

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

CABINET

6 March 2019

REPORT OF THE DIRECTOR OF SOCIAL SERVICES, HEALTH AND HOUSING – A. JARRETT

MATTER FOR DECISION

WARD(S) AFFECTED: ALL

WESTERN BAY YOUTH OFFENDING AND EARLY INTERVENTION SERVICE

1 Purpose of Report

- 1.1 To ask Cabinet to agree to the plan to move from a regional service and set up a Neath Port Talbot Youth Justice and Early Intervention Team by the end March 2019 following the outcome of the recent Joint Inspection of the Western Bay Youth Justice & Early Intervention Service.

2 Background

- 2.1 In May 2014 Neath Port Talbot, Bridgend and Swansea Youth Offending Teams merged to form the Western Bay Youth Justice and Early Intervention Service (WBYJEIS). It was one of the first and remains one of a minority of Youth Offending Services set up on a regional basis. Bridgend County Council agreed to 'host' the service and they recruited and line managed the regional Service Manager Post. In line with legislation a Management Board was established chaired by the Neath Port Talbot Director of Social Services Health and Housing. It has membership in line with the requirements of the Crime and Disorder Act 1998 including police, probation as well as Cabinet Members from all three local authorities and the Police and Crime Commissioner.

3 Full Joint Inspection of WBYJEIS by HM Inspectorate of Probation.

- 3.1 On 2nd November 2018 the WBYJEIS were given notice by HM Inspectorate of Probation that they intended to carry out a joint inspection of Youth Offending Services (YOS) delivered across Western Bay in conjunction with the Care Inspectorate Wales (CIW), Estyn, Healthcare Inspectorate Wales (HIW) and Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS). The inspection was completed during the weeks commencing 26th November 2018 and 10th December 2018.

3.2 On 26th November 2018 the fieldwork element of the inspection commenced and inspectors looked at cases and interviewed case managers. Following concerns identified from reading case files an Organisational Alert in relation to assessing risk was raised on 30th November 2018 and the chair of the management board was asked to provide a plan of how the service and its partners intended to satisfy the inspectors and themselves that:

- All children open to the YOS (Youth Offending Service) have an accurate assessment of their safety and wellbeing and are being safeguarded.
- That the risk of harm posed to others by children under YOS supervision are fully understood and that plans are in place to manage these risks.
- In all cases where there are concerns that children are vulnerable to, or are victims of child sexual exploitation, there are plans in place to ensure the safety of these children.

3.3 During the second week of the inspection governance and leadership were the main focus. Although the final written inspection report will not be received until the end March 2019 officers did receive some verbal feedback and have had sight of a confidential draft. Verbally inspectors expressed concern that at a strategic level partnership arrangements were inadequate and that none of the three Local Authorities involved in the service had taken appropriate responsibility for the work of the Service. They are likely to criticise the governance arrangements set up when the regional Service was launched and to conclude that the three Local Authorities had not considered the difficulties in working with three different social care systems. They said that they felt that the Local Authorities in Western Bay operated as three separate entities in relation to the YOS and that evidence of some positive cross authority work was largely dependent on individual initiatives rather than being supported by appropriate management structures and consistent policies and procedures.

3.4 A ratings decision panel subsequently took place on 18th December 2018 and the indication is that the service overall will be rated as inadequate.

3.5 In the immediate aftermath of the inspection a note was provided by the inspectors which covered some of their concerns. Alongside the organisational alert this note was used to create a list of priority actions to be completed immediately. A confidential draft report has now been received and a more comprehensive action plan is being developed to address all of the areas of concern. The final report is due to be published late in March 2019 and given its likely findings it is not appropriate to wait to take remedial action.

3.6 It is clear that the inspectors had little confidence in the structural set up of the regional team and believe that this has led to staff not being appropriately supported and, in turn, young people being at risk. A large part of this inappropriate risk assessment is likely to stem from the divide between the work of the YOS and the appropriate Local Authority Children's Service. It is imperative that we act to ensure that this does not continue in Neath Port Talbot.

- 3.7 Bridgend Council will be moving to form part of a wider Cwm Taf region in the new financial year. It was anticipated that they would withdraw from the WBYJEIS at some point during 2019-20 and preliminary planning had begun. The plan was for Swansea and Neath Port Talbot to continue with a joint service but given the poor judgement by the inspectorate all three Local Authorities have agreed that a process of disaggregation to three individual Youth Offending Services now needs to happen by the end of March 2019.
- 3.8 The likely findings around poor governance, ineffective strategy and particularly issues around safeguarding risks has led to an agreed position that it would be best for Neath Port Talbot and Swansea Councils not to proceed to set up a new regional service as planned. Instead the two Councils would want to return to Local Youth Offending Services which work closely with their Children and Young People Services on jointly assessing and managing risk and putting in place early intervention and prevention strategies for young people. This is important as more and more young people open to the YOS are also open cases to Children and Young People Services and so joint working between the two is critical.
- 3.9 If this approach is supported by Cabinet then this will return control of the Neath Port Talbot youth offending function to the Council and the intention would be to manage this as a part of the Children and Young People Service within the Directorate of Social Services, Health and Housing. There are already a good cohort of Neath Port Talbot workers from WBYJEIS that can form the basis of an effective team including a Team Manager. It will be necessary to recruit to two support worker posts to complete the team and a Principal Officer post will need to be created to drive forward the improvements needed prior to any re-inspection in 18 months' time. Staff and the main Union represented (UNISON) have been involved in this process and will be involved as any plan moves forward.
- 3.10 The statutory accountability for the YOS lies with the Chief Executive of each Local Authority Council. The Chief Executive in Neath Port Talbot recognises that moving from a regional position to a local one is not in line with Welsh Government's policy of regional working. At this time, however, he concurs with the view of The Director of Social Services Health and Housing that the immediate needs and safety of this cohort of young people from Neath Port Talbot have to be prioritised above all other considerations and the quickest and safest way to do this is to move to a Neath Port Talbot Youth Justice and Early Intervention Team by the end of March 2019.

4 Recommendation

- 4.1 It is recommended that Cabinet agree to the setting up of a Neath Port Talbot Youth Justice and Early Intervention Team by the end March 2019 and delegate powers to the Director of Social Services Health and Housing to take the necessary steps to enable this to happen.

5 Reason for Proposed Decision

- 5.1 To ensure we have a responsive and fit for purpose Youth Offending Service.

6. Implementation of Proposed Decision

6.1 The decision is for implementation after the three day call-in period.

7. Equality Impact Assessment (EIA)

7.1 An EIA is not required for this report, however an EIA screening tool and a full EIA (if required) will be undertaken as part of any decisions to change Youth Offending Service Model.

8. Financial Impact

8.1 A financial appraisal for the creation of the new Principal Officer post is attached in Appendix 1. The total cost of creating the new post is £81,900. This includes a £10,000 market supplement in line with the existing Principal Officers in Childrens Services. This additional cost will be met from within the existing Social Services budget provision.

9. Workforce Impact

9.1 There are no workforce impacts associated with this report.

10. Legal Impacts

10.1 There are no legal impacts associated with this report.

11. Risk Management

11.1 There is no risk management associated with this report.

12. Consultation

12.1 Members of staff have been consulted and also agencies who are members of the Management Board.

13. Appendices

App 1 - Financial appraisal for the new PO post.

14. Background papers

N/A

15. Contact Officers

Andrew Jarrett, Director of Social Services, Health and Housing

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FINANCIAL APPRAISAL**APPENDIX 1****SETUP COSTS**

	Current Year £
<u>Costs</u>	
Recruitment Costs	
Accommodation Costs	
Office Costs	
I.T.	
Other (Specify)	
Total Set Up Costs	0
<u>Funding of Set Up Costs</u>	
Revenue Budget	
Reserves	
Special Grant:	
Other (Specify)	
Total Funding of Set Up Costs	0

RECURRING COSTS:

	Current Year £ 2018-19	Full Year £ 2019-20	Maximum £
<u>Costs</u>			
Salary (See next page)	0	77,500	81,900
Employee Training & Seminars			
Accommodation Running Costs			
Travel & Subsistence (Standby Allowance)			
Other Running Costs - Office Supplies			
Other Running Costs - IT.			
Total Recurring Costs	0	77,500	81,900
<u>Funding of Recurring Costs</u>			
<u>External Sources</u>			
Specific Grant			
Funding from External Agencies			
Service Level Agreement			
Other (Specify)			
<u>Internal Sources</u>			
Existing Budget Allocation		77,500	81,900
Other (specify)			
Total Funding	0	77,500	81,900

Please refer to this table in the Financial Appraisal section of the report.

Equality Impact Assessment Screening Form

Please ensure that you refer to the Draft Screening Form Guidance while completing this form. If you would like further guidance please contact Corporate Strategy or your directorate Heads of Service Equality Group Champion.

Section 1

What service area and directorate are you from?

Service Area:

Directorate: **Social Services, Health and Housing**

Q1(a) What are you screening for relevance?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/> ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	✓ <input type="checkbox"/>

(b) Please name and describe below

Proposed to create a Neath Port Talbot Youth Offending Service instead of the regional Service that currently exists.

Q2(a) What does Q1a relate to?

Direct front line service delivery	Indirect front line service delivery	Indirect back room service delivery
<input type="checkbox"/> ✓ (H)	<input type="checkbox"/> (M)	<input type="checkbox"/> ✓ (L)

(b) Do your customers/clients access this service...?

Because they need to	Because they want to	Because it is automatically provided to everyone in NPT	On an internal basis i.e. Staff
<input type="checkbox"/> (H)	<input type="checkbox"/> (M)	<input type="checkbox"/> (M)	<input type="checkbox"/> ✓ (L)

Q3 What is the potential impact on the following protected characteristics?

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Age	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> ✓	<input type="checkbox"/>
Disability	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> ✓	<input type="checkbox"/>
Gender reassignment	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> ✓	<input type="checkbox"/>
Marriage & civil partnership	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> ✓	<input type="checkbox"/>
Pregnancy and maternity	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> ✓	<input type="checkbox"/>
Race	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> ✓	<input type="checkbox"/>
Religion or belief	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> ✓	<input type="checkbox"/>
Sex	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> ✓	<input type="checkbox"/>
Sexual orientation	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> ✓	<input type="checkbox"/>
Welsh language	→ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> ✓	<input type="checkbox"/>

Q4(a) How visible is this service/function/policy/procedure/ project/strategy to the general public?

High visibility
to general public

(H)

Medium visibility
to general public

(M)

Low visibility
to general public

(L)

(b) What is the potential risk to the council's reputation? (Consider the following impacts – legal, financial, political, media, public perception etc...)

High risk
to reputation

(H)

Medium risk
to reputation

(M)

Low risk
to reputation

(L)

Q5 How did you score?

Please tick the relevant box

**MOSTLY H and/or M → HIGH PRIORITY → EIA to be completed
Please go to Section 2**

**MOSTLY L → LOW PRIORITY / NOT RELEVANT → Do not complete EIA
Please go to Q6 followed by Section 2**

Q6 If after completing the EIA screening process you determine that this service/function/policy/project is not relevant for an EIA you must provide adequate explanation below (Please use additional pages if necessary).

Section 2

Screener- This to be completed by the person responsible for completing this screening	
Name:	Andrew Jarrett
Location:	Neath Civic Centre
Telephone Number:	01639 763279
Date:	26 February 2019
Approval by Head of Service	
Name:	
Position:	
Date:	

Please ensure this completed form is filed appropriately within your directorate because it may be required as evidence should a legal challenge be made regarding compliance with the Equality Act 2010.

