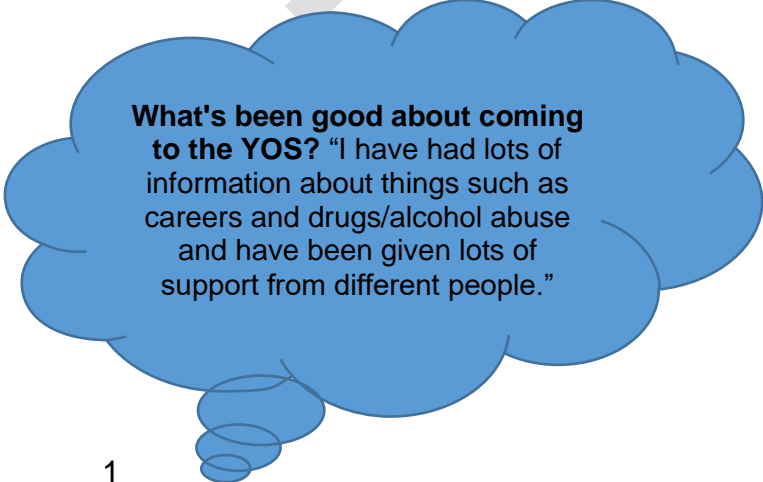


# Youth Justice Plan

<b>Service</b>	Doncaster Youth Offending Service
<b>Service Manager/ Lead</b>	Helen Jones
<b>Chair of YJS Board</b>	Neil Thomas, Independent Chair

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**What's been good about coming to the YOS?** "I have had lots of information about things such as careers and drugs/alcohol abuse and have been given lots of support from different people."

## 1. Introduction, vision and strategy (Page 9 of the Guidance)

Like everywhere else in the UK, the past 12 months have continued to be a difficult time for children, young people and their families. The ongoing disruption that the pandemic has caused in terms of children's education and their emotional health and wellbeing continues to be impactful. The Cost of Living Crisis has created additional challenges for children, young people and families across the country, and Doncaster is no different.

In Doncaster, we have seen significant increases in the number of children with complex mental health needs, more children in need of help and support from children's social care teams, and more children entering the care system. In this context, it becomes more important than ever that children receive the help and support they need when they come into contact with the Criminal Justice System to ensure that they can lead happy, safe and aspirational lives in the future.

Doncaster has always been focused on preventable offending from children who are Looked After to ensure that their care status does not negatively impact on offending. For the past year, for the first time, the partnership has sought to ensure that the rate of children in the Criminal Justice System who are Looked After is not greater than that of the general population. The City of Doncaster has recently taken a strategic decision to ensure that children with a Care Leaving status are recognised in the same way as other protected characteristics, this is a significant statement in respect of Doncaster's intent of ensuring that care experienced young people achieve and thrive within the City in the same way as children living in more conventional familial settings.

The YOS has a strong therapeutic offer to ensure that we have the right specialisms to meet the needs of our young people. This includes a Young Person's Counsellor, Forensic Psychologist, Systemic Family Psychotherapist, Speech and Language Therapist, Education Co-ordinator and Substance Misuse Worker. Additional Interventions Specialists and our highly skilled and experienced Youth Justice Officers complete the compliment of staff to meet the needs of Doncaster's children and young people.

Team EPIC continue to work with young people in schools, in the community and offer bespoke support to young people who are being exploited. The EPIC young person's Hub in the Frenchgate Shopping Centre continues to offer a space to work creatively with young people and focus on reducing anti-social and offending behaviour. The Hub has regularly attracted between 40 and 50 young people each weekend. The use of the Hub has expanded, for example, the YOS Careers Information, Advice and Guidance team hold events there for young people. There is scope for the Hub to be utilised for different groups across the borough as a safe space.

In September 2022, the YOS moved back under the control of the City of Doncaster Council having previously operated for 7 years within Doncaster Children's Services Trust which has now ceased to exist. A positive aspect for the YOS in terms of this arrangement is the opportunity to work more closely with the City of Doncaster Council, and being aligned to a larger organisation can only benefit the children and young people of Doncaster.

From December 2022 until March 2025, the YOS is tasked with implementing and delivering the Turnaround programme. Turnaround will provide £55m to Youth Offending Teams (YOTs) across England and Wales over three years, funding them to intervene earlier and improve outcomes for children on the cusp of entering the youth justice system. This additional funding will enable YOTs to consistently support a cohort of children not currently on their statutory caseload, and work with up to 17,000 more children in England and Wales. The overall aims of the Turnaround programme are to:

- achieve positive outcomes for children with the ultimate aim of preventing them going on to offend;
- build on work already done to ensure all children on the cusp of the youth justice system are consistently offered a needs assessment and the opportunity for support;
- improve the socio-emotional, mental health and wellbeing of children; and
- improve the integration and partnership working between YOT's and other statutory services to support children.

Turnaround, developed by the Ministry of Justice, is based on similar principles to those underlying the Supporting Families programme, including the view that children on the cusp of offending often have complex needs. Turnaround funding will support YOTs, and their local strategic partners, to expand best practice in early intervention. The programme is deliberately not prescriptive about what interventions should be used, recognising that YOTs best understand the needs of children in their locality. Turnaround funding should be used to deliver evidence-based interventions, building upon current service delivery, and developing new approaches, where required. The Ministry of Justice Programme Team will support YOTs to successfully deliver programmes in their local area, evaluating these thoroughly to build up a robust evidence base of what works.

Funding of around £2,900 per child will be granted to YOTs, which will have a minimum target number of children to work with. YOTs will then have the freedom to design a programme of interventions that are most suited to the needs of the child. Those children that meet the eligibility criteria will have a holistic Early Help style assessment and the Lead Practitioner co-ordinates interventions to avoid a child having to navigate different services directly. This initiative should assist in reducing First Time Entrants to the Youth Justice System.

In Financial Year 1 our target was to begin interventions with 20 children by the end of March 2023 and this target was achieved. The delivery model in Doncaster is currently two Turnaround workers undertaking all the engagement and assessment work and delivering interventions linked to their individual skillsets. Additionally, we have been able to utilise the input from existing specialist workers to offer interventions to young people where there is an assessed need.

The YOS Management Board are aware of the significant challenges faced by the YOS in supporting children and young people who are being exploited and endeavour to work collaboratively with partners to work towards creative solutions to this issue.

Doncaster YOS has a challenging cohort of young people, however, our offer is as robust as it can be to effectively reduce re-offending, First Time Entrants and custody rates. In addition to this, the Board and I want children to feel safe in their communities and be able to access opportunities so that they can lead positive lives.

## Vision

First and foremost, we are an organisation for children, shaped by their experiences and informed by research into what works when supporting children in the Criminal Justice System. We believe every child has a right to define their identity, be safe, thrive and to achieve their full potential.

We operate a multi-agency, relationship based, trauma informed practice model designed to help children address the underlying issues which brought them into contact with the Criminal Justice System.

We believe that communities should be safe and inclusive, and residents should be safe and free from the fear of crime. Where it is needed, we apply robust risk management processes to keep children and communities safe from harm or offending.

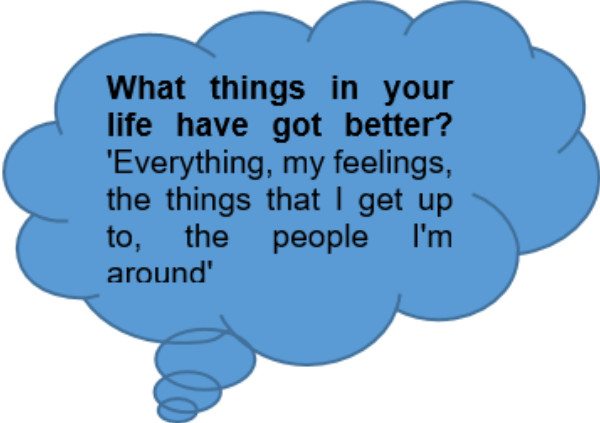
We recognise the impact that crime can have on victims and work collaboratively with victims of crime to ensure their voice is part of the work we do with children and families.

We believe that children should have access to evidence based, clinical and therapeutic services when they need them, as well as high quality careers information, advice and guidance and substance misuse support.

We value our staff and promote training and development opportunities. We operate a flat hierarchy management approach and encourage positive and constructive challenge at all levels of the organisation.

### 2. Local context (Page 9 of the Guidance)

- Doncaster's population total is 308,108 and ranks 41 in the ranking for deprivation (2019 IMD).
- 67,070 children and young people under the age of 18 years live in Doncaster (2021 Census). This is 21.8% of the total population in the area.
- Approximately 22.1% (2021) of the Local Authority's children aged under 16 years are living in absolute low-income families.
- The proportion of children entitled to free school meals (2021/22):
  - in primary schools is 30.1% (the national average is 25.5%)
  - in secondary schools is 31.8% (the national average is 26.9%)
- Children and young people from minority ethnic groups account for 19.3% of all children living in the area, compared with 36.1% in the country as a whole.
- The largest minority ethnic groups of children and young people in the area are White Eastern European, including Gypsy/Roma communities (7.9%).
- The proportion of children and young people with English as an additional language (2021/22):
  - in primary schools is 13.2% (the national average is 21.2%)
  - in secondary schools is 10.4% (the national average is 17.4%)
- Children In Need (CIN): the total number of open CIN cases is 2,061.
- Doncaster has 332 children with a Child Protection Plan, 558 children are in care and there are 237 Care Leavers.



What things in your life have got better?  
'Everything, my feelings, the things that I get up to, the people I'm around'

### Team Doncaster Charter

Our purpose – The City of Doncaster Council's purpose is to ensure that Doncaster and its people thrive. We will ensure that value for money is at the heart of everything we do.

**PEOPLE** - Putting people first and helping them to help themselves.

**PLACE** - Creating, regenerating and supporting communities.

**PRIDE** - Proud of Doncaster and our contribution to it.

**PROGRESS** - Taking advantage of opportunities and aiming to be the best we can.

### City of Doncaster Council Values and the Way We Work

- Understand how my job contributes to Doncaster priorities
- Recognise that everyone has the right to be safe, respected and heard
- Show initiative, commitment and a positive, can do attitude
- Be accountable and behave with honesty and integrity
- Have a strong work ethic
- Value, support and help colleagues
- Be visible, accessible and approachable
- Recognise and celebrate success
- Contribute in emergencies and respond effectively
- Treat people with fairness and respect
- Have a good work life balance

### 3. **Child First** (Page 9 of the Guidance)

Doncaster is fully committed to the four tenets of Child First practice principles. This section will outline Doncaster's response to the tenets.

***Prioritise the best interests of children and recognising their particular needs, capacities, rights and potential. All work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children.***

Doncaster YOS undertakes robust Asset Plus assessments of children on statutory Court Orders to inform thorough assessment of their needs. Additionally, there is a robust Out of Court Disposal (OOCd) assessment of need in place based in the principles of Asset Plus for those children subject to Youth Conditional Caution (YCC) and OOCd. Multiple

studies demonstrate that children in the Youth Justice System are disproportionately likely to have complex needs. YOS staff are trained in adopting a trauma aware approach, seeking to meaningfully engage children in the assessment process and facilitate engagement by building a relationship with that child and their parents/carers. As a minimum, every young person who receives a disposal at Court is offered a Speech, Language and Communication Needs (SLCN) assessment by our Speech and Language Therapist (SALT). Those children with identified SLCN are then supported appropriately by those working with them to ensure they are able to fully participate in their YOS journey.

The YOS obtains regular feedback from children about their lived experience within the Criminal Justice System and this is taken account of in practice (appendix 4). We also undertake an annual survey to understand more broadly what life is like for children living in the Borough (appendix 3). Strategically, we undertake an annual analysis of offending patterns for young people, their assessed individual needs, the majority of individual service uptake and this informs service provision within Doncaster YOS.

Our work to prevent children entering the Criminal Justice System always begins with the starting point that, where possible, children should not be criminalised, but should receive help, support and intervention to lead safe and aspirational lives. Our relatively low First Time Entrants rate coupled with our low binary re-offending rate indicates that the majority of the time our assessment of risk and need for these children is accurate.

Most importantly, the feedback we receive from children, young people and families indicates that the services they receive are helpful to them, inclusive and ultimately help them to address the underlying issues which brought them into contact with the Criminal Justice System.

***Promote children's individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.***

The work of both the YOS and EPIC is informed by desistance theory and a commitment to create and develop opportunities for young people to thrive. Statutory YOS work focusses on a successful child and practitioner relationship where the child is viewed as a child first, rather than as an offender first, as research shows that children value non-judgemental, warm and open child/practitioner relationships. (Child First Justice: The Research Evidence-base summary Report Loughborough University, 2021). This method of practice is embedded throughout all work with young people. Therefore, specialist workers within the team will also take this approach. For example, a Careers Information, Advice and Guidance Worker will focus on the aspirations a young person has and how to form a realistic plan to work towards this rather than what the young person has done and the barriers they may face.

Many young people who come into contact with EPIC may have otherwise become involved in the Criminal Justice System, but through engagement with pro-social and evidence based interventions, they go on to achieve their full potential. Our alternative learning provision for children who may have become involved in difficulties at school is a good example of how we are looking holistically at the issues which bring children into

contact with statutory services and intervene in their lives before this escalates to formal outcomes.

***Encourage children's active participation, engagement and wider social inclusion. All work is a meaningful collaboration with children and their carers.***

The YOS has always been committed to concepts of social justice, participation and engagement. Young people's feedback is routinely sought (and provided in appendix 3). We know that some young people have previously said they felt unsafe in the Town Centre and therefore, in partnership with the Violence Reduction Unit (VRU), we have opened a Town Centre Hub. The Hub is a safe space for young people to congregate and access opportunities around education, training and positive activities.

Our relationship based practice approach extends to families as well as children we work with and we consistently receive good feedback from parents regarding the efficacy of our interventions and the support their family receives from us.

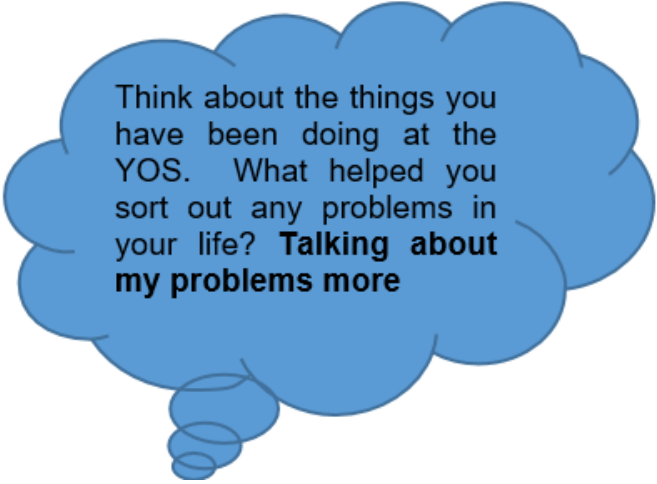
We are always mindful to be proportionate in the level of intervention offered to families, a child's Youth Justice Order is not a determining factor in what interventions they can access. Therefore, if an intervention is needed by a child or family, we will provide it.

***Promote a childhood removed from the justice system, using pre-emptive prevention, diversion and minimal intervention. All work minimises criminogenic stigma from contact with the system***

The YOS has operated a youth crime diversion programme, EPIC, for over 7 years. This means that many children that may have come into contact with the Criminal Justice System have been prevented from doing so. Over time, this approach has extended from community based delivery to engagement with schools, the development of awareness raising around Child Exploitation and a Virtual Reality (VR) programme to highlight the dangers of Child Criminal Exploitation (CCE).

Where a child is Looked After, the YOS's starting point is always to ensure they are not unduly criminalised by the fact that they do not live in a traditional family setting. Our close partnership with South Yorkshire Police (SYP) has allowed us to take a proportionate approach to all children that come into contact with the Criminal Justice System. Our first priority is always ensuring that a child can achieve their full potential, even when they may be subject to robust risk management procedures.

We know that successful education, training and employment destinations are one of the greatest factors in supporting desistance. Because of this, we operate a dedicated Careers, Information, Advice and Guidance service (Pathways to Progression) and if a child ends their order without appropriate ETE in place, we will continue working with them for as long as it takes (up to the age of 19) to ensure they achieve their potential. The Pathways to Progression programme funding is scheduled to end in December 2023. However, young people open to Youth Justice Services will continue to receive bespoke support with their ETE needs whilst they are open to us with a voluntary offer of continued support for a period of up to 6 months post the disposal ending.



Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **Talking about my problems more**

#### 4. Voice of the child (Page 9 of the Guidance)

At Doncaster YOS we pride ourselves on our child-friendly approach. In order to establish the views of young people, the YOS routinely asks young people for their views in order to ensure the offer they receive is appropriate for them and for future planning with young people who access the service in the future. We have responded to feedback from young people who found difficulties with attending our offices for appointments and now the majority of work with young people is undertaken in their own homes.

In respect of this year's Youth Justice Plan, the views of young people have been provided in terms of the feedback about their experience of the YOS and what life is like in Doncaster now, some of which are included in Appendix 3.

Several of these are included below and throughout the Youth Justice Plan. The YOS consistently collects young people's feedback throughout the year, however specifically for the Youth Justice Plan, young people were consulted. Young people have been consulted on the questions below and some of the answers appear throughout the plan as well as in the appendices:

1. How safe do you feel online?
2. What do you think community means?
3. What people and places do you think are part of your community?
4. Do you feel part of a community?
5. What do you think the 'cost of living crisis' means?
6. Do you think the cost of living crisis has affected you?
7. Doncaster is now a City. Do you think that this will make anything better or worse for you?

The following comments relate to young people's views of their involvement with Doncaster YOS:



What's been good about coming to YOS **SALT assessment getting completed and I enjoyed my reparation**

What things in your life have got better? **I'm a lot more independent**

What things in your life have got better? **Relationships with family and friends**

What's been good about coming to YOS so far? **Someone to speak to**

What's been good about coming to the YOS? **Having someone to talk to and getting my point across to professionals**

Think about the things you have been doing at the YOS. What helped you sort any problems in your life **SALT assessment was helpful**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **I think having consistency with the people I worked with was a big part of my success.**

What's been bad about coming to the YOS? Why has it been bad? **Nothing really as I have had loads of help but I didn't always see it like that and take the help when I was younger.**

## 5. Governance, leadership and partnership arrangements (Page 10 of the Guidance)

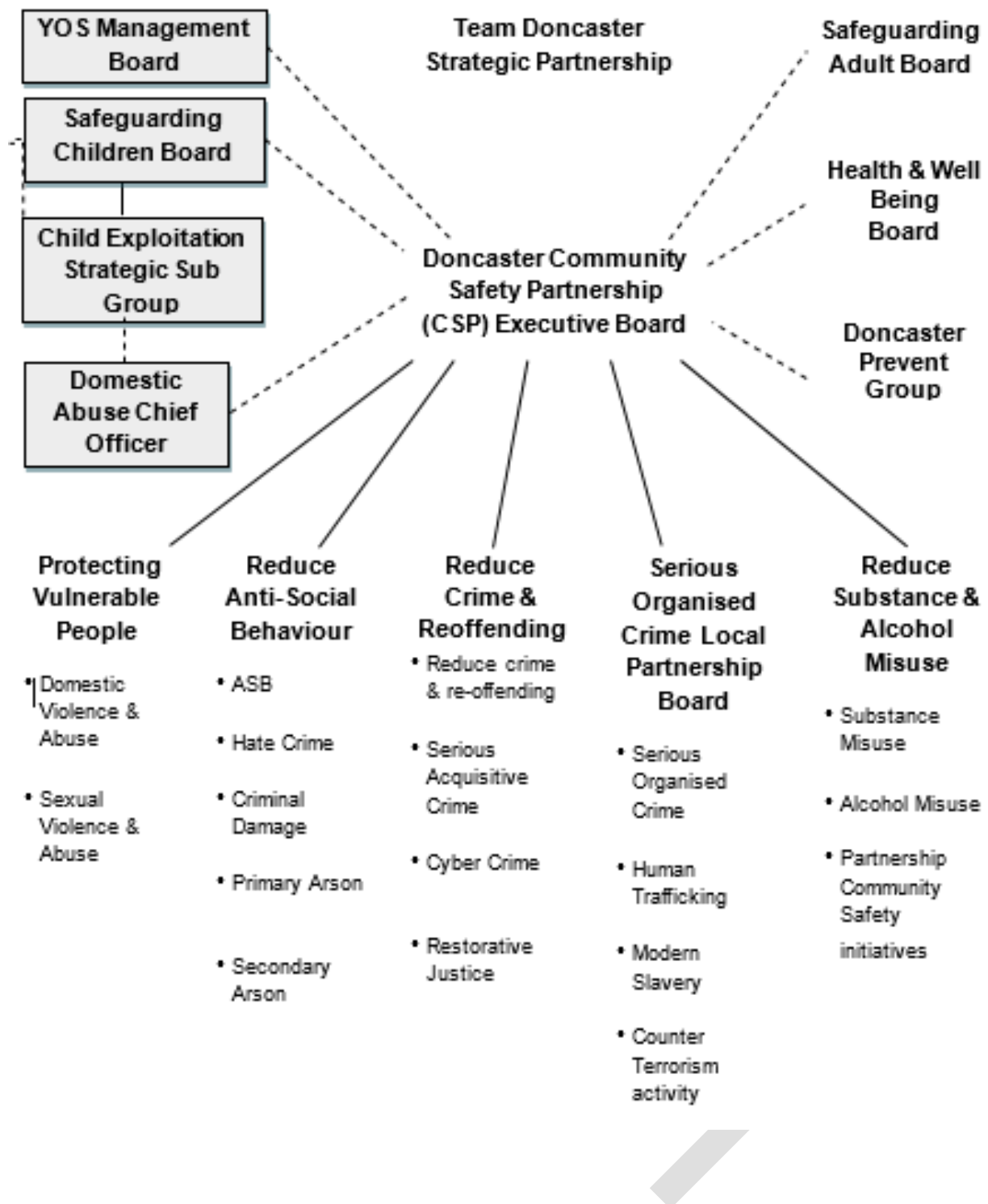
Doncaster Youth Offending Service is housed within the wider Young People's Services. This includes a range of specialist and therapeutic provisions which are provided to all tiers of young people from universal provision to Children Looked After (CLA). Young People's Services are overseen by the Strategic Lead for Practice Improvement and 2 Service Managers. One Service Manager with discreet responsibility for statutory aspects of provision including therapeutic services and one Service Manager aligned to Prevention services.

The YOS is overseen by a multi-agency Management Board comprised of the key partners as listed in Appendix 1.

The Board meets regularly to review all issues pertaining to prevention, diversion and statutory activity as well as broader issues which impact on children's lives including education, training and employment, therapeutic support, locality specific issues and child exploitation.

The Board benefits from a consistent Chair who has been in post for over 4 years, and was the Deputy Chair for 5 years preceding this, as such the Board benefits from consistent and rigorous leadership which holds the work of the YOS to account. The YOS itself provides robust performance information including full copies of the re-offending toolkit which allows Management Board members to interrogate a range of performance indicators. In addition, at every Board meeting operational staff attend to present case studies which highlights both the success and the challenges that the YOS faces.

The YOS forms part of the Safer Stronger Doncaster Partnership (SSDP) and a diagrammatical representation of the structure of this is below:



In respect of operational partnership arrangements, the YOS has benefited from secondments of 2 Police Officers, 0.2 FTE Probation Officer and 1 Speech and Language Therapist. In respect of other services, financial contributions from partners have allowed for the development of in-house therapeutic and clinical provisions including Forensic Psychologist, Systemic Family Psychotherapist and Substance Misuse specialist. The YOS also benefits from a dedicated Careers Information, Advice and Guidance service. An organogram of all YOS staff can be found in Appendix 2.

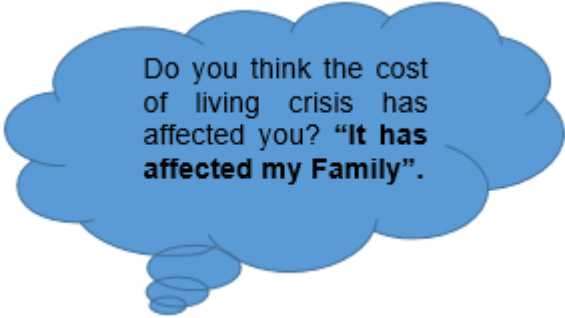


6. Resources and services (Page 10 of the Guidance)

**Partner contributions to the youth offending partnership pooled budget 2023/24 and variance from 2022/23:**

The figures below are indicative until final confirmation of funding is received, however, most organisations have committed to a static position. The core Youth Justice grant is not yet known but is not expected to be substantially different from last year:

Agency	Cash (£)	Payments in kind – (Including staffing) (£)	TOTAL (£)	Variance from 2022/23 (£)
Youth Justice Board for England & Wales (YJB)	£TBD	£TBD	£TBD	£TBD
City of Doncaster Council	£833,541	£0	£833,541	£0
National Probation Service	£TBD	£TBD	£TBD	£TBD
South Yorkshire Police & Crime Commissioner	£152,000	£0	£152,000	£0
Doncaster CCG	£TBD	£TBD	£TBD	£TBD
South Yorkshire Police	£0	1.8 FTE Seconded Police Officers	1.8 FTE Seconded Police Officers	£0
Youth Custody Service	(YCS grant not yet received, to update following receipt).	(YCS grant not yet received, to update following receipt).	(YCS grant not yet received, to update following receipt).	(YCS grant not yet received, to update following receipt).
<b>Total</b>	<b>£TBD</b>	<b>£TBD</b>	<b>£TBD</b>	<b>£TBD</b>



Do you think the cost of living crisis has affected you? **“It has affected my Family”**.

### Grant Funded Activities

The grant from the YJB is used exclusively for delivery of Youth Justice Services, the largest proportion being allocated to fund the staffing establishment. However, it should be recognised that the majority of the contribution from partners is an “In Kind” resource in terms of the provision of staff as listed in the table above.

The totality of the Youth Justice Board grant is aligned to the YOS staffing budgets and operational running costs. Partner contributions are either in kind in relation to seconded staff or include cash sums to support seconded staffs activity within the organisation. The largest single contributor to the YOS budget remains the City of Doncaster Council and these funds are also allocated against staffing, but include commissioned services in the following areas:

- Appropriate Adult Services (Change, Grow, Live), are commissioned on a regional basis by the 4 south Yorkshire YOS’s. Change, Grow, Live (formerly SOVA) have delivered this contract in excess of 10 years. This has included 2 re-tendering opportunities for which Change, Grow, Live have been the preferred candidate. Performance in relation to Appropriate Adults attending interviews within 1 hour of a request is consistently over 95% across the region. Additional monies were recently sought across the partnership to further bolster this provision which now includes cover encompassing 24 hours per day, 7 days a week and Appropriate Adult representation that commences from rights and entitlements interview through to release (or remand)
- Sexually harmful behaviour services provided by The Junction Project. There is an increase in the funding being requested by The Junction Project and this is currently being considered at a strategic level. Barnardo’s have historically contributed 50% of the overall contract value as part of their charitable contribution to this activity. Due to financial pressures Barnardo’s will decrease it’s contribution incrementally over the next 5 years. The Office of the Police and Crime Commissioner (OPCC), one of the partners that contributes to this funding, have increased their contribution to address issues of demand but the overall rise in the contract value will need to be managed by the South Yorkshire Youth Offending Services. Over the course of the next 12 months Doncaster YOS will evaluate the contract in terms of value against other similar providers through market testing. It is noteworthy that the overall contract value has not increased for 10 years therefore, it is likely that the increased rate will still represent good value for money

We use our grant partner contributions and available resources to deliver a strong specialist and therapeutic offer, a wealth of knowledge, skills and experience in terms of our staffing complement and a robust offer regarding the use of seconded police and

probation staff. The Probation secondee has a discreet role with transition work and by working closely with YOS Case Managers, the impact of this on young people is managed as seamlessly as possible. The enhanced offer to young people, in turn, contributes to reducing re-offending. The Police secondees are significant contributors to the YOS Triage panel offering a proportionate response to young people committing early stage offending. This enable us to work towards reducing our First Time Entrants rate. Police secondees also play an important role in altering young people’s views about the Police as an organisation and work with them to achieve the best outcomes for them, the public and victims.

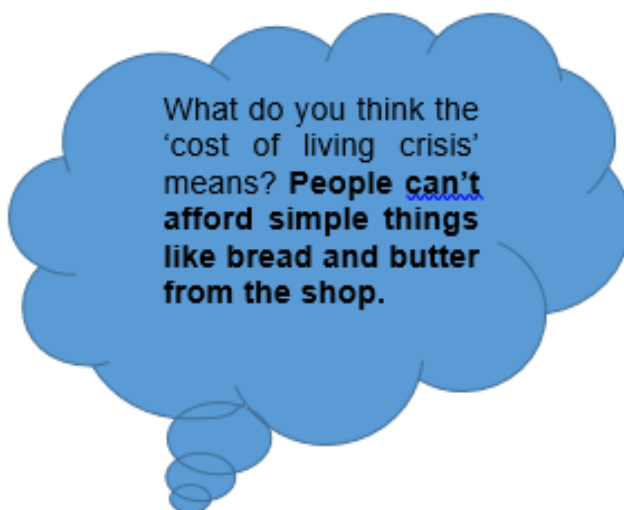
Provision	Cost for 23/24
The Junction Project 2023-24	£45,828
Appropriate Adult – Change, Grow, Live (formerly SOVA)	£25,996.24

In addition, some staff require clinical supervision in respect of their professional disciplines and this is also maintained through the overall budget.

The budget also is designed to provide specialist reports as required by the Court.

2022/23 was highly challenging in respect of remand costs, which exceeded the grant allocation:

	2020/2021 (£)	2021/2022 (£)	2022/2023 (£)
<b>Remand Grant</b>	119,332.00	106,846	91,372
<b>Actual Remand costs</b>	425,469	249,999	120,958



## Turnaround Grant

<b>Financial year</b>	<b>Grant Value</b>
FY1 2022-2023	Mobilisation Payment: £10,796.00 Delivery Payment: £58,425.82
FY2 2023-2024	Delivery Payment: £185,698.40
FY3 2024-2025	Delivery Payment: £185,596.53
Total	£440,516.75

### 7. Progress on previous plan (Page 10 of the Guidance)

#### Youth Justice Plan Targets:

First Time Entrants 130 per 100,000 of the 10-17 population, this equates to 37 young people.

Re-offending Target - 22%

Custody Rate - no more than 2 young people known to the Youth Offending Service receive a custodial sentence.

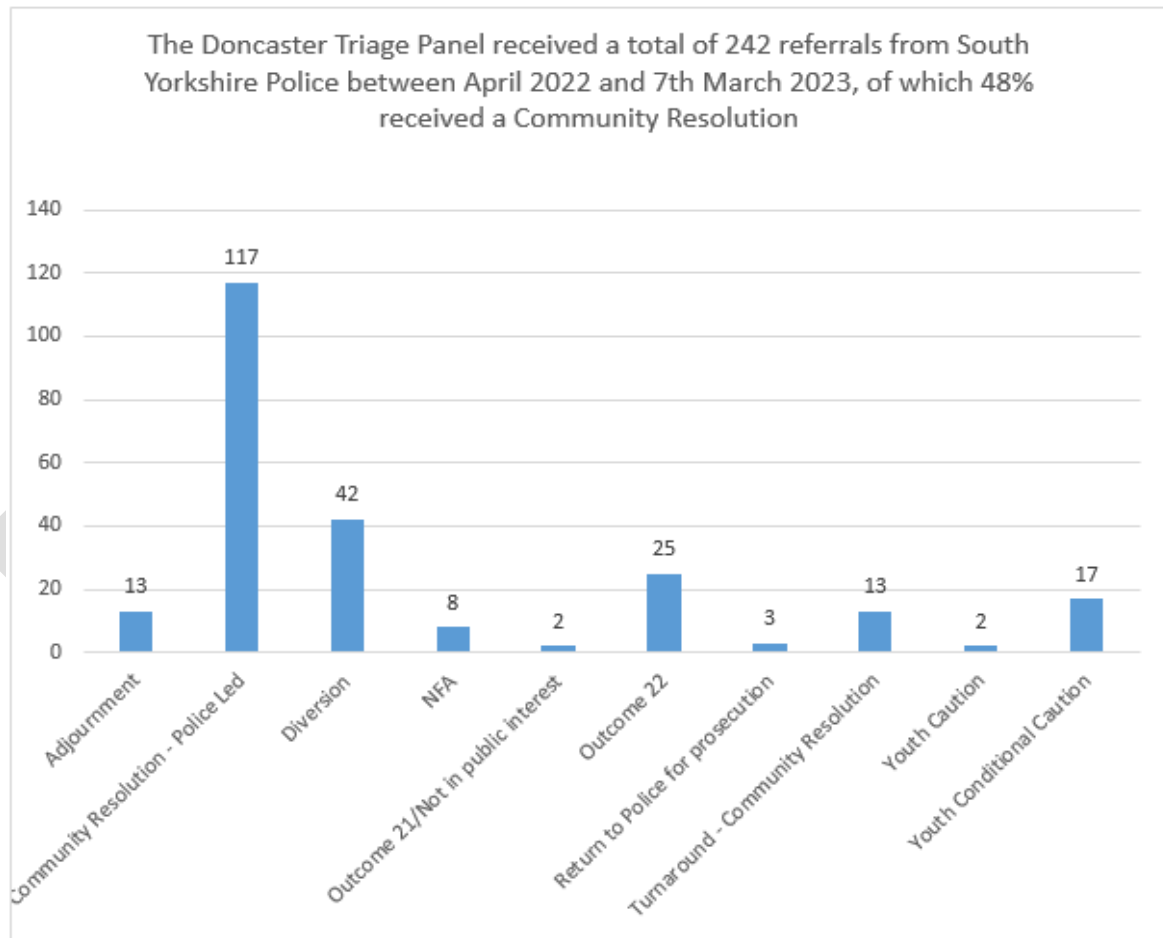
Education, Training, Employment - 90% of young people to be in suitable Education, Training or Employment at end Disposal stage.

Accommodation - 100% of young people to be in suitable accommodation at end Order stage.

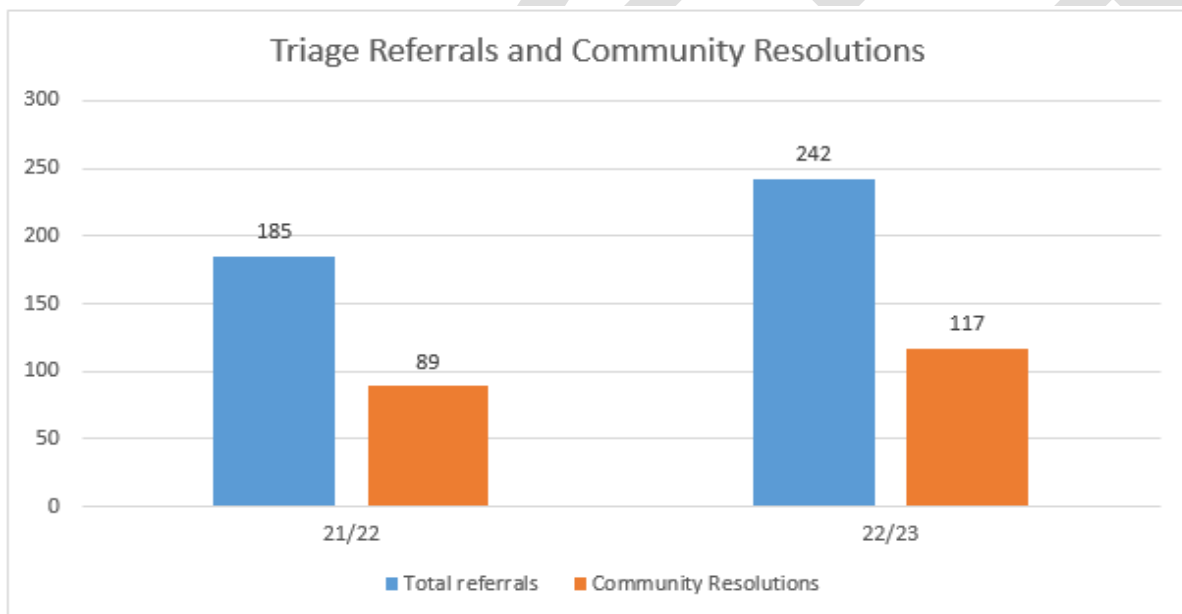
Children in Care- to ensure that the rate of children looked after entering the Criminal Justice System is not greater than the rate of the wider population.

**FTE's**

Triage Referrals



Triage Referrals and Community Resolutions





Ministry of Justice published data – April-December 2022  
 FTE PNC rate per 100,000 of 10-17 population

Performance indicator	Outturn year ending Sept 2022	Target year ending Sept 2022
First Time Entrant (FTE) PNC rate per 100,000 of 10-17 population YJB data. This comprises young people who receive a Police Caution or a Sentence.	51 young people	37 young people

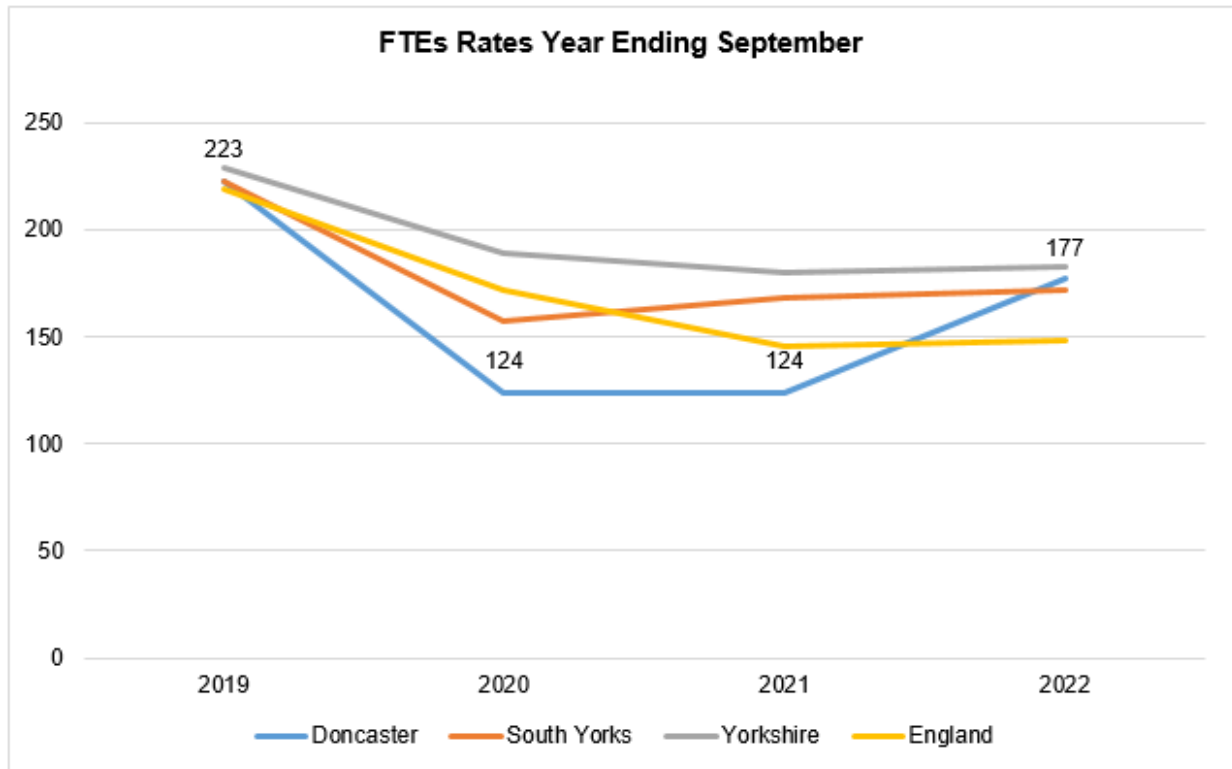
Unfortunately, the YOS has not achieved its target in relation to FTE’s which was a rate of 124 young people per 100,000 of the 10-17 year old population which equates to 37 young people becoming FTE. In fact the current rate is 177 young people per 100,000, equating to 51 young people. This represents Doncaster’s worst performance against this measure for the past three years, placing us in the third quartile. Further interrogation of data highlights that this is in fact, caused by a process issue, rather than a practice issue.

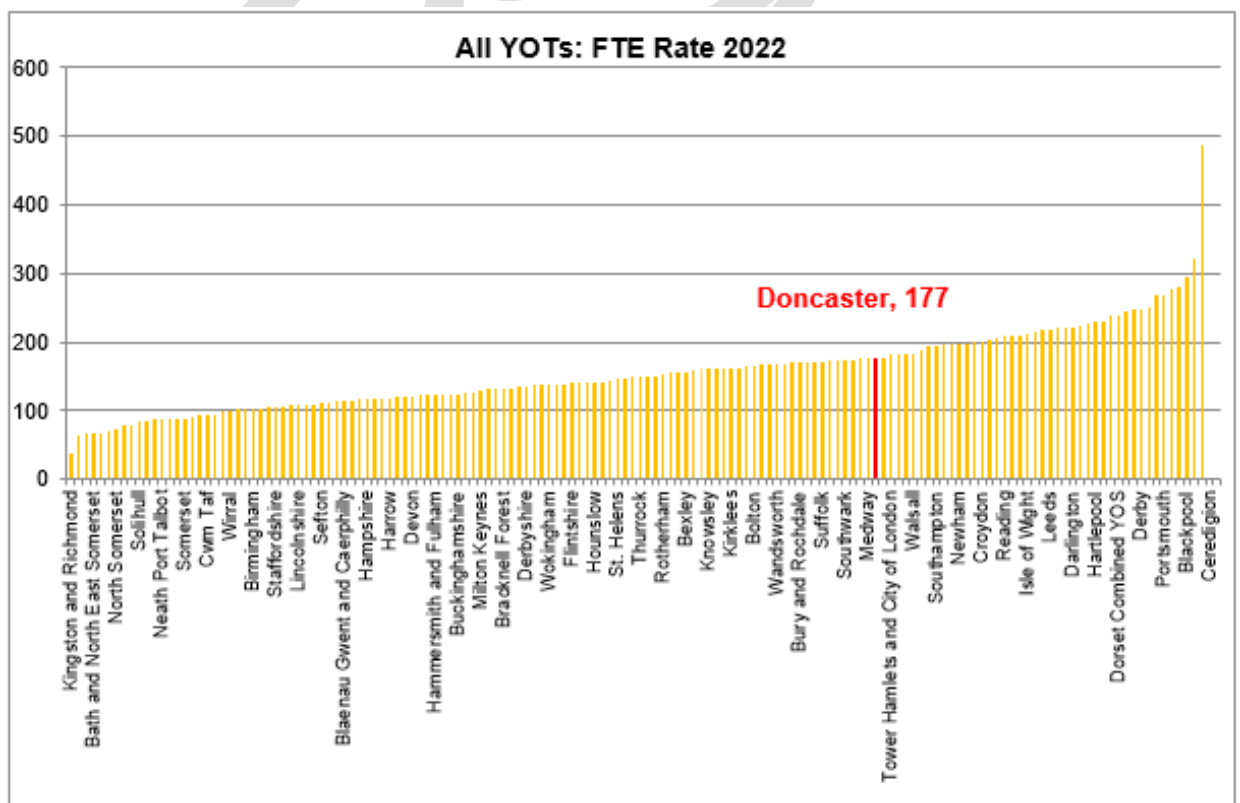
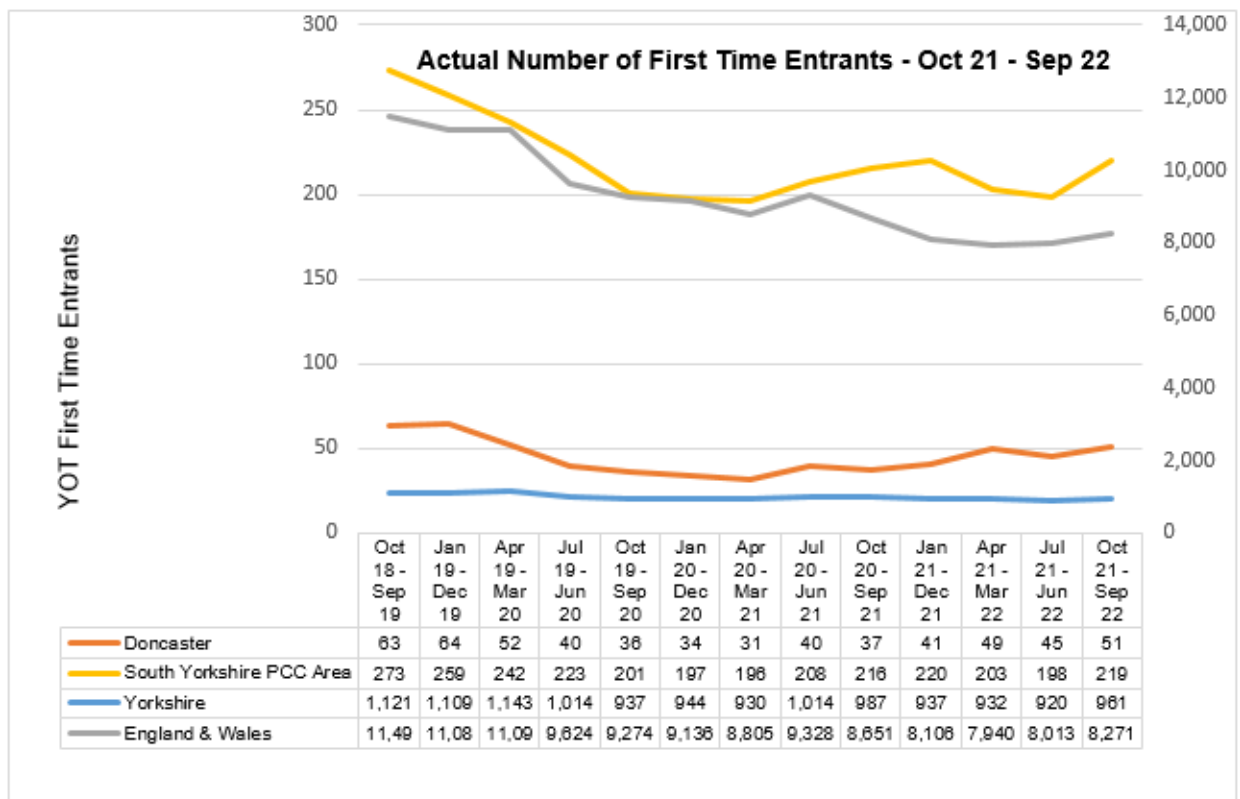
A significant aspect of this performance differential has been in relation to children who experienced a delay in their outcomes during the pandemic. This has led, in several instances, to children entering the cohort in a year other than when the offence was committed. As such, some children who became FTE this year should have received their outcome earlier. Whilst this would not have reduced the overall number of FTE in the City, it would have changed how the performance is recorded. In that, the previous two years FTE rates would have been higher and this year’s rate would have been lower.

The YOS Service Manager has interrogated every decision relating to a child becoming an FTE in order to fully understand the increase, and this has also been a standing agenda item at the YOS Management Board. As such, we are assured that the increase in FTE’s is not reflective of policy or practice change by ourselves or our partners, but is simply the result of delays within the Criminal Justice System, linked to the pandemic.

Doncaster YOS continues to operate a robust Triage panel, which has seen an increased number of referrals in the year 22/23 compared to the previous year. This is congruent with the overall increase in FTE within the City, although it is worth noting that despite the increased overall number of children at Triage (owing to the delays) the outcomes for children at panel remain broadly the same with circa 48-50% of children receiving a community resolution over the past three years. This provides further assurance that the issue relating to the increase in FTE’s is in response to demand and not decision making.

	Doncaster	Yorkshire	PCC Area	YJS Family	England
Oct 21 – Sept 22	177	183	172	148	148
Oct 20 – Sept 21	124	189	165	152	156
% change from selected baseline	42.6%	-3.2%	4.3%	-2.5%	-5.5%

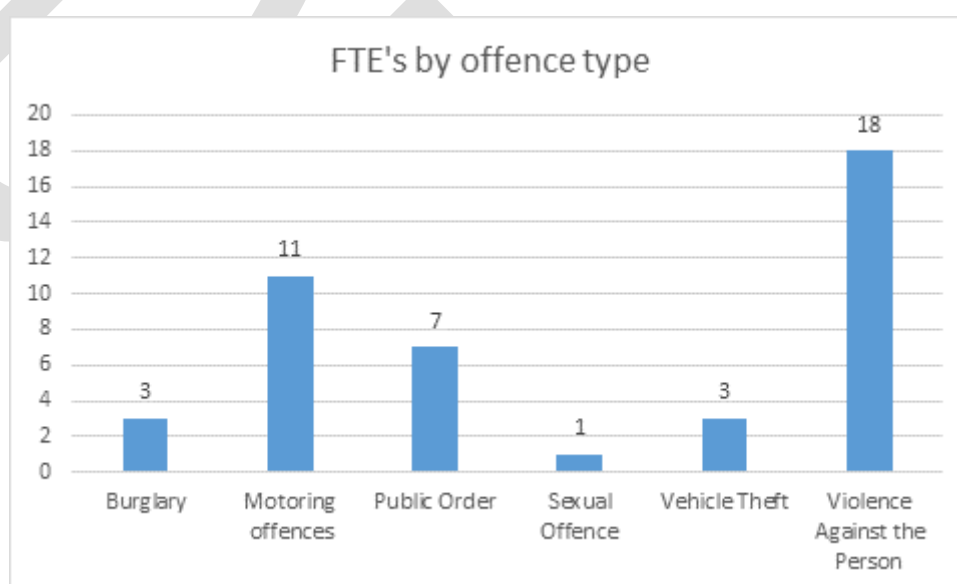




Local case data: FTEs October 2021 – September 2022

Outcome	No of Young People
Conditional Discharge	6
Fine	5
Referral Orders	22
Section 226	1
YOI	1
Youth Caution	1
Youth Conditional Caution	13

Ministry of Justice published PNC data



The most common offence relates to Violence against the Person, often occurring where young people are unable to emotionally regulate appropriately. This is followed by Motoring offences. This relates to the period 01/04/22 to 28/02/23. The majority of motoring offences relate to Driving other than in Accordance with a Licence and No Insurance. The previous year broadly follows this pattern of offence types.

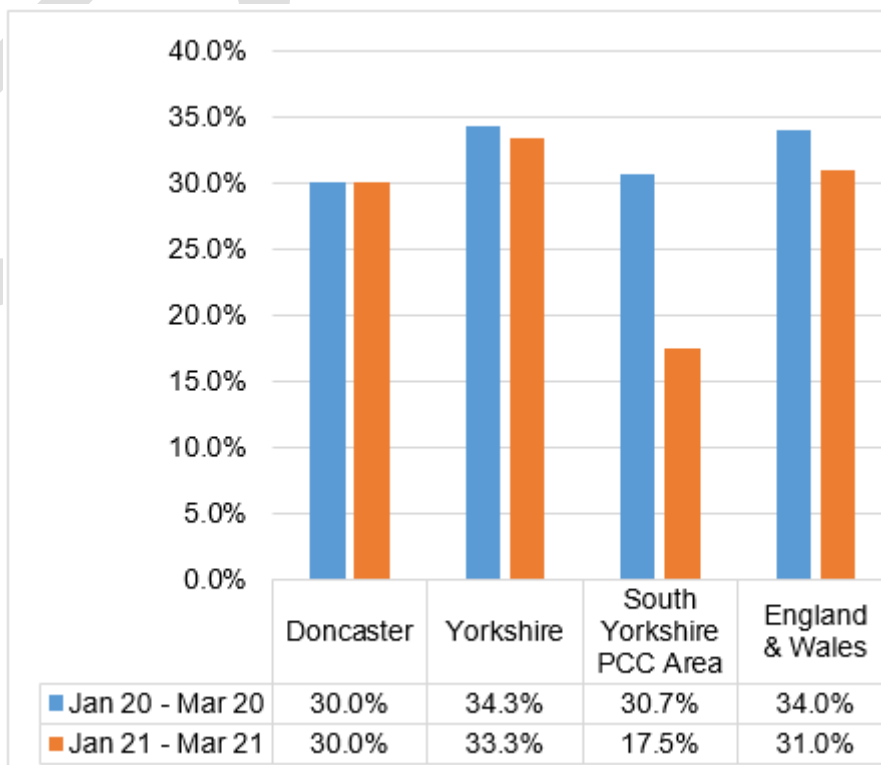
**Re-offending**

Performance Indicator	Outturn Jan-Mar 2020 cohort	Target Jan-Mar 2020 cohort	Outturn Jan-Mar 2021 cohort	Target Jan-Mar 2021 cohort
Proven binary re-offending rate for cohort members. This is the percentage of young people who re-offended in the identified cohort	30%%	37%	30%	22%

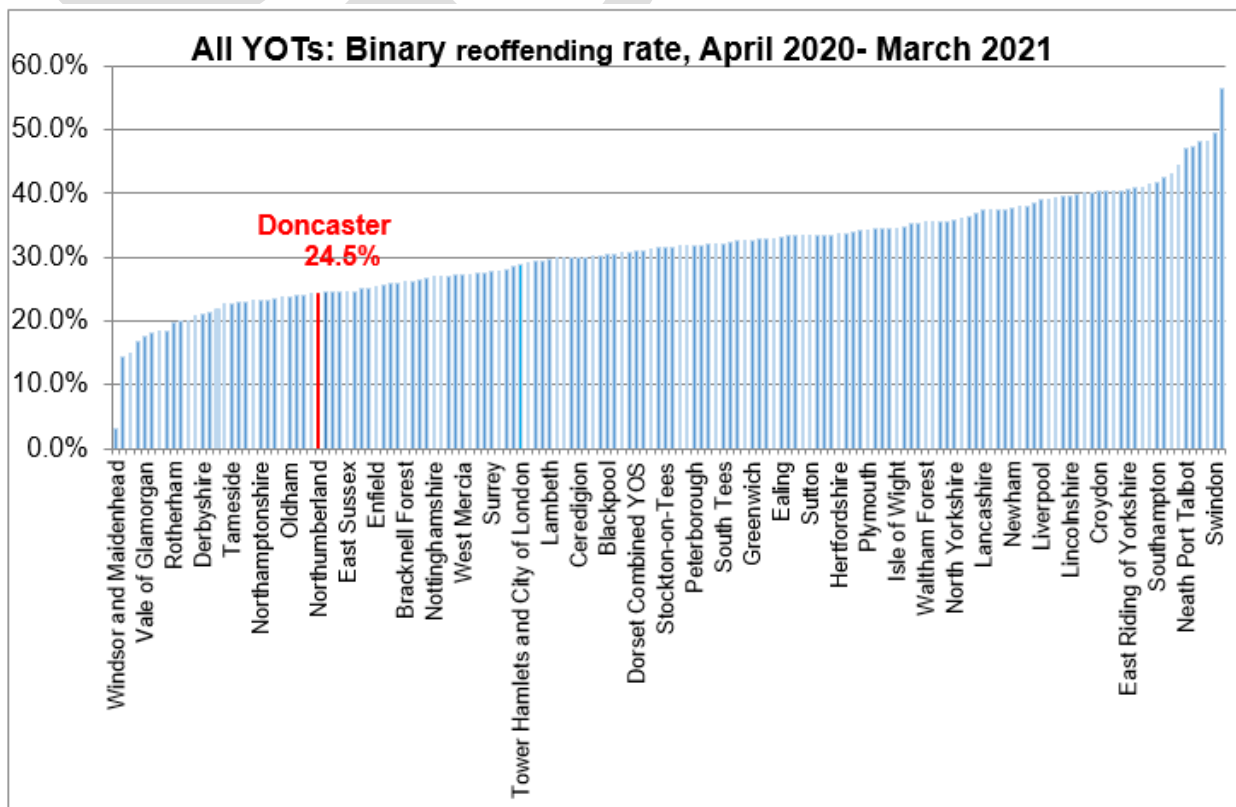
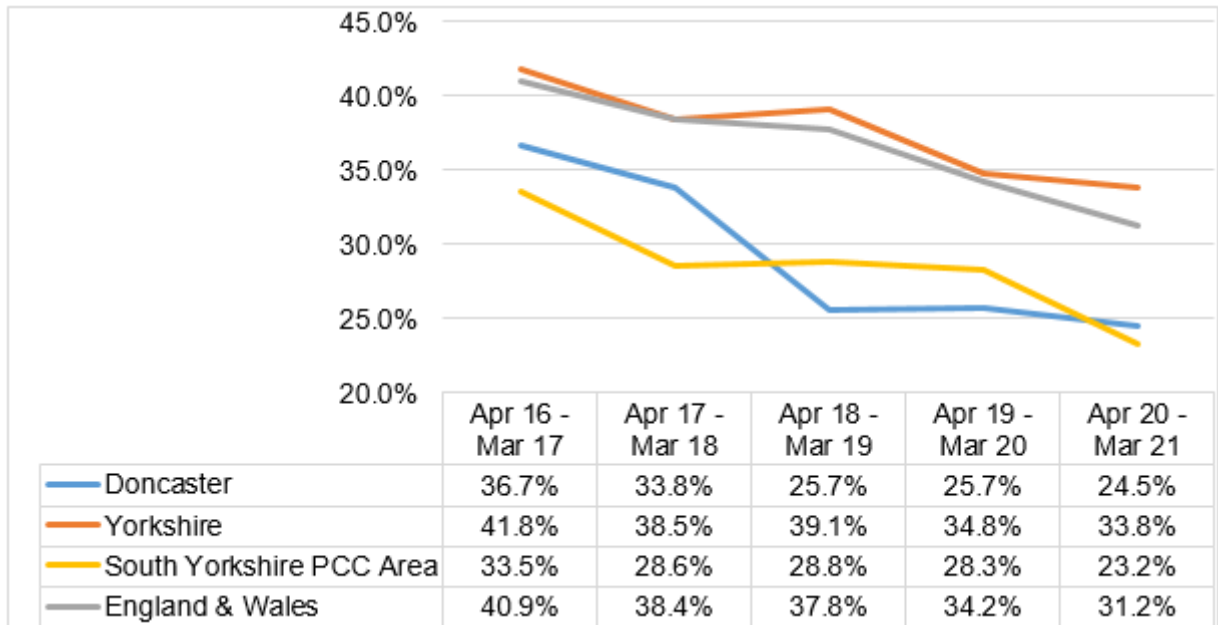
Please note there is a time lag with the data to allow the cohort to be tracked for proven re-offending.

	Doncaster	Yorkshire	PCC Area	YJS Family	England
Binary rate Jan – March 2021 cohort	30	33.3	17.5	25.8	31.0
Binary rate Jan – March 2020 cohort	30	34.3	30.7	37.1	33.8
% change from selected baseline	0%	-0.92%	-13.19%	-11.6%	-2.83%

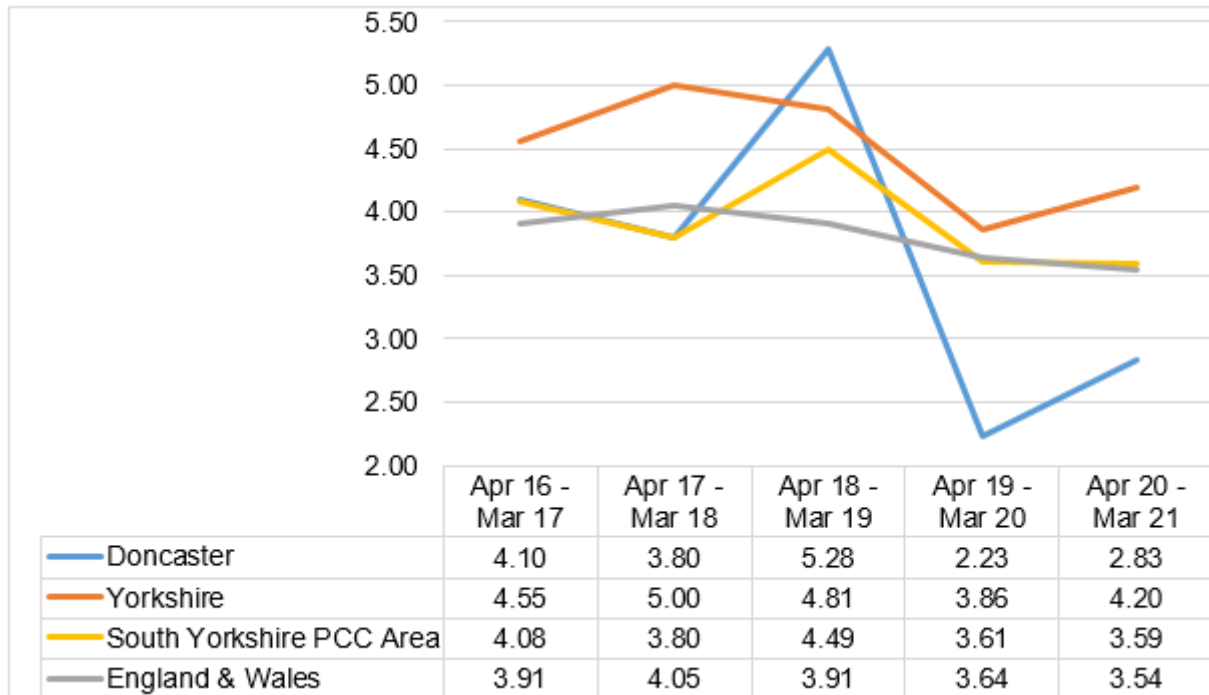
Quarterly cohort – year on year comparison



Annualised Re-offending data



## Annualised data Re-offences/Re-offenders



Doncaster has not achieved its incredibly ambitious re-offending target, with a final annualised rate of 24.5%, against a target of 22%.

It firstly should be noted that Doncaster remains a top quartile performer in relation to preventing re-offending and that the target set would have placed Doncaster in the top 5% of performers nationally, and remains 6.7% below the England average.

Doncaster operates a well-established relationship based practice model which is trauma informed and utilises access to therapeutic resources in order to meet the needs of children and families. This continues to be successful in its approach to supporting children to live offence free lifestyles.

It is also encouraging that the frequency of young people's re-offending continues to be significantly below the England average with young people committing an average of 2.83 offences per re-offending episode against a national average of 3.54. Although there was a small increase against last year's frequency range, it has reduced significantly since the peak in 18/19 when Doncaster had a rate of 5.28 offences per re-offending episode against a national average of 3.91. This, coupled with our continuing strong re-offending performance overall, indicates that the practice model continues to be effective in preventing re-offending.

### Re-offending Local Data

Doncaster utilises the YJB re-offending toolkit in order to monitor and measure the live re-offending data as it happens due to the delay in nationally published figures. The live tracked data is reported to the Management Board quarterly to support collaborative working with partners in reducing re-offending. This also provides the YOS Management Team with strategic oversight of the data as it is happening rather than being reliant on waiting for official data to be published. The MoJ uses PNC data which does not facilitate

interrogation of data i.e. we do not have access to the details of the young people in the MoJ cohort to determine factors leading to re-offending.

A cohort of young people with a substantive outcome, 1<sup>st</sup> January 2020 – 31 December 2020 tracked for re-offending up 1 March 2023

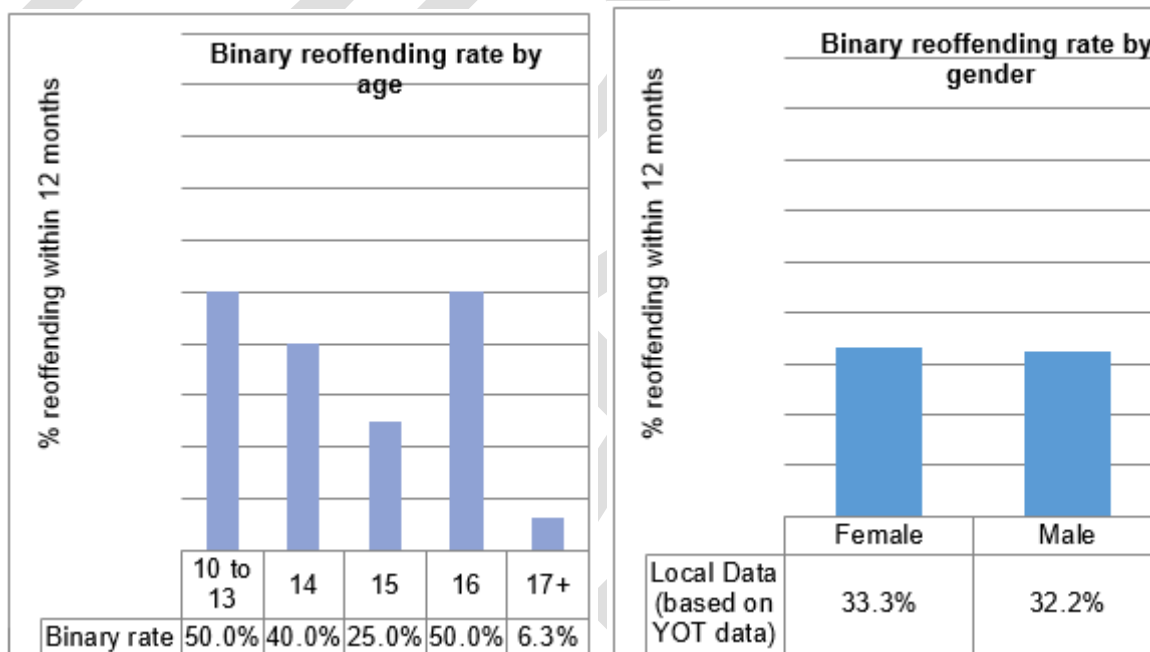
Summary headline data from the cohort:

Overall binary rate for the cohort is 32.3%

Number of young people in cohort: 62  
 Number of young people reoffending: 20  
 Number of further offences committed by cohort members: 51

Number of further offences

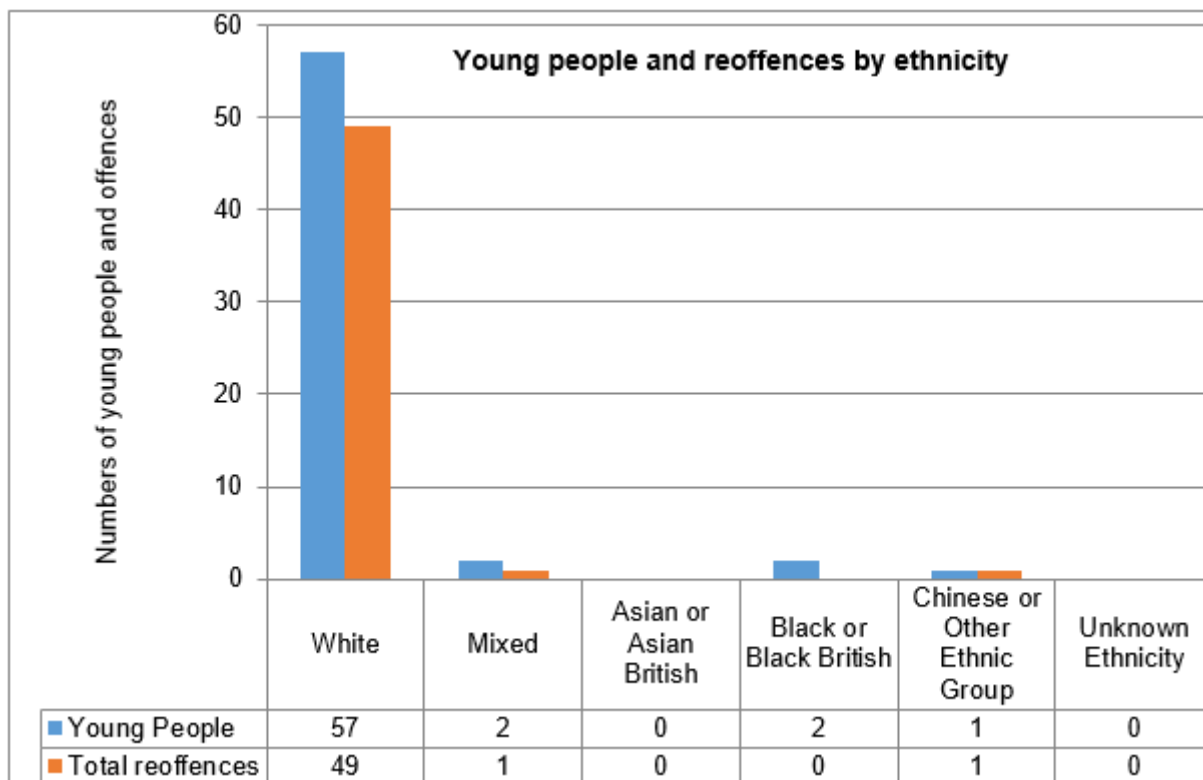
% of young people committing only 1 further offence: 14.5%  
 % of young people committing 5+ further offences: 3.2%  
 % of all further offending committed by those committing 5+: 41.2%



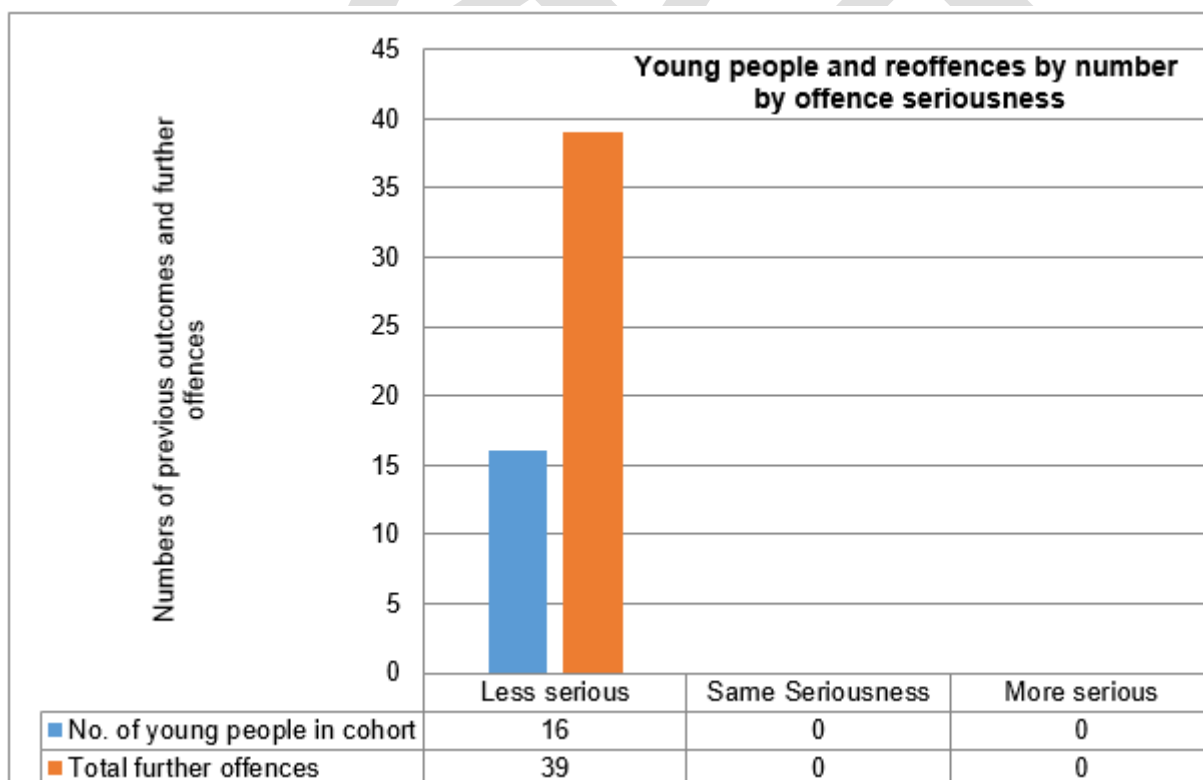
In relation to the re-offending rate by age, there were 2 thirteen year olds in the cohort and 1 re-offended, hence the 50% binary rate in the graph above. Similarly there were 22 sixteen year olds and 11 of those re-offended.

In relation to gender, there were 3 females in the cohort and 1 re-offended. There were 59 males in the cohort and 19 re-offended.

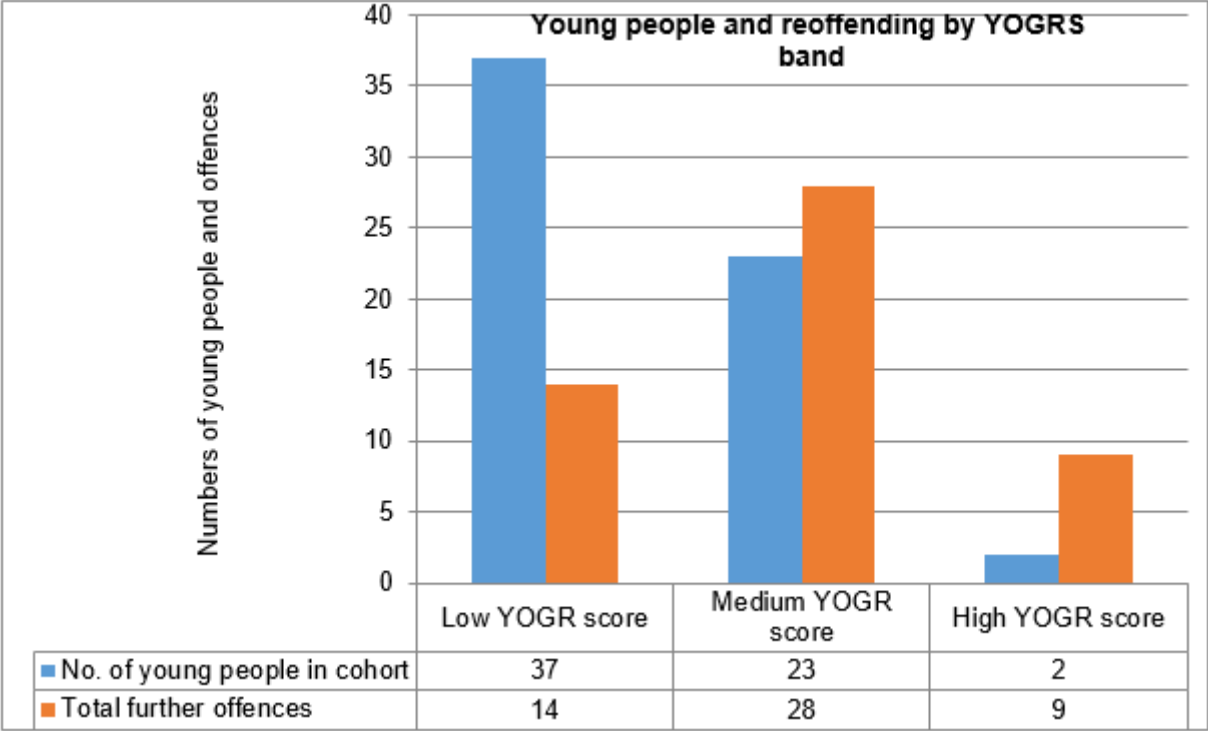




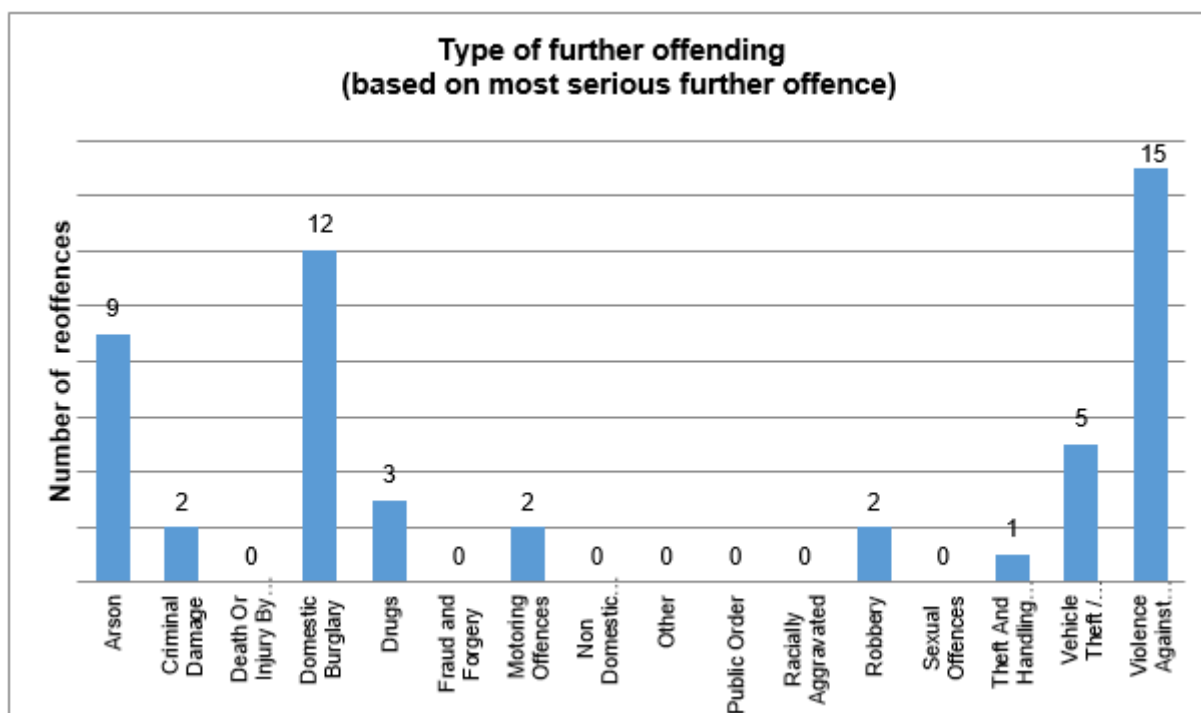
The above chart is reflective of Doncaster's 10-17 demographic which is mostly made up of White British young people. Doncaster currently has no significant disproportionality issues. In the Youth Justice System in Doncaster there is no over-representation of any ethnic groups.



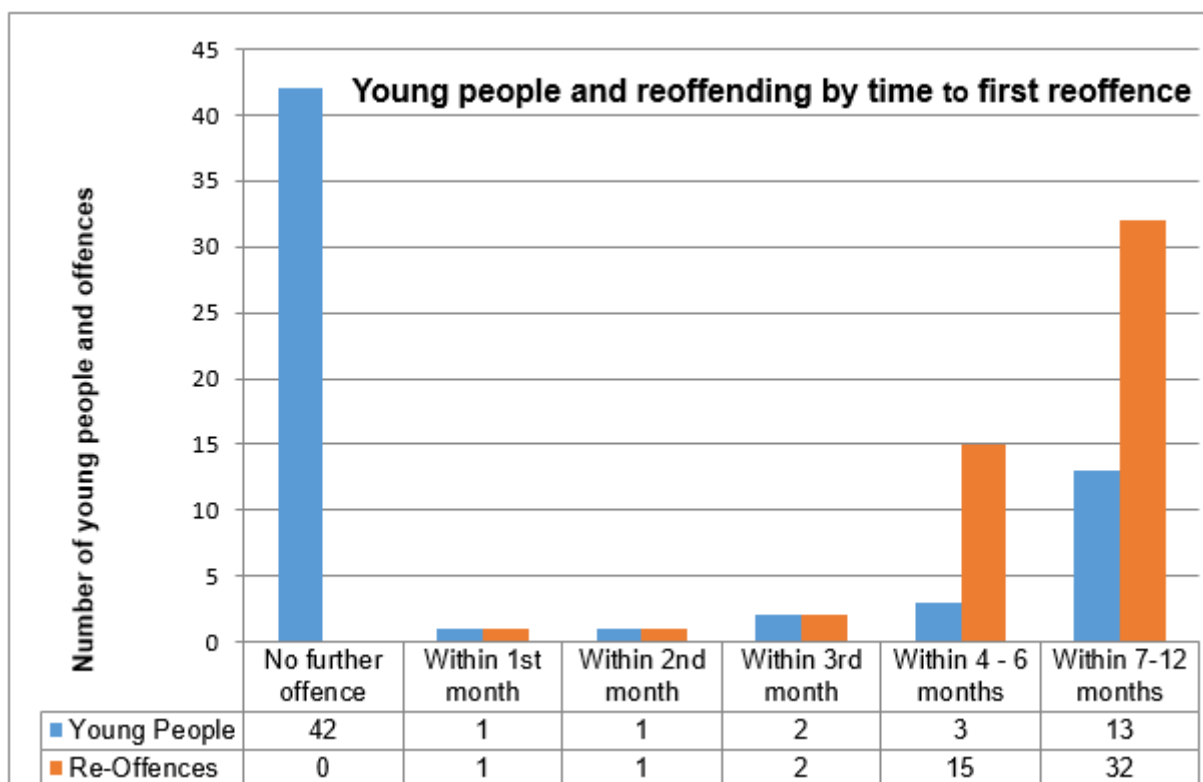
The above chart highlights that this is the consecutive year children do not go onto to commit offences which are of a greater seriousness than those which initially brought them into contact with the Criminal Justice System.



The above chart demonstrates the congruence between the assessed likelihood of a child re-offending and actual re-offending episodes. In most cases, the YOS is accurate in its assessed level of re-offending risk in that, the number of re-offences in each of the domains is broadly what you would expect to see in relation to the assessed risk level. There is slightly lesser congruence with the medium rated young people although it is proportionate with what we would expect to see with our assessment decision making. As part of AssetPlus methodology, a Youth Justice Officer can apply a manual override of the YOGRS score if there are exceptional circumstances relating to a child’s offending episode. It is estimated that override judgements are applied in between **10 – 20%** of cases per year and therefore the above should be considered within that context. Even with the variances described, the congruence levels are still strong.



The above chart represents re-offending by the offence type. Whilst most young people do not go on to re-offend, the greatest risk is aligned to offences relating to violence. This, as previously indicated, relates to issues around emotional regulation and our analysis of the time from receiving an order to a child's first re-offence indicates that the majority of these episodes occur towards the end of the child's order. Previously, the highest risk time was in the first 2 months following an outcome, this was because it took a longer period of time for practitioners to build the relationships which support children not to re-offend. However, our change of practice model during the pandemic, where all our work was carried out in children's homes or locality settings, has led to practitioners building meaningful relationships quicker than when they were required to attend a centralised office. Now, the greatest period of risk is aligned to when contact reduces and/or the order ends. Consequently, the YOS has reviewed its practice model to examine if anything else can be done towards the end of a child's order to ensure that the risk of recidivism is reduced. Young people now have a voluntary aftercare offer of approximately 3 months so that they can continue to be supported to lead positive, offence free lives. It is worthy of note that there hasn't been an increase in relation to arson offences compared to the previous performance, rather that 9 offences were committed by the same young person and the most serious of those was arson of which there was one offence. Similarly, in the Domestic Burglary category this relates to one young person who committed 12 offences, the most serious of which was Burglary.

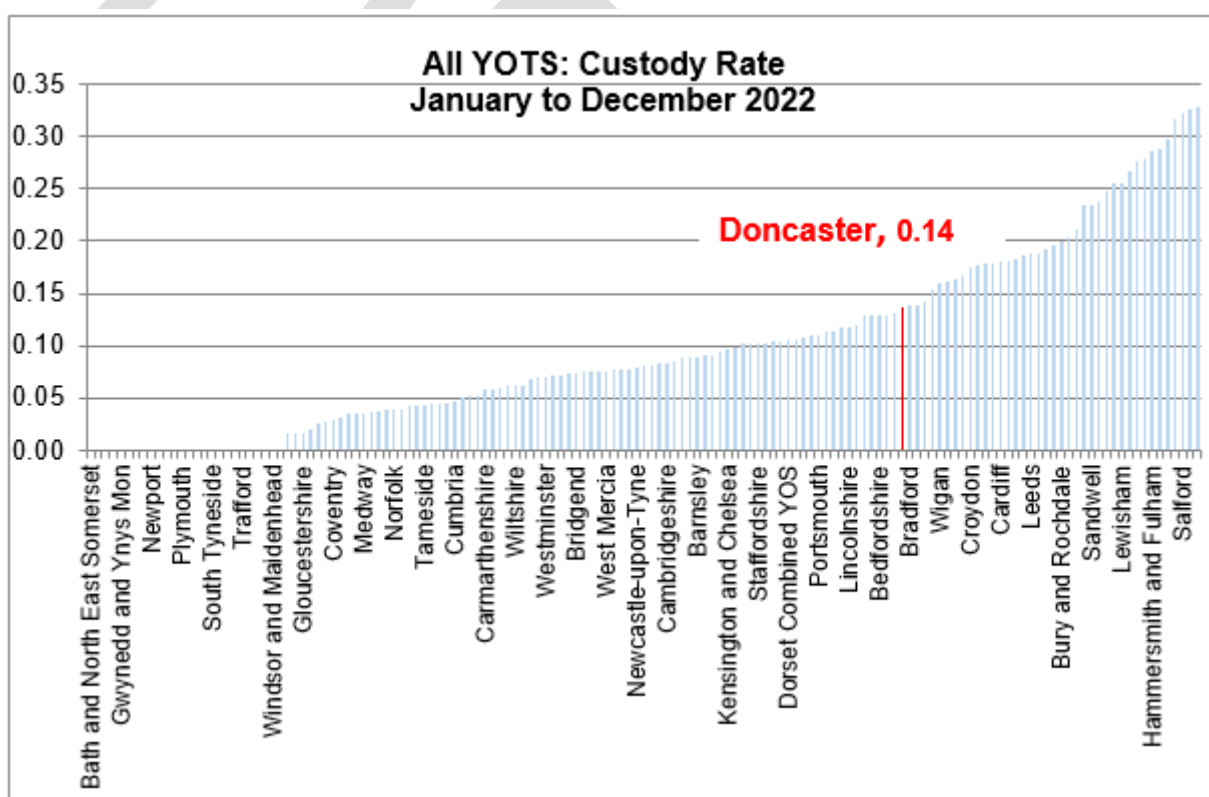
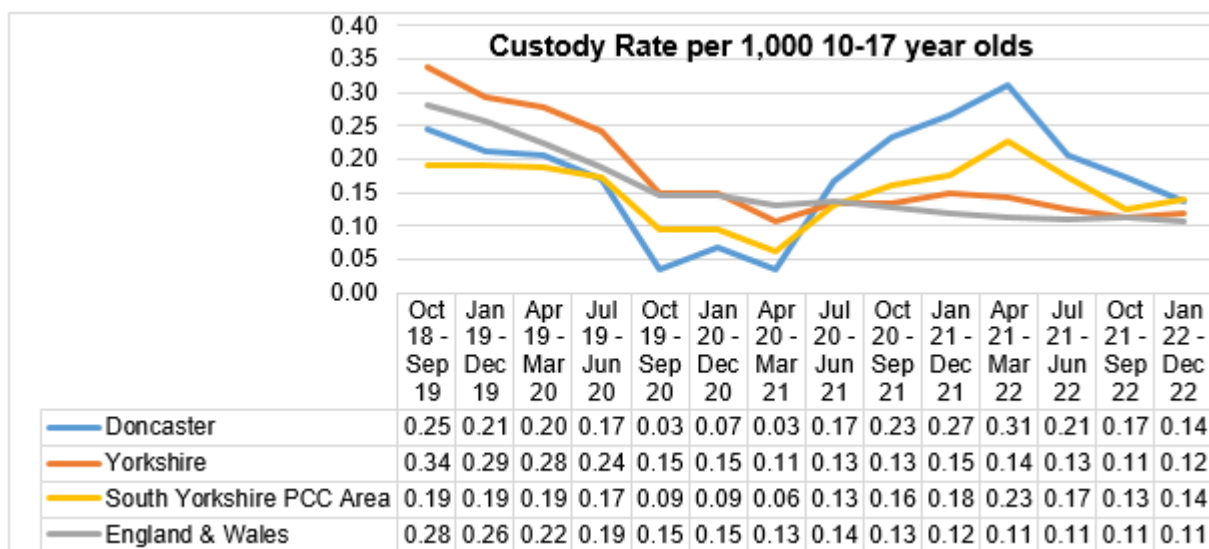


## Custody

Use of custody rate per 1,000 of 10-17 population - Ministry of Justice published data.

	Doncaster	Yorkshire	PCC Area	YJS Family	England
Jan – Dec 2022	0.14	0.12	0.14	0.06	0.11
Jan – Dec 2021	0.27	0.15	0.18	0.08	0.12
change from selected baseline	-0.13	-0.03	-0.04	-0.02	-0.01

Historically, Doncaster has had a low custody rate. In the period ending December 2021, Doncaster experienced an increase in its custody rate due to a number of young people being sentenced for serious offences following a period of remand. In relation to the current published data, the rate has decreased equating to 4 young people sentenced to a custodial outcome in this period. One of those young people was linked to the serious offences referred to above. He was not previously known to our service. The other 3 young people were also in custody for committing offences linked to criminal exploitation and organised crime activity. One of those young people was not previously known to the YOS.



Actual Number of Doncaster Young People receiving a custodial sentence			
Jan- Dec 2019	Jan - Dec 2020	Jan - Dec 2021	Jan - Dec 2022
6	2	8	4

The current published rate is an improvement on performance last year and brings us in line with the South Yorkshire PCC Area and our historic performance. Two young people

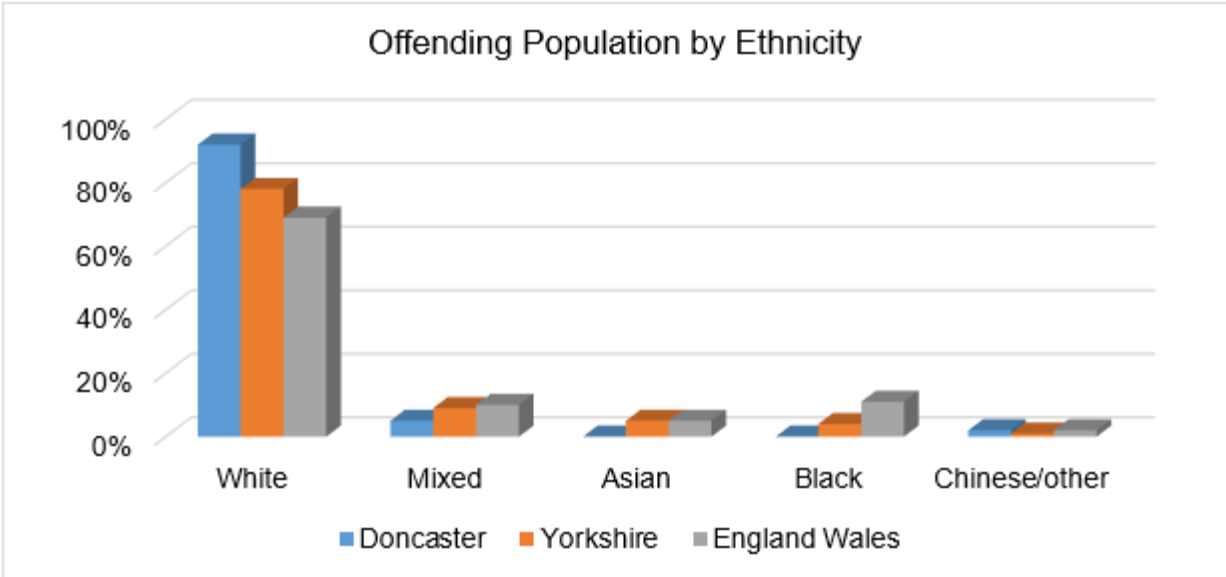
known to Doncaster received a custodial sentence meaning that in this period we did not exceed our target.

Disproportionality

Over-representation of particular ethnic groups in the Youth Justice System is a national problem. Each Youth Offending Service should undertake an annual analysis of disproportionality within the local Youth Justice System at a summary level. If the summary analysis indicates a significant over-representation of a particular ethnic group then a case-level analysis should be carried out to gain an understanding of how, when, where and why this arises in order to tackle the problem.

Doncaster YOS is in the process of undertaking work, in collaboration with the YJB, around the consideration of emerging groups.

<b>April – December 2022 - Offending Population by Ethnicity</b>						
	White	Mixed	Asian	Black	Chinese or Other	Ethnic minorities (excluding White minorities)
Doncaster	92%	5%	0	0	2%	6%
Yorkshire	78%	9%	5%	4%	1%	18%
England & Wales	69%	10%	5%	11%	2%	27%



## Outcomes 1 April – 31 December 2022

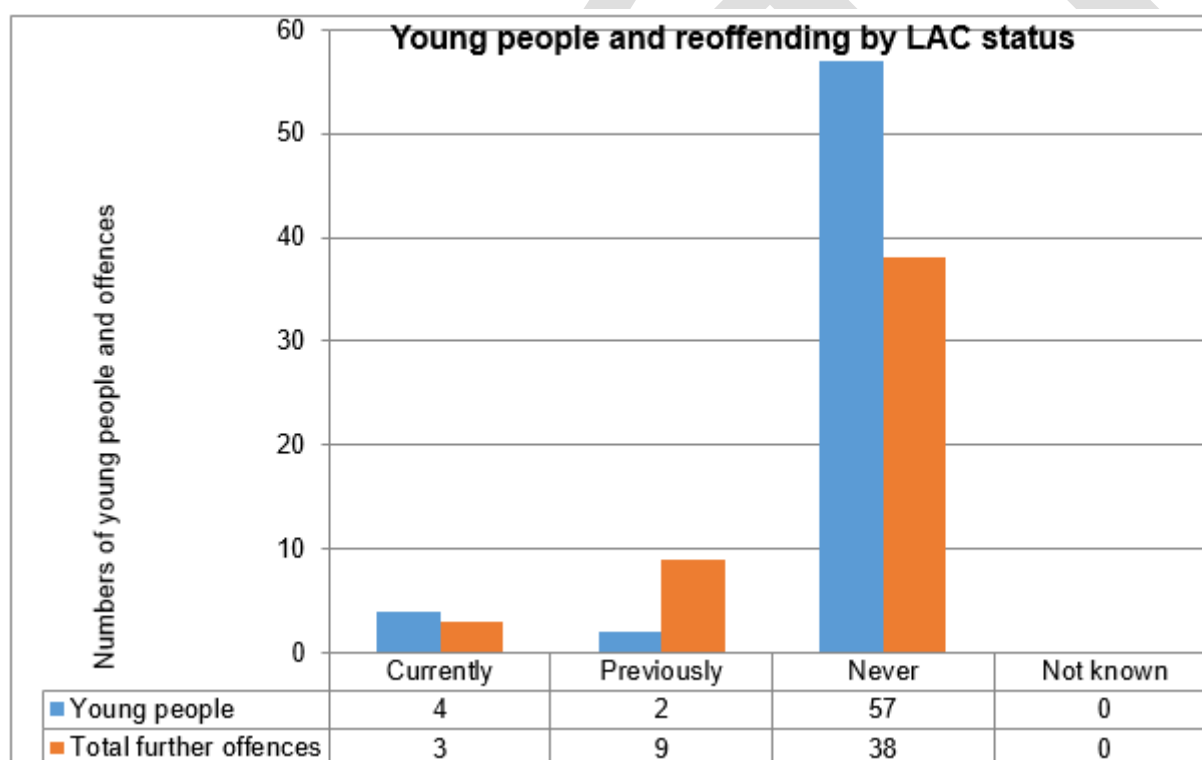
Outcome	Male	Female
Detention & Training Order	1	0
Fine	12	0
Referral Order	22	6
Section 226 (Life)	1	0
Youth Offender Institution	1	0
Youth Condition Caution	8	2
<b>Total</b>	<b>45</b>	<b>8</b>

### Reducing the offending of Children Looked After

In Doncaster we are particularly concerned to reduce the number of Children Looked After within the Youth Justice System. We undertake an annual audit of the number and proportion of Children Looked After 10-17 who are in the system.

We are also mindful that children who are Looked After are at greater risk of exploitation than other children. This also has the potential to bring them into contact with Criminal Justice organisations. In order to mitigate this, EPIC staff work on a one to one basis with children who may be at risk from Exploitation and offending to ensure that they do not become First Time Entrants or that their offending escalates to more serious disposals.

Last year, for the first time, Doncaster decided to set a target in relation to the reduction of Children Looked After entering the Criminal Justice System to ensure that the rate of children looked after entering the Criminal Justice System is not greater than the rate of the wider population.



There are four young people who were CLA at the time of entering the cohort. Two of these young people re-offended and both were placed out of area at the time of the re-offence.

This is indicative of a pattern for Doncaster children who are Looked After and placed outside the borough, where our ability to influence the outcome for a child is limited by local policing policy and triage arrangements in that borough. Although it is encouraging that only 4 children who were Looked After are part of the cohort, it does mean that the binary re-offending rate for this group is 50% as opposed to 25% for children living in familial homes.

Doncaster tracks Looked After Children by both FTE and re-offending rate.

#### 8. Performance and priorities (Page 11 of the Guidance)

In this section the YOS will outline its statutory performance targets for 23/24.

##### FTE target

In the previous year's plan the YOS calculated its FTE target rate by taking an average of the FTE over the previous 4 years and applying a 20 % reduction against the average. During the course of 22/23 a number of cases were presented at the Triage panel and at Youth Court in which there had been a demonstrable delay relating to Covid. At first it appeared that the FTE rate was increasing significantly in excess of the target, in fact the target was inappropriately applied because the average over the 4 years contained the period of the pandemic in which children's progression through the Youth Justice System (YJS) was delayed. This does not mean that the children would not have become FTE had they been addressed within normal parameters but it does significantly affect the calculation of an average over that time period.

We are now confident that all children from this period have been progressed through the YJS and therefore the calculation for our FTE target will reflect this. Consequently, our target will be to maintain the average rate of the last 4 years without a reduction as this will represent the true level of FTE in Doncaster over the course of the past 4 years. The target is **162** per 100,000 of the 10-17 year old population, which equates to **47** young people

##### Re-offending target

Doncaster's re-offending performance has been strong for a number of years and this did not change during the pandemic. Currently the YOS is **6.7%** below the national average. This should be considered strong performance in relation to Doncaster's deprivation indices. It is also strong evidence that the child first, relationship based practice approach is effective. The re-offending toolkit utilising live data indicates that the binary rate is **32.3%** and the nationally reported data is **25.4%**. We remain committed to working towards a highly aspirational target set at **22%** for the binary re-offending rate.



### Custody target

During the last 2 years, we have been impacted by a number of young people remanded for serious offences who were likely to receive custodial sentences. These young people were not known to the Youth Offending Service at the time they committed these offences, which means there had been no opportunity to utilise the YOS's trauma informed, relationship based methodology to prevent these offences.

The Board agreed to set an aspirational target of **2** young people who were currently on an order when they committed the offence that they were sentenced to a custodial sentence for. Our target of **2** young people equates to a rate of **0.07** young people per 1,000 of the 10-17 population. The target remains the same this year.

### EET target

Last year we set a target of **90%** which was a highly aspirational target. This was not achieved with the final annualised rate being **73.8%**. This is significantly higher than the national average for children in the Criminal Justice System which is **38%**. However, this is not good enough for the children and young people of Doncaster and therefore the Board will again, aim for a **90%** target.

### Suitable Accommodation target

The YOS continues to be highly aspirational and aims for **100%** of young people to be in suitable accommodation at the end of their order. Doncaster has always achieved this target and expects this to continue.

### CLA target

The total number of young people receiving diversionary and statutory outcomes during the period was **105** of which **16** were Children Looked After. It is noteworthy, however, that **2** became Looked After by virtue of their time spent on remand under LASPO (Legal Aid Sentencing and Punishment of Offenders) Act 2012. This indicates that **15%** of the total number of outcomes were attributed to Children Looked After. This equates to **2.86%** of Doncaster's total Looked After population. The target therefore will be measured against the general population rate which is **0.9%** of the 10-18 population in Doncaster. This will be incredibly challenging to achieve, however the YOS is committed to ensuring that outcomes for Children Looked After are not disproportionately different to those children living in more traditional settings.

### Prevention

Prevention work in Doncaster is delivered in a number of ways. We have a Youth crime prevention service, EPIC (Encouraging Potential Inspiring Change), which delivers outreach based work in communities that have been identified by the Safer Doncaster partnership as having increased levels of youth related ASB/criminality.

EPIC have also worked with a number of partners including South Yorkshire Police and the Local Authority to set up a Young person's hub within the City Centre in response to youth related ASB issues within the shopping centre. The space was created to allow young people to access a safe space where they can gather, whilst allowing partners from a number of agencies to meet with young people to offer advice, information and

guidance. During the period of 01/09/22 – 01/12/22, 237 young people accessed the provision within the hub. EPIC have recently entered into a joint initiative with Doncaster Mind to help improve access to mental health services, Doncaster Mind will be hosting a drop in session once a week from the hub. This initiative was as a result of the youth crime perception survey that has been carried out by EPIC in which over 2000 young people have responded so far in which mental health was a concern amongst young people.

EPIC have both a universal and a targeted offer within schools. EPIC deliver assemblies to whole year groups within school around the risks associated with being involved in ASB and crime, as well as information, education and guidance around child exploitation and where to go for help. Within a number of both secondary and primary schools, EPIC have a targeted approach where they work with cohorts of 8 young people for up to 12 weeks using the Think Forward programme (secondary) and Young and Safe programme (primary).

### Diversion

Doncaster YOS has a weekly Triage Panel. The Police ensure that all cases where young people have offended are brought to the panel for discussion. Where appropriate, alternative options are available to divert young people from entering the Criminal Justice System. This may include stand-alone support from the YOS seconded Police Officer, Substance Misuse Worker or Restorative Justice Practitioner, or it may be the young person is allocated a worker from the Youth Justice Team who will undertake an assessment and put interventions in place to best support the young person with their identified needs.

The YOS Management Board is focussed on the quality and decision making of the Triage panel and Board members annually attend panel and observe and review the discussion and decisions made at panel. The efficacy of the approach is monitored annually when the panel chair provides data relating to the total number of children and their outcomes and this is considered against the number of FTE so that there is an understanding of the efficacy of diversion as it pertains to reducing FTE.

In December 2022, funding was received for the Turnaround programme and the weekly Triage Panel is used as a source of referrals to the programme. In practice, this means young people are offered more intensive support than they would have received otherwise to address difficulties in their lives that have resulted in them being on the cusp of entering the Criminal Justice System. In financial year 1, we achieved our target of delivering interventions to 20 young people referred to the Turnaround Programme. The YOS is committed to working with all statutory and community partners to ensure a co-ordinated and seamless offer to children at risk of ASB and offending. Without Turnaround funding, this cohort may not have benefited from a targeted intervention.

### Serious Violence and Exploitation

The YOS makes use of the National Referral Mechanism in applicable cases. YOS Team Leaders attend the weekly MACE (Multi-Agency Child Exploitation) meeting. This is a forum where young people who are thought to be at risk of exploitation are discussed, the level of risk is determined using the vulnerability assessment tracker developed by Bedford University. There is an element within this forum of identifying what

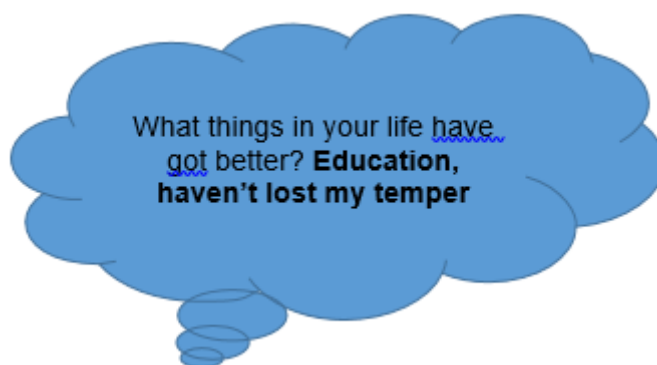
resources/interventions can support young people, with the overarching strategy being for young people to exit, stay safe and recover.

Mapping meetings take place led by the Operational Manager, Youth Justice Team. The purpose of the meeting is to bring partner-agencies together to share information regarding young people and their connections to one another or known adults/groups of concern. The meeting explores particular areas of Doncaster linked to Organised Crime Groups (OCG's) that are known to operate in those areas. The groups' activity will be explored using police information and then any links to young people within these groups will be examined. In addition to this, information received from Return Home Interviews highlighting any missing episodes from these areas will be examined and cross-referenced.

Mapping meetings help to safeguard the young people of Doncaster in a number of ways. Typical actions that result from the meeting will be as follows:

- Intelligence reports to be submitted to police where there is information held by other agencies that hasn't been shared prior.
- Where information is shared that raises concerns regarding a young person's safety and they are not open to services, a referral into the Front Door will be requested.
- Additional monitoring can be requested from involved agencies and information sharing pathways created outside of the meeting.
- Similarly where there are concerns regarding exploitation specifically, but they are open to an Area Team in Help & Protection, an action will be taken for them to be referred into the MACE process if they are not already.
- When an adult is open to Probation, actions may be taken to consider specific licence conditions such as Non-Contact or Exclusion Zones

YOS staff work in accordance with Doncaster Council policy in relation to those who may be vulnerable to becoming involved in extremist activity. All staff undertake mandatory e-learning relating to Prevent.



### Constructive resettlement and the use of custody (including remands)

The number of young people on remand from April 2022 to March 2023 was 6. These young people were all male, White British and in the 16-17 year age group. All were sentenced to custody. Where young people are remanded in Doncaster this is not because we are unable to offer a robust enough alternative to custody, but due to the seriousness of the offending. This is born out in the remands we have had this year resulting in custodial sentences being imposed. Where children receive a custodial

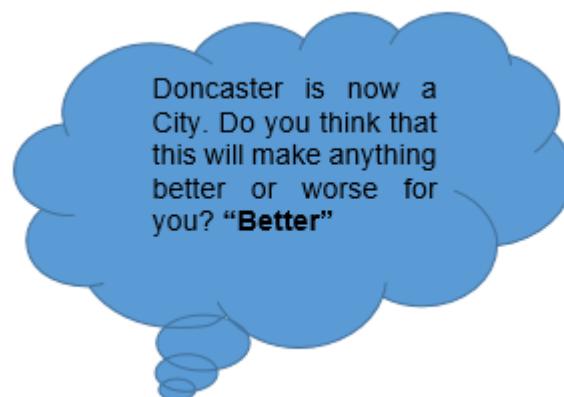
sentence, planning to consider their needs upon release begins as early as possible and examples of good practice in this area include close liaison with Social Workers where young people are open to Social Care to ensure accommodation needs are at the forefront of planning for release. In addition to this, the YOS has an excellent ETE offer so that opportunities for young people are explored with a view to obtaining suitable ETE provision upon release. Therefore, there is a co-ordinated response from the YOS in terms of how services are delivered to support that young person, this is evidenced in the [Resettlement Policy](#) (hyperlinked). Staff work with young people on developing a pro-social identity looking at who they want to be and where they want to go. This is strengths based and future oriented informed by the child.

Doncaster YOS are members of the South & West Yorkshire (S&WY) Resettlement Consortium which offers an enhanced service to children and young people leaving custody, with the aim of offering improved life chances and reduced re-offending.

### Restorative Justice and Victims

The Restorative Practitioner works in accordance with the Victims Code (updated 2015) which sets out the minimum level of service that victims of crime should receive. In all cases where consent to contact is given, the Restorative Practitioner makes contact with victims and supports them to make informed choices about participation in Restorative Justice. Where there is no direct victim, indirect reparation is an option for young people to give back to their community and is facilitated by our Reparation Co-Ordinator.

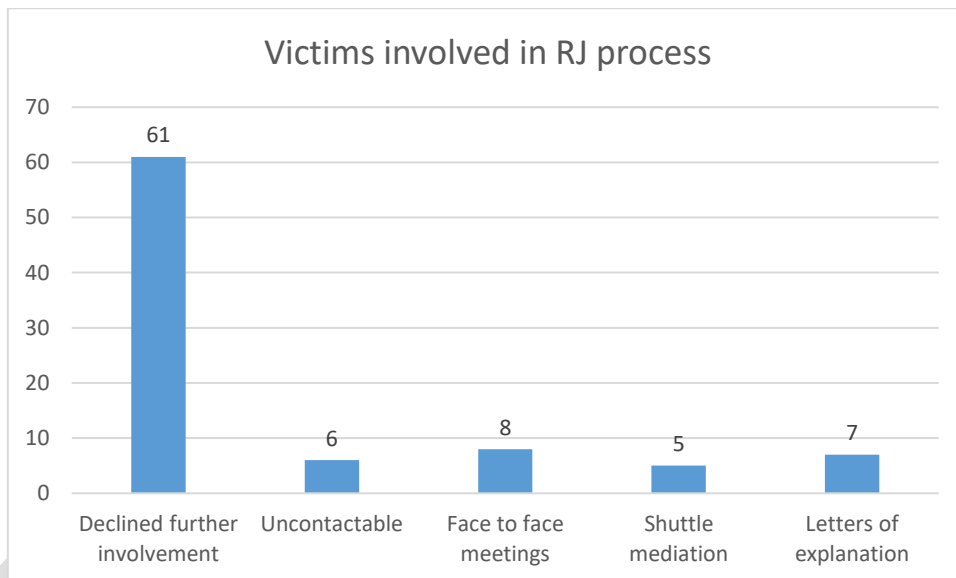
**95** victims were contacted by the RJ practitioner to discuss RJ. Of these, **61** victims declined further involvement; **4** of which were due to the young person having already apologised for their actions. **6** were then uncontactable following initial contact.



**17** young people declined the offer of RJ, **5** of which related to cases where the victims were willing to engage.

Of the **28** victims that accepted further involvement, **8** went on to have direct face to face meetings, **5** engaged in shuttle mediation and **7** letters of explanation were completed by the young person.

**3** further victims that were initially willing to engage in RJ were uncontactable following initial contact then declined at a later date.



Victim satisfaction feedback is inconsistent, therefore going forward victims will be asked to complete a feedback questionnaire via survey monkey and provided with a link to do this. We will then be able to login and access this instantly and chase up responses via a text or email reminder to ensure we collect as much feedback as possible.

#### 9. National standards (Page 14 of the Guidance)

The standards the YOS are evaluated against are as follows:

- Out of Court Disposals
- At Court
- In the Community (Court Disposals)
- In Secure settings
- On Transitions and Resettlement

20 actual cases were reviewed across the 5 standards between the period of June 22 and December 2022. This was then allocated to a member of the YOS Management Team to undertake a qualitative review of each person against the standard.

#### **Executive Summary of Results**

In the vast majority of the standards, the YOS has been successful in meeting the standards expected. Part of this success is linked to the fact that the YOS operates local standards that means that cases are reviewed with greater frequency than National Standards mandate.

Across the standards there is good evidence of robust assessments, sound risk management and positive supportive relationships having been developed with young people and their families/carers. Interventions are proportionate and in line with assessed needs.

At Court, young people receive a good service from the YOS, this includes good quality reports being submitted to enable appropriate decisions in respect of sentencing and young people being kept informed of what that means for them.

In respect of transition planning, there are some issues which require further attention, although that said, compliance overall was broadly good.

### **Standard 1: Out of Court Disposals**

Timely and accurate assessments of risk and need have been completed in every case using the Short Assessment Form (SAF), our local assessment tool, which focuses on desistance, public protection and the safety and wellbeing of young people. Intervention plans arising from these assessments take account of desistance factors and promote pro-social identity.

In all but one case, children and their parents/carers have been involved in planning and reviewing of individual programmes. In the exceptional case, it is unclear that this has taken place and is therefore considered to be a recording issue rather than this requirement not having been done. In the same case there is limited evidence that the YOS has worked closely with the Police on the Out of Court Disposal. The allocated worker was new in post and discussions have since taken place with the line manager who has addressed this with the worker involved.

In all cases, supportive relationships have been developed by YOS workers who have delivered proportionate interventions.

### **Standard 2: At Court**

The YOS provides a court duty service, which is in-line with the expectations clearly outlined within the standard. Pre-Sentence Reports and Asset Plus usage is evident in all cases and there is timely and accurate recording of Court outcomes in each case. Outcomes are explained to children and checks are undertaken to ensure their understanding is congruent with the explanation.

There continue to be issues, in some cases, regarding the custodial warrant issued by the court when a young person is remanded or sentenced to youth detention accommodation, not being routinely shared with the YOS. There is no detrimental impact to the young person of this and the warrant merely serves as authorisation for the young person to be transported to custody as well as identifying the designated Local Authority in remand cases. Nonetheless the required standard is that Youth Offending Services check that this custodial warrant is appropriate.

**Action: Operational Manager Youth Justice Team has instigated action whereby YOS should now receive the custodial warrant as a matter of course.**

### **Standard 3: In the Community (Court disposals)**

The YOS has generally met the standards in each case. There is strong evidence of engagement and the YOS's approach of relationship based practice with children and families being undertaken in terms of staff establishing trusting and meaningful relationships with young people and engaging young people and their parents and

carers. Orders have been supervised in line with the YJB approved assessment framework.


In one case there was some confusion around reviewing. This did take place, however, due to sign off not taking place for the initial assessment there was a lack of clarity around this. At a local level, the YOS has determined that all assessments are reviewed on a 4 monthly rather than 6 monthly basis and, where there is a substantial change in the child's circumstances. This means that in practice, even when a local standard isn't met, the assessment was still reviewed prior to the 6 month national expectation.

Interventions for young people were well co-ordinated with specialists where it was applicable and this work was commenced promptly.

In one case it was difficult to assist the child to build a pro-social identity to enable sustainable desistance as the young person had not, at that stage, been successfully engaged.

In summary, the YOS has met the standards relating to practice undertaken with court disposals in a community setting, it facilitates a range of interventions and therapeutic approaches which directly benefit young people and their families, and support the desistance, public protection and safety and wellbeing of young people within the Criminal Justice System.

**Action: Operational Manager Youth Justice Team will arrange a practice development day with Team Leaders to address all learning identified through this audit.**



What people and places do you think are part of your community? **Everyone and everything**

#### **Standard 4: In Secure settings**

Overall, the standard has been adhered to. Information has been shared in a timely way. Staff in the YOS and secure establishment have worked together with young people to deliver an effective sentence, including keeping children safe, via assessment, planning and management of risk.

Planning has taken place in relation to transitions and successful resettlement. In one case there is no evidence that temporary release has been discussed, and although there were concerns regarding risk to others in this case that meant this would not have been granted, this should have been actioned.

Plans were in place in relation to children assessed as being a risk to themselves or from others and where children were assessed as posing a risk to others in the secure establishment.

All subsequent sentence planning dates should be agreed at the initial planning meeting, and although not all meeting dates were scheduled, in each case the next meeting date was agreed. It is not felt it is helpful for the needs of the child to plan **all** sentence planning dates at the initial meeting as this is not meaningful to them particularly where there are speech, language and communication needs present.

**Action: Managers within the Youth Justice Team to reinforce to staff in team meetings about ensuring discussion takes place about temporary licence as part of intervention planning.**

### **Standard 5: On Transition and Resettlement**

Across all cases, plans have been produced promptly with active engagement from the child and their family. These plans have identified the child's strengths and set out support to assist the child develop a pro-social identity. Plans have been reviewed regularly. Plans were in place in all cases for relevant transitions.

In addition, a broader case sample was looked at with the following findings:

Modules for young people entering Custody were completed in all cases and on Release but the detail of these was variable. The Custody placement modules were more consistently detailed than the Release modules. There needs to be a more consistent application of thought to the impact of release beyond the pragmatic transition to include some of the emotional impact for a young person returning to the community.

Transition planning for young adults moving to the National Probation Service (NPS) were completed well with clear targets set out for NPS to address with the young adult as well as clarity around what voluntary offer was being taken up by the individual from YOS. However, it was apparent that there was delay from NPS in allocating a named worker for these young adults (national guidance is clear that this should happen at 17 years 6 months) and in every case, the young person had turned 18 for some weeks before NPS allocated a named worker and took transfer of the case (which again is expected to happen on the 18<sup>th</sup> birthday unless in exceptional circumstances). This is an area of practice that has already been raised with the Probation Officer Contact for YOS and with YOS Team Leaders to ensure that allocation takes place much earlier with relevant cases moving forwards.

In one case it was identified that a transition to different accommodation/residence should have generated a review to the plan which would have required the Case Manager to consider the impact on the young person's Emotional and Mental Health and their relationships/network as a result of this change. Whilst the impact of possible changes to placement were discussed in Risk Management Meetings, this was focussed, as per the remit of this meeting, on the impact in terms of risk judgements. As this is an individual practice issue rather than a general theme, this will be addressed via the supervision process.

The Pathways and Planning section of AssetPlus does not provide a user friendly plan for the young person and several YOS's have therefore developed a supplementary plan collating all the aspects of planning required into one document that can then be given to the Young Person for reference. Doncaster YOS (in consultation with the Speech and Language Therapist and young people) are in the process of developing a template plan that clearly shows the links between Desistance and Interventions, clarifies the Internal



and External controls and has a specific section focussed on Transitions that asks what is the likely impact and how will the young person be supported with this.

**Action: Operational Manager Youth Justice Team to develop a “My YOS Plan” document and implement this by 18/04/2023.**

**Action: Operational Manager and Team Leaders Youth Justice Team to ensure immediately that all future Release from Custody Reviews receive the same attention as Entering Custody.**

**Action: Operational Manager Youth Justice Team to monitor allocation by NPS of young people approaching 18 and escalate where a named Probation Officer is not provided prior to their 18<sup>th</sup> birthday.**

#### National Standards for YOS Management Board

The YOS has a specific induction for Board Members to either observe YOS functions or meet with YOS specialists which includes:

- Triage Panel
- Risk Progression Panel Meetings
- Risk Management Meetings
- Attendance at team meetings (Youth Justice Team, Intervention Team or EPIC)
- Attendance at EPIC 77 town centre hub
- Attendance at an MDT
- Tour of EPIC Learning
- CCE mapping meetings
- Speech and Language Therapist
- Substance Misuse Specialist
- Forensic Psychologist
- Careers Advisors
- Systemic Family Psychotherapist
- Counsellor

#### **Standard 1: Out of Court Disposals**

The Management Board are provided with performance information prior to every Management Board meeting and this is discussed in detail during the meeting itself. Management Board members have observed our Triage Panel process which looks to divert young people from entering the Youth Justice System where appropriate and there is an ongoing training offer for Management Board members to observe such processes as per their individual training needs.

Young people are offered an assessment with a case worker in the case of YCC and other circumstances where it is felt a more robust response is required to divert young people from the Youth Justice System and interventions are put in place to best address those identified needs. Board members are fully aware of this and they have also had sight of the joint protocol in place between the YOS and the Police setting out our agreed practices for OOCd and joint decision making.

Quality Assurance is routinely undertaken across the spectrum of YOS disposals and fed back at Board level.

## **Standard 2: At Court**

The Operational Manager for the Youth Justice Team attends Management Board meetings. They are able to offer assurance of the team's work at Court and update on any challenges that we may be facing and what we are doing about those challenges. The YOS Triage panel process is our mechanism for ensuring that Court is reserved for those who cannot be dealt with by less formal means. Management Board members, as described in Standard 1, are aware of this. Additionally, an anomalous situation was raised at Management Board whereby young people were sent directly to appear in Court rather than via the Triage Panel (see YOS Management Board Meeting Minutes 05/05/22 and 19/08/22) thus demonstrating further Management Board oversight in relation to this issue.

The YOS Management Board is assured that our reports to Court and Referral Order Panels are high quality and that Magistrates have confidence in our recommendations, that children's voices are heard and that children and their parents are provided with appropriate information and support during the Court process.

## **Standard 3: In the Community (Court Disposals)**

YOS Management Board members are aware that Doncaster YOS uses the Asset Plus assessment in our work with young people on Court Orders and the Short Assessment Form (SAF) for those subject to O OCD. They are also aware of our child first ethos based on relationship based practice. YOS Management Board members are invited to observe a number of YOS practices including Triage Panel, Risk Management Meetings and Risk Assurance Panels where it is evident that we promote desistance and engagement with the young person. Quality Assurance (QA) of cases take place on a monthly basis and part of that is about the involvement of parents and carers. QA findings are shared at YOS Management Board meetings, (see YOS Management Board Meeting Minutes 13/10/22). Additionally, at each YOS Management Board Meeting a case example is presented by the YOS worker outlining the details of a case and identifying some of the challenges and progress made with the case. Board members have the opportunity to raise any challenges in respect of practice at this time.

## **Standard 4: In Secure Settings**

The YOS Management Board are aware that the YOS works closely with key workers in custody ensuring that needs and risks of young people are identified and that they are not disadvantaged by moving to the secure estate. For example, if they have an Education, Health and Care Plan (EHCP) this will be sent to the custodial establishment and the key worker notified. Similarly, if a young person has a Speech, Language and Communication Needs (SLCN) assessment, the custodial establishment will be made aware so that staff there can follow the recommendations in the assessment to communicate effectively with the young person. The YOS Resettlement Policy has been made available to Board members for additional oversight and assurance that we operate in a way that prioritises the best interests of the child. Our monthly QA process covers a range of disposals where practice is considered across a number of areas and this, as previously stated, is reported back to YOS Management Board routinely, therefore they are aware of key challenges and strengths.

## **Standard 5: On Transition and Resettlement**

Asset Plus assessments are updated every four months where review meetings have agreed upon new targets for the young person's intervention plan and if there are any significant changes. Assessments are sent to the secure estate in line with agreed

timescales. Doncaster YOS's Resettlement Policy highlights the need to identify any potential barriers to resettlement and action that should be taken to overcome these as early as possible in the planning stage. The Assistant Director of the Children, Young Peoples and Families Directorate is a standing member of the Management Board and is aware of some of the challenges faced in transition planning for young people, particularly, in relation to accommodation and education and is able to take appropriate action to mitigate some of these challenges by conferring this information back to Service Managers for dissemination to Team Managers. Both the YOS Management Board and Secure Establishments understand our specialist offer relating to young people with Education, Employment and Training (ETE) needs and this is evident in Careers, Information and Guidance (CIAG) workers being involved in transition planning at the earliest possible stage.

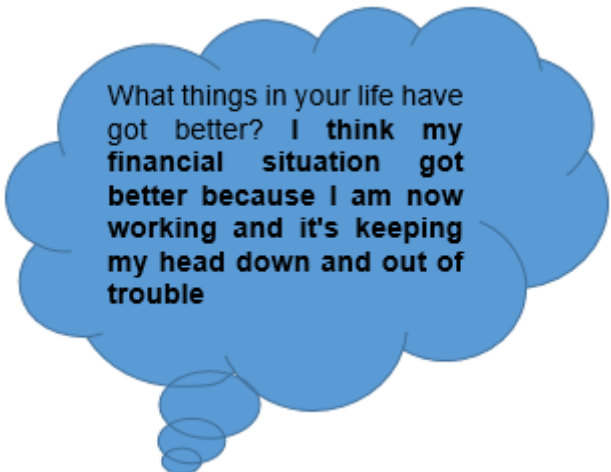
#### 10. Challenges, risks and issues (Page 14 of the Guidance)

The remand grant continues to be a challenge. In the year 2022/23, the YOS overspent on remands by £23,773, owing to the way the remand budget is allocated and the number of young people remanded for serious offences related to criminal exploitation. Currently, the YOS has 1 young person on remand, a trial hearing is scheduled in this case for April. It is not expected that this will be an extended remand period that would cause challenges to the budget.

We know from the youth crime perception survey undertaken by EPIC that mental health is a concern for young people. This is likely to be a legacy of the Covid19 restrictions that were in place when the pandemic emerged in 2020 and the impact of the pandemic more generally. The fact that we have a young people's Counsellor in the YOS and EPIC are linking in with MIND to deliver access to emotional well-being support to young people is positive, however, the issue is far wider reaching and is a challenge for all agencies who work with children and young people.

Child Criminal Exploitation continues to be an issue for all areas of the UK and this is no different in Doncaster. We have developed mapping, intervention and disruption models to counter this risk. However, we remain cognisant of the risk this poses to children and the new approaches that Organised Crime Groups develop to exploit children.

The consistent provision of PACE beds continues to be a challenge and the YOS has been focused on a sub-regional solution to this challenge throughout the year by completing work on a joint memorandum of understanding with South Yorkshire Police. This is currently with strategic decision makers to determine a longer term solution to this issue.



What things in your life have got better? I think my financial situation got better because I am now working and it's keeping my head down and out of trouble

### 11. Service improvement plan (Page 14 of the Guidance)

In December 2021, the YOS was subject to an HMIP (His Majesty's Inspectorate of Probation) Thematic Inspection focusing on ETE. The feedback was highly complimentary of the YOS's work and aspects of work were highlighted as national examples of best practice, namely the EPIC School provision and the work of the YOS Speech and Language Therapist, specifically in relation to the Neurodiversity pathway which was developed.

The YOS has undertaken an Audit of National Standards and identified the following areas of improvement:

#### **Standard 1: Out of Court Disposals**

**No specific improvement actions identified**

#### **Standard 2: At Court**

**Action: Operational Manager Youth Justice Team to ensure the issues regarding YOS receiving a copy of the custodial warrant upon its issue at Court are no longer applicable. This will be done by routine audits of all custody cases to be carried out quarterly for the next year. If it is apparent this continues to be an issue this will be escalated by Operational Manager Youth Justice Team to the Service Manager.**

#### **Standard 3: In the Community (Court disposals)**

**Action: Operational Manager Youth Justice Team will arrange a practice development day with staff to address issues pertaining to practice relating to assessment sign off and review that have arisen from this audit.**

**Action: Operational Manager Youth Justice Team to check one Asset Plus assessment and one Short Assessment Form per month to check if they have been signed off in a timely manner.**

#### **Standard 4: In Secure settings**

**Action: Managers within the Youth Justice Team to remind staff in team meetings about ensuring discussion takes place about temporary licence as part of intervention planning.**

#### **Standard 5: On Transition and Resettlement**

**Action: Operational Manager Youth Justice Team to develop a “My YOS Plan” document and implement this by 18/04/2023.**

**Action: Operational Manager and Team Leaders Youth Justice Team to ensure immediately that all future Release from Custody Reviews receive the same attention as Entering Custody.**

**Action: Operational Manager Youth Justice Team to monitor allocation by NPS of young people approaching 18 and escalate where a named Probation Officer is not provided prior to their 18<sup>th</sup> birthday.**

Issue	Action	Who	When
The YOS not receiving custodial warrants when a young person is sentenced to custody	Operational Manager Youth Justice Team has instigated action whereby YOS should now receive the custodial warrant as a matter of course. The Operational Manager Youth Justice Team will audit custody cases quarterly to monitor this.	Operational Manager - Youth Justice Team	Quarterly Audits and escalate to Service Manager if it is apparent the issue is still present.
Timely assessment and review sign off	Operational Manager Youth Justice Team will arrange a practice development day with Team Leaders to address issues pertaining to practice relating to assessment sign off and review that have arisen from this audit.	Operational Manager - Youth Justice Team	The Practice Development Day will take place on 18.4.23
Discussion taking place about temporary licence as part of intervention planning.	Managers within the Youth Justice Team to reinforce to staff in team meetings about ensuring discussion takes place about temporary licence as part of intervention planning.	Operational Manager/Team Leaders - Youth Justice Team	To be raised in monthly team meetings
The Intervention plan which is part of Asset Plus not being user/child	Operational Manager Youth Justice Team to develop a “My YOS Plan” document and implement this by 18/4/2023.	Operational Manager - Youth Justice Team	To be developed and ready for implementation from
Quality of release stage assessments compared to custody stage assessments.	Operational Manager and Team Leaders Youth Justice Team to ensure immediately that all future Release from Custody Reviews receive the same attention as Entering Custody.	Operational Manager/Team Leaders - Youth Justice Team	Operational Manager to discuss in next supervision with both Team Leaders and in the next Youth Justice Team meeting with all staff.
Young People reaching the age of 18 and not being allocated a named Probation Officer	Operational Manager Youth Justice Team to monitor allocation by NPS of young people approaching 18 and escalate where a named Probation Officer is not provided prior to their 18 <sup>th</sup> birthday.	Operational Manager - Youth Justice Team	In all applicable cases.

In addition to the specific actions above, the YOS regularly reviews the outcome of audits and we are aware that whilst practice is generally to high standards, there are some areas where improvement is still required. These include:

- In a relatively small number of cases, the child’s voice is not recorded verbatim and is instead interpreted by the case manager.
- Ensuring that the Information Sharing Agreement has been explained to the young person and their parent/carer and that there is a signed copy on the electronic file
- Ensuring that other relevant professionals names and contact details are recorded on the home screen of the case on the case management system.

These areas are routinely monitored by monthly audits undertaken by the YOS Management Team and specific actions are discussed with the case workers involved and their line managers. The Operational Manager for the Youth Justice Team monitors these actions in supervision with Team Leaders.

The YJB Strategic Plan has an overarching influence on the way the YOS operates, in that we are a Child First organisation, using a trauma informed, strengths based

approach and operating on the principle of diverting young people from the Criminal Justice System wherever possible. We also embrace innovation and this has been referenced in the plan.

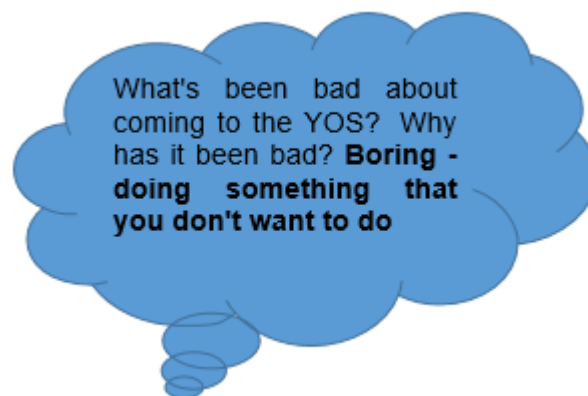
### Workforce Development

Individual staff training needs are reviewed as part of the annual Performance Development Review (PDR) process. As part of this, it was identified that two staff members should attend AIM 3 training, assessing young people who have committed sexually harmful behaviour, and this will be undertaken over the coming months. This will enable us to undertake the most up to date assessment for young people displaying this type of behaviour to accurately determine their level of risk and needs so that interventions can be planned accordingly. The AIM 3 training is available this year as part of a wider South Yorkshire training offer funded by the Violence Reduction Unit. Additionally, all staff in the YOS have accessed a one day training course on "Understanding how to identify and respond to child sexual abuse – a course for Youth Justice Practitioners". This was an offer from the Child Sexual Abuse Centre as part of a pilot programme. This has provided staff with the knowledge, skills and confidence to identify and respond to child sexual abuse, so that steps can be taken to protect young people from child sexual abuse and minimise impacts of this which can often be offending and re-offending. In addition, all YOS staff are required to undertake e-learning in relation to GDPR, Radicalisation, Safeguarding and Health and Safety at predetermined intervals.

#### 12. Evidence-based practice and innovation (Page 15 of the Guidance)

Last year, EPIC created an innovative Virtual Reality (VR) experience to highlight the dangers of child exploitation, this is used as an educational tool for young people aged 15+ as well as for staff training. This is currently being validated by Sheffield Hallam University. EPIC are also now in the development phase of another VR programme which aims to highlight the subject of violence against women and girls. They have also been approached about a number of other titles that could be created into an immersive VR experience and are looking to progress these this year.

The YOS continues to operate a relationship based practice model seeing the child first and the offender second. Home Visits are the standard offer for young people along with Psychological formulations, Systemic Family Psychotherapy, Counselling, Speech and Language support and Dyslexia screening.



## ETE

The information below relates to young people finishing a Youth Conditional Caution (YCC), Youth Rehabilitation Order (YRO), Referral Order (RO) or Detention and Training Order (DTO) in the quarters 4-3 (Jan-Dec 2022).

Over the year there were 42 young people closing to the service.

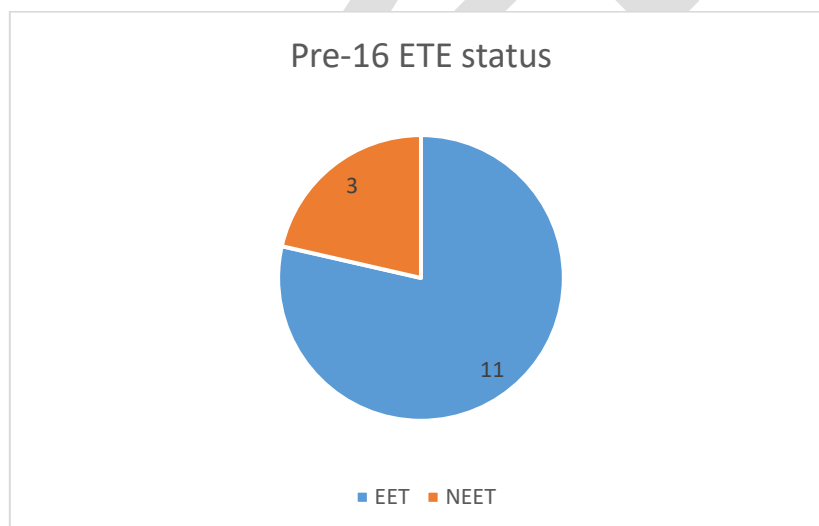
31 young people were in EET at the end of their order/YCC and 11 were NEET. The EET figure for the year was **73.8%**, a slight improvement on last year's **73.1%**, with last year's improvement in post 16 figures following a tracking and monitoring plan being instigated and maintained.

The split between Pre and Post 16 is as follows:

Pre 16		Post 16	
EET	11	EET	20
NEET	3	NEET	8
Total YP	14	Total YP	28

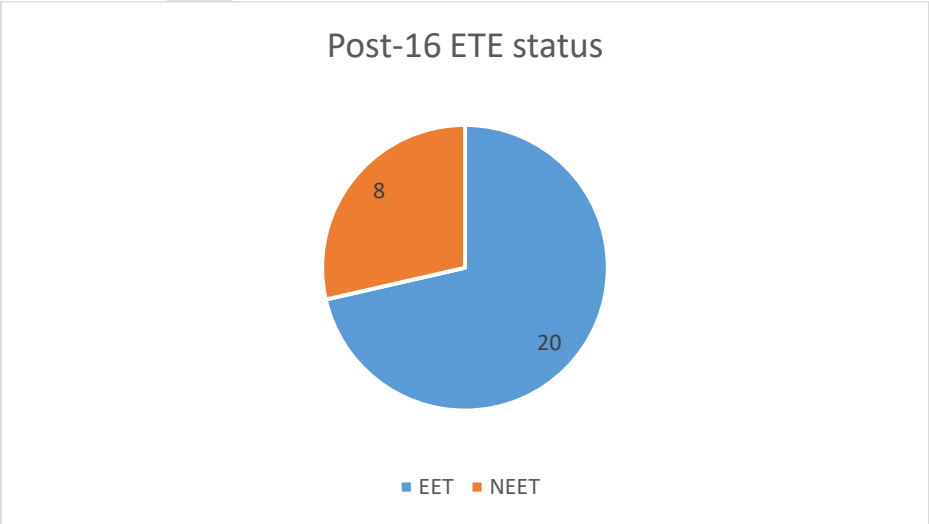
### Summary

The number of disposals closing over the year varied widely from a low of 7 in Quarter 2 to a high of 15 in Quarter 3. In the smaller cohorts, each young person not in ETE made a big difference to the percentage engaged, but in contrast to last year, the strongest performance was in Q2 with the smaller cohort. The less entrenched offenders on YCC's are often more likely to be engaged in ETE and there was a pattern of low numbers closing over the year along with low numbers of DTO's. The majority of closures were Referral Orders and Youth Rehabilitation Orders. The Covid 19 pandemic was still having some long term effects on vulnerable young people where ETE has been fragmented by it.



A lot of good work is being done to target the ETE at the end of a client's order. The tracking and monitoring process instigated for ETE in 2021 has enabled targeting of ETE support so that, where appropriate, support remains in place to improve outcomes for

young people and improve performance. We were, however, unable to re-engage 11 young people as outlined above. Themes affecting engagement in ETE include complex SEN needs, the breakdown of family relationships and limited positive parental influence, mental health and accommodation instability. Some of the young people were content to wait for benefits or work and turned down the education/training opportunities offered with the young people not able to take the advice about the longer term gains of further education. We were unfortunate with the timings of some young people who secured employment but didn't start until after their orders ended. Combined, these themes had a significant impact, reducing the ETE engagement figure.



This was a year with some disappointment, with the team working hard but not achieving the challenging aspirational target of 90% other than in Quarter 4 January – March 2022, however, at 73.8% we are significantly above the national ETE figure (April - September 2022) of 39% and we achieved many positive results where young people were re-engaged with ETE through our support. We continue to aspire to achieve the positive results and 90% target.

Over the year, **7.1%** of young people with a YCC/Order ending had an EHCP, above the national average of **4%** in 2022.

There are very few Electively Home Educated (EHE) children, over the year no young people with a YCC/Order ending were EHE.

Substance Misuse

The YOS offers discreet Substance Misuse services to young people who have either committed an offence involving the possession or supply of substances, or for young people for whom substance misuse is a secondary issue to their offending.

The substance misuse provision predominantly offers two intervention activities, the first is singular awareness sessions for young people subject to Out of Court Disposals. The second is direct intervention, which can take place over a period of between 3 and 9 months.

The approach to supporting young people is based around relationship based practice, incorporating elements of auricular and talking therapies. The service also offers



voluntary urine screening to young people and non-invasive STI (Sexually Transmitted Infection) screening.

The YOS Substance Misuse Practitioner delivers awareness training to children's homes staff so that they are better able to support young people in their care who may be experiencing substance misuse issues.

The table below shows the number of substance misuse referrals received:

Jan 22	Feb 22	Mar 22	Apr 22	May 22	Jun 22	Jul 22	Aug 22	Sep 22	Oct 22	Nov 22	Dec 22	Jan 23
2	5	3	8	4	2	0	0	0	7	1	3	6

Triage	YOS	Epic learning
19	8	14

### Speech and Language Therapy

YJS Court Orders	Total
Seen/assessment currently ongoing	29
Out of Area	6
Offered but wouldn't engage	5
Wasn't offered as previously had SALT assessment by Doncaster YJS	7
Wasn't offered as previously had SALT assessment at EPIC Learning	2
Wasn't offered as previously had SALT assessment from a SALT not in Doncaster YJS	2
Case manager said it was not appropriate for the YP to attempt to see them	1

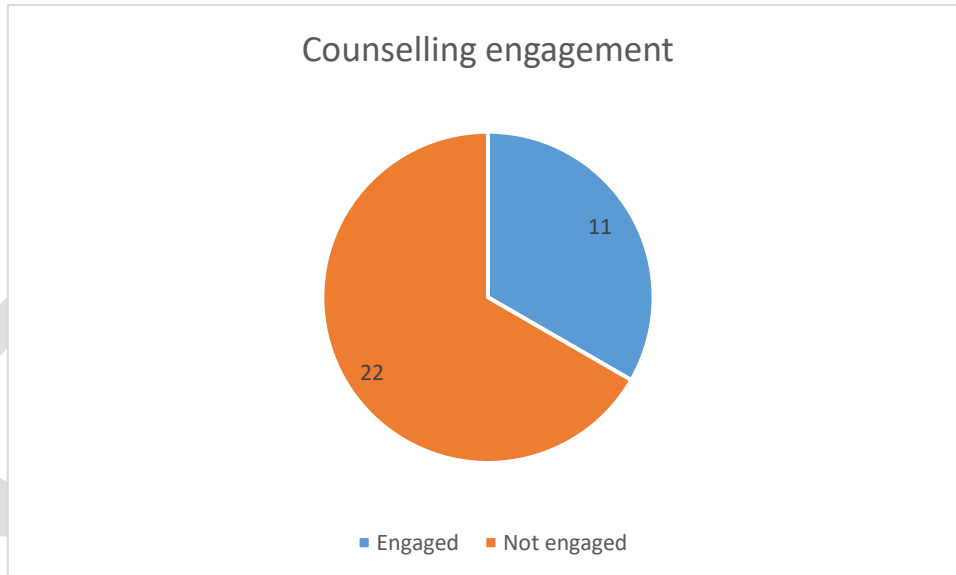
YJS Diversion Orders	Total
Seen/assessment currently ongoing	24
Out of Area	1
Offered but wouldn't engage	4
Wasn't offered as previously had SALT assessment by Doncaster YJS	5
Wasn't offered as previously had SALT assessment at EPIC Learning	3
Wasn't offered as previously had SALT assessment from SALT not in Doncaster YJS	1
Screened out by case manager	5

Total YJS assessments offered by gender:	Total
Male/identify as male	36
Female/identify as female	17

EPIC Learning students	Total
Seen	9
Attempted to see but didn't attend the placement	2

## Counselling

Referrals started being accepted for counselling from March 2022 and since then **33** young people have been referred. Of these, **10** have engaged, attending between a range of 1 and 23 sessions. For the child who has attended 23 sessions, the therapeutic intervention is still ongoing. There are currently **11** clients who are engaging with the service.



The preparation work prior to the therapeutic intervention can often take many weeks, visits, and appointments before the meaningful work begins. This can be due to the child's trust issues, frustration with services and their own chaotic lifestyles. The barriers to engagement can also be down to sleep problems, gaming, other addictions, such as substance misuse, exclusion from educational settings, being exploited, which sometimes means children are unable to attend counselling sessions due to other commitments. A further barrier can be the young person's capacity whether they are Gillick/Fraser competent. Some children often have additional needs which can be challenging and the YOS Counsellor ensures the necessary work is undertaken so that these young people have the opportunity to access this valuable offer.

## Forensic Psychology

Doncaster YOS recognises that some young people have complex needs which require specialist assessments in order to fully understand the underlying issues which bring young people into contact with the Criminal Justice System.

As part of this offer, the Psychological Service works across Children's Social Care with children who present various levels of risk, some of whom have not yet come into contact with Criminal Justice agencies, but whose behaviours and needs are indicative of children who are on the periphery of offending. Consequently, the Psychological Service is considered as part of both the prevention offer and the statutory offer.

The Psychology Service also offers training to the YOS and broader children's services teams in the areas of:

- Emotional awareness and regulation
- Attachment and trauma
- Dialectical Behaviour Therapy (DBT) awareness

- Personality Disorder awareness

In the past year, the Psychological Service has worked with **23** young people open to the YOS or EPIC with varying degrees of risk and need.

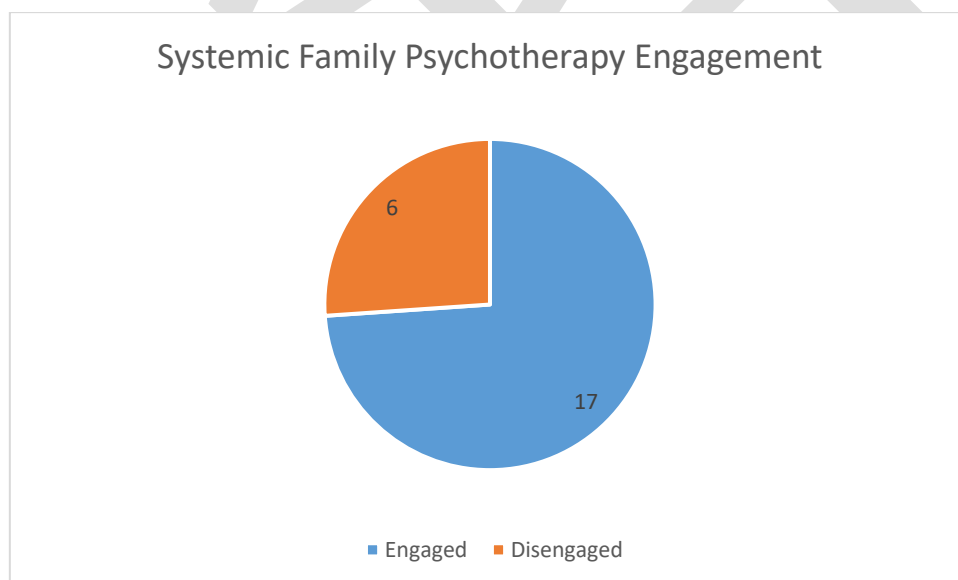
### Systemic Family Psychotherapy

Multi-Systemic Family Psychotherapy (MSFP) is utilised to improve familial functioning in cases where the family dynamics have a direct correlation to the issues which brought a child into the Criminal Justice System.

The average length of a therapeutic intervention with a family is 6 months. Although in some cases, this is extended if progress is demonstrable but all outcomes have not yet been achieved. Quite often, this means that the MSFP Therapist continues to work with families after the Youth Justice element of the order has been completed.

The provision utilises a dedicated assessment to understand familial issues and utilises the Score 15 evaluation tool, which families complete at the start and end of intervention, to understand the efficacy of the intervention.

The number of families worked with this period is **23**. These families are often incredibly complex with multiple and extended numbers of family members and households that need to be worked with. Often significant amounts of time need to be spent several times a week with families and this can increase to daily if they are in crisis. Of the 23, **6** families disengaged for a number of reasons. **2** Score 15 tools have been completed which demonstrate excellent progress. The remaining cases are still open and therefore there is no Score 15 final outcome available yet.



### 13. Looking forward (Page 15 of the Guidance)

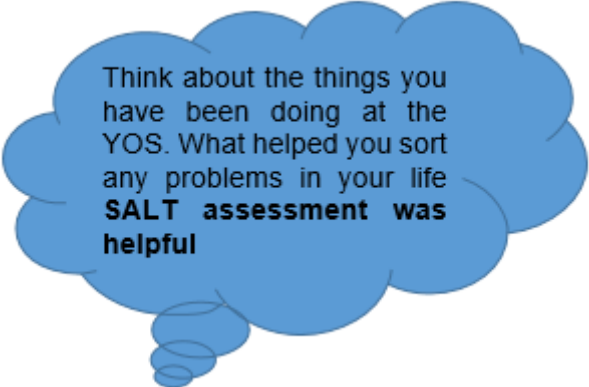
This year will see the introduction of revised Key Performance Indicators on which the YOS is required to report from April. These performance indicators apply not just to the statutory YOS caseload but to all children with which YOS's are carrying out an intervention. This will cover the breadth of services offered and enable oversight of how

local multi-agency partnerships are operating. The evidence identified by the data will enable local partners to work together to minimise the barriers to children’s success, prevent offending and protect the public. Centrally, the data will be used to identify themes which present barriers for reducing re-offending. This increases the workload in terms of performance reporting along with the additional resources required for the initial implementation phase of these new requirements.

Over the next 12 months, the EPIC Hub is looking to work with a number of partner agencies to improve access to support for young people. EPIC are working with public health in Doncaster to provide a role which is dedicated to helping support young people access information and guidance around substance use. EPIC will also continue to further develop the use of the hub for young people from under represented communities such as LGBTQ+ and those of traveller heritage.

The Hub will also be the host for a number of national events such as county lines week and National Youth Work week. Doncaster College regularly host events from the Hub to support and encourage young people into further education.

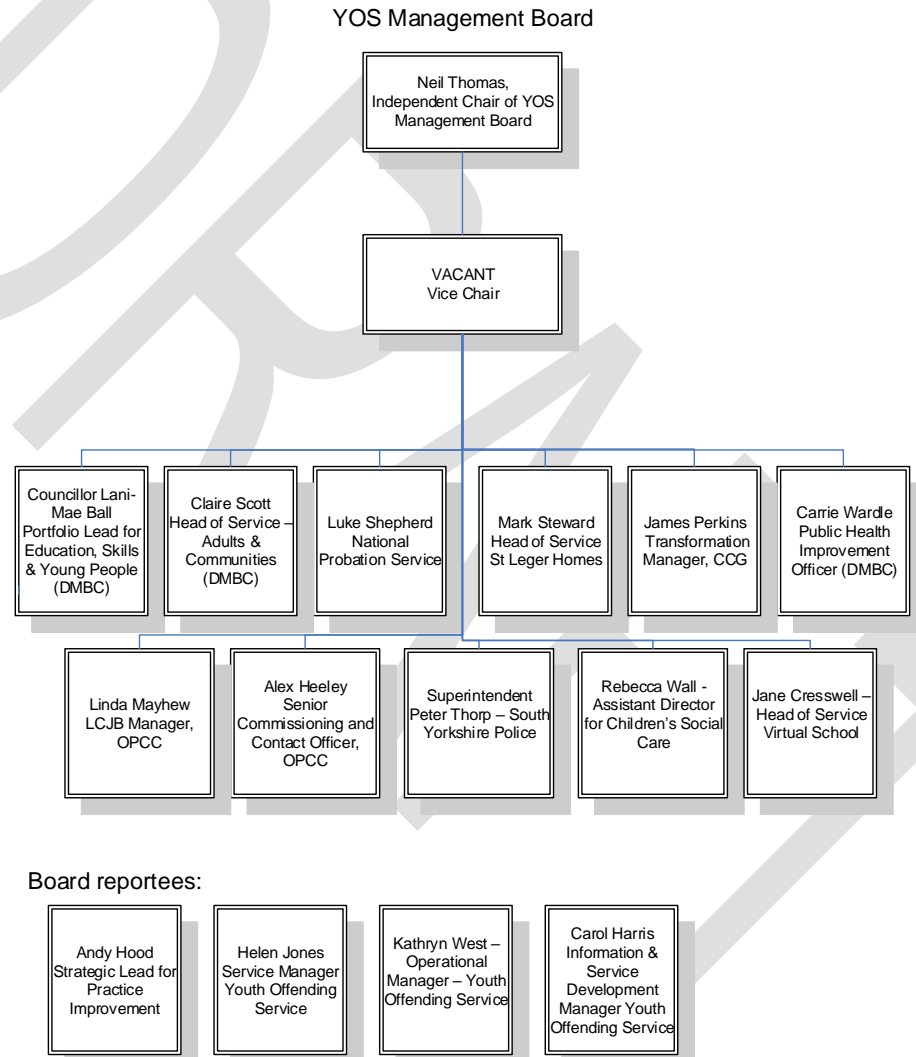
Due to the Cost of living crisis families are under more pressure and the YOS is cognisant of the potential for this affecting numbers of young people entering the YJS. In addition to our current offer, practical support can be provided in specific circumstances, for example, food parcels arranged for young people and families in extreme need.



14. Sign off, submission and approval (Page 16 of the Guidance)

Chair of YJS Board - name	Neil Thomas
Signature	
Date	

15. Appendix 1 (Page 10 of the Guidance) Outline of full board membership, including attendance, job title of the board member and dates of board meetings should be included in Appendix 1



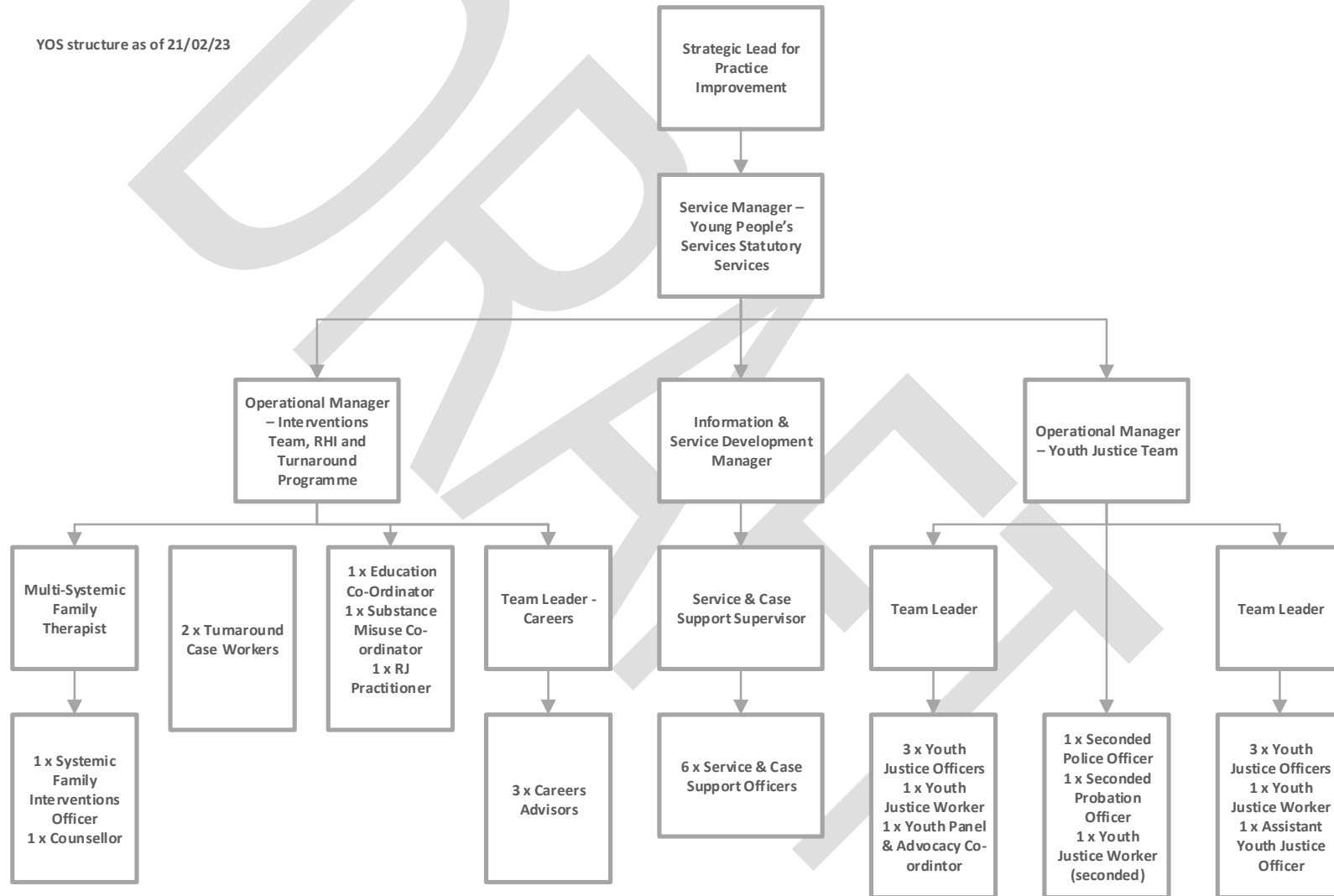


## YOS Management Board Members

Neil Thomas – Independent Chair  
Jane Cresswell – Head of Service, Virtual School  
Peter Thorp – Superintendent, South Yorkshire Police  
Rebecca Wall – Assistant Director for Children’s Social Care  
Alex Heeley – Senior Commissioning and Contract Officer, OPCC  
Councillor Lani-Mae Ball – City of Doncaster Council  
Carrie Wardle/Saima Nazir – Public Health Specialist/Improvement Co-ordinator  
Luke Shepherd – Head of Doncaster PDU, National Probation Service  
Claire Scott – Head of Service, Adults and Communities, City of Doncaster Council  
James Perkins – Head of Strategy & Delivery, NHS (new member from April 2023)  
Linda Mayhew – LCJB Manager, OPCC  
Mark Steward – Head of Service Access to Homes, St Leger Homes\*  
Richard Cherry – HMCTS\*

\*please note contributing member, papers are sent for information only, attendance is not required at every Board meeting.

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





**B8: Staffing of the YOT by gender and ethnicity; No. of individual people**

Ethnicity	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Referral Order Panel Volunteer		Other Volunteer		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Asian	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Black	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mixed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White	1	2	2	1	8	28	0	7	0	0	0	0	2	5	0	0	13	43	
Any other ethnic group	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not known	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>9</b>	<b>28</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>44</b>	
* Welsh Speakers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

\* Welsh YOTs only

There are currently no staff who have declared they have a disability.

## 17. Appendix 3

1. How safe do you feel online? **"Yeah perfectly fine"**
  2. What do you think community means? **"Out in the community of people, the public"**
  3. What people and places do you think are part of your community? **"Anywhere I go"**
  4. Do you feel part of a community? **"Nah"**
  5. What do you think the 'cost of living crisis' means? **"I don't know, I don't have to pay for it so it doesn't bother me"**
  6. Do you think the cost of living crisis has affected you? **"Nah"**
  7. Doncaster is now a City. Do you think that this will make anything better or worse for you? **"Nah nothing it doesn't bother me"**
- 
1. How safe do you feel online? **"Yeah"**
  2. What do you think community means? **"Here, where I am in Doncaster"**
  3. What people and places do you think are part of your community? **"Just this placement here"**
  4. Do you feel part of a community? **"Yeah, part of this placement"**
  5. What do you think the 'cost of living crisis' means? **"How much it is to live"**
  6. Do you think the cost of living crisis has affected you? **"Doesn't bother me does it"**
  7. Doncaster is now a City. Do you think that this will make anything better or worse for you? **"It doesn't mean anything to me"**
- 
1. How safe do you feel online? **"Normal"**
  2. What do you think community means? **"Don't know"**
  3. What people and places do you think are part of your community? **"Shops/people"**
  4. Do you feel part of a community? **"Yes"**
  5. What do you think the 'cost of living crisis' means? **"I don't know"**
  6. Do you think the cost of living crisis has affected you? **"I don't know"**
  7. Doncaster is now a City. Do you think that this will make anything better or worse for you? **"No"**
- 
1. How safe do you feel online? **Normal**
  2. What do you think community means? **Everyone, people on the out.**
  3. What people and places do you think are part of your community? **Everyone and everything**
  4. Do you feel part of a community? **Yes**
  5. What do you think the 'cost of living crisis' means? **Doesn't mean owt to me but it's robbing you**
  6. Do you think the cost of living crisis has affected you? **Yeah**
  7. Doncaster is now a City. Do you think that this will make anything better or worse for you? **Not any different**
- 
1. How safe do you feel online? **Mega safe**
  2. What do you think community means? **People coming together**
  3. What people and places do you think are part of your community? **My Dad and my Nanna's house**
  4. Do you feel part of a community? **Yes**

5. What do you think the 'cost of living crisis' means? **People can't afford simple things like bread and butter from the shop.**
6. Do you think the cost of living crisis has affected you? **No**
7. Doncaster is now a City. Do you think that this will make anything better or worse for you? **I didn't even know it was a city. It'll be worse because of tourists coming.**

1. How safe do you feel online? **"I feel pretty safe"**
2. What do you think community means? **"It's a group of people"**
3. What people and places do you think are part of your community? **"The park, shops and family"**
4. Do you feel part of a community? **"Yes"**
5. What do you think the 'cost of living crisis' means? **"Price in the shops and food have gone up"**.
6. Do you think the cost of living crisis has affected you? **"It has affected my Family"**.
7. Doncaster is now a City. Do you think that this will make anything better or worse for you? **"No, stayed the same"**

1. How safe do you feel online? **"I now feel safe"**
2. What do you think community means? **"I don't know"**
3. What people and places do you think are part of your community? **"The shops, people and family"**
4. Do you feel part of a community? **"Yes"**
5. What do you think the 'cost of living crisis' means? **"I don't know"**.
6. Do you think the cost of living crisis has affected you? ". **"I don't know"**.
7. Doncaster is now a City. Do you think that this will make anything better or worse for you? **"Better"**

1. How safe do you feel online? - **Pretty safe my account settings are private**
2. What do you think community means? - **Like who lives in the area**
3. What people and places do you think are part of your community? - **I don't know. I don't really associated with anyone locally**
4. Do you feel part of a community? - **Not really**
5. What do you think the 'cost of living crisis' means? - **You can't afford things. You can't afford things with your money now.**
6. Do you think the cost of living crisis has affected you? - **Yes, gas and electric will be harder when I've moved to my own place.**
7. Doncaster is now a City. Do you think that this will make anything better or worse for you? - **No it doesn't really change anything**

1. How safe do you feel online? - **Pretty safe**
2. What do you think community means? - **A bunch of people in an area**
3. What people and places do you think are part of your community? - **Edlington and Balby and my family**
4. Do you feel part of a community? - **Yes**
5. What do you think the 'cost of living crisis' means? - **The fact that everything is going up in price and people can barely afford it.**
6. Do you think the cost of living crisis has affected you? - **Yes. I'm on £214 per month and I'm sofa surfing I can't afford anything.**

7. Doncaster is now a City. Do you think that this will make anything better or worse for you? - **I don't think it will make any difference.**

1. How safe do you feel online? - **I feel very safe. I only choose friends that I like. I block people that I feel unsafe about.**

2. What do you think community means? - **People and people out and about**

3. What people and places do you think are part of your community? - **Family friends, my house shops and stuff**

4. Do you feel part of a community? - **Yes and no. I don't feel welcome in my community**

5. What do you think the 'cost of living crisis' means? - **Prices go up. People can't afford stuff**

6. Do you think the cost of living crisis has affected you? - **My mum not me. But affects me because my mum tells us to turn stuff off.**

7. Doncaster is now a City. Do you think that this will make anything better or worse for you? - **Nothing really. Doesn't really affect me as it's the same to be honest.**

## 18. Appendix 4

### JM

What things in your life have got better **Nothing**

Have any things in your life got worse **No**

Whats been good about coming to YOS **kept me out of trouble**

Whats been bad about coming to YOS **Nothing**

Think about the things you have been doing at the YOS. What helped you sort any problems in your life **SALT assessment was helpful**

Who will help you with any problems you have after you leave YOS **Mum**

What other help do you think you will need **Nothing**

### MW

What things in your life have got better **better because it now over and less stress**

Have any things in your life got worse **No**

Whats been good about coming to YOS **SALT assessment getting completed and I enjoyed my reparation**

Whats been bad about coming to YOS **No**

Think about the things you have been doing at the YOS. What helped you sort any problems in your life **yes SALT helped lots**

Who will help you with any problems you have after you leave YOS **Mum, tutor and Steve on phone if needed**

What other help do you think you will need **No more help needed**

### JA

What things in your life have got better? **Relationships with family and friends**

Have any things in your life got worse? **I lost my job**

What things would you like to change? **Employment status obviously and independent living**

What's been good about coming to YOS so far? **Someone to speak to**

What's been bad about coming to the YOS so far? **Not much really. Like I say its helped me because yous have spoke with my social worker because I don't see her much, I know you more**

Think about the things you have been doing at the YOS. What is helping you sort out problems in your life? **Like I said you get my point across to the social worker, you know what I mean?**

Is there anything else you would like YOS to help you with? **No**

### RJ

What things have got better in your life? **Don't know**

Have any things in your life got worse? **No**

What been good about coming to the YOS? **Don't know**

What's been bad about coming to the YOS? **'Nothing'**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **Don't know**

I worry about what might happen after I finish YOS? **No**

I know where to get help if I need it in the future? **Yes**

Who will help you with any problems when you leave here? **Family**

What other help do you think you think you will need? How can YOS help you get this? **Don't know**

### **CQF**

What things have got better in your life? **Education – Vaga good better than school**

Have any things in your life got worse? **No**

What's been good about coming to the YOS? **Kate Wood assessment and support re new placement**

What's been bad about coming to the YOS? **'Nothing'**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **New placement re education Vaga, Kate Wood assessment, John did consequences of actions**

I worry about what might happen after I finish YOS? **No**

I know where to get help if I need it in the future? **Yes**

Who will help you with any problems when you leave here? **Dad, Mam, Step-Mother**

What other help do you think you think you will need? How can YOS help you get this? **Careers, YOS's closing case but careers going to contact close to 16<sup>th</sup> birthday**

### **JA**

What things in your life have got better? **I'm a lot more independent**

Have any things in your life got worse? **If yes, what? Nowt nothing**

What's been good about coming to the YOS? **Having someone to talk to and getting my point across to professionals**

What's been bad about coming to the YOS? Why has it been bad? **Obviously a couple of days it was an inconvenience having to come to town and that but other than that nothing.**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **I don't know, like I say, just having a professional there for me and giving my opinion.**

Who will help you with any problems you have after you leave here? **My Mum, family and friends and IFT worker.**

What other help do you think you will need? How can the YOS help you get this? **I don't need any help really other than my passport.**

### **JW**

What things in your life have got better? **Where I live**

Have any things in your life got worse? If yes, what? **Not really**

What's been good about coming to the YOS? **Not been arrested in a while**

What's been bad about coming to the YOS? Why has it been bad? **No**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **I have not been arrested and that was a problem so yes**

Who will help you with any problems you have after you leave here? **Carers, Social worker, Camhs**

What other help do you think you will need? How can the YOS help you get this? **No I'm good but I would like to see Yogesh still**

### **MB**

What things in your life have got better? **I think my financial situation got better because I am now working and it's keeping my head down and out of trouble**

Have any things in your life got worse? If yes, what? **My family matters have got worse over the last 6 months, I have not been having any contact with my dad.**

What's been good about coming to the YOS? **I have had lots of information about things such as careers and drugs/alcohol abuse and have been given lots of support from different people.**

What's been bad about coming to the YOS? Why has it been bad? **Having to attend my meetings while I had been working which meant I got a red warning for this.**  
Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **I think having consistency with the people I worked with was a big part of my success.**

Who will help you with any problems you have after you leave here? **Clare will help me with any problems I should have and Tina my social worker.**

What other help do you think you will need? How can the YOS help you get this? **I would like help not to get another driving ban once this current ban has been finished and also support with my drugs/alcohol misuse and I am continuing monthly contact with Fiona Higgins so this will help.**

### **BC**

What things in your life have got better? **Met Sarah (girlfriend), got my job**

Have any things in your life got worse? If yes, what? **Nothing**

What's been good about coming to the YOS? **Working, visits to keep me out of trouble**

What's been bad about coming to the YOS? Why has it been bad? **Nothing**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **Working, talking**

Who will help you with any problems you have after you leave here? **Dad**

What other help do you think you will need? How can the YOS help you get this? **None**

### **MA**

What things in your life have got better? **I'm going to be a dad and I'm not going to go back to prison**

Have any things in your life got worse? If yes, what? **No**

What's been good about coming to the YOS? **Working with Emma as she's helped me load**

What's been bad about coming to the YOS? Why has it been bad? **Nothing really as I have had loads of help but I didn't always see it like that and take the help when I was younger.**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **Basically everything**

Who will help you with any problems you have after you leave here? **Well basically I know I can still get in touch with Emma and my social worker Charlotte will help me.**

What other help do you think you will need? How can the YOS help you get this? **I need to get a council tenancy and get out of the flat in Rosso**

### **JH**

What things in your life have got better? **The criminal side of things, not been involved in any other stuff**

Have any things in your life got worse? If yes, what? **No, nothing at all**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **Constant contact**

Who will help you with any problems you have after you leave here? **My family, friends**

What other help do you think you will need? How can the YOS help you get this? **None can't think of any**

### **OW**

What things in your life have got better? **Nothing it's just the same**

Have any things in your life got worse? If yes, what? **No**

What's been good about coming to the YOS? **It's been alright**

What's been bad about coming to the YOS? Why has it been bad? **Nothing**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **I've matured a lot**

Who will help you with any problems you have after you leave here? **My family and Cara**

What other help do you think you will need? How can the YOS help you get this? **Nothing**

### **LB**

What things in your life have got better? **'Everything, my feelings, the things that I get up to, the people I'm around'**

Have any things in your life got worse? If yes, what? **No, everything is better**

What's been good about coming to the YOS? **How my life has changed. Without YOS I wouldn't be behaved and working doing good things**

What's been bad about coming to the YOS? Why has it been bad? **Nothing**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **I just having Emma here to help, she has been amazing**

Who will help you with any problems you have after you leave here? **Family, Emma**

What other help do you think you will need? How can the YOS help you get this? **I don't need any**

### **TE**

What things in your life have got better? **Things are the same**

Have any things in your life got worse? If yes, what? **Nothing**

What's been good about coming to the YOS? **Nothing really**

What's been bad about coming to the YOS? Why has it been bad? **Boring - doing something that you don't want to do**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **Nothing - I was offered support but didn't want it**

### **HB**

What things in your life have got better? **Work, My mental health, Family relationships, Love life, better place in general**

Have any things in your life got worse? If yes, what? **No**

What's been good about coming to the YOS? **Meeting you. You are ace. You are so cool. (Steve Johnson)**

What's been bad about coming to the YOS? Why has it been bad? **Nothing**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **Talking to you and opening up. Getting stuff off my chest.**

Who will help you with any problems you have after you leave here? **Mum, dad and family**

What other help do you think you will need? How can the YOS help you get this? **Nothing. I am in a good place at the moment**

### **CFQ**

What things in your life have got better? **Education- very good better than school**

Have any things in your life got worse? If yes, what? **No**

What's been good about coming to the YOS? **Kate Wood assessment and support re new placement**

What's been bad about coming to the YOS? Why has it been bad? **Nothing**



Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **New placement re-education, Kate Wood assessment, John did consequences of actions**

Who will help you with any problems you have after you leave here? **Dad, mum, step mum**

What other help do you think you will need? How can the YOS help you get this? **Careers**

### TC

What things in your life have got better? **No further offending or anti-social behaviour, not retaliated to name calling, full time education**

Have any things in your life got worse? If yes, what? **No**

What's been good about coming to the YOS? **Learning about the law, learning about consequences of actions, learning better ways to deal with conflict**

What's been bad about coming to the YOS? Why has it been bad? **Nothing**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **Knowing consequences of actions**

Who will help you with any problems you have after you leave here? **Mother and father and teachers**

What other help do you think you will need? How can the YOS help you get this? **Nothing**

### MD

What things in your life have got better? **I've got a job, GP, I've got help with my Mental Health, I've got help with my Sleep**

Have any things in your life got worse? If yes, what? **Living Situation**

What's been good about coming to the YOS? **Good to talk to someone**

What's been bad about coming to the YOS? Why has it been bad? **Remembering to come!**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **I've been given ideas to help with my sleep, made me think that I need to talk to people**

Who will help you with any problems you have after you leave here? **You've told me people I can go to – Jenny (Careers Advisor), IAPT, Sleep Clinic**

What other help do you think you will need? How can the YOS help you get this? **Mental Health – appointment on 4<sup>th</sup>, Housing – make contact again**

### HH

What things in your life have got better? **Education, haven't lost my temper**

Have any things in your life got worse? If yes, what? **Nothing**

What's been good about coming to the YOS? **Came back into education**

What's been bad about coming to the YOS? Why has it been bad? **Nothing**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **Talking about my problems more**

Who will help you with any problems you have after you leave here? **My mum and dad**

What other help do you think you will need? How can the YOS help you get this? **Not really**

### AM

What things in your life have got better? **I haven't reoffending and I have support from careers**

Have any things in your life got worse? If yes, what? **No**

What's been good about coming to the YOS? **Support from career officer**

What's been bad about coming to the YOS? Why has it been bad? **Nothing**

Think about the things you have been doing at the YOS. What helped you sort out any problems in your life? **Careers**

Who will help you with any problems you have after you leave here? **Career and my mum**

What other help do you think you will need? How can the YOS help you get this? **I don't**

BRADFORD

**Common youth justice terms, please add any locally used terminology**

<b>ACE</b>	Adverse childhood experience. Events in the child's life that can have negative, long lasting impact on the child's health, and life choices
<b>AIM 2 and 3</b>	Assessment, intervention and moving on, an assessment tool and framework for children who have instigated harmful sexual behaviour
<b>ASB</b>	Antisocial behaviour
<b>AssetPlus</b>	Assessment tool to be used for children who have been involved in offending behaviour
<b>CAMHS</b>	Child and adolescent mental health services
<b>CCE</b>	Child Criminal exploitation, where a child is forced, through threats of violence, or manipulated to take part in criminal activity
<b>Children</b>	We define a child as anyone who has not yet reached their 18th birthday. This is in line with the United Nations Convention on the Rights of the Child and civil legislation in England and Wales. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.
<b>Child First</b>	A system wide approach to working with children in the youth justice system. There are four tenants to this approach, it should be: developmentally informed, strength based, promote participation, and encourage diversion
<b>Child looked-after</b>	Child looked-after, where a child is looked after by the local authority
<b>CME</b>	Child Missing Education
<b>Constructive resettlement</b>	The principle of encouraging and supporting a child's positive identity development from pro-offending to pro-social
<b>Contextual safeguarding</b>	An approach to safeguarding children which considers the wider community and peer influences on a child's safety
<b>Community resolution</b>	Community resolution, an informal disposal, administered by the police, for

	low level offending where there has been an admission of guilt
<b>EHCP</b>	Education and health care plan, a plan outlining the education, health and social care needs of a child with additional needs
<b>ETE</b>	Education, training or employment
<b>EHE</b>	Electively home educated, children who are formally recorded as being educated at home and do not attend school
<b>EOTAS</b>	Education other than at school, children who receive their education away from a mainstream school setting
<b>FTE</b>	First Time Entrant. A child who receives a statutory criminal justice outcome for the first time (youth caution, youth conditional caution, or court disposal)
<b>HMIP</b>	Her Majesty Inspectorate of Probation. An independent arms-length body who inspect Youth Justice services and probation services
<b>HSB</b>	Harmful sexual behaviour, developmentally inappropriate sexual behaviour by children, which is harmful to another child or adult, or themselves
<b>JAC</b>	Junior Attendance Centre
<b>MAPPA</b>	Multi agency public protection arrangements
<b>MFH</b>	Missing from Home
<b>NRM</b>	National Referral Mechanism. The national framework for identifying and referring potential victims of modern slavery in order to gain help to support and protect them
<b>OOCD</b>	Out-of-court disposal. All recorded disposals where a crime is recorded, an outcome delivered but the matter is not sent to court
<b>Outcome 22/21</b>	An informal disposal, available where the child does not admit the offence, but they undertake intervention to build strengths to minimise the possibility of further offending
<b>Over-represented children</b>	Appearing in higher numbers than the local or national average
<b>RHI</b>	Return home Interviews. These are interviews completed after a child has been reported missing
<b>SLCN</b>	Speech, Language and communication needs

<b>STC</b>	Secure training centre
<b>SCH</b>	Secure children's home
<b>Young adult</b>	We define a young adult as someone who is 18 or over. For example, when a young adult is transferring to the adult probation service.
<b>YJS</b>	Youth justice service. This is now the preferred title for services working with children in the youth justice system. This reflects the move to a Child First approach
<b>YOI</b>	Young offender institution

DRAMA