

Appendix 1

Version - July 30th 2021

NEATH PORT TALBOT ANNUAL YOUTH JUSTICE PLAN 2021 -2022

Local authorities have a statutory duty to submit an annual youth justice (YJ) plan relating to their provision of youth justice services. Section 40 of the Crime and Disorder Act 1998 sets out the youth offending partnership's responsibilities in producing a plan. It states that it is the duty of each local authority, after consultation with the partner agencies, to formulate and implement an annual youth justice plan, setting out:

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2. Governance, leadership and partnership arrangements
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NB The YJB recommends that the YJS (EIP) Youth Justice Service (early Intervention and Prevention) consider the production of a summary version for the general public and a simplified and accessible version for children.

Following the JICPA (Joint Inspection for Child Protection Arrangements) and consultation with partners, the management board have considered the title of the YJEIS and have asked that YJS (Early Intervention and prevention) be taken forward as the preferred option.

The chair of the management board Mr Andrew Jarrett has confirmed that this is agreed and was ratified by Social Services Scrutiny Committee 29/7/21.

Abbreviations.

All of the abbreviations have been set out in the report and Highlighted in blue but this guide is for ease of access.

LADOS – Local Authority Designated Officer

JICPA – Joint Inspectorate Review of Child Protection Arrangements

HSB – Harmful Sexual Behaviour

CSA – Child Sexual Abuse

CSMG – Children’s Services Management Group

Hwb doeth – This is an academic forum of the Youth Justice Board

YMC – YOT Managers Cymru

WECTU – Wales Extremism and Counter Terrorism Unit

ECM – Enhanced Case Management

SAVRY – Structured Assessment of Violence Risk in Youth

2021-2022

1. Introduction and Context

1.1 The principle aim of the Youth Justice Service is to prevent offending and re-offending by Children and young people who are under 18 years of age. Section 39 (1) and Section 38 (1,2) of the Crime and Disorder Act requires that statutory partners which includes the Local Authority, Police, National Probation Service and Health co-operate to provide multi-agency Youth offending services to prevent offending by children and young people.

1.2 In Neath Port Talbot Youth Justice and Service and Early Intervention and Prevention Services YJS (EIP) [Youth Justice Service \(early Intervention and prevention\)](#) are incorporated within the children’s Services directorate of the council.

Our early intervention and prevention model deployed within Children Services means that support can now be delivered at the earliest prevention stages, or equally, sustained beyond the young person’s Court Order, with the overarching aim to support young people to achieve their potential and to prepare them to make a successful transition to adult and working life.

1.3 Neath Port Talbot Youth Justice Service is further required to meet the statutory requirements for Youth Justice including National Standards and

National inspection regimes, overseen by the Youth Justice Board and Ministry of Justice. It must continually seek to balance the risks and vulnerabilities of young people with the risk that this poses to the public and wider communities, while managing the overall ambition of improving outcomes for young offenders, their families, victims of crime and communities.

1.4. A Youth Justice Strategic Plan is required under the provisions of the Crime & Disorder act 1998. Standard requirements are outlined annually and the Plan should be approved locally by the Youth Justice Management Board prior to submission to the Youth Justice Board. The new Youth Justice Strategic Plan will run from 2021 - 2024 and will be refreshed annually. It links with and contributes to the principles and priorities of the strategic Service plans of key partner agencies.

Please note the Plan follows the new guidance issued by the YJB ([Youth Justice Board](#)) 2021 please follow the link

[Youth Justice Plans: practice note for youth offending partnerships, guidance.](#)

1.5 Vision

Our aim at NPT YJS (EIP) Youth Justice Service (**Early Intervention and Prevention**) is to support young people and their families who are involved in, or on the fringe of, offending or anti-social behaviour. Integral to this is their safety and well-being, ensuring they remain protected from harm and exploitation, whilst balancing their risks with the impact on victims of crime and their communities. It is our objective to improve outcomes for our young people in all areas of their lives in order to achieve their potential and to make a successful transition to adulthood.

1.6. Strategy.

The strategies used to make our vision a reality include:

- A commitment to providing a multi-agency and fully integrated service
- To complete holistic and timely assessments which are child focused and view the young person as child first and offender second.
- To make children and young people central to everything we do and ensure that their voice is heard. The child first approach will also consider the rights under the UN convention, and their agency in decision making processes and meetings about them.
- The Youth Justice Service (EIP) are well placed to identify and work with young people who are exploited or at risk of exploitation including our

multi-agency staff; YJS ([Youth Justice Service](#)) police officer, substance misuse worker, probation, and education worker. This ensures close working relationships with their respective agencies, professional and constructive challenge and creates a healthy learning environment.

- The safeguarding work stream in the NPT YJS acknowledges that our young people often engage in behaviours that involve taking risk, and that they are sometimes best placed to manage those risks alongside us, therefore we promote a culture of risk awareness, risk assessment management, balancing risk versus danger, and using language with and about young people that is non-blaming or judgemental.
- We are a person centred service and therefore the views and participation of our young people must be central to everything we do. Participation is encouraged and young people and their families' voice choice and control will be included as a primary consideration.
- Development of a safeguarding in Youth Justice work stream commenced in 2020. This work is summarised below. The safeguarding work stream will be an integral developmental theme and objective going forward.
- Thematic internal audits on topics which we feel need scrutiny in the service are and will continue to be embedded into our service. To date we have completed a CSE ([Child Sexual Exploitation](#)) and exploitation audit, Girls and Boys audits, and themes being considered going forward are violent crime, domestic violence and neglect.
- Criminal exploitation and contextualised risk, although visited during the JICPA ([Joint Inspection of Child Protection Arrangements](#)) are also being developed as work streams and interventions will be developed further, including maintaining the consultation clinics with Better Futures, further training and Community risk profiling.
- We are embracing and developing the learning culture of child and adult practice reviews and internal learning reviews following scrutiny of cases.

1.7. The Neath Youth Justice Service and Early Intervention and Prevention Safeguarding policy:

N.B. If members would like to see this policy please contact Ali Davies a.davies8@npt.gov.uk

Safeguarding and protecting children and adults at risk is a high priority for Neath Port Talbot County Borough Council

This Neath Youth Justice Service and Early Intervention and Prevention Safeguarding Policy provides a framework for the Youth Justice and Early Intervention service setting out responsibilities in relation to safeguarding and protecting young people at risk, who are managed by the Youth Justice Service,

as well as the methods by which Neath Port Talbot Council will be assured that it is fulfilling its duties.

This policy applies to all Neath Port Talbot's Youth Justice Service (Early intervention and Prevention) Service employees, volunteers and also external service providers that are commissioned by the Council.

Safeguarding is everyone's business whether they work for, or on behalf of the Youth Justice Service.

NB This policy does not supersede or replace the All Wales Protection Procedures (2019) any safeguarding concerns emanating from interactions with our young people, or professional concerns regarding young people, must be dealt with under those procedures.

1.8 New Developments. The Safeguarding Work stream

- 1) Since September 2019, the nominated safeguarding lead remains in situ, although because of the confusing definitions of designated safeguarding leads, **Local Authority Designated Officer's** LADO's (England) and named safeguarding officers in both Youth Offending Services across Wales and in Local authorities, we have changed the title to safeguarding champion in the YJS. This enables us to be clear around the roles and responsibilities and while our safeguarding champion collates and follows up queries with staff members, overall operational safeguarding will come via the ops manager Amanda Turner and ultimately to Ali Davies as PO. **(Principal Officer)** who has oversight of all safeguarding concerns identified in the service. Safeguarding and managing risk is and will continue to be an integral part of all our work with young people going forward.

- 2) Both the operational manager and the safeguarding champion have recently completed safeguarding training and child practice reviewer training in the last quarter. I am currently a child practice reviewer on a case for WGSB, **(West Glamorgan Safeguarding board)** and have recently completed two adult practice reviews as reviewer and MAPF. The operational manager is shadowing the principal Officer and the work on the current case. Subsequently, we will have a cohort of trained practice reviewers in the YJS (EIP) Youth Justice Service **(Early Intervention and Prevention)**

- 3) The NPT YJS have set up a monthly exploitation clinic with the leads in Better Futures who provide individual consultation slots for practitioners with any of

their cases involving CSE, HSB, and CSA. **(Child Sexual Exploitation, Harmful Sexual Behaviour and Child Sexual Abuse)** In this we include CMET **(Contextualised, Missing, Exploitation and Trafficking)** for signposting all exploitation as exploitative behaviours and experiences very often overlap.

- 4) There are 4 x 1hr slots for practitioners to meet with Better Futures to peer review these cases, which we suspect or have confirmed safeguarding and exploitation concerns. These slots are bookable and managers, senior practitioners, and consultant social worker are available to be called in for further scrutiny where needed. These clinics have been very well received and will continue through 2021/22
- 5) We also have provided a block of 8 x 2hrs exploitation training from Barnardos for all staff, which brings all staff members up to speed on the new developments, legislation and statutory guidance in relation to exploitation. Each practitioner will have a completion certificate attached to his or her supervision file, and safeguarding will be part of every practitioner's personal development plan going forward as a standing item.
- 6) We will also be sourcing bespoke training re county lines and child criminal exploitation.
- 7) We have developed a multi-agency meeting with our partner organisations called Community Mapping and Risk Profiling which sits somewhere between contextualised risk and CSE strategies, but may incorporate signposting to both. To be clear this will not supersede or compromise our responsibilities under the Wales Safeguarding Procedures. It will provide us with an opportunity to focus on the mapping of our young people in communities, focusing on potential areas where exploitation may be happening, the type of exploitation and how we disrupt it. I refer back to CMET described above.
- 8) The reason for this is looking at the whole gamut of exploitation and the drilling down of all of our CSE, HSB and CE **(Criminal Exploitation)** cases, which predominately sit in our Youth Justice world. There will be a series of initiatives developed around this.

9) This crosses both operational and strategic boundaries and will be presented at YJS management board, CSMG, YJB, Hwb Doeth, and Youth Offending managers Cymru. **(Children Service Management Group. Youth Justice board) Hwb doeth is the academic group reporting to the Youth Justice Board for any new research.**

10) Following the incitement incidents and death of George Floyd in America, last year and more recent media news about institutionalised racism and extremism, I have commissioned training from WECTU, **(Welsh Extremism Counter terrorist Unit)** and including appropriate use of social media for all staff. I am waiting for dates from the trainers to include any staff members who did not attend last year. I have also sent the appropriate policies and procedures to all staff.

Following the recent murder of Sarah Everard in London, and the campaign for safer streets, we will now be actively looking at the safety of women and young girls in the community and assessing what measures need to be considered in respect of women of all ages being safer on the streets. Risk assessments are undertaken for lone working etc., but this is an issue that we will keep open as an active review.

11) There is a monthly Safeguarding Meeting for the PO, operational manager and the safeguarding champion to ensure we are all appraised of any safeguarding referrals, outcomes of professional strategy meetings or safeguarding issues. This will continue through the year.

1.9 The impact of Covid-19 on safeguarding in the YJS

Covid-19 has affected the whole world, as we know it including the YJS. Safeguarding has been absolutely paramount throughout, and the close alignment with Children's Services has been beneficial in that we have had to manage our business differently but in many ways more effectively with open and frequent lines of communication with all partner agencies. The ability to get people together in virtual meetings has been positive, effective and immediate, therefore, responses have been quick, plans put in place effectively and frequency of meetings has increased to discuss vulnerable young people across

the authority with our multi-agency partners. All high risk, ROSH (**Risk of Serious Harm**) and safeguarding issues are monitored on a daily basis.

If there have been imminent Risk of Serious Harm concerns to others, the case manager will follow usual procedures by contacting the seconded Police Officer, 101 reporting or 999 depending upon the seriousness and urgency of the situation.

Similarly, the YJS have and will continue to submit any Child Protection and Safeguarding concerns to Children's Services Single Point of Contact Team.

National Referral Mechanism (NRM):

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support. The NRM referral process is discussed with staff as referrals are submitted and progress is monitored via monthly safeguarding meetings.

Safeguarding of others:

An equally important part of our safeguarding role is that of public protection. The YJS is responsible for the safeguarding of the existing and potential future victims of crime. This is done by the development of robust risk management plans, for the children who have been assessed as being a high risk of causing harm to others. We work closely with other agencies to form multi-agency risk plans and escalate the necessary cases to wider risk management panels when needed. These referrals include (**MAPPA and MARAC. Multi Agency Public Protection Arrangements AND Multi-agency Risk Assessment Conference.)**

The Staff Alert System (SAS):

The YJEIS feed into the SAS in relation to any address or individuals of concern that reside within the local authority. One young person (over the age of 18) known to the service was recently referred in for inclusion on the register after consultation with the Local Authority Health & Safety officer and the completion of a full risk assessment. Their name has since been added to the Staff Alert System.

Prevent and Chanel panel. The principal officer is the deputy chair of the Chanel panel and the operational manager sits on the **CONTEST** board this will continue through 2021/22. (**Contest is the United Kingdom's strategy for countering Terrorism.**)

The police red flag system/ tracker Occurrence and alignment with the PPU

We are now aligned with the PPU (**Public Protection Unit**) in South Wales Police and Youth Justice sits under the PPU umbrella, getting good access to the

resources and any advice needed quickly. One of the issues has been resolved by face-to-face bureaux being reinstated and a recognition by Youth Justice Staff that reports for bureau must be in on time and quality assured for proper consideration by the panel.

Our YJS police officer continues to use the tracker occurrence, which generates information on current young people attached to NPT YJS. This occurrence tracks and monitors all young people attached to the YJS; drawing information from the Police Niche system and matching it with young people who are known to our service. This is still working well and has now been adopted throughout South Wales and Gwent police forces. It also provides a safety net for PPN (Public Protection Notices) referrals, which was raised at the recent JICPA inspection as a positive.

Feedback is also given to staff across the YJS in team meetings and supervision. Safeguarding is a standard item on supervision agendas.

The Safeguarding lead and operational manager highlights improvements in practice and key areas for development for the teams to focus on as they move forward to achieve best practice. Additionally, key messages are driven forward on a weekly basis through the team meeting, which is chaired by the Operational Manager. This will continue going forward throughout 2021/2022.

Policies/processes:

All the YJS policies and procedures in operation have now been reviewed and amended, and are fit for purpose. This is covered in the operation action and improvement plan. The audit cycle of these policies has now begun and they are reviewable on an annual basis. This is work in progress, and a monthly update of the improvement plan will track these process and policy reviews.

All policies are signed off as read and understood by every member of staff and the Principal Officer signs off for completion. Each amended policy is then covered in team meetings and staff development days.

Two further policies have now been written and are in draft format; these include the Local Youth to Adult Protocol and the YJS Engagement, Compliance and Enforcement Policy. The former document is a joint protocol between the National Probation Service (Swansea), NPT YJS and Swansea Youth Justice Service and each service will now need to take the document to their respective Boards for sign off.

A further document is currently being written looking at transitions in general and there is one further policy document that is outstanding; this is in relation to Resettlement and Reintegration and will be a priority for progression.

With the improvements made to safeguarding practices, all staff now have a clear understanding of the importance of safeguarding, and how the term falls within the remit of their individual roles. It has also made staff more accountable for their own areas of responsibility, and enabled them to recognise how important matters such as accurate record keeping and information sharing can

be. A safeguarding record will be included in personal development plans and kept on supervision files

Key YJS Safeguarding priorities going forward as part of the Youth Justice plan:

- Continue gathering recording analysing the Safeguarding information and note trends and/or emergent risks.
- Continue auditing CSE and HSB cases and ensure that our young people access the services they need quickly
- Enable practitioners to attend the exploitation clinics as described.
- Ensure that the emotional health and well-being needs of our young people are met with a clear consideration of safeguarding within those needs.
- Link in regularly with the safeguarding leads of the local authority and our partner agencies to ensure we are looking at all the safeguarding needs of our young people.
- Keep the safeguarding in youth justice work stream under review.
- Report back to the management board.
- Consider CMET (Contextualised Risk, Missing, Exploitation and Trafficking within all cases.
- Embrace and develop the learning culture and the child and adult practice review ethos and internally review and scrutinise areas of development or concern alongside our partners.

2. Governance, leadership and partnership arrangements.

The Neath Port Talbot Youth Justice and Early Intervention Service partnership arrangements, and management board members.

N.B If members would like to see the structure please contact a.davies8@npt.gov.uk

The YJEIS is an integral part of children services and as such is accountable to the head of Children Services Keri Warren and the Director of Social Services and Housing Andrew Jarrett. It is also accountable to the YJB and the NPT YJS Management board also chaired by Andrew Jarrett.

3. Resources and Services.

3.1 Resources and Interventions

NPT YJS has access to a wide range of group work and one-to-one programmes to meet the diverse needs of young people accessing our service. Last year, we had to modify our approach because of COFVID 19 and this is explained later in the report. To use our time effectively and despite the Pandemic, we were able to source, locate, fund and refurbish a new young people resource centre. This is a collaboration with NPT children services. We are currently in the process of moving in albeit in a risk assessed COVID compliant environment.

The resource centre is outstanding. It is purposely designed for our young people, and has facilities that we have never had in NPT before including, an outside gym, allotment and flower bed facilities, Kitchen, laundry, and shower room facilities, and IT suite, a well-being room, conference facilities, a hairdressing and beauty salon, training and sessional and intervention room, administration facilities, and a train carriage (an actual train carriage) to be renovated for reparation projects. Young people in the participation groups are in the process of naming it and undertaking graffiti projects and this is very much a centre for young people involving young people.

Other resources, which have been purchased to support interventions, have been I- pads for remote working with young people, and we will be restarting female focused offending behaviour programmes to continue supporting young females involved in or on the cusp of offending or antisocial behaviours. The K9 project which will focus on exploitation, knife crime and county lines, and the Snakes and Ladders collaboration with Dr Helen Hodges and CASCADE at Cardiff University where we are partners in developing a digital emotional well-being tool/ game which supports exploration of the impact of lifestyle choices and options. This tool will also support discussions around CSE, healthy relationships and the long term outcomes and lifestyle impact associated with relationships with other young people who offend.

Over the next year, the continuing analysis of the needs of young people accessing NPT YJS alongside the recording of unmet need within the Pathways

and planning section of Asset Plus, will support the service in ensuring we have access to the right interventions to support young people to make better choices and behavioural changes.

We have developed and run the following interventions since the last Youth Justice plan in 2019, but the pandemic has interfered with many of these in 2021. We are beginning to consider re running as we move through the pandemic. These programmes include:

1. The Phoenix project (**Mid and West Wales Fire Service**)
2. The K9 project (South Wales Police)
3. English and Maths tuition and a full education strategy for young people who are NEET (**Not in Education Employment or Training**) or young people excluded from their current provision (Hillside Secure Unit, Cefn Saeson and the YJS, Neath College and Ysgol Hendrefelin and the Youth service.)
4. The YJS Principal Officer is also leading on Youth homelessness and going forward we are linking in with housing and adult services and our homelessness provision in NPT to find sustainable solutions to homelessness for some of our most vulnerable YJS young people.
5. To support sustainable solutions going forward, we are applying for a grant for a life skills pod to be situated in the grounds of the resource centre to begin specific programmes regarding independent living, budgeting and transitioning into adulthood.
6. NPT YJS have commissioned Vibe (3 programmes) to address issues related to serious violence and associated vulnerabilities through the delivery of support services for our vulnerable young people.
7. Vibe workshops will create a safe space to provide emotional wellbeing support, this support will identify and explore emotional responses and give young people the confidence and resilience in order to make positive informed decisions and divert away from negative activities. This is directed at young people young people who are on the cusp of criminal justice involvement and will be relevant to young people who reside in communities in which there are high levels of deprivation which can lead to negative choices being made and young people who exhibit low confidence, resilience, self-worth and support with improvement so positive decision making can take place.
8. Alongside this we can access St Giles Trust for County Lines intervention and Fearless (run group work around knife crime, consequences etc.).

9. The NPT YJS have also commissioned and trained our own equine assisted trainer for equine assisted learning. This is a first for any YJS in Wales and we are tremendously excited about this resource. At the time of writing this provision will begin in July 2021, and will consist of 3x8 week programmes where young people will work with horses and trainers to address issues like trust, emotional response and emotional intelligence. This is a specific area of interest for our senior practitioner who has developed this service within the YJS.
10. **Equine Assisted Learning** (EFL) is a form of experiential learning that includes horses and a facilitator working together with a person to create positive change. EFL often includes a number of beneficial equine activities such as observing, handling, grooming, groundwork, and structured challenging exercises focused on the young person's needs and goals. EFL provides unique non-verbal opportunities for young people to enhance self-awareness, recognize maladaptive behaviours and identify negative feelings. Research highlights that this approach has had positive results for people with social difficulties and mental health needs that can result in significant changes in cognition, mood, judgment, insight, perception, social skills, communication, behaviour, and learning.

3.2 Education, Employment and Training: 2021/2022

In NPT we have one Youth Justice ETE practitioner who was appointed to provide ongoing support for these young people. The principal Officer for Youth Justice is linking in with NAASH (Neath and Afan Secondary Heads), the local College and Swansea University. Our ETE (**Education Training and Employment**) practitioner links with the Engagement and Progression Co-ordinator, the NEETS Multi Agency Group and the Engagement Provider Support group, ASD (**Autistic Spectrum Disorder**) Steering Group. The operational manager attends the Youth Engagement Strategy Group and we meet with Pupil Parent support and the Senior Wellbeing Manager every two months to discuss individual cases. We recognise that there is work to be done to drive our education work forward, reduce exclusions and to build on the existing links that we have with schools colleges and further education. Unfortunately we have been hampered by both the pandemic and staff shortage in 2020 and 2021, but going forward we will be viewing this as a priority.

The YJS is also developing links with Hillside Secure Children's Home and Cefn Saeson to try and develop an education resource facility as part of the planned

resource centre so that programmes of education with accreditation can be offered as an alternative to exclusion for specific periods of time. We have the resource centre now and hopefully this will become a base to look at alternative forms of educational programmes for our young people as we move through the pandemic.

3.3. Restorative justice:

Restorative justice approaches and opportunities for victims of youth crime will continue to be a focus in 2018/19. Our victim worker is now placed within an educational team for two days per week developing and delivering the Restorative Justice programme and training, this is a relatively new and innovative development and enhances our links with the well-being and education teams. This has been agreed with both the director and assistant director of education whom we have very good links with.

All victims of youth crime are invited to participate in the criminal justice process in accordance with the Victim Code. This includes:

- 1) A letter of apology or explanation from the young person
- 2) Attending a Referral Order Panel Meeting where the victim can meet the young person and explain the impact their offending has had on them
- 3) A Restorative Justice Conference where the victim can meet the young person and explain the impact their offending has had on them
- 4) The victim of the offence having a say in what type of reparation they would like the young person to complete and can be indirect to benefit the local community and/or direct to the victim of the offence

There are enhanced entitlements as sent out in the Victims Code of Practice for victims in the following categories because they are more likely to require enhanced support and services through the criminal justice process. In the Neath Port Talbot YJS, the victim liaison officer will continue to liaise with the Youth Justice Service Police Officer to ascertain whether a victim should be considered under one of the following categories and has established links locally to fulfil these duties.

- 1) Victims of the most serious crime

- 2) Persistently targeted victims
- 3) Vulnerable or intimidated victims

NPT has a portfolio of reparation projects that are developed locally with partner agencies including housing providers, parks, schools, the environmental department, charities and local churches.

NPT has one Youth Justice Victim Liaison officer who facilitates restorative meetings and conferences and ensures the impact on victims is considered in young people's offending behaviour programmes. All victims of crime are consulted in relation to restorative options; however, engagement is voluntary and not all victims chose to engage in this process following initial consultation. The service has good links with Victim Support including signposting and liaising with provision for supporting young victims.

Restorative principles are applied in Referral Order Panels. Referral Order Panel volunteers are recruited from local communities and receive restorative justice training as part of the programme.

NPT offers all young people engaging in restorative justice the opportunity to complete an Agroed Cymru unit called Restorative Justice (EC61CY002) Level 1 (credit value 1).

4 . Performance management information 2020 / 2021

20/21

Young People Offending

2019/20	2020/21
40	35

During the last financial year the number of young people offending reduced. This figures is also lower than in 2018/19 when Neath Port Talbot was still part of Western Bay.

Offences

2019/20	2020/21
76	88

Although the number of individual young people offending has reduced the number of offences has increased. There were 2 young people this year who were responsible for over 10 offences each.

First Time Entrants

The YOT Data Summary now includes figures for Neath Port Talbot. In previous years the figures were only available for Western Bay.

Jan-Dec 18	Jan-Dec 19
19	16

The most recent published figure shows Neath Port Talbot FTE (**First Time Entrants**) figure reducing during 2019. A local calculation has been done for the 12 month period covering 20/21 and shows the number of FTE as being 18. This confirms the fairly consistent figure of FTE's that has been reported for Neath Port Talbot as the number for several 12 month rolling time periods all report less than 20.

This puts Neath Port Talbot towards the lower end of the FTE table being well below the rate per 1000 for Wales. The YOT is also one of the lowest when compared with the YJB YOT family for the same time periods.

Custody

	2019/20	2020/21
Number	1	3
Rate per 1000 NPT	0.08	0.24
Rate per 1000 Wales	0.15	0.08

During 20/21 Neath Port Talbot had 3 custodial sentences and as such we have seen an increase in our rate per 1000 of the 10-17 year old population to above that recorded for Wales.

Referral Orders

2019/20	2020/21
22	14

The number of Referral Orders saw a 36% decrease when compared with the previous year.

Youth Rehabilitation Orders

2019/20	2020/21
1	5

However there was an increase of 4 Youth Rehabilitation Orders.

The court outcomes during 2020/21 saw a reduction in the first-tier penalties but an increase in both community penalties and custody.

Reoffending

As with First Time Entrants, Neath Port Talbot now has our own figures published on the YDS.

April 17-March 18					
Cohort	Reoffenders	Reoffences	Reoffences/Reoffender	Reoffences/Offender	%Reoffending
29	15	82	5.47	2.83	51.7%

April 18-March 19					
Cohort	Reoffenders	Reoffences	Reoffences/Reoffender	Reoffences/Offender	%Reoffending
45	23	107	4.65	2.38	51.1%

Although the percentage of the cohort reoffending has remained steady at 51%, the number in the cohort for the 2 year period has seen a large increase.

In order for the percentage to stay the same with a larger cohort, the same increase has been seen in the number of reoffenders.

The percentage of reoffending at around 51% for both years is above the Welsh average of 43% for the same time. This puts Neath Port Talbot towards the high end of the reoffending table in Wales.

When compared with the YJB YOT family, again Neath Port Talbot is at the high end of the table with the family average being approximately 38% for both years. However, the size of Neath Port Talbot's cohort is considerably smaller than the other YOT's.

5 Responding to the pandemic and recovery from COVID-19 12

5.1. Introduction:

This part of the Youth Justice Plan sets out the requirements for the NPT JYEIS to move into the recovery phase following the first and second waves of Covid 19. It addresses what has been done, what has been done well, and how things could be done better. The plan also includes the contingency required should further waves of COVID become prevalent and further lock down measures need to be implemented.

The plan also provides information regarding the voice of the young person throughout and how those views have been captured.

Appropriate Adults (AA)

- NPT YJS has an AA duty list managed by our volunteer co-ordinator. Should the Police contact the YJS for AA representation; the following procedures have been implemented and will remain in place for the foreseeable.
- The YJS AA will liaise with the Custody Sergeant to ensure that they have exhausted all alternative options by contacting the young person's family and friends.
- If there are no alternatives, the AA will clarify whether representation can be made via telephone or, when available, other technologies.
- NPT were initially carrying out AA duties via skype. However as a staff group it was felt that this should be a last resort dependent on the stage of lockdown and the prevalence of the virus, i.e. at the height of coronavirus, skype was the preferred option, however, as we have moved forward out of lockdown and restrictions have been eased we attend the police station.

If the young person does not have a solicitor, we will not attend as AA

- The AA ascertain from custody staff whether the young person is:
 - **Experiencing a high temperature (fever)**
 - **Experiencing a new continuous cough**
 - **And/or they have been self-isolating due to residing with a person displaying the above symptoms.**
- If custody staff respond positively to any of the above, then the AA will liaise with their line manager. They will not attend the Police Station and provide telephone advice only.
- If custody staff confirm that the young person is not displaying either symptom and has not been self-isolating, then the AA may be required to

attend the Police Station, but this will be the exception not the rule. They will adhere to PHW Guidance which states that:

- **Only go outside for food, health reasons or work (but only if you cannot work from home)**
 - **Stay 2 meters (6ft) away from other people**
 - **Wash your hands as soon as you get home**
-
- The AA will verify how the young person is returning home, but will not provide transport.
 - South Wales Police have set out their process of providing **Personal Protective Equipment**. (PPE) and ensuring social distancing measures are in place.
 - The provision of Appropriate Adults (AA) for interview at the police station under PACE (**Police and Criminal Evidence**) were initially being undertaken via Skype but now attendance in person takes place for young people facing serious charges, or if considered especially vulnerable. All AA requests will be met by the YJS volunteer co-ordinator and overseen by the YJS operational manager.
 - At all times the views wishes feelings and welfare of the young person must be considered.
 - The safeguarding needs of the young person must always be a priority.
 - Safe Social distancing guidance must be followed, this may change as we emerge from or re – enter lockdown, so there must be an awareness of all updated PHW and YJB guidance.
 - Hand sanitizer must be used by young people and staff at entering and leaving the police station.

- Pens must not be shared and masks and PPE worn if necessary and requested by the police.
- PPE will be provided by the police if necessary, social distancing measures in place will be explained to young people and staff.

As of June 2020 and through to 2021, this procedure is now in place and is reviewable every six weeks.

PPE provision is now in place at the custody suite. This means that AA will be required to attend the Police Station. They will adhere to PHW (**Public Health Wales**) Guidance including maintaining social distancing and will be provided with appropriate PPE by the Police. South Wales Police have confirmed that this is available as it is not possible to maintain social distancing within the interview rooms.

- The YJS AA will liaise with the Custody Sergeant to ensure that they have exhausted all alternative options by contacting the young person's family and friends.
- If there are no alternatives, the AA will clarify whether representation can be made via telephone or, when available, other technologies.

5.2. The needs of staff.

The safety and well-being of the workforce is of paramount importance to NPT Council and the YJS during the pandemic this duty of care has been a priority for the council

- There has been a Gradual response to more staff being able to attend police stations, it is essential to review on going arrangements as lockdown is eased or we re -enter lockdown restrictions.
- Throughout Covid-19 some of our community volunteers and staff have been self-isolating or shielding. We must risk assess every time a volunteer or staff member is required to attend a police station.
- We have a duty of care to continuously monitor and review the health and well-being of staff.
- It is essential that we continuously reviewed the YJS Contingency Covid Plan when we encountered a second or third potential wave or further

lockdown restrictions. This was done in conjunction with Children's services in NPT. These reviews will continue throughout 2021 and into 2022 as restrictions ease or as further variants are identified. All vulnerable young people have been and will continue to be and risk-rated and discussed in a multi-agency meeting which is currently held fortnightly, but will revert to weekly should another wave of Covid mean further restrictions being imposed.

- Managers should collate information on team members' individual caring responsibilities and their own health needs. This will include those deemed vulnerable due to underlying health conditions, pregnancy etc. If staff are required to attend a police station with our young people this must be risk assessed and agreed via line managers prior to attendance, and any prohibitive factors should be addressed
- Additional support mechanisms will be discussed with staff who are shielded, self-isolating due to health reasons or pregnancy.
- Managers must provide clear risk assessments and guidance to all staff prior to any visit to a police station. The aim will be to provide consistent advice and reassurance regarding their safety.
- If a member of staff is asked to attend a police station they must be able to contact their line manager or PO.
- Line managers and Principal Officers must ensure that they are visible and supportive.
- Hand sanitiser and wipes and PPE will be provided to all staff when undertaking any visits. In the community including police stations.
- All staff will undertake the mandatory PPE training.
- Lateral flow testing has now been introduced and staff having contact with young people and their families in the community have been asked to test twice weekly. This LF testing has become integral to practice across CS and YJS with test kits being made available for all practitioners.
- All staff will have access to the staff intranet for well-being support.
- The principal officer must ensure that staff have time to acclimatise, ensuring time and space for 'debriefing' following attendance at police stations. If any issues are reported the Principal officer and operational manager must be clear of the escalation process.
- All staff will continue having access to PPE for Police cells, Court cells and Court hearings.

- Entering and exiting the police station must be managed carefully and social distancing must be adhered to.
- Doors and keypads pens and desks at the police station are high touch point areas, The police will be responsible for wiping down hard surfaces but staff must ensure they sanitise their hands and if felt necessary wear PPE in confined spaces. At all times social distancing guidance must be followed.
- Transporting YP to and from the police station, if there are alternative methods of transport for the young person these should be utilised before staff transport in their cars, however if it is unavoidable, similar approaches to the Emergency Duty Team must be deployed, i.e. The staff member must ensure that the YP (**Young Person**) sits in the back of the vehicle on the opposite side to the driver. Only to transport for emergency situations such as release from Court or Police custody
- In order to re-start more effectively, the authority has utilized access to a variety of platforms such as Microsoft Teams and Skype WhatsApp with young people and ZOOM.
- Digital platforms will be the preferred option for the authority on a longer term basis and within the blended working arrangements which will be explained later in this report.

5.3. Strategic partnerships

- Partnership working is integral to the success of the recovery and transitional planning, to this end the role of the management board and the partners who sit on this board have been consulted with on an individual basis as we moved through the pandemic and out of lockdown. The management board continue to meet virtually and these meetings have been well attended. We have fortnightly multi agency meetings to discuss young people on the vulnerable list. Regular forums are in place to facilitate the need to raise any issues at a strategic level. As part of ongoing dialogue, we have regular meetings with the Police to discuss any key concerns. Any Covid recovery or transitional plans are shared and will continue to be shared with the management board and our strategic partners going forward.

NPT YJS will follow PHW (**Public Health Wales**) and WG (**Welsh Government**) guidance and review at regular periods should any new process be required or changes that need to be made. There is a regular review of risk assessments with Police and we have responded, and will continue to respond as jointly and flexibly as required.

5.4. COVID-19 Operating Model and Service Delivery Plan.

Courts

Her Majesty's Courts and Tribunal Service (HMCTS) initially announced that as per Public Health Wales (PHW) guidance, only essential and imminent matters would be listed before the Court. Courts have now opened up and wherever possible it is business as usual with COVID compliance being enforced with hand sanitizer and masks etc. The YJS will be continue to be required to participate at bail and remand hearings.

Court Work & Custody:

Court work has been limited and reserved for remand court and breaches of Court bail and statutory orders. We are now seeing a near normal court service and will need to continue to be adaptable and flexible as we move through the pandemic and out of lockdown restrictions. The service has a dedicated staff member who will attend Court for these hearings that operate in line with an All Wales agreed approach for the delivery of Court work. Currently, this involves either Skyping or attending in person where appropriate and related to the seriousness of the charge brought before the young person as well as taking into account their presenting circumstances i.e. Vulnerability.

NPT YJS will continue to provide weekend Court cover provided by the management team, with one member of staff attending Court and another completing the administrative tasks remotely.

NPT YJS has a statutory Rota, which is being maintained as business as usual with duty calls being directed via business support in the first instance. The senior practitioner is our consistent and named remand officer and the Operational manager is the court liaison officer. The allocated member of staff will contact Police custody and the Court to determine whether any young people have been detained overnight.

In the event that a young person is placed before the Court, the YJEIS will liaise with the Court clerk to discuss whether representation can be made via

telephone, video conferencing or email. The YJS Officer will ascertain from detention staff whether the young person is:

- Experiencing a high temperature (fever)
- Experiencing a new continuous cough
- And/or they have been self-isolating due to residing with a person displaying the above symptoms.
- If detention staff respond positively to any of the above, then the YJS Officer will liaise with their line manager. They will not attend the Court.
- If detention staff confirm that the young person is not displaying any symptom and has not been self-isolating, then the YJS Officer may be required to attend Court. This will only be authorized when all other options have been exhausted. No court attendance or home visits will be authorized without permission from the senior managers of the service. YJS officers will adhere to PHW Guidance which states that:
 - Only go outside for food, health reasons or work (but only if you cannot work from home)
 - Stay 2 meters (6ft) away from other people
 - Wash your hands as soon as you get home

In addition:

NPT YJS have a limited supply of PPE and hand sanitizers which have been allocated to staff on a needs led basis.

Moving forward NPT YJS are able to access Children Services supply of PPE if necessary

As discussed earlier, Lateral Flow testing kits have been made available to all staff members who test twice weekly. This is not mandatory but a significant number of staff have taken this offer up.

All staff have been offered two COVID 19 vaccinations. The vast majority of our staff are now ful

ly vaccinated.

5.5. Court hearings and attendance.

- All courts will be asked for long adjournment dates/Pre-Sentence Report dates.
- If assessments can be started at Court safely they will be whilst the young person is present. This will depend on the identification of a suitable space to allow social distancing.
- YJS to consider if additional staff member/s are required to attend Court dependent upon risk and need. In this event, they would travel separately to maintain social distancing advice.
- Verbal stand down reports could be considered on a case by case basis in agreement with the Court. Consideration needs to be given to the timeliness of the last YJS assessment, in particular, whether it within the three month YJB guideline. Verbal stand downs are not appropriate for potential custody cases.

5.6 Bail and Remand Hearings

i) Bail

The Court Officer will need to consider the restrictions imposed by the COVID-19 outbreak when proposing a feasible bail package. For instance, Bail Support will involve telephone calls rather than face-to-face contact. The use of external controls such as an Electronically Monitored Curfew will need to be carefully assessed in view of the heightened risks of domestic abuse within family homes.

Officers will be aware that as of the 30th of March 2020, Location Monitoring (LM) GPS tags are available to the Court as part of sentencing or bail packages. Further information regarding LM can be found at:

<Y:\Shared\EDYouthJustice\3 - Statutory YJ Team\COURT INFORMATION\GPS Tagging>

ii) Remand to the Care of the Local Authority

- If the young person's behavior is so serious that Remand to the Care of the LA (**Local Authority**) is a consideration, then the Court Officer should immediately notify their line manager and Children's Services SPOC team on

01639 686803. The COVID-19 pandemic is placing significant pressures on all critical services therefore the LA's ability to secure an appropriate placement will be very limited.

- Should the Court persist with the Remand to the Care of the LA, then the Officer and Manager will complete the required risk assessment forms for Children's Services.
- It is essential that a copy of the Remand Notice is obtained by the Court Officer **before** they depart from the Court. If the young person is an out of county child, then the remand paperwork must be made out to their home Local Authority.
- As the young person is now remanded to the Care of the Local Authority, the Court Officer will need to liaise with their line manager regarding transport. The decisions will be made on a case by case basis, however the current position is that we will not transport young people. Discussions have taken place with South Wales Police regarding their support to transport young people under these circumstances.

iii) Remand to Youth Detention Accommodation (YDA)

- Should the Officer identify that the young person is likely to be remanded or sentenced to YDA, they should notify their line manager immediately. Their line manager can subsequently support with Asset Plus stages and liaising with the Youth Custody Service.
- Given the current situation, it is important to ensure the Asset Plus process is adhered to, to ensure appropriate safeguarding of children and young people. It is particularly important that the latest Asset Plus Custody Stage is sent to Youth Custody Service Placements Team at the earliest opportunity. This should be completed via Connectivity where possible. In the event that connectivity is not possible, the Asset Plus should be sent to the following regional secure email address:

YCSPT-Wales@justice.gov.uk

- The Court Officer should discuss any concerns they have regarding the sharing of custody related information with the Senior Placement Officer.

5.7 Secure Estate

- All secure estates have implemented procedures in response to COVID-19. All visits have been cancelled and meetings are being conducted via telephone conferencing and Skype.

- Discussions need to be had between YJS Officers and the secure estate to establish communication methods instead of direct contact/planning meetings/reviews/license arrangements.

- When contacting children in the secure estate discussions can include:

- Safeguarding – any concerns expressed by the child?

- Welfare- including monitoring activities and education.

- Family contact arrangement for the child during lockdown period

- Financial situation/money for calls to family etc.

- Advocacy

- Contact methods for the children for YJEIS staff and families

- Provide any info needed/check understanding of situation

- YJS Officers will contact the secure estate staff and the young person on a minimal weekly basis. This will ensure that any information regarding Early or Executive releases are communicated in a timely manner.

- YJS Officers will contact the young person's immediate family on a minimal weekly basis to provide reassurance.

- YJS Officers should notify family members that there is an expectation

that they will transport a young person upon release.

- In the event that the young person is not returning home, alternative accommodation will have been sourced prior to release and, if appropriate, a travel warrant will be obtained.

5.8 Bureau

- Virtual Bureau assessments were in place but these have now resumed on a face to face basis. Bureau assessments will continue to be allocated and completed.
- A South Wales regional approach to Bureau has been agreed by South Wales Police. The agreement has been sanctioned by the Police Legal Department, and is as follows:
 - There continues to be a steady throughput of young people for consideration of **Out of Court Disposals** (OOCs).
 - Dependent on the stage of lockdown and PHW guidance, if no physical bureaus are taking place the following steps will apply:
 - Young people are allocated where possible a case manager within 24 hours of notification of referral from police and assessments are currently being progressed virtually via what's App video call with the young person and their family.
 - Information continues to be gathered through contact with all external agencies engaged with the young person.
 - Reports are prepared by case managers and will be considered by a virtual panel inclusive of the YJS police officer, Police Sergeant, YJS social worker and panel volunteer.

- A decision will be reached as to the most suitable disposal and this will be delivered over the phone to the young person with their appropriate adult present explaining the nature of the disposal as well as the intervention plan being offered.
- The issuing YJS Police Officer will discuss the outcome with the young person and parent over the phone – on the Case recording/YOT/Share and Childview, a standard wording will be adopted which is added to the signature element. "Agreed over the phone due to Covid19".
- Notes will be added to YJS Case Management System to reflect this approach.
- By way of verifying this, the Case Manager will then follow up with young person and parent over the phone within 24 hours to review that the young person and parent understands the outcome and agreed the outcome. The Case Manager will then email the YJS Police Officer to confirm that this has been verified. This can be added to YJS Case Management System.
- This verbal phone call is followed up with an official letter and then it is the responsibility of the case manager to establish contact and deliver the intervention plan in line with the COVID-19 contact arrangements for the service.

5.9 Referral Order Panels – RO

- RO panels were operating similarly to the bureau. All panels were being held virtually with panel members, YJS facilitator and the young person and their parent/carer. Reports are discussed and new contracts agreed as appropriate. We have now returned to Physical panels but should further lockdowns be imposed we will resume virtual arrangements.

5.10 Sentence Planning & Risk Review Meetings –

- All meetings were taking place virtually via Teams/Skype for young people whose interventions need management oversight due to heightened risk (medium or above) in respect of safety & wellbeing and/or

risk of serious harm. We have now resumed face to face risk panels.

- Invites are sent out to internal and external agencies involved in the young person's plans and meetings continue to be chaired by senior practitioners.

Contact arrangement for young people & their families:

- All young people on statutory Court Orders continue to be seen in line with National Standards and their assessed level of risk.
- These contacts take the form of both face-to-face contacts and virtual contact via WhatsApp video calls. During these contacts, case managers will check on the young person's general wellbeing and continue to progress work against their intervention plans.
- All young people have a rag status that is reviewed weekly and the frequency of contacts is monitored by the performance officer and fed back to children's services weekly. The frequency and method of contact are as follows:

5.11 Home/face to face visits

The home visit would consist of knocking on the door and then retreating 2 meters. This would simply achieve having 'eyes on' the young person rather than engaging in interventions or in-depth conversations. They will be for 10 minutes maximum.

- **High risk** – 3 contacts a week (1 FACE TO FACE ,*social distancing meeting where appropriate and agreed by management.* MEETING, 2 X WHAT'S APP VIDEO CALLS FOR 30 MINUTES EACH TO PROGRESS WORK)
- **Medium risk** – 1 contact a week (1 FACE TO FACE, *social distancing meeting where appropriate and agreed by management.* A FORTNIGHT, 1 WHAT'S APP VIDEO CALL A FORTNIGHT FOR 30 MINUTES TO PROGRESS WORK)
- **Low risk** - 1 contact a fortnight (1 WHAT'S APP VIDEO CALL A WEEK, ONCE A FORTNIGHT WELFARE CALL & ONCE A FORTNIGHT 30 MINUTE CALL TO

PROGRESS WORK)

- Also a phone call is to be made to the parent to offer advice and support in line with their child's order and to ensure consistency in reporting of the young person's circumstances.
- Those on voluntary interventions (Prevention & Bureau) are seen as follows:
 - **Low or medium risk of Safety & Wellbeing and/or Risk of Serious Harm (ROSH)** – weekly phone call to young person.
 - **High risk of Safety & Wellbeing and/or ROSH** –
 - Weekly face-to-face visit and/or phone call as appropriate: (see above) Coordination of visits to be done in liaison with social services where young people are open to both services.
 - A phone call is also to be made to parent to ascertain wellbeing of young person from their point of view to ensure consistency in reporting of their current circumstances.

5.12 Child and Adolescent Mental Health Service (CAMHS)

YJS access to monthly consultations with CAMHS will continue to take place; however, the format of these meetings has changed in response to COVID-19. Referrals for consultation will continue as usual i.e. referral form completed and sent via business support to CAMHS; however, phone/skype slots will be allocated instead of face-to-face meetings. The continuation of this service will allow staff to discuss the current plans of support in place for young people and amend them as necessary i.e. if there is a deterioration (significant or otherwise) in a young person's mental health. The advice and support of CAMHS to YJS staff will be vital at this time to manage the presenting risks appropriately. A regional CAMHS nurse takes up post in July 2021 which will significantly enhance our service.

In line with WG direction and Swansea Bay UHB approach, most face to face outpatient clinic appointments have been stopped. CAMHS clinicians are instead contacting families by telephone to offer telephone advice and support, and where necessary (due to clinical need or risk) face to face appointments are being offered on an individual basis. Urgent care is being prioritised; however,

current staffing levels have necessitated a reduction in the CAMHS Crisis Team hours of operation to 9am – 5pm Monday to Friday. CAMHS hope to limit the impact of this change by co-locating the CAMHS Crisis nurse in Morriston Hospital's Paediatric Single Point of Access centre as well as drawing on our clinic-based staff to support Crisis assessments.

CAMHS have enhanced their Telephone Single Point of Contact service for families, referrers and partner agencies, providing telephone advice, support and referral triage, 9am – 9:30pm seven days per week. Contact is via 01639 862744 Monday to Friday 9am to 5pm and via Morriston Hospital Switchboard outside of these hours.

Young people's safety plans will be adapted to reflected the additional pressures and anxieties caused by COVID-19.

Additional resources are being sourced by Children's Services re telephone / media platform support training etc.

5.13 Substance Misuse Interventions

Similarly, Substance Misuse Intervention have continued via telephone, via a virtual platform. The level of contact will be determined by the individual level of risk, need and intervention. As we are opening up, our substance misuse workers will be risk assessing individual situations and visiting when appropriate.

6 Risks Challenges and Issues for the YJS.

A Gap analysis was undertaken by all multiagency management board members/ partners who were asked to contribute the Youth Justice plan. This gap analysis document is sent as a separate document as it should be a private document and not shared outside of the YJB, as staff, roles, and responsibilities are identified.

6.1. Key Challenges and Risks to Future Delivery

Key challenges and risks to future delivery have been highlighted throughout the Plan and are summarised here: -

First Time Entrants

Low levels of First Time Entrants has been achieved since 2009 reflecting the national picture as young people are engaged outside of the formal Youth Justice system wherever possible, through diversion and restorative justice opportunities. Numbers have levelled out and reductions will prove more of a challenge as some young people who have been diverted previously may reoffend more seriously or persistently. Continued efforts and resources will be required by Police and Youth Justice to maintain the progress achieved. This includes ensuring effective assessment of risk and need and the provision of diversionary opportunities; monitoring of outcomes to help us understand the reasons for any increases; and the delivery of prevention and early help with local partners to families identified as vulnerable and/or at risk where partnership resources are reducing. The fact that we are part of the PPU and there is a collective view to see the child first and offender second coupled with OOCDC will go some way to address issue with due regard for the welfare of the child and the paramountcy principal. We have excellent working relationships with our police partners and discussions around proportionate resolution are integral to assessing young people and the risks they are both exposed to and are taking.

Reduce Reoffending


Reducing young people's reoffending continues to prove a challenge despite greater numbers of young people being diverted away from the criminal justice system for less serious offending. Those young people who do escalate do so invariably with more entrenched offending behaviour, and often have multiple complex needs. These young people require increased contact levels and specialist input from experienced and trained practitioners to prevent further offending and achieve positive outcomes. Sustained specialist input to young people with complex needs and high levels of risk remains a priority in 2021/2022 especially as we are moving throughout the pandemic and restrictions are easing. Further evaluation of quality and effectiveness of

interventions and reoffending data is required to improve targeting of resources and have a positive impact on future reoffending rates.

Reduce use of Custody

Custody rates increased 2019 to 2020 and although this only applied to two more young people, this increased the percentage significantly rising from one young person in the previous year. Although percentage improvement remains a challenge year on year, being harder to achieve when overall disposals are falling.

This is the rate that has been published in the YDS. However it was brought about by an increase from 1 custodial outcome in 19/20 to 3 in 20/21.

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In common with the national trend young people who are looked after and BME young people continue to be over-represented in the custodial population. The service is working with wider Children's Services and our partner agencies to ensure access to effective resettlement support and improve outcomes for these young people. In NPT poverty and social inequality is also a factor to consider alongside substance and drug misuse Knife crime and different manifestations of county lines and criminal exploitation since Covid and travelling restrictions along the M4 corridor from Newport to Swansea make our young people in Neath Port Talbot especially vulnerable. The remand population remains unpredictable and the duration of remands can vary. A small number of younger children committing serious offences or an offence involving a group of young people can have a major impact on resources.

6.2. The financial risk to the local authority

Young people who are aged 16 and under are placed in **Secure Training centres (STC) or Secure Children's Homes (SCH)** which are costlier than Youth Offender Institutes (YOI) authority is closely monitored by the Youth Justice Service to ensure the appropriate designated authority is named at court and that there is close liaison and verification with Children's services placements and finance teams to ensure that risks are mitigated. We are in a more fortunate position that our Welsh secure unit is based in Neath Port Talbot and therefore we can ensure strong working relationships with the RI who is also the head of children's services and therefore is fully sighted on all of the issues regarding Hillside. The Principal Officer fully understands the financial implications and the opportunities for outreach work between Hillside and the YJEIS, having been a previous principal manager of the secure unit.

6.3. Young People in Education and Training

Performance in relation to ensuring young offenders are engaged in Education, Training and Employment has dipped over time and remains a challenge to achieve and sustain for young people in the Youth Justice Service. There is regular monitoring of the cohort of young people who are not engaged in ETE to help us understand the reasons for this and to identify areas for improvement. The development of an education strategy alongside our education and Further education colleagues, the use of the new resource centre and more opportunities to engage with young people as Covid restriction are eased should mitigate some of these risks.

6.4. Restorative Justice

There will be a continued focus in 22021/2022 on development of Restorative Justice Projects to provide victims of crime with a range of relevant options to support the opportunity for their inclusion in the Justice Process while providing young offenders with an effective deterrent experience. Our victim worker is now based two days a week within education as a collaborative partner and is developing Restorative Justice Programmes in schools

Victim Engagement and Restorative Interventions.

Positive victim involvement is always a priority for the service and with the opportunity to redesign the service on a local footprint, comes the opportunity to review the role of the victim worker improving links with reparation and enabling more visible outcomes for victims, our prevention workers, and their direct links to the reparation officer. It is anticipated that this will increase the number of victims accepting direct reparation.

Our restorative approaches training course developed with Agored Cymru continue to be available especially for schools, early intervention services and residential settings.

6.5. Maintaining Effective Risk Management and Management Oversight of Youth Justice and Implementation of Asset plus:

Improvements in risk management and assessment quality are an integral part of the post inspection action plan and we have made sure that is a primary focus of our work going forward. Therefore QA of asset plus and risk management oversight remain key priorities for 2021/22. All of our assessments are aimed to be completed within 30 days and very few exceed this timeframe. Supervisors are given weekly updates as to where they are on the time scale trajectory. All reports are Quality assured. I am confident that the NPT YJEIS manages risk appropriately

Local Risk Management:

Whilst there are three key agencies forming the "responsible authority" for MAPPA (ie police, prisons and probation), NPT YJS has a duty to cooperate. Over the previous 2 years this has been an area where efforts have been concentrated through the pilot of the ECM (**Enhanced Case Management**) approach. However, there is still a need to concentrate on this area and the recognition that some of our high risk cases are not subject to statutory orders but within the cohort subject to out of court disposals.

County Lines, violence and knife crime are becoming more prevalent and this needs to be responded to appropriately on a multi-agency basis. Through CSP (Community Safety Partnerships) and IOM (**Integrated Offender Management**) approaches there is a growing understanding and willingness to work together. The most common re-offence is that of violence and in response the senior practitioners have accessed specific SAVRY training. (**Structured Assessment of Violence Risk in Youth**)

As already highlighted we need to address reoffending. The reoffending toolkit has been developed from the findings of the deep dive audit completed in 2016. The approach lends itself to the implementation of trauma informed practice and all staff have been trained in this approach. This will continue to be a focus amongst the YJS staff group in 2021/2022. The service will restart regular development days as we open up post COVID, and these will be used for communication of key developments and the sharing of practice.

Staff development this year will re - focus on how we use the SAVRY assessment tool, address knife crime prevention, utilise AIM 2 and how it complements the Better Futures service level agreement. We will also be finalising the audit cycle, education strategy and develop interventions around potential violent offending and the risks of knife crime.

Vulnerability management safeguarding and wellbeing.

As with risk management, safeguarding relies on robust and accurate assessment and listening to what the child or young person is saying. This is a priority area that alongside risk management is a primary focus of the service. The service needs to address the gap in evidencing wellbeing outcomes. This work is currently being completed with health colleagues and although we are at early stages I feel confident that the development of the service will address this. I have already discussed the safeguarding work stream which has been developed, earlier in this report.

Strategic safeguarding.

The Chair of the NPT YJS Management Board Service is the Chair of the **West Glamorgan Safeguarding Children Board (WGSCB)** giving a robust strategic link to the safeguarding needs of children and young people known to the service. Safety and wellbeing cannot be seen in isolation of the services we provide to victims and their need to feel safe. We are very much part of NPT children services and regularly attend all identified safeguarding meetings professional strategy meetings and so on. As a previous safeguarding lead for three welsh authorities, the PO is chair and vice chair of many of the safeguarding board and LA subgroups including Barnardos, Better Futures and Channel panel. We have also provided contributed to the West Glamorgan Safeguarding board annual plan with a specific report regarding safeguarding in NPT Youth Justice and early intervention service, which strategically links the plans of the safeguarding board and the Youth Justice board.

6.7 Workforce development

In addition to areas of training and management oversight already covered the drive this year is to ensure everyone has a clear role, good supervision and quality appraisals. The JICPA recently identified good quality supervision and training in their inspection. We consistently achieve 95 % or more supervision rates. Everyone has supervision in line with the NPT supervision policy and appraisals will form a part of that process going forward. We also are committed to the health and well-being of our staff, and this is covered in our development days and will form part of everyone's appraisal. We have also been given the opportunity to join Virgin Pulse to improve health exercise diet and teams have been set up throughout the authority to compete in the next challenge. Staff well-being will be kept a priority. The building of staff morale has been essential to maintain staff commitment reduce sickness and maintain staff continuity.

6.8. Participation

Engaging young people in decision making and accepting responsibilities for their actions and future is critical to developing skills as constructive members of their community; Article 12 of the UNCRC (**United Nations Convention for the**

rights of the Child) establishes the right of young people to participate where decisions are being made that affect their future.

Young people attend or make representation at every management board. The LA participation officer has now based himself at the resource centre and our young people are involved in the majority of participation programmes. Eventually we will want our young people (with the help of the participation officer and YJS participation lead) to represent the whole area of service delivery .i.e. Pre-court, post court and exit planning.

As with previous years year victim feedback gathered by volunteers over the phone evidenced an overall satisfaction with the service and a growing positive view of restorative approaches however the numbers giving feedback in the new NPT team have not been measured as yet, We will be collating these going forward as the service and our communities re- open. We would like to be able to develop feedback by use of a phone app which we are looking into.

Parenting groups have been put on hold but will be been re- established in NPT. There was hugely positive feedback about the NVR parenting course when we were a regional service so we will be revisiting this going forward. The previous key messages were around the need for consistency of messages given by the parenting worker, case manager, childcare social workers and schools. One of the aims of the parenting group for NPT YJS is to reduce the mixed messages that the parents can receive from professionals and improve consistency per se. There are four workers at NPT YJS trained in providing the NVR course.

Staff retention in NPT YJS is not problematic, we are a long standing and established service with experienced and committed practitioners. Therefore the levels of distribution of youth justice expertise across the service and the close collaboration with Children services are a firm base on which to develop the NPT YJS service. Long standing temporary appointments have been made permanent and we have now got a consultant social worker in the team commensurate with the rest of Children services. The staffing structure meets the needs of the service apart from administrators and business support

Administration support and business management is a crucial element of the service and integral to the success of our work alongside performance and information management. This part of the business needs extra support and resource to manage the amount of work that is generated including administratively supporting the management board. We are going to advert imminently for an extra administrator and this will mean that the opening hrs of the resource centre could be extended.

Probation, Education South Wales Police and our intervention workers, including Speech and Language therapist, substance misuse workers Bail support, volunteer coordinator victim support and reparation and transition officers are all key players in the multi-agency team approach and we will keep developing these services to meet the complex needs of our young people. A CAMHS regional nurse is joining shortly and we will focus on emotional health and wellbeing of our young people going forward.

Training, monitoring and support are provided by the senior management team and in local authority training department to ensure required standards are met. A training plan has been developed for the service.

6.9 Staff recruitment and retention in NPT YJS

Retention of qualified social work staff in NPT YJEIS and the impact of this for maintaining effective Youth Justice Practice do not appear to be a risk to delivery at this juncture, although it is important to recognise that resources must be allocated to meet the additional training and necessary management support needs of new and/or inexperienced staff within NPT YJS.

The NPT HR and the senior management team are fully engaged with supporting the teams including delivering induction and training and development days, guidance, gatekeeping, alongside quality assurance and management reports to track progress. The strategic lead is full engaged with the LSCB, CSP and subgroups to ensure that the YJS are fully represented in all external and partnership arenas.

7. Conclusion.

In conclusion, this plan has been developed alongside board members and partners, who attended a development day and produced the gap analysis. It will also be shared with children's services CSMG. Partners also made comment and scrutinised the draft plan before submission to Committee today. Once ratified it will then be placed before the YJB as per statutory requirement, and to receive YJB funding for the service. It will be refreshed and resubmitted annually. A young person version will be produced in summary and submitted to committee once this has been accepted by the YJB.

Ali Davies Principal Officer.

AJDAVIES

NPT YJS (EIP) 30/07/21