer seconded to the YOS.
- The YOS Police Officer attends “volume crime meetings” on a weekly basis to share and gather intelligence.
- The YOS has an identified Prevent lead (Operational Team Manager). YOS staff received training/awareness but there is a need to ensure the provision of regular refresher sessions.
- A YOS Operational Team Manager attends the Supporting People Group.
- The YOS Manager is represented on the Positive Pathways Group in Torfaen and an Operational Manager sits on the Management Board for the local Pupil Referral Units and the Keeping in Touch group.
- A YOS Operational Team Manager attends the ASD Stakeholder Group.
- The YOS Information Officer attends the South Wales Information Officer Group (SWIOG).
- The Newport YOS Manager represents the Gwent YOS’ at the Gwent Area Planning Board

In line with Welsh Government guidance, the three Gwent YOS’ have established a monthly monitoring and review panel to review all cases where children and young people are held overnight in Police Custody (post charge).

- The three Gwent YOS areas commission joint training where required.
- Service Level Agreements / joint working protocols / MOUs exist between the YOS and:

- Children Services (Monmouthshire and Torfaen)
  - Local Education Authorities (Monmouthshire and Torfaen)
  - Careers Wales
  - Drugaid Cymru – agreed in 2016/17
  - HMCTS (Gwent wide) – reviewed in 2016/17
  - CAMHS (Gwent wide) – reviewed in 2016/17
  - ABUHB for the provision of a Speech and Language Therapist (Gwent wide) – reviewed in 2016/17
  - National Probation Service ‘Youth to Adult transition protocol’
- The YOS host a multi-agency Prevention Panel where all referrals are discussed and intervention plans agreed
- The YOS host a multi-agency Resettlement and Reintegration Panel
- The YOS host monthly Risk Panel Meetings for all high risk (re-offending and serious harm) cases



## **Risks to Future Delivery**

There are numerous risks and potential challenges ahead in terms of service delivery:

- The continued uncertainty regarding ongoing funding for the Youth Offending Service is a constant risk as it relates to continuation of service delivery. Despite the restructure identifying significant savings, the YOS are aware that further savings will need to be made to sustain the service. Year on year notification of funding makes medium to longer term financial planning difficult with uncertainty of external grants having a significant impact upon this. Coupled with this, the often late notification of external grant funding means that there is inevitable disruption via uncertainty at the end (and sometimes beginning) of the subsequent financial year.
- The continuation of financial pressures placed on statutory partners has, thus far, had a minimal impact upon Monmouthshire and Torfaen YOS. As continued pressures are placed on partners, particularly Local Authorities there are anticipated financial implications for the YOS core funding. As our grant funding is becoming increasingly under threat it is more important than ever that our statutory partners maintain their commitment to the service. The YOS has a three-year financial agreement with statutory partners. This financial agreement is due to be renewed in April 2018. A review of the financial agreement and partner contributions to the service are due to be discussed at the Local Management Board in September 2017.
- The complexity of YOS funding, with grants that include a range of differing and similar terms and conditions has and continues to present its own challenges. Whilst some funding is linked solely to specific projects, they generally impact upon overall service provision within the YOS area. This presents a continued challenge as it relates to overall financial management.
- The development and implementation of AssetPlus has and continues to represent a significant change and consequent challenge for the YOS. Over a year on from implementation a significant resource has been put into providing ongoing training to YOS staff. Ongoing development is necessary in order to ensure the effective use of the AssetPlus assessment framework to support case management. The YOS has a defined AssetPlus lead and identified train the trainers in order to promote the continued development of the assessment model.
- Local Government reform presents medium/longer term uncertainty in terms of local authority borders and boundaries and overall Youth Offending Service provision and composition within the current local authority borders.
- The LMB are being proactive and creative in considering ways in which we can ensure the future sustainability of the service.



## Monmouthshire and Torfaen Youth Offending Service Action Plan 2017-2019

	Action	Lead	Timescale	RAG
<b>Reducing First Time Entrants</b>	Review effectiveness of screening tools for community resolutions	Vicky Nash	April 2018	
	Work with colleagues across Welsh YOTs to create Information Sharing Agreement with MoJ to enable scrutiny / analysis of published FTE rates	Jacalyn Richards	January 2018	
<b>Reducing Re-offending</b>	Continue to utilise 'live tracker' to identify, monitor and review 'prolific offender' cohort	Geraint Spacey	Ongoing	
	Consider the implementation of the Enhanced Case Management model across Gwent	Jacalyn Richards	April 2019	
	Provide ongoing training / guidance to staff to ensure the effective use of AssetPlus to support Case Management	Geraint Spacey	Ongoing	

	Map interventions available to the YOS to reduce re-offending	Geraint Spacey	April 2018	
	Evaluate interventions available to the YOS to reduce re-offending	Geraint Spacey	April 2019	
<b>Reducing the use of custody</b>	Complete follow-up audit of remand/custody cases and disseminate learning via annual multi-agency learning event.	Tracey Davies	July 2018	
<b>Access to suitable accommodation</b>	Review young person's housing protocol in light of the 'National Pathway for Homelessness Services to Children, Young People and Adults in the Secure Estate', the 'Code of Guidance to Local Authorities on the Allocation of Accommodation and Homelessness 2016' and the 'Accommodation of Homeless 16 & 17 Year Old Children Working with Youth Offending Teams' thematic inspection report	Jacalyn Richards	March 2017	
<b>Engagement in Education, Training and Employment</b>	Scope the development of 'accredited programmes' to increase the 'employability of young people subject to statutory interventions with the YOS	Tracey Davies	March 2017	
	Establish access to LEA databases to ensure that accurate and up to date ETE information is available without delay for the purpose of completing assessments and intervention plans to meet individual need.	Jacalyn Richards	January 2017	
<b>Access to appropriate Substance Misuse Services</b>	Agree SLA with Drugaid Cymru for the provision of a Young Person's Substance Misuse Worker to the YOS	Jacalyn Richards	July 2017	
	Ensure that all initial assessment appointments are undertaken jointly with the Case Manager to increase engagement	Geraint Spacey	Ongoing	
<b>Health</b>	Devise and implement a health pathway across Gwent including physical, emotional and mental	Jacalyn Richards / Vicky Nash	July 2018	

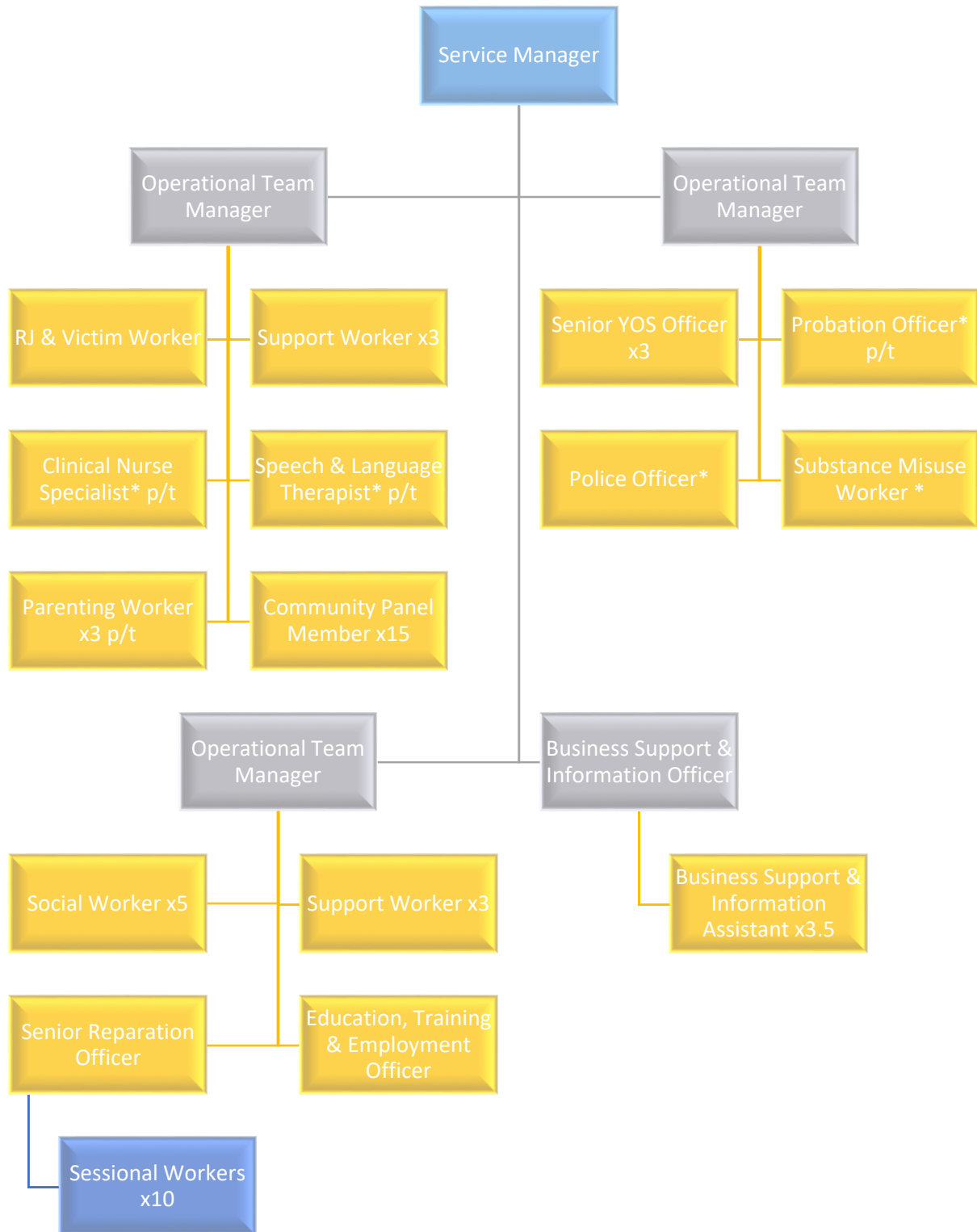
	health and speech, language and communication needs			
	Provision of 'in house' training by CNS to increase Case Managers' confidence in completing the physical and mental health screening tool	Vicky Nash	January 2018	
	Ensure appropriate oversight of health screening by YOS CNS	Vicky Nash	October 2017	
<b>Safeguarding</b>	Complete SAFE audit	Jacalyn Richards	31 <sup>st</sup> July 2017	
	Review YOS Safeguarding Policy in line with revised corporate policy	Tracey Davies	September 2017	
	Commission Appropriate Adult 'Train the Trainer'	Jacalyn Richards	October 2017	
	Identify obstacles to LA PACE transfers via Gwent Monitoring and Review Panel and disseminate learning	Jacalyn Richards	September 2017	
<b>Public Protection</b>	Arrange bi-annual MAPPA training events	Jacalyn Richards	July 2017	
	Engage in ViSOR process – establish access to ViSOR for YOS Police and Probation secondees.	Jacalyn Richards	December 2017	
	Establish access to ViSOR for YOS Case Managers and Operational Team Managers	Jacalyn Richards	December 2018	
<b>Victims and Restorative Approaches</b>	Achieve Restorative Services Quality Mark	Vicky Nash	October 2017	
	Devise Restorative Justice practice guidance outlining processes including preparation, facilitation and follow-up	Vicky Nash	September 2017	
	Increase range of reparation projects available for the benefit of the local community	Tracey Davies	April 2018	
<b>Participation</b>	Devise participation strategy for the YOS	Jacalyn Richards	December 2017	
	Identify participation champion	Jacalyn Richards	September 2017	
<b>Misc.</b>	Review YOS financial agreement	Jacalyn Richards	April 2018	
	Ensure that a comprehensive record is maintained of staff training	Geraint Spacey	September 2017	

	Review staff induction processes	Vicky Nash	December 2017	
	Increase recruitment of volunteers to facilitate Referral Order panels, support community reparation and act as Appropriate Adult for young people in Police Custody	Jacalyn Richards/Tracey Davies	January 2018	

## Appendix a)

Name	Agency representing	Post in agency	Ethnicity	Gender
Keith Rutherford (Chair)	Torfaen County Borough Council	Acting Chief Officer	White	Male
Jane Rodgers (Vice Chair)	Monmouthshire County Council	Head of Children Services	White	Female
Nigel Spacey	National Probation Service	Team Manager	White	Male
John O'Sullivan	Aneurin Bevan Health Board	Mental Health Advisor	White	Male
Matthew Williams	Gwent Police	Superintendent	White	Male
Sharran Lloyd	Monmouthshire County Council	PSB Manager	White	Female
Jacalyn Richards	Monmouthshire and Torfaen YOS	Service Manager	White	Female
Rob Long	Monmouthshire County Council	Accountant	White	Male
Vacant	Torfaen County Borough Council	Elected Member		
Vacant	Monmouthshire County Council	Elected Member		
Josh Klein	Monmouthshire County Council	Head of Youth Service	White	Male
Karen Kerslake	Torfaen County Borough Council	Information and Communications Manager, Public Service Support Unit.	White	Female
David Williams	Torfaen County Borough Council	Head of Youth Service	White	Male
Tracy Tucker	Torfaen County Borough Council	Head of Pupil Support and Partnerships	White	Female
Richard Austin	Monmouthshire CC	Principal Inclusion Officer	White	Male
Mikki Down	Careers Wales	Area Manager	White	Female
Lyn Webber	Office of the Police and Crime Commissioner	Head of Criminal Justice and Rehabilitation	White	Male

Appendix b)



## Appendix c)

**Table 1: Partner contributions to the youth offending partnership pooled budget 2017/18**

Agency	Staffing costs (£)	Payments in kind – revenue (£)	Other delegated funds (£)	Total (£)
Local authority*	£0	£0	£706,310	£706,310
Police Service	£54,650	£0	£66,791	£121,441
National Probation Service	£51,681	£0	£5,000	£56,681
Health Service	£39,473	£0	£25,841	£65,314
Police and crime commissioner**	£0	£0	£29,480	£29,480
YJB Practice Grant	£0	£0	£220,201	£220,201
Welsh Government	£0	£0	£242,422	£242,422
Other***	£0	£0	£0	£0
<b>Total</b>	<b>£145,804</b>		<b>£1,296,045</b>	<b>£1,441,849</b>

\* For multi-authority YOTs, the totality of local authority contributions should be described as one figure.

\*\* Any money from the police and crime commissioner that has been routed through a local crime reduction partnership should be included here.

\*\*\* It should be noted that the 'Other' category is for additional funding that the YOT can use for any general youth justice activities.






Appendix d)

	Strategic Manager (PT)	Strategic Manager (FT)	Operational Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Students/trainees	Volunteer	Total
Permanent		1		3	0.6	10	0.6	3				18.2
Fixed-term					2.4	6						8.4
Outsourced												
Temporary									6			6
Vacant							0.8					0.8
Seconded Children's Services												
Seconded Probation					0.5							0.5
Seconded Police						1						1
Seconded Health (Substance misuse)						1						1
Seconded Health (Mental health)					0.8							0.8
Seconded Health (Physical health)												
Seconded Health (Speech/language)					0.2							0.2
Other/Unspecified Seconded Health												
Seconded Education												
Seconded Connexions												
Seconded Other												
<b>TOTAL</b>		1		3	4.5	18	1.4	3	6			36.9
Disabled (self-classified)		1										

	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British		1	1	2	8	17		4	3	3			4	8	16	35
White Irish																
Gypsy or Irish Traveller																
Other White																
White & Black Caribbean																
White & Black African																
White & Asian																
Other Mixed																
Indian																
Pakistani																
Bangladeshi																
Chinese																
Other Asian																
Caribbean																
African																
Other Black																
Arab																
Any other ethnic group																
Not Known																
<b>TOTAL</b>		1	1	2	8	17		4	3	3			4	8	16	35
Welsh Speakers		1														



**Monmouthshire & Torfaen YOS Youth Justice Plan – Signatories**

Name and Designation	Signature
<p>Keith Rutherford                      Acting Chief Officer                      Social Care and Housing Directorate                      Torfaen County Borough Council</p> <p>Chair of Local Management Board</p>	 Date: 27 <sup>th</sup> July 2017
<p>Jane Rodgers                      Head of Children’s Services                      Monmouthshire County Council</p> <p>Vice Chair of Local Management Board</p>	 Date: 27 <sup>th</sup> July 2017
<p>Jacalyn Richards                      Youth Offending Service Manager                      Monmouthshire County Council</p>	 Date: 26 <sup>th</sup> July 2017